

# Gender Pay Gap Report

April 2023



## Background

Operating since 2011, the James Hutton Institute has offices and laboratories in Aberdeen and Dundee, operate two research farms, host BioSS (Biomathematics and Statistics Scotland) and has a commercial subsidiary, James Hutton Limited (JHL).

We hold Athena SWAN Bronze Charter status. Initially established to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research the charter has developed and is now designed to encourage and recognise work undertaken to address gender equality more broadly in STEMM and arts, humanities, social sciences, business and law (AHSSBL) occupations.

We are a Stonewall Diversity Champion undertaking work to support our LGBT employees and students and are signatories to the Scottish Business Pledge which includes our commitments as a Living Wage Employer and achieving a 50/50 Board gender split by 2020 (which we achieved in 2017) and are now aiming to sustain. All of the above work is supported by our Equality, Diversity and Inclusion Committee.

Our People Strategy, developed to support our Strategic Priorities and reflect our Values, includes the objective of “the promotion of equality where difference is understood and valued” and this, alongside our Value of “respecting and valuing our people”, is key to becoming the organisation that we strive to be.

## Our Results

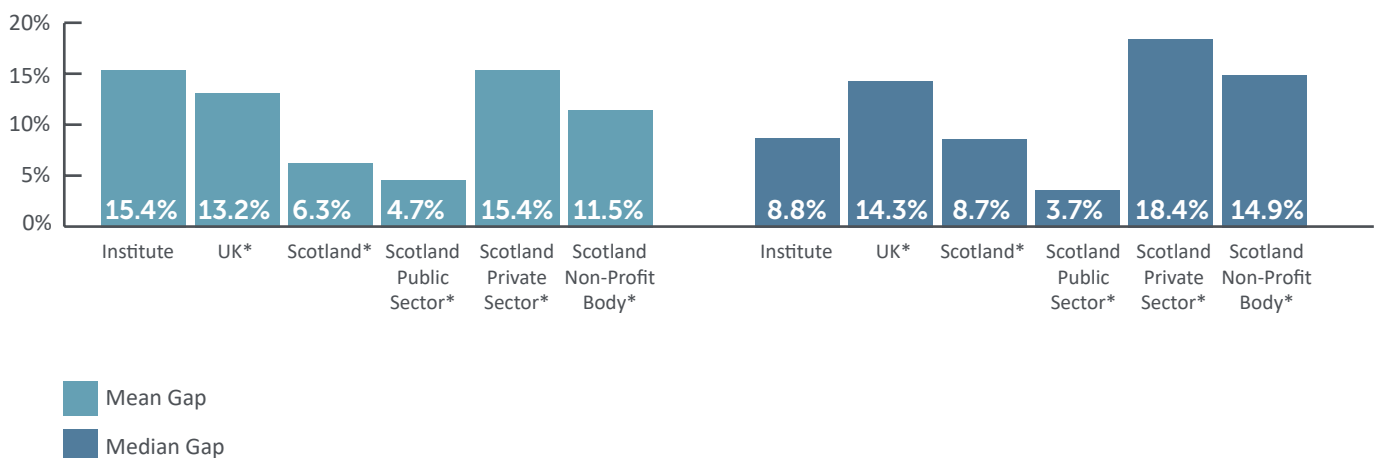
In this report for the year to April 2023, we also provide a comparison with the information published in previous years. Change in this area is best measured over a longer period, and we will continue to provide comparisons in future reports to build up an understanding of whether and how our actions are influencing change over time.

As in our previous reports, we have taken the framework provided by the government and produced the required information (as at 5 April 2023) but included expanded analysis reviewing salary by grade. We have also outlined the actions that we are taking to address the issues identified.

Following analysis of the figures as at 5 April 2023 we found that our mean and median pay gaps for the institute were 15.4% and 8.8% respectively.

These figures have been calculated using the statutory guidance which includes basic pay, allowances, piecework pay, pay for leave and shift premium pay before tax but after salary sacrifice deductions. Employee pension contributions are paid using salary sacrifice, and because salary sacrifice can significantly change the pay gap calculation for some groups, we also report on this.

How these compare to national figures is shown below.



\*figures used relate to Annual Survey of Hours and Earnings  
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworking-hours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables> (Table 25.12)

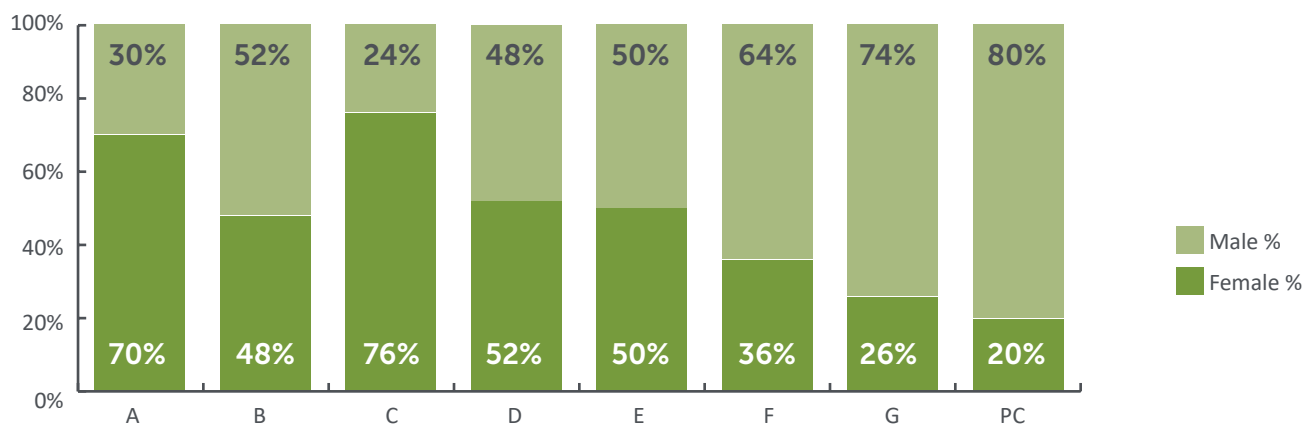
Comparisons against prior years are noted below:

	The James Hutton Institute		Scotland		UK	
	Mean Gap	Median Gap	Mean Gap	Median Gap	Mean Gap	Median Gap
April 2018	16.5%	11.7%	13.9%	15%	17.1%	17.9%
April 2019	15%	8%	13%	14.4%	16.3%	14.6%
April 2020	15%	8.1%	10.4%	10.9%	14.6%	15.5%
April 2021	15.8%	7.8%	10.2%	11.6%	14.9%	15.4%
April 2022	14.1%	6.4%	11.0%	12.2%	13.9%	12.2%
April 2023	15.4%	8.8%	6.3%	8.7%	13.2%	14.3%

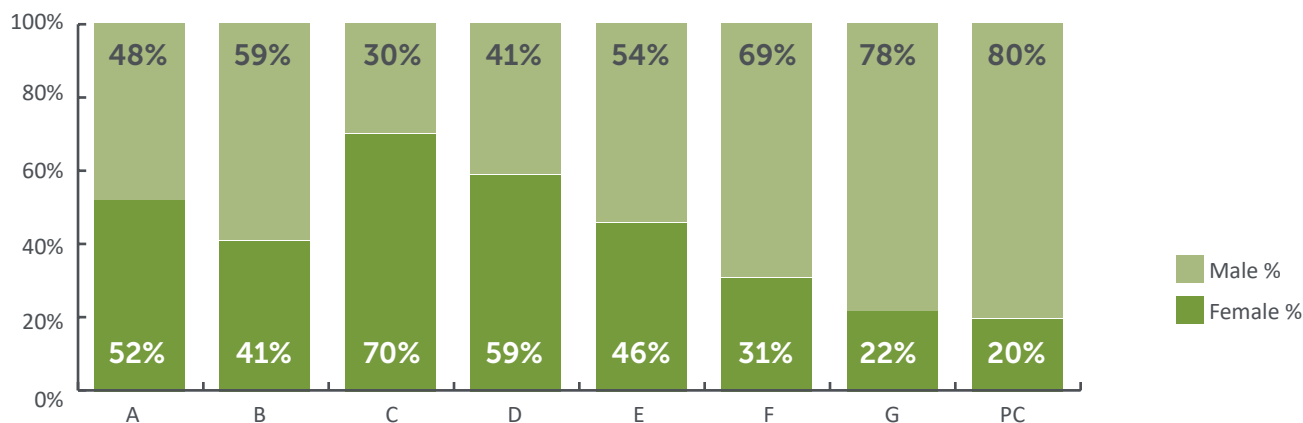
The mean gap has risen by 1.3 percentage points and the median pay gap has risen by 2.4 percentage points, a little over half of the mean pay gap, similar to prior years where it has been around half the mean pay gap. This continued relationship between the mean and the median points reflects the continued greater proportion of males in more senior roles. Our analysis of pay gap by grade, below, confirms this.

We have a grading system in the Institute which runs from Hutton A to Hutton PC. Jobs are allocated a grade based on the content and the personal requirements of the post holder and this is assessed through an objective job evaluation grading system. Within each grade the pay gaps are much smaller than at Institute level as noted below (with a comparison with the April 2022 figures included).

### Gender Split by Grade April 2023



### Gender Split by Grade April 2022



## Grades April 2023

Grades	Mean Gender Pay Gap	Median Gender Pay Gap
A	2.3%	0.0%
B	3.6%	2.7%
C	-0.1%	-1.7%
D	2.0%	2.1%
E	2.3%	3.1%
F	-7.4%	0.1%
G	12.7%	4.1%
PC	14.9%	10.7%

There has been a mix of positive and negative changes across the individual grades. In general, though, the mean and median pay gap within each grade is significantly less than our overall mean and median pay gap. As noted above, the greater proportion of males in more senior roles adversely affects the overall pay gap; however, it is positive that there are few indicators of a pay gap within grade i.e. when we compare male and female of the same grade, pay levels appear much more equal.

## Grades April 2022

Grades	Mean Gender Pay Gap	Median Gender Pay Gap
A	-9.1%	-16.4%
B	7.8%	5.6%
C	0.1%	-1.4%
D	0.3%	0.0%
E	0.9%	1.8%
F	-9.4%	-1.3%
G	15.2%	22.2%
PC	18.8%	10.8%

The figures above are reported in accordance the statutory GPG calculation process, which requires that hourly rates are calculated after salary sacrifice, which in our case includes significant salary sacrifice contributions in relation to our pension scheme. Many of our employees make additional voluntary pension contributions above our standard rate, and this can significantly reduce the statutorily calculated hourly rate.

Grades	Mean Gender Pay Gap adjusted for pension salary sacrifice	Median Gender Pay Gap adjusted for pension salary sacrifice
A	2.3%	0.0%
B	3.6%	2.7%
C	-0.1%	-1.7%
D	2.0%	2.1%
E	2.3%	3.1%
F	-7.4%	0.1%
G	12.7%	4.1%
PC	14.9%	10.7%

## Hutton Gender Split across quartiles 2018 to 2023

		Lower	Lower Middle	Upper Middle	Upper
2018	Male	36%	39%	48%	68%
	Female	64%	61%	52%	32%
2019	Male	39%	39%	47%	68%
	Female	61%	61%	53%	32%
2020	Male	35%	42%	47%	64%
	Female	65%	58%	53%	35%
2021	Male	36%	44%	51%	64%
	Female	64%	56%	49%	36%
2022	Male	44%	39%	42%	68%
	Female	56%	61%	58%	32%
2023	Male	37%	35%	49%	66%
	Female	63%	65%	51%	34%

We are also required to publish the distribution of salaries across quartiles. In April 2022, the pattern of the previous three years persisted to a large degree, with a greater proportion of women in the lower and lower middle quartiles, and a significantly greater proportion of males in the upper quartile. While the proportion of women in the upper middle quartile has reverted to being greater than men.

The analysis above of the pay gaps within grades and the distribution across quartiles shows that, although we employed more women (292) than men (256) in the Institute in April 2023, as with previous years, there remain more men in the senior grades, giving rise to our overall gender pay gap, despite generally less pronounced gender pay gaps within grades.

### Bonus Information

Bonus provisions are based on performance or special contribution and can be contractual depending on role.

In April 2017 there were no payments made in the Institute which were eligible for inclusion in our report.

In April 2018 there were six reportable payments; four female (1.54% of women) and two male (0.85% of men). The difference in mean bonus pay was -9.52% meaning that the average payment to women was 9.52% higher than those to men. The median difference was 4.76%.

In April 2019 there were three reportable payments, all female (1.2% of women). As all bonus payments were to females, there is effectively a negative 100% mean and median gender difference i.e. a pay difference fully in favour of the three females.

In April 2020 there was one reportable payment, to a male (0.47% of men). As the only bonus payment was to a male, and none to females, there is effectively a 100% mean and median gender difference i.e. a pay difference fully in favour of the one male.

In April 2021 there were four reportable payments, three to females (1.25% of women) and one to a male (0.45% of men). The difference in the mean and median bonus pay was 50%, meaning that the payment to the one male was 50% higher than the three payments to females.

In April 2022 there were no payments that were eligible for inclusion in our report.

In April 2023 there were 28 reportable payments, 9 to females (3.1% of women) and 19 to males (7.4% of men). The difference in the mean bonus pay was 50% (meaning that the mean payment to women was 50% less than that to men) but the difference in the median bonus pay was -50% (meaning that the median payment to women was 50% greater than that to men).

## What we are doing

To close our gender pay gap we need to have a more even balance of women and men in each grade. Our aspiration is to get to a 50/50 balance across all grades however our voluntary turnover rate is low and the fundamental issue of the number of females pursuing a career in STEM subjects also impacts our ability to do so through traditional recruitment means.

In addition to a specific objective to reduce our gender pay gap – which requires us to improve monitoring, continue to analyse our data to understand the issues and generate and implement actions as a result – our Athena SWAN action plan identifies actions which we believe will also contribute to reducing the Gender Pay Gap by addressing related issues. The key actions are noted below.

### ***Work to support the make-up of the Institute at all levels to be more reflective of the overall population including attention to redress the under-representation of women in senior roles.***

Outcomes:

- All colleagues will be offered a Career Review Meeting and at least 20% of staff take this up each year with at least 50% of those being female
- The proportion of promotion applications from women in lower grades increases by 15% over the next three years contributing to an increase in females in positions at Band D and above.
- The implementation of a robust succession planning process across all areas of the Institute

### ***Ensure that recruitment practices and procedures promote support for diversity and eliminate opportunities for bias/discrimination***

Outcomes:

- Include a diversity plan as part of our recruitment policy and procedures to eliminate opportunities for bias
- Improved recruitment procedures to reflect equality-related best practice
- Aim for at least 2 qualified female candidates on vacancy shortlists at Band E and above
- Gender balanced applicant numbers and interview panels
- Making best use of our recruitment statistics to guide and improve our recruitment process
- Ensure our ED&I related policies are advertised on our external website

### ***Support for career development through processes such as promotion, personal development reviews and mentoring***

Outcomes:

- Aim to have 100% completion of personal development reviews within the required timetable
- Continue delivery of the line management development programmes to improve the use, consistency and effectiveness of our career development processes
- Ensure that the promotion process is relevant and accessible to everyone across the Institute
- Improved support for promotion candidates including continued delivery of workshops and development of a network of promotions coaches
- Ensure all promotion interview panels are gender balanced
- Continue to promote internal and external mentoring programmes with at least 50% of participants being female
- Reflect on and, where possible, increase the availability of leadership roles within the Institute (for example through rolling positions) and ensure that development opportunities are open to all

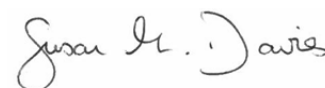
### ***A suite of policies is in place that support and encourage employees to manage their work-life balance and support career/personal development in a way that is mindful of this***

Outcomes:

- Improved maternity and parental leave processes through the provision of additional guidance and the establishment of a buddy scheme
- Increase awareness about flexible working options
- Increase awareness of the policies in place to support and encourage employees to manage work-life balance while supporting career/personal development



**Colin Campbell**  
Chief Executive



**Susan Davies**  
Chair