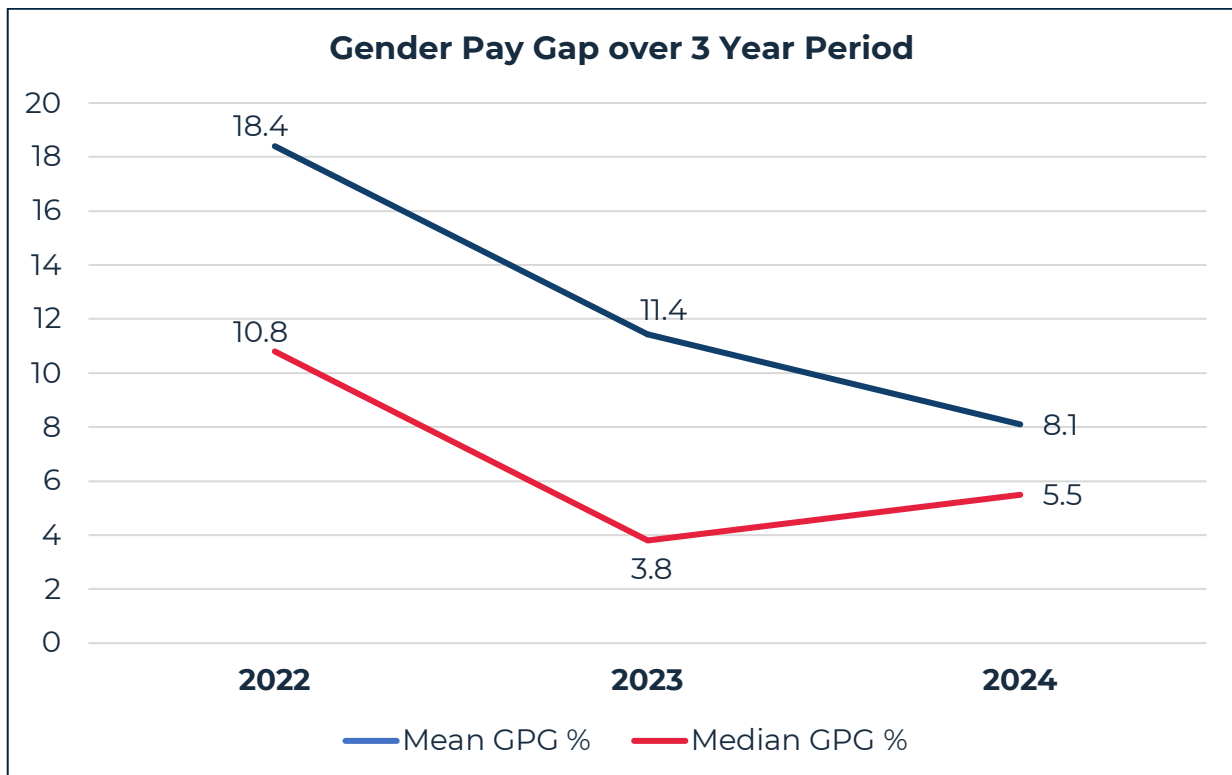


GENDER PAY GAP REPORT

In line with both Government and legislative requirements, this report is based on pay data and organisational records at the snapshot date of **31 March 2024**.

We are pleased to report that our mean gender pay gap has continued to reduce this year by 3.3%, down to **8.1%**. Our median gender pay gap has seen a small increase from 3.8% to **5.5%**, however still sits comfortably below the UK national average of **13.1%**. Our mean and median pay gap for this reporting year compared with the previous two years is set out below.



We continue to work with our Performance Data team to gain valuable insights into the data, as we target our approach to close our gender pay gap. We recognise that as a small organisation of around 400 employees, our gender pay gap is easily affected by minimal movement and appreciate we will have ongoing short-term variations, while we continue to work actively to reduce the gap.

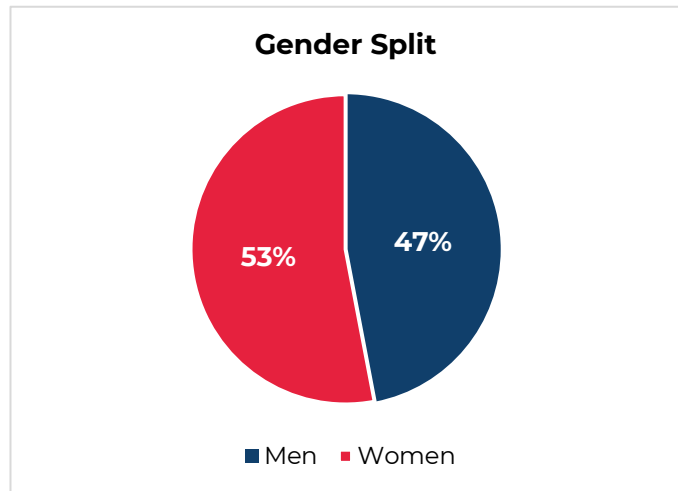
Some key achievements this year aside from reducing the mean gender pay gap include an **8.5% increase** of women in the upper quartile, as well the implementation of our new pay and grading structure in April 2023 which resulted in a slightly higher pay increase for women at **4.84%**, than for men at 4.54%.

OUR WORKFORCE

Our current workforce consists of **more women than men**, at 53% to 47%. The proportion of women has increased by 2% since 2023, where it was 51%.

Our new pay and grading system implemented in April 2023 saw all roles in the organisation graded against an externally benchmarked job evaluation scheme and aligned to four job families - Sport, Health, Medicine and Corporate.

Our data confirms that this change resulted in a higher pay increase for women as outlined above, however this was not quite enough to maintain our decline in median pay gap seen in the last few years as the largest increases were applied to lower-paying roles, primarily undertaken by women.



GENDER PAY GAP IN MORE DETAIL

In terms of recruitment over the reporting year, **54% of new hires were women** with both the mean and median hourly rates higher on average than for men, by £1.99 and £2.05 respectively. Regarding those who left the organisation during the reporting period, 62% were men who had higher mean hourly rates by £3.91 on average. This movement will have contributed to our continued decline in mean pay gap.

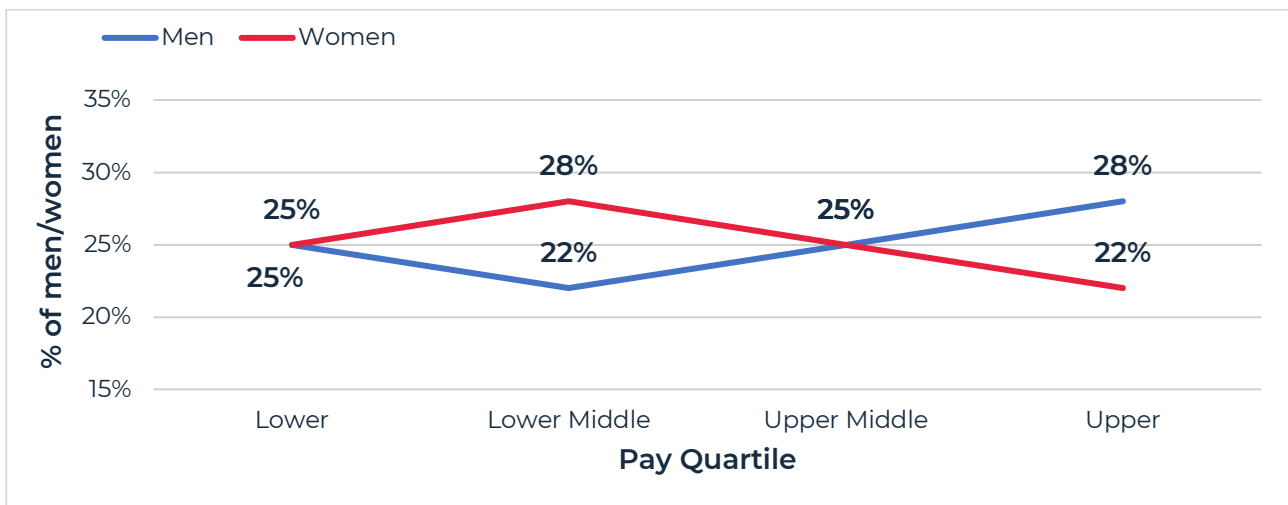
The table below shows the quartile percentages for both 2024 and 2023 (in italics). This year the biggest movement can be seen in the **increase in women by 8.5% in the upper quartile**. However, there was also an increase in women in the lower quartile by 3.3%.

QUARTILE	WOMEN	MEN
Upper	47.1% (38.6%)	52.9% (61.4%)
Upper Middle	52.4% (57.4%)	47.6% (42.6%)
Lower Middle	58.1% (58.4%)	41.9% (41.6%)
Lower	53.3% (50.0%)	46.7% (50.0%)

* 2024 figures in bold, 2023 figures in italics

The graph below displays the pay distribution by percentage of men and women in the organisation against the four pay quartiles. Almost 30% of men are in the highest pay quartile, compared to 22% of women. The balance of our Senior Leadership team remains weighted towards men and we are aware that this gender balance in the upper quartile is having a significant impact on our pay gap.

Organisational Pay Distribution



The UKSI has a high number of part-time employees, of which 61% are women. Our data shows that the gender pay gap is higher for those who work part-time compared to full-time, however this year our median gender pay gap for part-time employees has **reduced by 3.2%**, continuing the improvement in this gap that we have seen over the last few years.

BONUS GENDER PAY GAP

Although the UKSI has no contractual bonus policy (except for a very small minority who have reserved T&Cs), there is the opportunity to make non-consolidated payments where budget allows. During the reporting year this was paid at 1% for all those eligible and for the purposes of gender pay gap, this payment has been included to calculate the bonus gender pay gap. The table below outlines the percentage of bonus payments made broken down by gender group.

BONUS PAID BY GENDER GROUP	2024	2023
Women	87.1%	65%
Men	88.8%	57.3%

The median bonus gender pay gap has **reduced by 8.6%** this year, however, there has been a slight increase in the mean gap by 4.3%.

BONUS GENDER PAY GAP	2024	2023
Mean	20.0%	15.7%
Median	6.7%	15.3%

ACTIONS AND PROPOSALS

Over the years of reporting, we continue to increase our level of understanding of the causes of our gender pay gap. As with previous years, we focus primarily on the consolidated pay gap as the bonuses are only a very small part of our total reward offer.

We continue to see that female representation at the higher pay levels in the organisation is the key area of focus. We reported last year on the research work we had started on ‘Women Thriving’. This research has now been concluded, findings analysed, and recommendations being finalised, prioritised and planned for implementation. This work is to support all women in the organisation (not just senior managers/ leaders). We will also be moving this year to more regular internal reviewing of our gender pay gap position so that we can see changes in the data more frequently than annually.

As set out in last year’s report, we have also completed a full review of our employee benefits and will be making some immediate changes around parental / paternity / carers leave in the coming year. There are other changes that we will be considering once our future strategy and structure is clear so that these can be aligned to organisational and people priorities.

CEO: Matt Archibald

Director of People: Jaqui Perryer