

# Gender Pay Gap Report

2023

## 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 2023, Genomics England's headcount was over 250 people, therefore this gender pay gap report has been published in line with legislative requirements. This is the second 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 2023. 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 (2024).

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.

"Genomics England has published a Gender Pay Gap Report since 2023. In our second year, we have seen some small improvements in the right direction. Nevertheless, we know there is much more to do so that we, as part of the UK life sciences sector, can be part of the solution. We are committed to narrowing the gap."

Rich Scott, Chief Executive Officer

## Our 2023 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 4 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

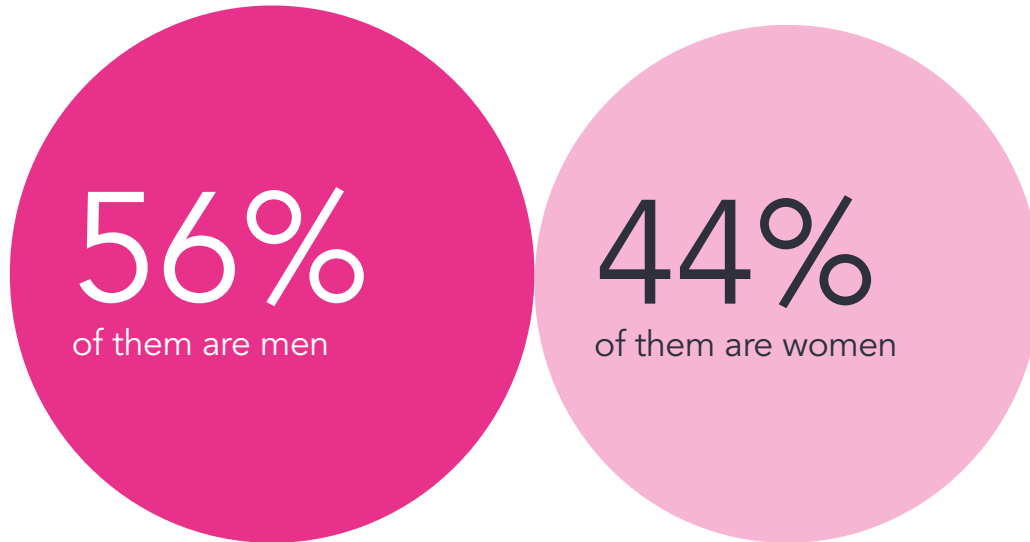
### Section 3:

- 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 2023, there were 482 people employed by Genomics England and 455 are full time employees.



### Percentage of men and women in each hourly pay quarter

	Numbers		Percentage	
	Men	Women	Men	Women
Upper quartile	80	41	66%	34%
Upper middle quartile	77	43	64%	36%
Lower middle quartile	67	53	56%	44%
Lower quartile	45	76	37%	63%

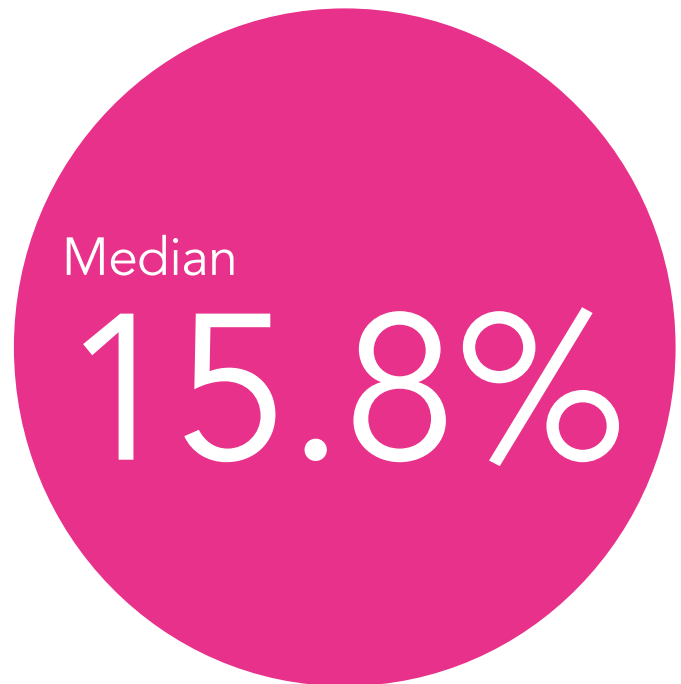
In the lower quartile, 63% of employees are women, compared to 34% in the upper quartile. This disproportionate distribution of men across the organisation (with men represented in more senior roles) is one of the factors driving the gender pay gap.

# Pay gaps

## Median gender pay gap

To calculate our median gender pay gap, we first rank all our people by their hourly pay, and then compare what women in the middle of the female pay range received with what men in the middle of the male pay range received. The difference between this figure is the median gender pay gap.

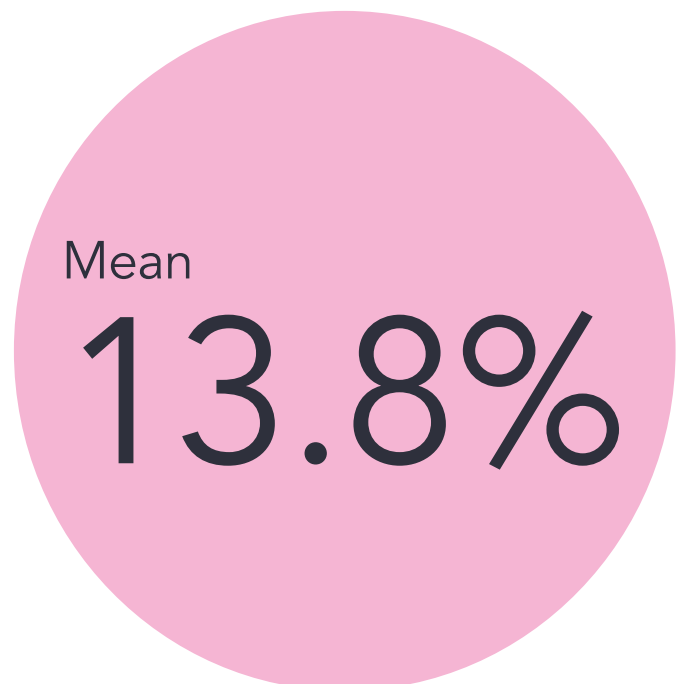
This year the women in the middle of the female pay range received 15.8% less than the men in the middle of the male pay range. This median gap means that for every £1 a man received, a woman received 84p.



## 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 13.8% less per hour than the average pay for men. This mean gap means that for every £1 a man received, a woman received 86.2p.



## Bonus gaps

There are no bonus schemes in operation at Genomics England.

# Our responses to the report

- We are pleased to see that our 2023 gender pay gap has decreased since 2022, although we are disappointed that Genomics England's gender pay gap is still above the UK average of 14.3% in 2023.
- We are aware that we still have more work to do to close the gender pay gap and will continue to work on our commitments to improve.
- 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 healthcare so the complexity and diversity of professions within our workforce is in part reflected in these figures.

In the table below we compare our current pay gap data with our 2022 submission.

Gender pay gap	Median	Mean
2022	16.5%	16.8%
2023	15.8%	13.8%

## Action we have taken to improve

Since we published the 2022 gender pay gap figures, we have been working on our five-point focused action plan and strongly believe that the following 3 focus areas have had a positive impact on the gender pay gap figures:

Formulated an agreed compensation strategy and published salary ranges for all roles at GEL. These salary ranges are visible to individuals and are used in our job adverts.

Shortlisted women candidates for all our senior positions and have filled 9 senior roles with women since the last gender pay gap report.

Updated our job adverts to include all our life event benefits and policies to encourage more women candidates to apply for roles in Technology - an area which is underrepresented by women.

## Looking ahead

As a leadership team, we are committed to improving our results for our next gender pay report and continue to be focused on our 5- point action plan.

We are committed to a five-point focused action plan:



Formulating an agreed compensation strategy and publishing banding starting points.



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.



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



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



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