

ESRC Gender Pay Gap Report 2017

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. The ESRC has a workforce of less than 250 but all Research Councils have reviewed their Gender Pay gap statistics and have agreed to publish their findings ahead of joining UKRI on 1 April 2018.

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

ESRC

Economic and Social Research Council (ESRC) is the main UK Government agency for funding research on economic and social issues. The Council supports high quality research which has an impact on business, the public sector and civil society. ESRC is an independent, non-departmental public body of the Department for Business, Energy & Industrial Strategy (BEIS). We are committed to promoting equality and supporting the fair treatment and reward of all staff, irrespective of gender.

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

As of 31 March 2017 females represented 75% of ESRC's 156 employees.

ESRC's Pay System

The ESRC pay system is harmonised in a consortium consisting of ESRC, Arts and Humanities Research Council (AHRC), Biotechnology and Biological Research Council (BBSRC), Engineering and Physical Sciences Research Council (EPSRC) 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.

ESRC 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.

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

ESRC's Gender Pay Gap

Comparison of mean pay in ESRC shows a gap in favour of males of 2.6%, whilst a comparison of median pay in ESRC shows no gap between males and females.

Grade Group	Female	Male	Total
Junior (Grades A - C)	41	10	51
Middle (Grades D - E)	63	23	86
Senior (Grade F & Above)	13	6	19
Total	117	39	156

Bonus Pay

Comparison of mean bonus pay in ESRC shows a gap in favour of females of -106% whilst a comparison of median bonus pay in ESRC shows a gap in favour of females of -144%.

With an organisation that employs more females than males it is to be expected that the pay gaps for bonuses is very high in favour of females.

49% of males received a bonus in the relevant pay period compared to 59% of females.

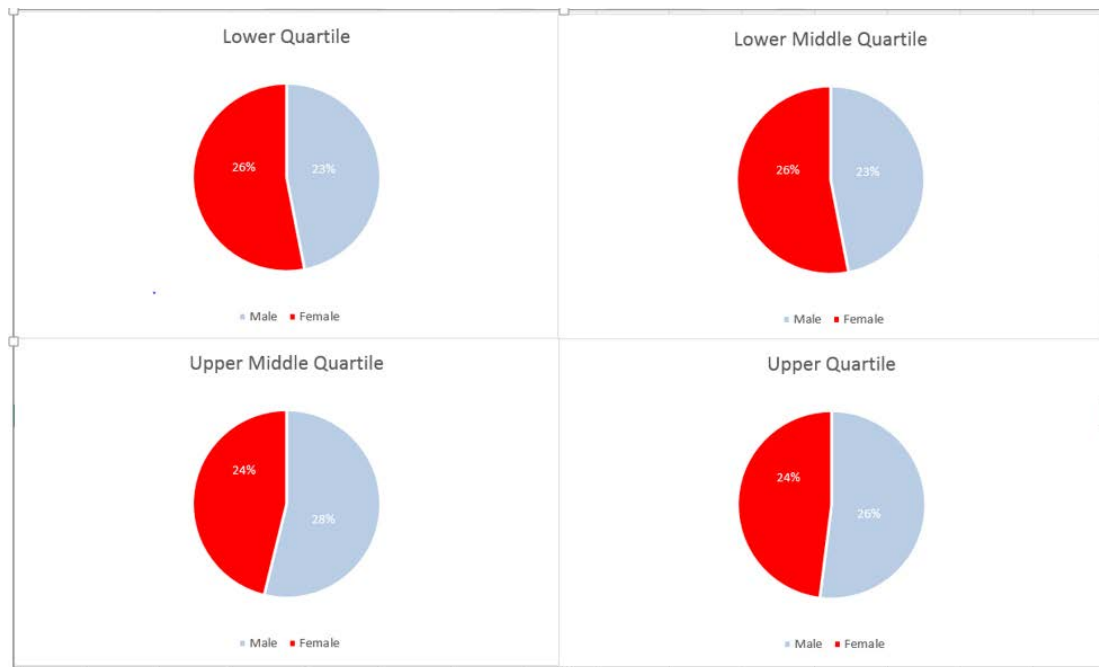
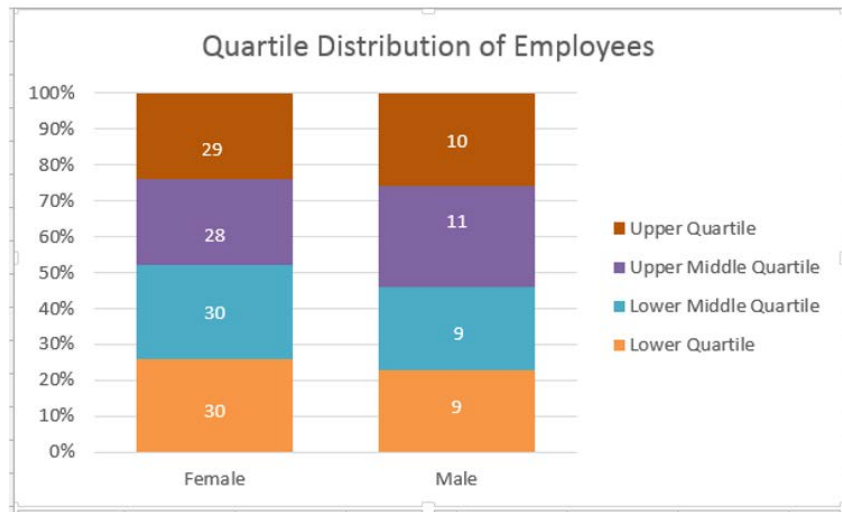
In the 2016 pay award, ESRC offered a non-consolidated salary increase to employees rated as exceptional performers. This was paid as a one-off bonus and shows little to no difference between males and females in the organisation.

Employees by Quartiles

Quartile	Female	Male	Total
Q1	30	9	39
Q2	30	9	39
Q3	28	11	39
Q4	29	10	39
Total	117	39	156

Males are split relatively equally across the pay quartiles, but there are proportionately more males than females in the upper quartile; 26% of males are in the upper quartile, compared to 24% of females.

There is a slightly higher proportion of females in the lower and lower middle quartiles, 26% females in both compared to 23% of males.



Work on addressing the Gender Pay Gap

The following work is already being done to address the gender pay gap and will continue:

- Adhering to 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.
- Continued provision of equality and diversity training for all staff. Equality and diversity awareness training is provided for all new staff and is included in recruitment panel interview training to enable staff to understand, identify and challenge potential bias.

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- 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 ESRC 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.