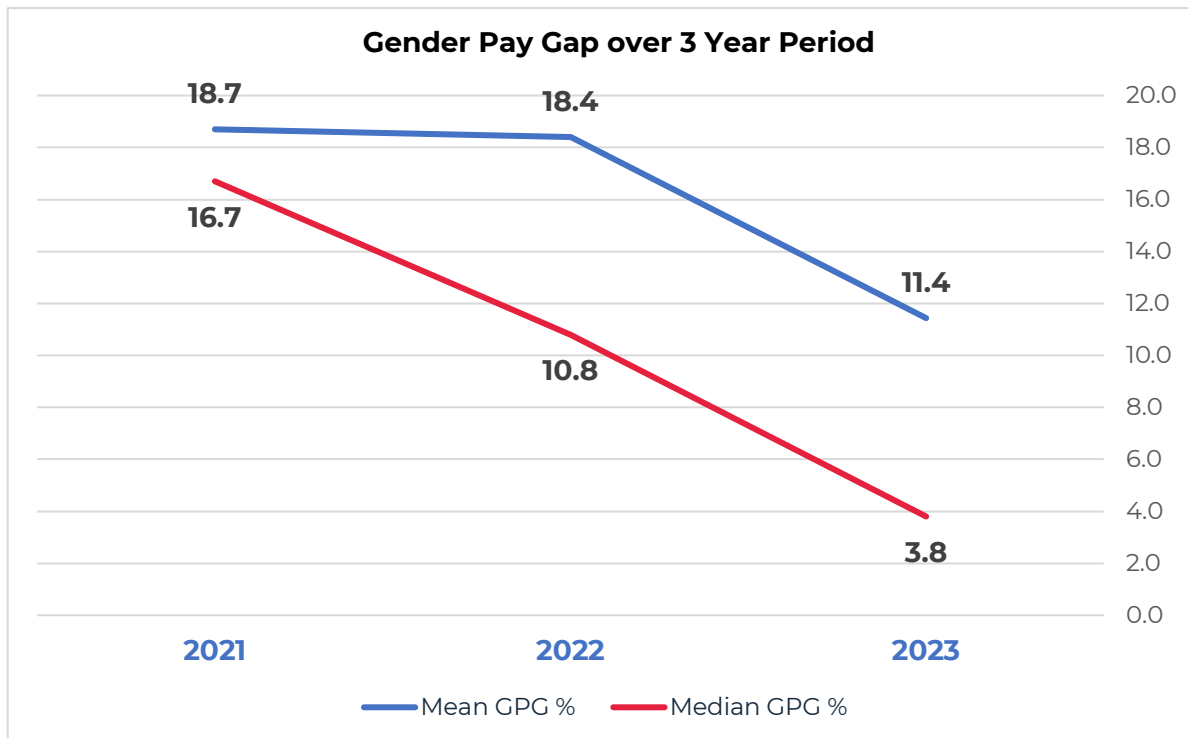


GENDER PAY GAP REPORT

In line with both Government and legislative requirements, this report is based on pay data at the snapshot date of **31 March 2023**.

We are very pleased to report that our gender pay gap has continued to reduce this year for both the mean and median percentages. Our median gender pay gap has reduced considerably down to **3.8%**, which is 10.5% below the UK national average of 14.3%.

Working closely with our Performance Data colleagues to gain an in-depth insight into the data, we have targeted our approach to continue to close our gender pay gap. We know that as a relatively small organisation of circa 400 people, our gender pay gap is very sensitive to small changes in our workforce make up. We therefore need to be prepared for some ongoing short-term variation whilst keeping focused on what we can do to actively continue to manage this gap in the right direction. Our mean and median pay gap for this reporting year compared with the previous two years is set out below.

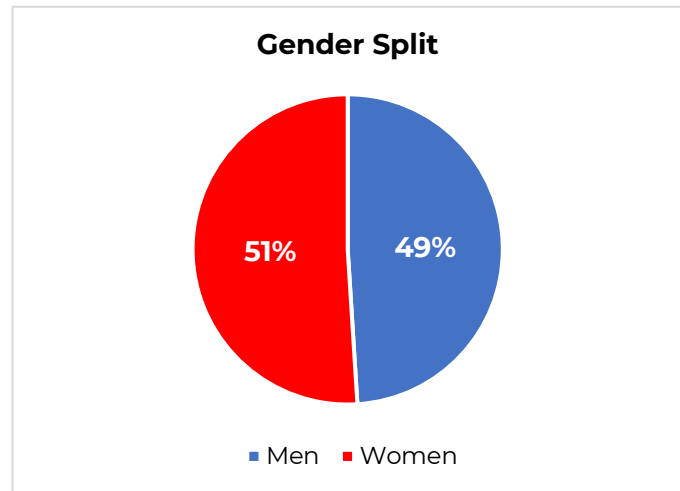


A driving factor in the reduction of our gender pay gap this year was the increase of men in the lower quartile, most likely caused by the average median hourly rate of new hires who were women being higher than men, as well as a higher proportion of men who left the organisation throughout the year being higher earners.

OUR WORKFORCE

Our workforce consists of an **almost even split of men to women**, at 49% to 51%. The proportion of women has fallen by 3% from 2022, where it was 54%.

The four broad categories our roles fall into are Practitioners (Sport Science, Medicine), Operational Services (Administration, Sports Services), Business/Professional Services (Finance, People, Communications, Information Systems) and Central Services (Innovation, Athlete Health, Performance Data).



A new pay and grading system was implemented in April 2023 which saw all roles in the organisation graded against an externally benchmarked job evaluation scheme and then aligned to four job families - Sport, Health, Medicine and Corporate. As part of this project a thorough equality impact assessment was undertaken to ensure that the new system did not disadvantage any employee groups.

The impact of our new pay grades on the gender pay gap will not be evident until the next snapshot date of 31 March 2024 and the analysis thereafter.

GENDER PAY GAP IN MORE DETAIL

In terms of recruitment over the reporting year, 56% of new hires were men and 44% were women. Despite employing more men over the period, the median hourly pay rate for women joining the organisation was an average of 88 pence higher. The mean hourly rate was slightly higher by 11 pence for men. Regarding those who left the organisation during the reporting period, the mean and median hourly rates were higher for men, therefore male leavers were generally higher earners than female leavers.

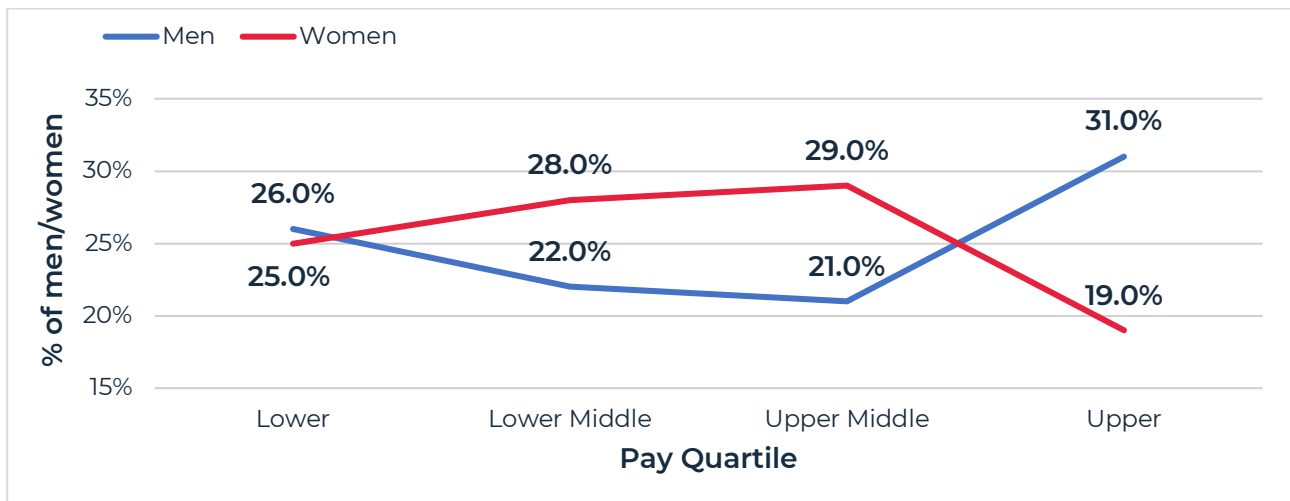
The table below shows the quartile percentages for both 2023 and 2022 (in italics). This year there was a small decrease in the proportion of men in the lower middle, upper middle and upper quartiles. However, the biggest change occurred in the **lower quartile**, where there was an **increase of men by 12.4%**. This change has contributed towards the reduction in the gender pay gap this year.

QUARTILE	WOMEN	MEN
Upper	38.6% (38.7%)	61.4% (61.3%)
Upper Middle	57.4% (57.0%)	42.6% (43.0%)
Lower Middle	58.4% (57.6%)	41.6% (42.4%)
Lower	50.0% (62.4%)	50.0% (37.6%)

* 2023 figures in bold, 2022 figures in italics

The balance of our Senior Leadership team remains weighted towards men. Furthermore, one third of men are in the highest paid quartile of employees, compared to one fifth of women. We know that this gender balance in the upper quartile is having a significant impact on the pay gap. The graph below displays the distribution by percentage of men and women in the organisation against the four pay quartiles.

Organisational Pay Distribution



The percentage of men in the lower quartile has **increased by 5.5%** from last year, whilst women have decreased by 4%. This has also meant that in this reporting year men have surpassed women as the dominant gender in the lower quartile when compared against the full gender distribution.

UKSI has a high number of part-time employees, and our data shows that the gender pay gap is higher for those who work part-time compared to full-time. This year our median gender pay gap for part-time employees has reduced by just over 9% and we will continue to monitor this going forward.

BONUS GENDER PAY GAP

Although UKSI has no contractual bonus policy (except for a very small minority who have reserved T&C's), there is the opportunity to make non-consolidated payments where budget allows. During the reporting year this was paid at 2% for all those eligible and for the purposes of gender pay gap, this payment has been included in the data to calculate the bonus gender pay gap below.

BONUS PAID BY GENDER GROUP	2023	2022
Women	65%	90%
Men	57.3%	90.6%

The mean bonus gender pay gap has **reduced by 8.6%** this year, however, there has been a slight increase in the median gap by 0.2%.

BONUS GENDER PAY GAP	2023	2022
Mean	15.7%	24.3%
Median	15.3%	15.1%

ACTIONS AND PROPOSALS

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 one year old. We have reviewed this and are moving to reporting our gender pay gap data within a shorter timeframe from the snapshot date in future. In addition, we are currently investigating how to monitor our gender pay gap more frequently throughout the year to have better visibility of our progress in between snapshot dates. Whilst we continue to identify and report on any bonus gender pay gap, because this is not a significant part of our reward offer within the organisation, our actions remain primarily focused on targeting consolidated pay.

We have learnt through successive years of working on the gender pay gap that focussing on a small number of priority actions is most likely to have the biggest impact. We can see from the data that the biggest single thing we can focus on is ensuring sufficient female representation at all levels in the organisation. This has led us to start a piece of insight work within the organisation called 'Women Thriving' which is targeted to identify what measures we can be taking as an organisation to ensure all women can achieve the potential that they aspire to.

Equally we are reviewing all our benefits (subject to affordability) through the lens of ensuring that we can support men in the organisation to more easily access better parental leave or flexible working opportunities.

Furthermore, we continue to focus on building awareness across the organisation, particularly ensuring that recruiting managers are kept informed to help guide them in their decision making throughout the recruitment process.

All information contained within this report is based on organisational records as at 31 March 2023 unless otherwise stated.

CEO: Matt Archibald
Director of People: Jaqui Perryer