

Babraham Institute

2016/17 Gender Pay Gap Report

The Babraham Institute is world-renowned for life sciences research into the fundamental biology underpinning development, health and ageing. The Institute holds charitable status and is committed to promoting and developing a culture of equality, diversity, inclusivity and mutual respect that supports our ambitions and attracts highly motivated and talented people from around the world.

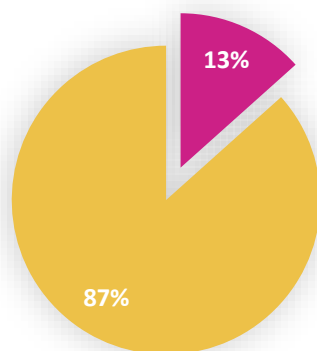
Working towards balanced and equal representation of diverse groups at all levels of the organisation is a key goal for us. By reporting our gender pay gap annually in line with current UK legislation, we hope to be able to track our progress in building a fair and diverse community that recognises and respects everyone. **The Gender Pay Gap is a measure of the difference between men's and women's average earnings across the organisation** from the most senior to the most junior pay. According to the most recent data from the Office of National Statistics the **average gender pay gap for organisations in the UK in 2016 was 18.1%**.

Difference between pay and bonuses for men (♂) and women (♀) at the Babraham Institute

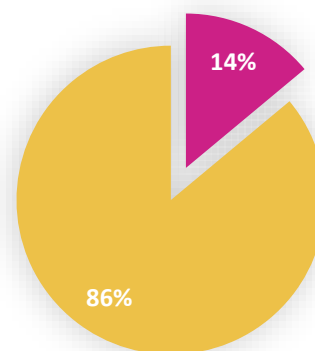
	Mean ¹	Median ²
Hourly Fixed Pay	14.82%	8.71%
Bonus Pay	51.57%	36.63%

The above table shows the Babraham Institute's overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2017). It also captures the mean and median difference in bonuses paid to men and women in the year ending on 5 April 2017.

Female Staff Bonuses



Male Staff Bonuses

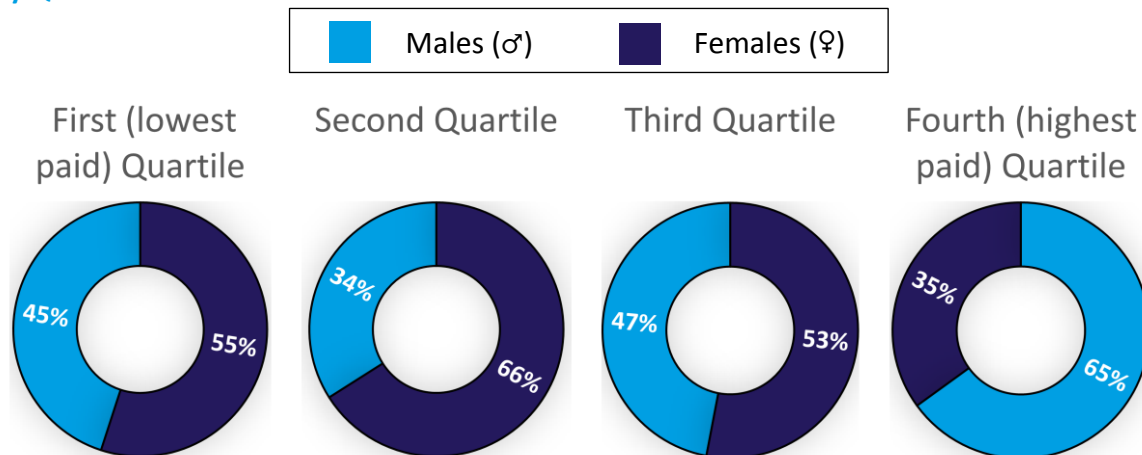


¹ Mean: the percentage difference in average pay between male and female employees

² Median: the percentage difference in the middle value pay between male and female employees

Currently, the Babraham Institute uses bonuses predominately, but not exclusively, for executive level employees, with a consolidated performance related pay system being more widely used for our core employees.

Pay Quartiles



The above data identifies the Babraham Institute's gender distribution across the four equal quartiles.

What we can identify from the data

The Institute is confident that men and women are paid equally for completing equivalent level jobs roles across the organisation. However, as identified in the above data, there is an imbalance between male and female representation, particularly in the upper quartile, which creates our gender pay and bonus gap. This is reflective of the challenge faced across the scientific sector in attracting and retaining women at senior levels.

There is a significant challenge ahead, to first close and then eliminate the gender pay gap. It is a challenge to which we are fully committed and a significant amount of work has already been undertaken to offer fairer support for both women and men to progress in their scientific careers. The Institute is fully committed to supporting the development and careers of our wider workforce. We are continually reviewing policies and introducing new initiatives to create a supportive and inclusive working environment and culture.

Our dedication to this is particularly demonstrated through our Silver Athena Swan award and equality4success projects. We are also active members of LIBRA (Leading innovative measures to achieve gender balance in research activities, which brings together 13 scientific institutes from across Europe (all members of the EU-LIFE alliance), to assess cultural and institutional attitudes towards gender in research and to develop strategies to achieve equality. The project also has a focus on emphasising the consideration of the impact of sex and gender in life science research findings.

Babraham Nursery

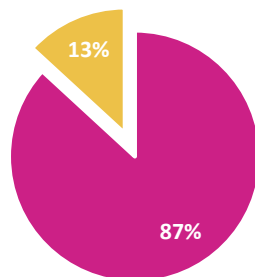
The Babraham Institute owns and runs its own Ofsted Outstanding-rated day nursery which provides childcare facilities for our staff and the wider community. We have taken the decision to report separately on the pay of our nursery staff, as the facility operates in a different employment sector and is a self-sustaining entity.

Difference between pay and bonuses for men and women at the Babraham Nursery

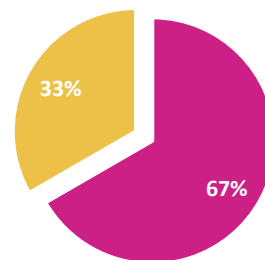
	Mean	Median
Hourly Fixed Pay	1.36%	10.13%
Bonus Pay	-3.03%	0%

The above table shows Babraham Nursery's overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2017). It also captures the mean and median difference in bonuses paid to men and women in the year ending on 5 April 2017. Whilst Babraham Nursery has a higher than national average male workforce (3 male employees), the numbers are still very low compared to the number of females employed in the nursery. The small mean pay gap and greater median pay gap is resulting from two of the male employees' length of service and job-role grade.

Female Nursery Staff Bonuses



Male Nursery Staff Bonuses

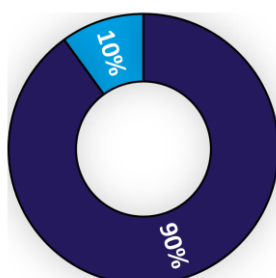


As described in the bonuses section for the Institute, bonuses are more commonly paid to executive level staff. However, in the year preceding the snapshot date of 5 April 2017, the Babraham Nursery was inspected by Ofsted and awarded a rating of 'Outstanding'. Consequently, all nursery staff involved in and employed at the time of the inspection (April 2016) were awarded a one-off bonus in recognition of their exceptional efforts.

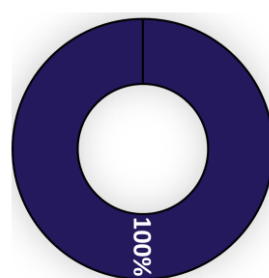
Pay Quartiles



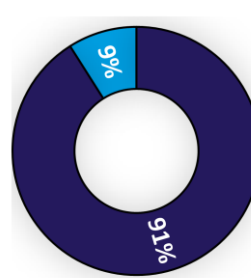
First (lowest paid) Quartile



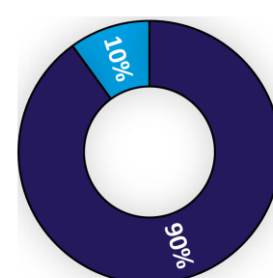
Second Quartile



Third Quartile



Fourth (highest paid) Quartile



I confirm that the data reported is accurate.

A handwritten signature in black ink that reads "Michael Wakelam". The signature is written in a cursive style and is underlined with a single horizontal line.

Professor Michael Wakelam
Director