



ESRI Gender Pay Gap Report 2024

1. Introduction

In accordance with the Gender Pay Gap Act of 2021, we are pleased to present our 2024 Gender Pay Gap report. While the reporting requirement will apply to organisations of our size starting in 2025, we have chosen to publish our results now to demonstrate our commitment to gender equality.

The report is structured as follows: first, we provide a summary of the key requirements of the Act. This is followed by a gender-based profile of our organisation. We then review the gender pay gap (GPG) metrics and conclude with a summary of the measures that the ESRI implements to support Equality, Diversity, and Inclusion (EDI).

-Gender Pay Gap Act

The Act defines the hourly gender pay gap as the difference between the mean hourly pay of male employees and female employees expressed as a percentage of the mean hourly pay of male employees.

Thus, a GPG which is positive indicates that, on average, women are in a less favourable position than men. A negative GPG indicates the reverse.

It should be noted that a GPG is distinct from the concept of unequal pay, a practice which is unlawful, and which deals with pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

The Act sets out that a snapshot date in **June** (*any day*) must be used in respect of pay and hours worked in the previous 12 months. The following metrics must be reported:

- i. Mean and median gender pay gap;
- ii. Mean and median bonus pay gap;
- iii. Mean and median benefit-in-kind gap;
- iv. Mean and median pay gaps for part-time employees;
- v. Mean and median pay gaps for fixed-term employees;
- vi. The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Organisations are also obliged to provide an explanation for the underlying reasons for any gap, and the measures the organisation intends to take to address these.

2. Organisational Profile

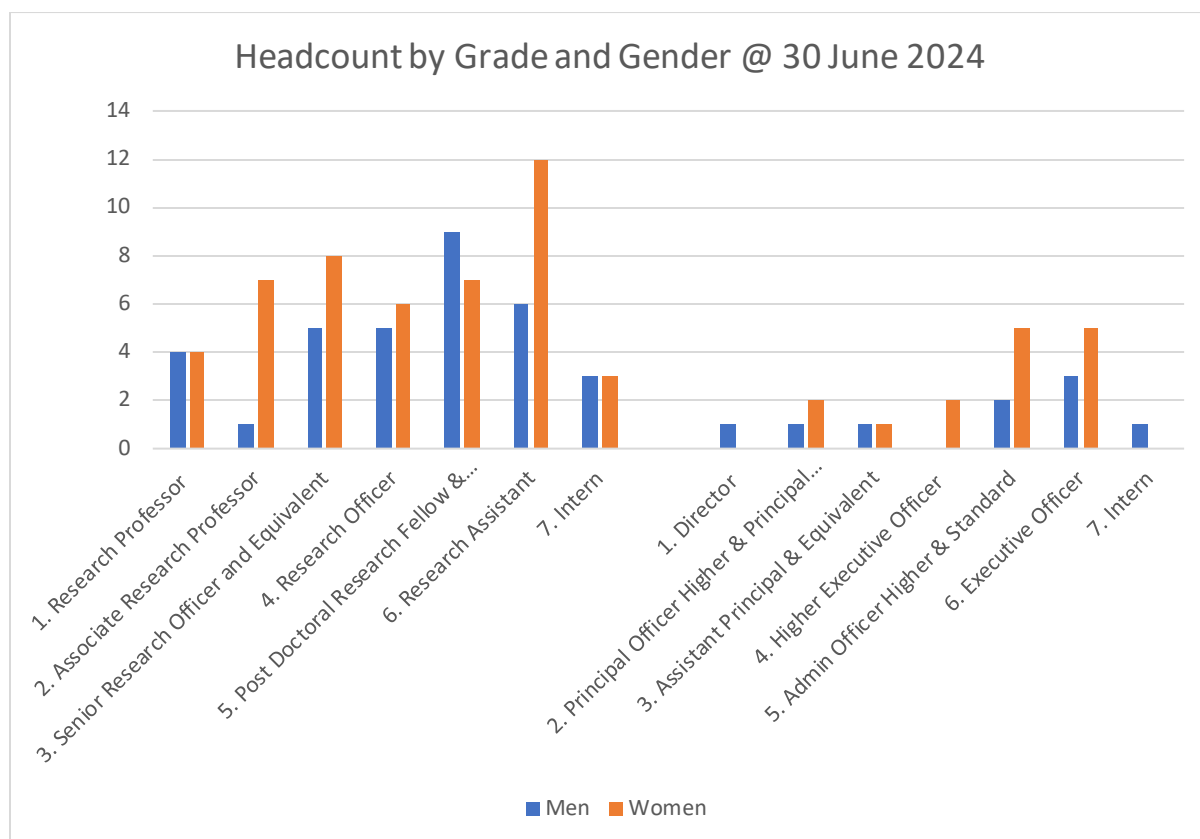
Figure 1: Headcount, 30th June 2024 (Snapshot Date)

	All Staff	Fixed-Term	Part-Time
Men	42 (40%)	22 (46%)	0
Women	62 (60%)	26 (54%)	6 (100%)
Total	104	48	6

On 30th June 2024, the Institute employed 104 staff, of which 60% were women and 40% were men. Almost half the workforce are employed on a fixed-term contract basis and 6% (all women) work on a part-time basis.

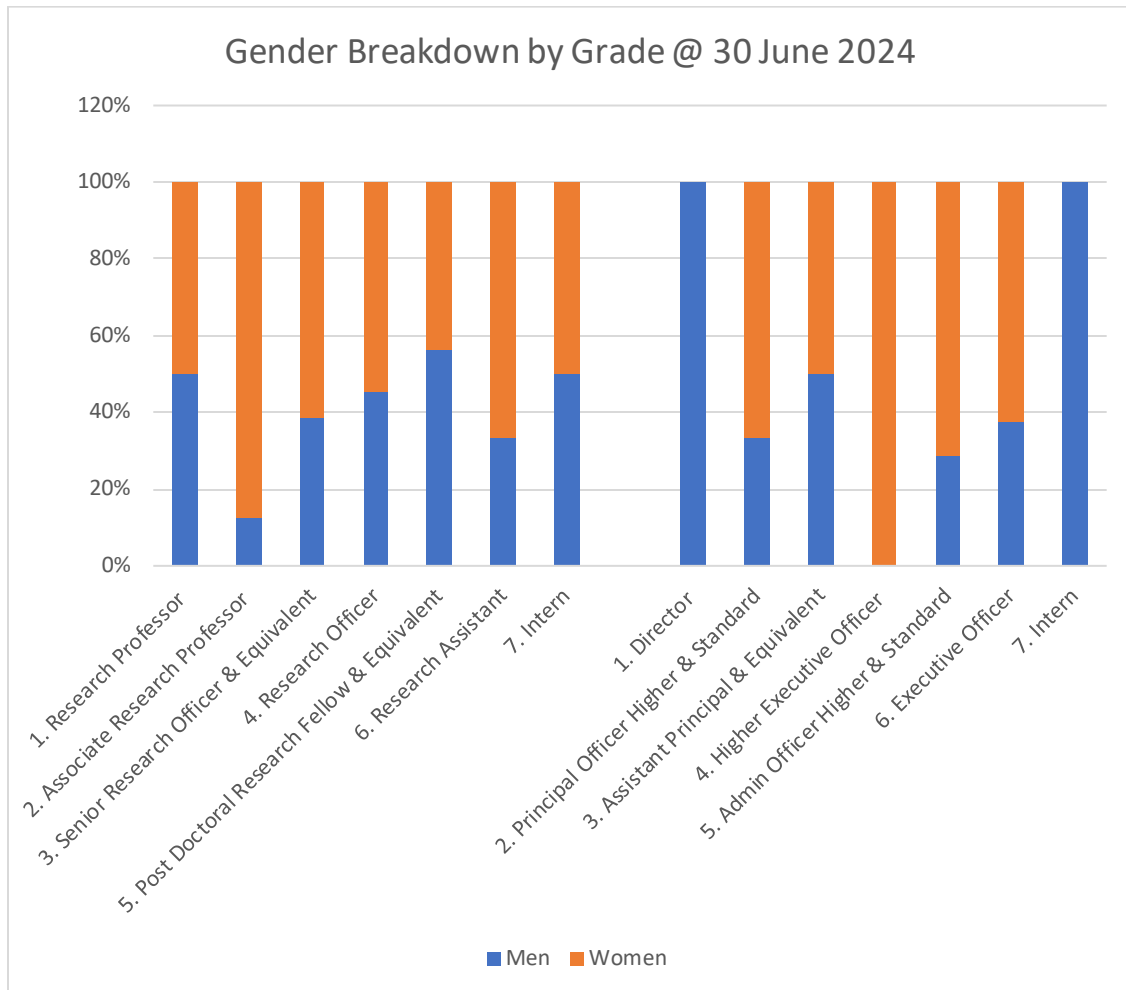
Figure 2 sets out the headcount by gender in each grade and Figure 3 sets out the percentage of men and women in each grade. We can see that there are more women than men in senior roles such as *Associate Research Professor*, *Senior Research Officer*, and *Research Officer*.

*Figure 2: Headcount by Grade and Gender



*Roles 1 to 7 on the left are research roles in order of seniority; roles 1 to 7 on the right are administrative, professional, and technical roles in order of seniority.

***Figure 3: Gender Breakdown by Grade**



**Roles 1 to 7 on the left are research roles in order of seniority; roles 1 to 7 on the right are administrative professional and technical roles in order of seniority.*

The role with the highest number of staff (**Figure 2**) is that of *Research Assistant*, which is at the lower end of the salary range, with 67% of these positions held by women. The second most common position is *Post Doctoral Research Fellow & Equivalent*, with 54% of those employees being men.

In examining the fixed-term cohort (**Figure 1**), the gender distribution is 46% men and 54% women. This disparity is primarily due to the relatively high number of *Research Assistants* who are women (**Figure 2**).

All **part-time** staff are women.

-Pay Practices at the ESRI and other factors which can affect the GPG:

In interpreting the results is important to note the following:

- Like all public service organisations, the ESRI has equal pay for men and women in the same grades. Senior researcher salaries are aligned with university pay scales, and early-stage researcher and professional, technical and support salaries are aligned with civil service scales.
- Employees generally move up one pay scale point each year until they reach the top point on the grade’s scales. Each grade typically has 8 increments, but some have as many as 16.
- As the numbers are based on a snapshot date, they can mask the fluidity in pay gaps, which can fluctuate from month to month and across pay quartiles depending on changes to headcount and increments.

3. Gender Pay Gap (GPG) Results

3.1 Mean and Median GPG, 30th June 2024

Figure 4

	All Staff	Fixed-Term
Mean	1.4%	11.2%
Median	-22.9%	17.2%

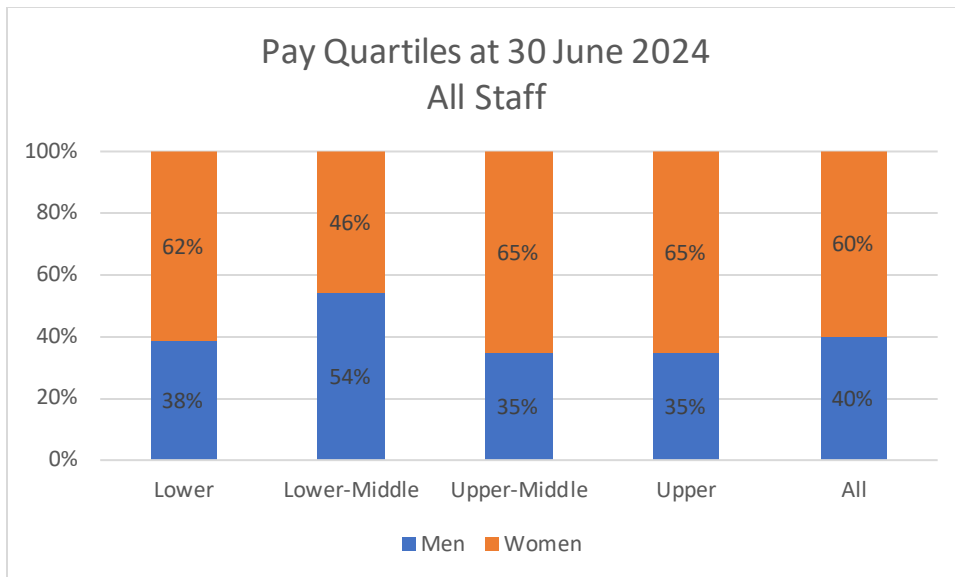
Looking first at **All Staff (Figure 4)** the mean pay gap is in favour of men at **1.4%**. To test the impact of extreme values, if the Director’s (male) hourly rate is excluded, the gap flips in favour of women to **3.3%**. The median, not as affected by extremes, is significantly in favour of women at **22.9%**. This reflects not just the higher proportion of women in senior and higher paying roles, for example, *Associate Research Professor, Senior Research Officer, and Research Officer (Figure 2)* but also the fact that pay scales are wider at senior levels.

Regarding the GPG for **fixed-term** employees (**Figure 4**) the mean and median are in favour of men, reflecting the relatively high number of women in the lower paid *Research Assistant* roles and the higher number of men in more senior and higher paid roles such as *Post Doctoral Research Fellow*.

3.2 Pay Quartiles

Figure 5 shows the proportions of men and women in the lower, lower-middle, upper-middle, and upper quartile pay bands. Ideally, each quartile should reflect the workforce demographic of 40% men and 60% women.

Figure 5: Pay Quartiles at 30 June 2024



The **Lower** quartile breakdown is broadly representative of the organisation’s overall gender breakdown. The **Lower-middle** quartile breakdown significantly diverges from the organisation-wide profile, reflecting the high proportion of *postdoctoral research fellows* who are men (64%).

Women are more represented in both the **upper-middle** and **upper** quartiles, indicating the greater number of women in senior and higher-paying positions.

3.3 Mean and Median GPG: Part-Time Staff

All part-time staff at the ESRI are women and thus no pay gap applies.

3.4 Bonus and Benefit-in-kind gaps

The ESRI does not make bonus payments or provide benefits-in-kind.

4. How the ESRI supports EDI

The ESRI has a range of initiatives in place to support EDI. These are set out in our EDI Action plan 2023 – 2028 (for which we received an Athena Swan Bronze award in 2023). Examples of initiatives include:

- The inclusion of a formal commitment to EDI in the ESRI Strategy
- The creation of a permanent EDI committee
- Conducting biennial EDI surveys
- Operating fair and transparent recruitment and selection practices. Examples include ensuring that interview boards are gender balanced and that interviewers are appropriately trained.
- Promoting Dignity and Respect in the workplace: we have a comprehensive Dignity and Respect at Work Policy, and line managers and staff receive training on the operation of the policy
- Providing a comprehensive Wellbeing Programme. This includes a third-party Employee Assistance Service and regular webinars on wellbeing
- Offering a range of Flexible Working policies which includes blended working, flexi-time, and a part-time work policy.