

UK SPORTS INSTITUTE (UKSI)

GENDER PAY GAP REPORT

In line with legislative requirements, this is the gender pay gap report based on the pay data on 31 March 2022.

We are delighted to report that UKSI's mean and median gender pay gap has decreased from last year and is now lower than the national average median (14.9%). We are required to report median and mean, however only the median national average is published, and we are pleased that we are now below the national average. Whilst there is still significant work to do, we understand the underlying reasons for the gap (as set out in last year's report) and are happy that the actions we have taken have started to make a difference.

In headline terms the gender pay gap for this reporting year vs last year is:

	MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
2022	18.4%	10.8%
2021	18.7%	16.7%

This report sets out more detail behind these headline figures and an update on the actions we are taking to seek to eliminate our median Gender Pay Gap.

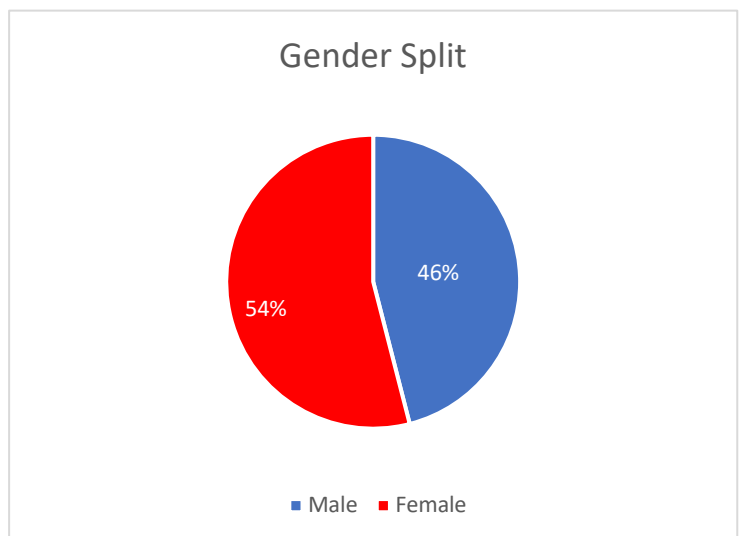
The gender composition of the workforce continues to be in favour of women increasing marginally from 53%:47% to 54%:46%.

UKSI WORKFORCE

The UKSI workforce can be broadly categorised into four areas. These are:

- Practitioners (working in Sports Science and Medicine)
- Operational Services (working in Administration and Sports Services)
- Business/Professional Services (working in Finance, Human Resources, Communications, and Information Systems)
- Central Services (working in Innovation, Athlete Health, Performance Data)

WE CARE.
WE COLLABORATE.
WE INNOVATE.
WE EXCEL.



A new pay and grading system implemented this year has seen all roles in the organisation being graded against an externally benchmarked job evaluation system and then aligned with our 4 job families: Sport, Health, Medicine and Corporate. Benchmarking of salaries externally has enabled us to apply benchmarked pay ranges to the job grades and families to ensure consistency and transparency of grades and salaries. An equality impact assessment was undertaken ahead of implementing these changes and has confirmed that there has not been any adverse diversity impact.

GENDER PAY GAP in more detail.

The primary figure for reporting purposes is the ‘median’. This is because calculating the median smooths the impact of either particularly low or high salaries at either end of the ranges. However, the mean is of interest to us as it does highlight the lower number of females at senior levels in the organisation and our detailed analysis tells us that this is where we need to take concerted action to redress the gender pay gap further. Countering this effect, one of the contributing factors to our decrease in the gender pay gap is a proportionate increase in numbers of men in the lower quartile. You can see this change in the two tables set out below.

The graphs below show percentage distributions of males and females against the 4 pay quartiles.

Number of employees in each quartile (March 2022)

	Lower	Lower Middle	Upper Middle	Upper	Total
Women	58	53	53	36	200
Men	35	39	40	57	171
Total	93	92	93	93	371

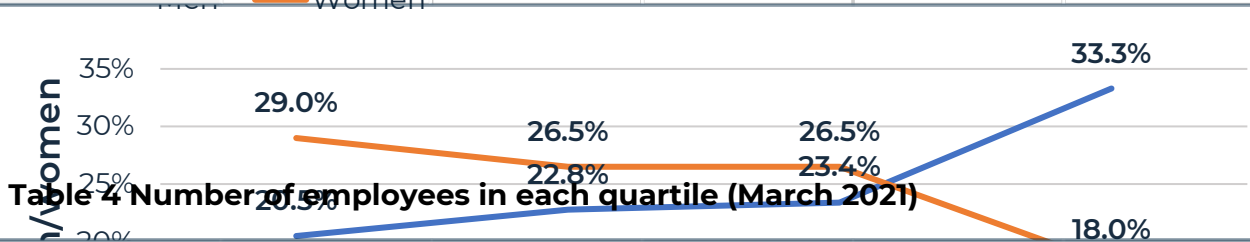


Table 4 Number of employees in each quartile (March 2021)

	Lower	Lower Middle	Upper Middle	Upper	Total
Women	66	53	57	38	214
Men	35	48	44	63	190
Total	101	101	101	101	404

LOWER MIDDLE
UPPER MIDDLE
UPPER QUARTILE

LOWER QUARTILE

Women 62.4% (65.3%)	Women 57.6% (53.5%)	Women 57% (55.4%)	Women 38.7% (37.6%)
Men 37.6% (34.7%)	Men 42.4% (46.5%)	Men 43% (44.6%)	Men 61.3% (62.4%)

(Figures in brackets show last year's numbers for comparison)

The balance of our Senior Leadership team within UKSI in this reporting year has remained weighted towards men. This will be having a direct impact on GPG.

Analysis of our recruitment data shows that 56% of new hires were woman and 44% were men in this reporting year.

Last year we highlighted the additional factor of the gender pay gap in part time workers. UKSI has a high number of part-time workers, 64% of whom are women. We reported last year that the gender pay gap was greater for part time employees than for full time employees. This continues to be the case, however in the last year, the proportion of female part time employees in the upper quartile has increased by 11%, and reduced in the lower quartile, significantly reducing that gap. This will also have impacted overall on the reduction in this year's gap.

BONUS GENDER PAY GAP

With the exception of the CEO, UKSI does not have a contractual bonus policy but rather the opportunity (non-contractual) to make small non-consolidated payments should budget be available. During the last reporting year this was paid at 1% for all eligible staff. Whilst these payments are not technically bonuses, we are required to report these as part of the gender pay gap calculation.

A very small number of employees who transferred to the organisation have protected contractual terms, and, as a result retain the right to receive bonus payments. These differences do impact on the bonus pay gap as defined by the GPG because, for the very small number of people to which this applies, there are more males than females. The bonus pay gap in this report has improved marginally since last year.

	MEAN BONUS GENDER PAY GAP	MEDIAN BONUS GENDER PAY GAP
2022	24.3%	15.1%
2021	24.1%	17.7%

	PROPORTION OF WOMEN WHO RECEIVED BONUS	PROPORTION OF MEN WHO RECEIVED BONUS
2022	90%	90.6%
2021	82.5%	85%

Any non-contractual, non-consolidated payments are paid to employees who meet the eligible criteria as a fixed percentage of salary. With the changes in representation in the different quartiles highlighted earlier in this report, this will have contributed to the reduction in the bonus gender pay gap. However, we will continue to consider the methodology we use to distribute any non-consolidated payments with a view to producing more equitable outcomes in future.

ACTIONS and PROPOSALS

We are pleased that our more detailed analysis of the GPG over the last 2 years has enabled us to take targeted action which is starting to show positive results. We need to continue to focus on those areas we have identified to seek to eliminate the gap. Additional resource has been targeted to our Equality, Diversity and Inclusion strategy which will help drive broader change required to support diversity in all aspects across the organisation. The introduction of our new pay and grading framework and ongoing wider reward strategy will continue. Our specialist recruitment business partner is proving highly impactful in ensuring we prioritise attracting diverse audiences when recruiting both internally and externally and educating hiring managers to ensure there is no bias throughout the recruitment process. In addition, this year we are:

- Looking to introduce specific support to women across the organisation to ensure they feel confident and prepared to apply for more senior roles.
- Looking more actively at our succession planning approach to ensure we can identify and proactively support the development of potential successors to senior roles in UKSI and across the high-performance system.

Finally, the way that we have been reporting our gender pay gap over recent years has meant the data we have been using has always been more than 1 year old. We are reviewing this and hoping to be able to bring this report forward. This could potentially lead to 2 GPG reports in this year.

All information contained within this report was based on organisational records as at 31 March 2022 unless otherwise stated.

UKSI CEO: Matt Archibald
UKSI HR Director: Jaqui Perryer

