

OFFICIAL

Introduction

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2017. This report contains the required gender pay gap information for the Engineering and Physical Sciences Research Council (EPSRC) as of the 31 March 2017.

From April 2018, the Engineering and Physical Sciences Research Council will be part of UK Research and Innovation which will be responsible for future gender pay reporting.

EPSRC

EPSRC is the main UK Government agency for funding research and training in engineering and the physical sciences. EPSRC is an independent, non-departmental public body of the Department for Business, Energy & Industrial Strategy (BEIS).

Our vision is for the UK to be the best place in the world to research, discover and innovate. We are committed to promoting equality and supporting the fair treatment and reward of all staff, irrespective of gender.

EPSRC hosts a cross-Research Council body, Research Councils UK (RCUK), in which some employees are employed by EPSRC. EPSRC also employs a number of staff in the Professional Support Unit (PSU) which is hosted by the Arts and Humanities Research Council. The information in this report is based on all eligible EPSRC employees, including those EPSRC employees employed in posts within RCUK and PSU, who were employed as of 31 March 2017.

From 1 April 2018, EPSRC (along with 8 other councils) will form UK Research and Innovation (UKRI). This Gender Pay Gap Report focuses only on relevant employees from the EPSRC as of 31 March 2017 but the future pay system may be impacted by this transition.

As of 31 March 2017, females represented 65% of EPSRC's 300 employees. The proportion of female employees within EPSRC and the RCUK and PSU hosted units is similar, ranging from 60% - 66%.

Work Area	Female	Male	Total	%age female
EPSRC	132	69	201	66%
RCUK	51	28	79	65%
PSU	12	8	20	60%
Total	195	105	300	65%

EPSRC's Pay System

The EPSRC pay system is harmonised in a consortium consisting of EPSRC, Arts and Humanities Research Council (AHRC), Biotechnology and Biological Research Council (BBSRC), Economic and Social Research Council (ESRC) and Science and Technologies Facilities Council (STFC). The consortium operates a single pay system comprising of grades which vary according to the level of responsibility that staff have. Each grade has a set pay range; some of which overlap and these ranges are shared with staff to promote transparency and understanding of the pay system.

EPSRC operates a reward and recognition scheme based on annual performance, irrespective of gender.

Under the current government, pay remits for the Research Councils are constrained to average salary (consolidated) increases of up to 1% from 2016 through to 2020. This applies to the Civil Service and other Public Sector employers as well as Senior Civil Servants.

Annually, the harmonised pay consortium proposes how to utilise the pay remit and this must be approved by BEIS and then agreed with the Trade Unions before it is implemented.

As part of the 2015 Pay Remit, contractual pay progression arrangements were removed to comply with Government requirement and the EPSRC are working with BEIS on how to allow pay movement within grades, within current Public Sector Pay Policy.

EPSRC's Gender Pay Gap

As of the census date of 31 March 2017, comparison of mean pay in the EPSRC shows a gap in favour of males of 11% whilst a comparison of median pay in the EPSRC shows a gap in favour of males of 0.4%.

Grade Group	Female	Male	Total
Junior (Grades A-C)	76	30	106
Middle (Grade D-E)	100	58	158
Senior (Grade F and above)	19	17	36
Total	195	105	300

Bonus Pay

In the year to 31 March 2017, a comparison of mean bonus pay in EPSRC shows a gap in favour of males of 14%, whilst a comparison of median bonus pay in EPSRC shows a gap in favour of males of 22%.

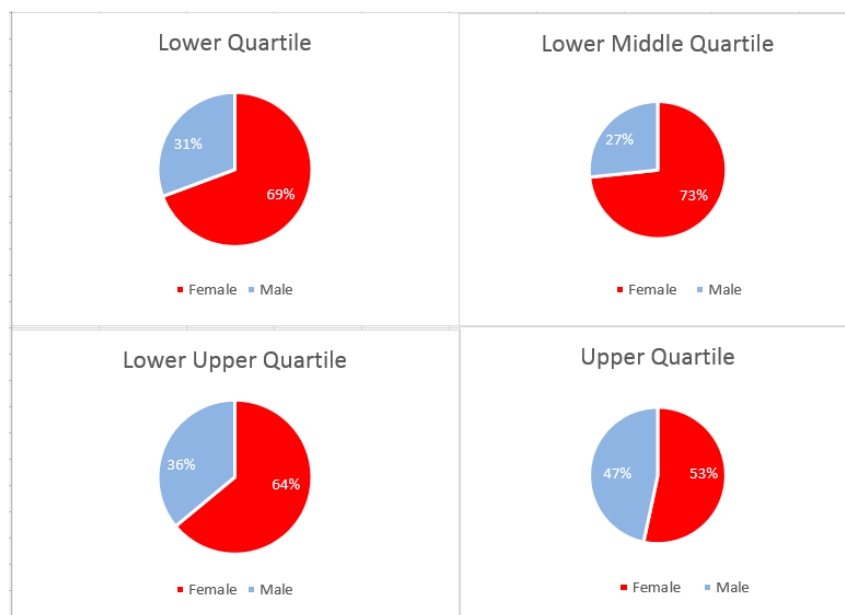
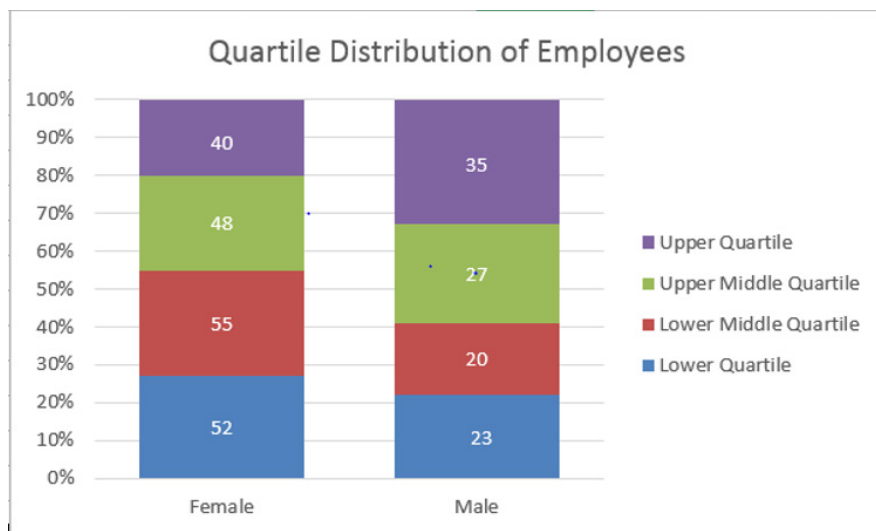
75% of males received a bonus in the relevant pay period compared to 74% of females.

In the 2016 pay award, EPSRC offered a non-consolidated salary increase to individuals rated as exceptional performers. This was paid as a one-off bonus and shows little to no difference between males and females in the organisation.

Employees by Quartiles:

As noted above, on the census date of 31 March 2017 there were 300 individuals employed by EPSRC across EPSRC, RCUK and PSU. Looking at these employees by quartile (75 employees in each quartile), there were, in general, larger numbers of male employees in the upper middle and upper quartiles than in the lower and lower middle quartiles. Conversely, there were larger numbers of female employees in the lower and lower middle quartiles than in the upper middle and upper quartiles.

Quartile	Female	Male	Total
Q1	52	23	75
Q2	55	20	75
Q3	48	27	75
Q4	40	35	75
Total	195	105	300



Work on addressing the Gender Pay Gap

- Provide policies and practices to support working parents and those returning from leave including flexible working, job sharing, parental leave, additional paid maternity and paternity leave.
- Provide unconscious bias training for all staff. This is included in equality and diversity awareness training, recruitment panel interview training and targeted unconscious bias courses for people managers/ recruiters and for non-managers to understand, identify and challenge unconscious gender bias.
- Our recruitment guidance clearly states our commitment to equal opportunity and all job opportunities are recruited openly across the organisation.

The government policy requirement in 2015 to remove contractual pay progression poses a risk to transparency in pay and consequently discussions are being held across councils to mitigate this as EPSRC moves towards becoming part of UKRI.

Declaration

This data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.