



The James
Hutton
Institute

Gender Pay Gap **Report**

The James Hutton Institute

March 2018



Background

The James Hutton Institute was formed in 2011 by uniting the Macaulay Land Use Research Institute and Scottish Crop Research Institute. We have offices and laboratories in Aberdeen and Dundee, operate 3 farms, host BioSS (Biomathematics and Statistics Scotland) and have a commercial subsidiary, James Hutton Limited. Our scientific activity is conducted across 5 science groups and in BioSS. This work is supported by farm and glasshouse staff as well as financial and non-scientific operational staff.

We were one of the first organisations of our kind to have been awarded Athena SWAN Charter status. The Charter is designed to support the advancement of women in STEM and AHSSBL academic roles, as well as those in professional and supporting roles in Higher Education and Research Institutes. The Charter also covers trans staff and students.

We have also become a Stonewall Diversity Champion and are signatories to the Scottish Business Pledge which includes our commitments to being a Living Wage Employer and achieving a 50/50 Board gender split by 2020 (which we achieved in 2017). In support of these initiatives we have an Equality, Diversity and Inclusion Committee made up of employees from all areas and at all grades across the organisation. The Committee is responsible for the development of relevant action plans and ensuring the achievement of those plans.

This focus on equality is reflected in our People Strategy 2017 – 2021 which was developed to support our Strategic Priorities and to reflect our Values. One of the objectives of the People Strategy is “the promotion of equality where difference is understood and valued” and this, alongside our value of “respecting and valuing our people” are key to the organisation that we strive to be.

Our Results

From 2017 the UK Government requires all organisations with 250+ employees to publish specific gender pay gap information on an annual basis. We have taken the framework provided and produced the information (as at 5 April 2017) but also expanded the analysis to include reviews of salary by activity area and level of post (henceforth referred to as grade)*. We have also outlined the actions that we will be taking to address the issues we have identified.

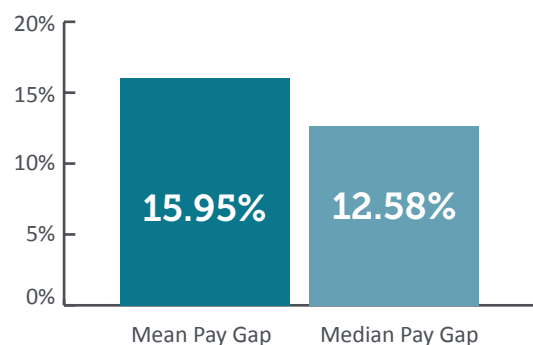
Following analysis of the figures we found :

- Our mean and median pay gaps for the institute as a whole were 15.95% and 12.58% respectively
- Our mean pay gaps within grades ranged between -6% to 21%
- Our median pay gaps within grades ranged between -1% to 11%
- The distribution of salaries across quartiles showed that there are more women in the two lower quartiles (64% and 62%) while there are more men in the upper two quartiles (52% and 65%). This reflects the fact that, while we have more females than males overall, there are more men at senior grades.

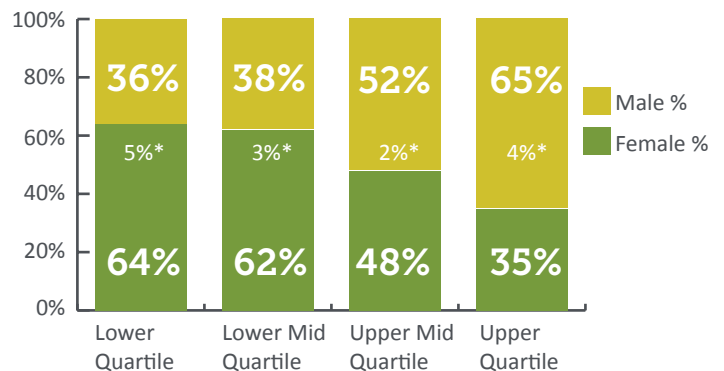
We are confident therefore that our gender pay gap is primarily as a result of having proportionately fewer women in more senior roles. This is supported by the fact that generally, within grades, the pay gap is significantly less than the overall figure.

*All our statistics present the position of men relative to women

Institute Overall



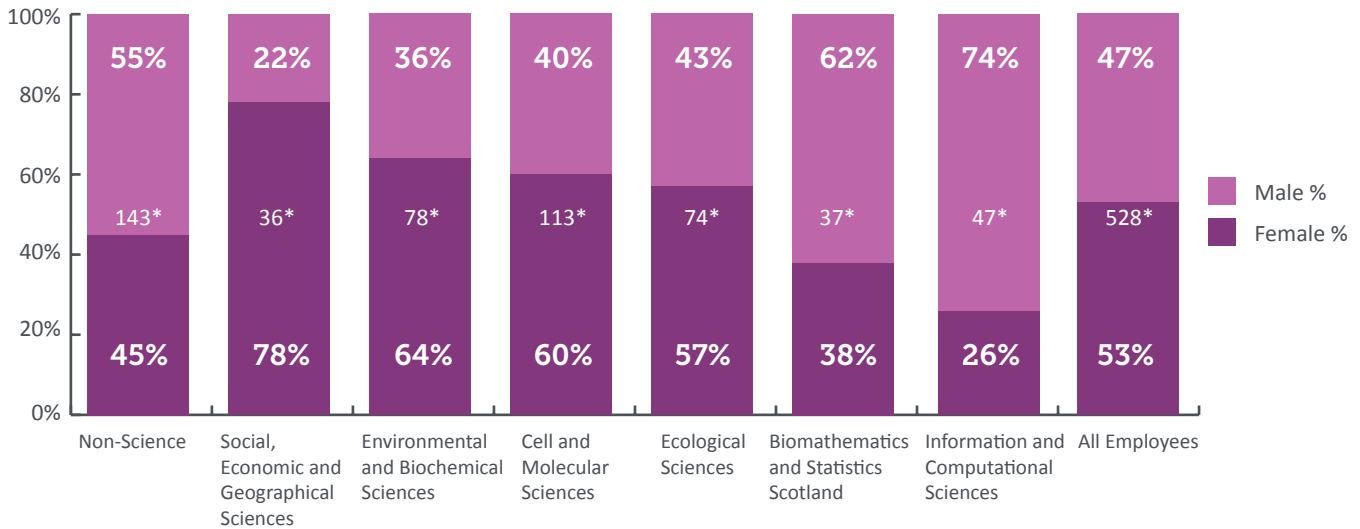
Male/Female split by Quartile Institute Overall



*Mean Pay Gap

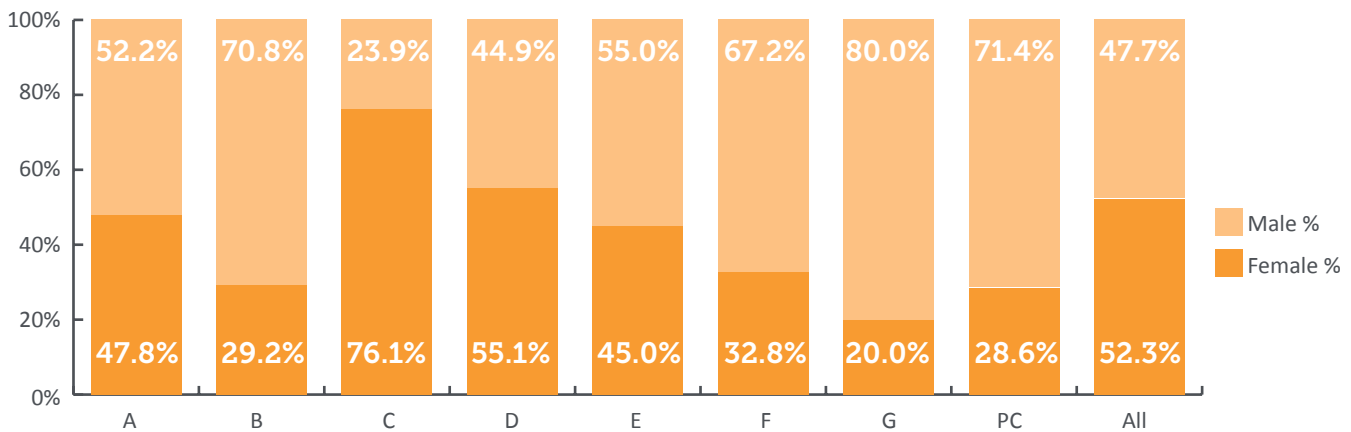


Gender Split by Department



*Number of employees in department

Gender Split by Grade



Grades

Grades	Mean Gender Pay Gap	Median Gender Pay Gap	Employees
A	-6.21%	5.50%	23
B	7.44%	1.91%	24
C	1.39%	0.50%	142
D	0.91%	-0.53%	142
E	-9.69%	0.00%	96
F	0.54%	3.87%	64
G	0.71%	0.00%	30
PC*	21.32%	10.60%	7

*Includes Chief Executive and Executive Team



What we are doing

We recognise that within grades the pay gaps are significantly less than that of the Institute overall and that the higher Institute figure is symptomatic of the distribution of male and female staff across the grading structure. Our main focus therefore is how we improve the proportion of women in higher grades. Our aspiration is to get to a 50/50 balance across all grades however our voluntary turnover rate is low (around 2%) 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 our Athena SWAN action plan we have already identified several actions which we believe will contribute significantly to reducing the Gender Pay Gap including how we can support both the recruitment and career progression of women. We understand and respect that not everyone (female or male) will want to gain promotion and that, due to the specialised nature of our work, opportunities may be constrained. However we are committed to supporting those who want to progress to be as well-equipped and prepared as they can be when those opportunities arise.

Equality of opportunity - recruitment

- We will continue to monitor diversity and equality information in our recruitment processes and take action on issues identified
- We will ensure everyone involved in recruitment has undergone Unconscious Bias training
- We will ensure that, where possible, recruitment panels are gender balanced
- We aim to have a more even gender balance in our science groups

Career progression

- We will work to understand any perceived barriers in our internal promotion process and address these
- We will put in place mechanisms such as mentoring and additional work-life balance offerings to support all employees to develop their careers
- We will implement succession plans which consider all staff and support their personal development to prepare them for future opportunities

Personal development

- We will monitor the participation of women in development opportunities
- We will address the identified training needs of all our staff, ensuring that we take into account any specific needs of our female staff

Pay

- We carry out Equality Impact Assessments on all new policies, including those related to pay
- We will develop and implement pay audits on all protected characteristics, analyse the output and put in place appropriate action plans to address any issues identified

Culture

- We will ensure our managers are knowledgeable about, and are able to address equality issues that influence our gender pay gap

Statutory Report

In line with the statutory requirement our reporting figures are:

Mean Gender Pay Gap	16%	
Median Gender Pay Gap	12.6%	
Mean Bonus GPG	0	
Median Bonus GPG	0	
Bonus Distribution		
	Male	0
	Female	0
Quartiles	Male %	Female %
	Lower	36% 64%
	Lower Middle	38% 62%
	Upper Middle	52% 48%
	Upper	65% 35%

We can confirm that the information contained within this report is accurate and, along with our proposed actions, represents our on-going commitment to addressing gender related issues identified in the Institute including the gender pay gap.

Professor Colin Campbell
Chief Executive

Professor James C Curran
Chair of the Board

