

# Gender Pay Gap Report

April 2024



## Background

Operating since 2011, the James Hutton Institute (Hutton) has offices and laboratories in Aberdeen and Dundee, operates three research farms, hosts BioSS (Biomathematics and Statistics Scotland) and has a commercial subsidiary, James Hutton Limited (JHL).

We hold Athena SWAN Silver Charter status and a silver Stonewall award recognising our support for our

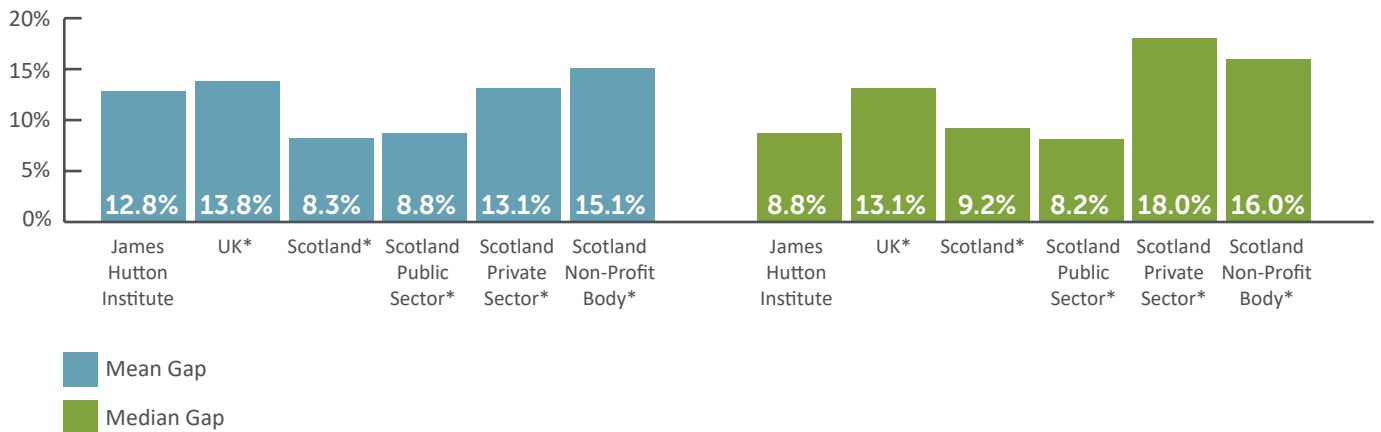
LGBT employees and students. Our People Strategy, developed to support our Strategic Priorities and reflect our Values, includes the objective of “the promotion of equality where difference is understood and valued” and this, alongside our Value of “respecting and valuing our people”, is key to becoming the organisation that we strive to be.

## Our Results

In this report for the year to 5 April 2024, we provide a comparison with the information published in previous years. These figures have been calculated using the statutory guidance which includes basic pay, allowances, piecework pay, pay for leave and shift premium pay before tax but after salary sacrifice deductions. Change in this area is best measured over a longer period, and we provide comparisons to previous years, to build up

an understanding of whether and how our actions are influencing change over time.

Following analysis of the figures as at 5 April 2024 we found that our mean and median pay gaps for Hutton were 12.8% and 8.8% respectively. These compare to national figures as shown below.

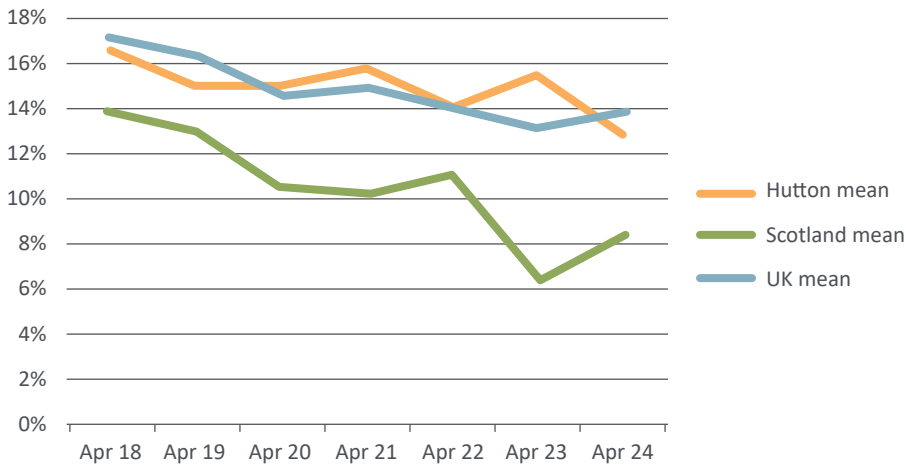


\*figures used relate to Annual Survey of Hours and Earnings  
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworking-hours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables> (Table 25.12)

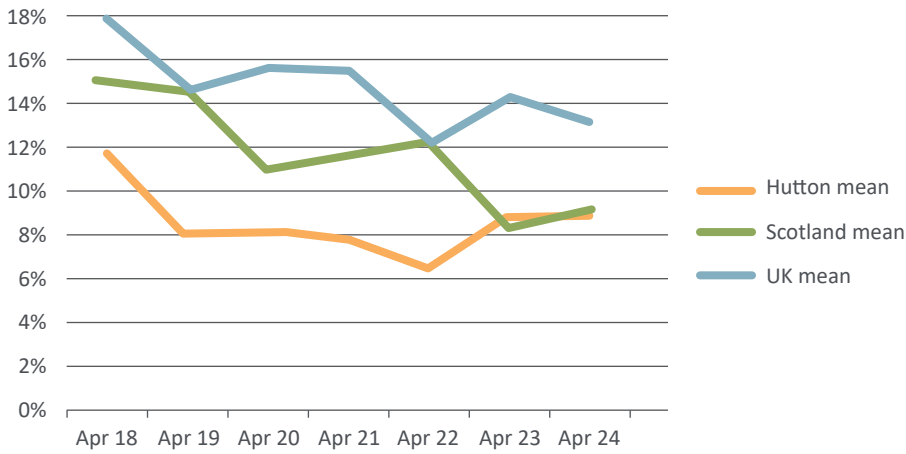
Comparisons against prior years are noted below:

	The James Hutton Institute		Scotland		UK	
	Mean Gap	Median Gap	Mean Gap	Median Gap	Mean Gap	Median Gap
April 2018	16.5%	11.7%	13.9%	15.0%	17.1%	17.9%
April 2019	15.0%	8.0%	13.0%	14.4%	16.3%	14.6%
April 2020	15.0%	8.1%	10.4%	10.9%	14.6%	15.5%
April 2021	15.8%	7.8%	10.2%	11.6%	14.9%	15.4%
April 2022	14.1%	6.4%	11.0%	12.2%	13.9%	12.2%
April 2023	15.4%	8.8%	6.3%	8.7%	13.2%	14.3%
April 2024	12.8%	8.8%	8.3%	9.2%	13.8%	13.1%

## Comparison of mean gap

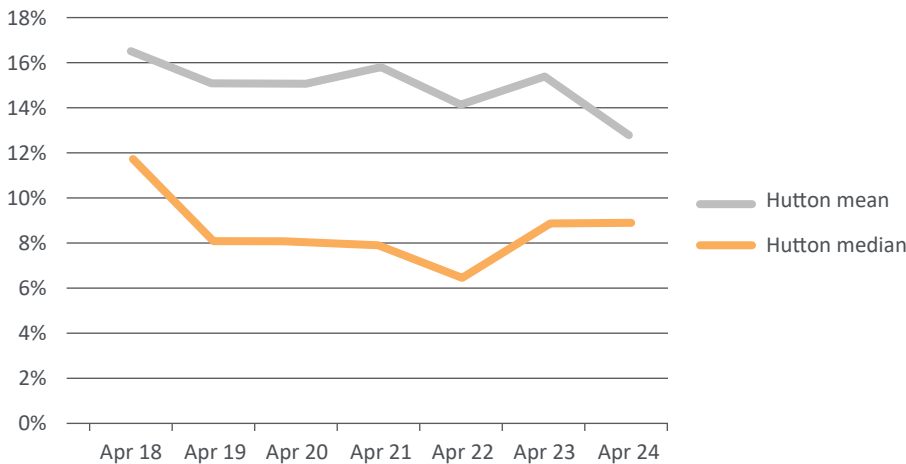


## Comparison of median gap



The mean gap for the year to April 2024 to has fallen by 3.4 percentage points and the median pay gap is unchanged. The median to mean ratio has therefore improved this year to around two-thirds, whereas in prior years the median has been around half the mean pay gap:

## Comparison of Hutton mean and median



This relationship of a higher mean than median is consistent with a greater proportion of males in more senior roles, with analysis showing no inherent inequity of pay within a given pay band.

This is confirmed by the analysis of pay gap by quartile below, which shows a historic and current greater

proportion of females in the lower and lower middle quartiles (typically slightly above 60%), broadly equal proportions of females and males in the upper middle quartile, and a lower proportion of females in the upper quartile (around a third to 40%).

## Hutton Gender Split across quartiles 2018 to 2025

		Lower	Lower Middle	Upper Middle	Upper
2018	Male	36%	39%	48%	68%
	Female	64%	61%	52%	32%
2019	Male	39%	39%	47%	68%
	Female	61%	61%	53%	32%
2020	Male	35%	42%	47%	64%
	Female	65%	58%	53%	35%
2021	Male	36%	44%	51%	64%
	Female	64%	56%	49%	36%
2022	Male	44%	39%	42%	68%
	Female	56%	61%	58%	32%
2023	Male	37%	35%	49%	66%
	Female	63%	65%	51%	34%
2024	Male	39%	34%	47%	62%
	Female	61%	66%	53%	38%

## Bonus Information

Bonus provisions are based on performance or special contribution, and can be contractual depending on role.

In April 2024 there were 6 reportable payments, 5 to females (1.7% of females) and 1 to a male (0.4% of males). The difference in the mean bonus pay was 93% (meaning that the mean payment to females was 93% less than that to males) and the difference in the median bonus pay was 92% (meaning that the median payment to females was 92% less than that to males).

## What we are doing

To close our gender pay gap we need to have a more even balance of women and men in each grade. Our aspiration is to get to a 50/50 balance across all grades. However, our voluntary turnover rate is low and the fundamental issue of the number of females pursuing a career in STEMM subjects also impacts our ability to do so through traditional recruitment means.

Reducing our median gender pay gap while also increasing our understanding of the gender pay gap for minority groups are key priority issues in our latest Athena SWAN action plan. The objective of reducing the median pay gap is supported by initiatives to increase the number of females in leadership roles, increase uptake in career development activities for females and underrepresented groups, and to improve our annual appraisal system. Some of the key actions are noted below.

### ***Work to redress the under-representation of women in senior roles.***

Actions:

- Run focus groups to understand barriers and facilitators to applying for leadership roles
- Offer mentoring and coaching to females with high potential for leadership
- Ensure training and succession plans are in place
- Introduce more rotating leadership opportunities to support progression of females within Hutton Group

Outcomes:

- Succession plans in place which reflect the gender profile of the Institute
- At least 10 females per year have undergone some form of leadership training
- Increase in applications from females to leadership roles so that profile matches overall staff profile

### ***Increase uptake in career development activities for females and under-represented groups***

Actions:

- Provide clear career development pathways for all colleagues
- Review and update promotions and JEGS procedures to ensure there are transparent, accessible and appropriate processes for all job functions

Outcomes:

- Transparent pathways and clear criteria to allow progression
- Increase in use of Career Review Meetings year on year across all categories
- Increase in number of research support staff undertaking CPD to improve career paths
- Internal and external mentoring programmes are rolled out with at least 50% of participants being female

### ***Our appraisal system supports the career development and wellbeing of colleagues and recognises their full contribution to the Institute***

Actions:

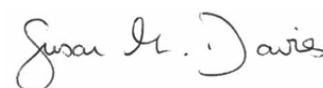
- Revised PPDR processes to ensure better consistency and alignment with the Institute corporate and ED&I objectives
- Provide training to improve the level and consistency of line management
- Increase training provision for all colleagues

Outcomes:

- New appraisal system in place which embeds Institute values
- All Line Managers have completed appropriate training and feedback from pulse surveys confirm support for and the consistency of management practices
- Positive step change in completion rates
- Training requests reviewed regularly and those agreed met within 6 months of request



**Colin Campbell**  
Chief Executive



**Susan Davies**  
Chair