

Gender Pay Gap Report

2022



Why we are reporting our gender pay gap

From 2017, employers who have a headcount of 250 or more on their 'snapshot' date must comply with the regulations on gender pay gap reporting. In 2022, Genomics England's headcount increased to over 250 people, therefore this gender pay gap report has been published in line with legislative requirements. This is the first time that Genomics England has published a gender pay gap report.

The gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot'.

Genomics England 'snapshot' date on which the data is pulled for this report is 5 April 2022. Genomics England is a public authority and is therefore required to report and publish the gender pay gap report by 4 April the following year i.e. 4 April 2023.

The gender pay gap is the difference in average earnings (median or mean) between women and men in a workforce. The gender pay gap is expressed as a percentage of men's average earnings.

Our 2022 gender pay gap figures

This report is split into 3 sections and sets out the 6 key metrics that are necessary under the rules on gender pay gap reports. These are:

Section 1:

- The proportion of full-pay men and women in each of the four quartile pay bands.

Section 2:

- The difference in the mean pay of full-pay men and women, expressed as a percentage.
- The difference in the median pay of full-pay men and women, expressed as a percentage.

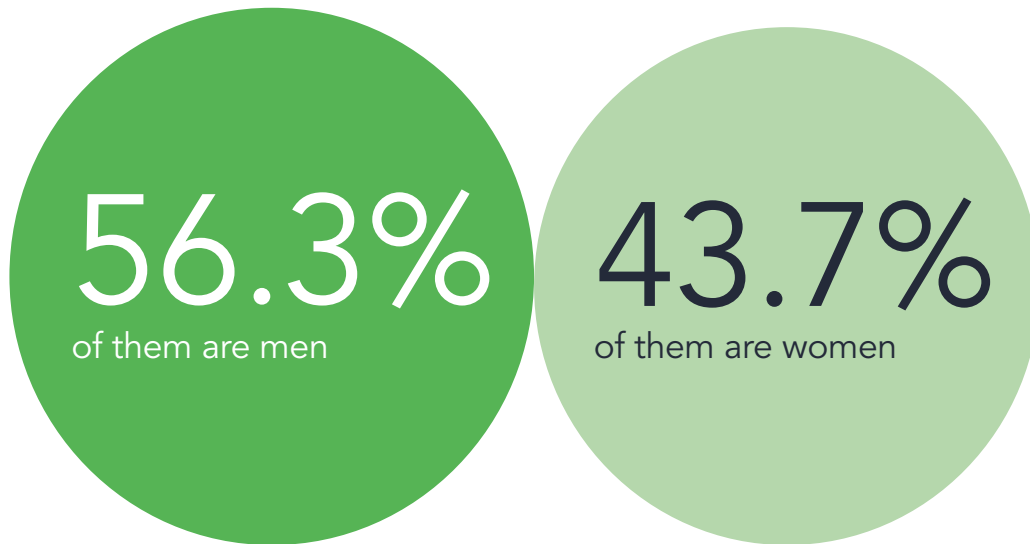
Section 3:

- The difference in mean bonus pay of men and women, expressed as a percentage.
- The difference in median bonus pay of men and women, expressed as a percentage.
- The proportion of men and women who received a bonus pay.

The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

Proportion of full-pay men and women according to quartile bands

On the 'snapshot' date of 5 April 2022, there were 348 people employed by Genomics England and 334 are full-time employees.



Percentage of men and women in each hourly pay quarter

	Numbers		Percentage	
	Men	Women	Men	Women
Upper quartile	57	30	65.5%	34.5%
Upper middle quartile	56	31	64.4%	35.6%
Lower middle quartile	49	38	56.3%	43.7%
Lower quartile	30	57	34.5%	65.5%

In the lower quartile 65.5% of employees are women, compared to 34.5% in the upper quartile. This disproportionate distribution of men across the organisation (with men represented in more senior roles) is one of the factors driving the gender pay gap.

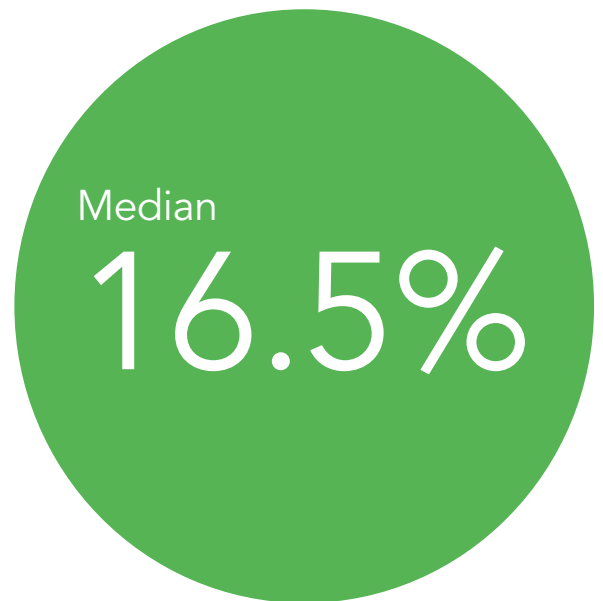
Pay gaps

Median gender pay gap

To calculate our median gender pay gap, we first rank all our people by their hourly pay. Then we compare what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is the median gender pay gap

This year the woman in the middle of the female pay range received 16.5% less than the man in the middle of the male pay range.

This median gap means that for every £1 a man received, a woman received 85p.

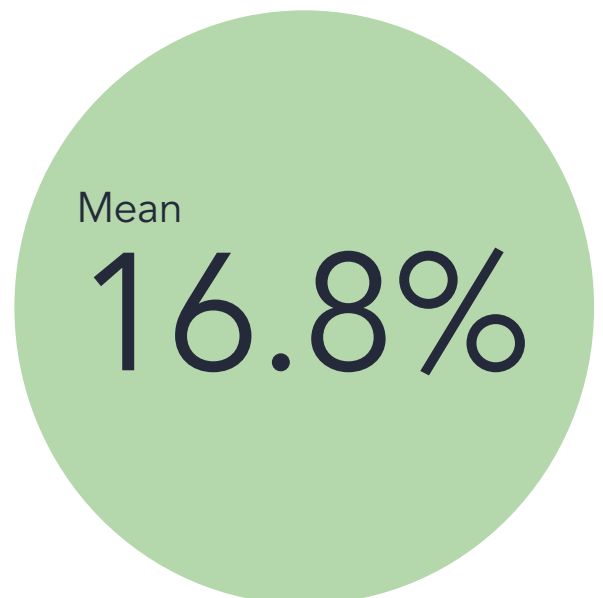


Mean gender pay gap

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap

This year the average pay for women was 16.8% less per hour than the average pay for men.

This mean gap means that for every £1 a man received, a woman received 85p.



Bonus gaps

Genomics England did not pay bonuses to men or women employees.

Our responses to the report

We are disappointed that measures of Genomics England's gender pay gap are above the UK average of 15.4% in 2021 and are aware we have a lot of work to do to close the gender pay gap. Our proposed actions to address this are articulated in the following sections.

We are pleased to see that our gender representation across our workforce is increasing in a positive direction to almost 50:50. We employ a range of roles and from different industries including, Academia, Technology, Science, Digital and NHS so the complexity and diversity of professions within our workforce is in part reflected in these figures.

Since April we have conducted a separate review of gender pay differentials and made some adjustments to pay. We have also introduced the following over the past year:

Action we have taken to improve:

Formed a staff Equity, Diversity and Inclusion group to adopt a strategic approach in advancing diversity and inclusion in the workplace.

Introduced Company enhanced pay and leave for Maternity, Paternity and Shared Parental (SPL) – for both Birth and Adoption

Introduced a flexible working policy open to all employees regardless of length of service.

Looking ahead

We are committed to a five point focused action plan:

1

Formulating an agreed compensation strategy and publishing banding starting points.

2

We do not have enough women in senior leader positions and so we are going to ensure all new roles have at least two women candidates in shortlist both internal and external hires.

3

Review our interview process to explore ways that we can increase our inclusivity in our hiring and targeting underrepresented groups.

4

Introduce more openness in the introduction of pay reviews and promotion processes.

5

Working with our staff Equity, Diversity and Inclusion group to help in how to address the gender pay gap.

As a leadership team, we are committed to improving our results for our next gender pay gap report and recognise we need to take action in multiple areas to have the impact we want.