

Diamond Light Source **Gender Pay Gap Report**

April 2017

Diamond is committed to becoming a more inclusive employer. We have a culturally rich working environment, with 37 different nationalities already represented, and this brings a wealth of skills and experience that is essential in tackling the most challenging problems in science and engineering. We could however do even better to attract and retain the very best people with STEM – science, technology, engineering and mathematics – backgrounds, an area that is affected by gender imbalance. This is reflected in our own statistics, with 78% of our employees being male, as well as a clear lack of women in senior roles, so we have much to address. Diamond has a mean gender pay gap of 12.1% and we are working hard to rectify this, so that women are better represented at all levels of the organisation.

As a state-of-the-art facility, we have the highest aspirations in all appropriate aspects, and recognise that there is still much to be done to improve the gender pay gap for our organisation and across the sector. In 2018, we will be focussing on:

- The review of the recruitment and selection processes as well as behaviours with a view to introduce fairer ways to support the recruitment, progression and retention of women at senior leadership levels.
- The identification of the specific barriers that disadvantage certain groups of people from progressing in our workplace led by our Equality, Diversity & Inclusion Manager.
- The provision of training for all our staff to mitigate bias by using expertise from leaders in the field.

We will review our approach on an ongoing basis to ensure it continues to be as effective as possible.

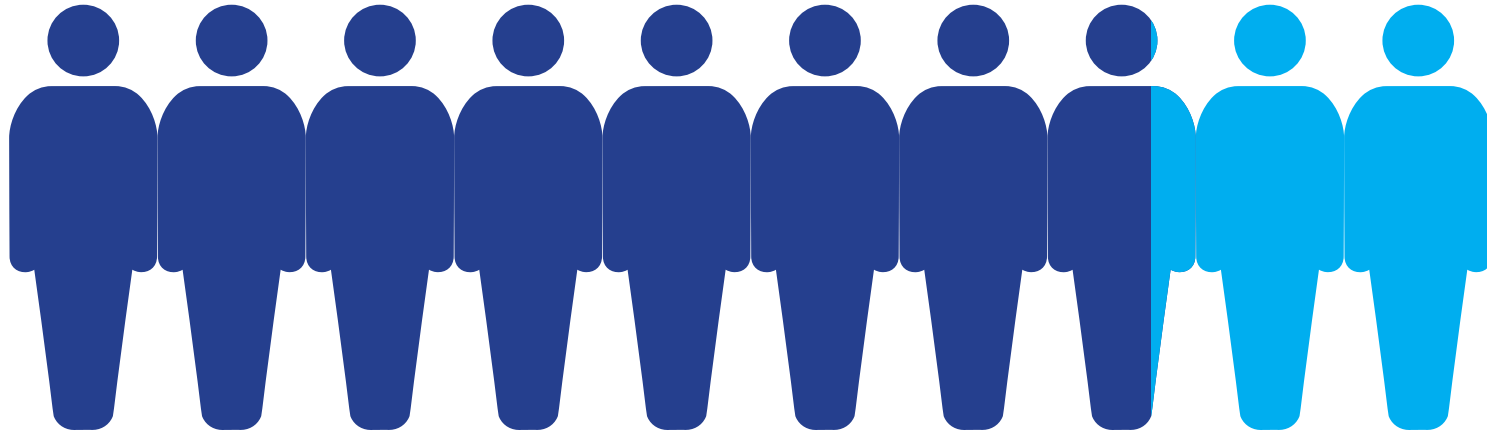
A handwritten signature in black ink, appearing to read 'Andrew Harrison', with a long horizontal line extending to the right.

Andrew Harrison
CEO, Diamond Light Source

Gender pay gap is the difference between the average rates of pay for men and women. It reflects broad trends in employment and salaries at an organisation, rather than comparing individuals.

It's not the same as equal pay, which is the legal requirement to pay people the same rate for the same work.

All UK employers with more than 250 staff are legally required to publish gender pay gap data by April 2018.

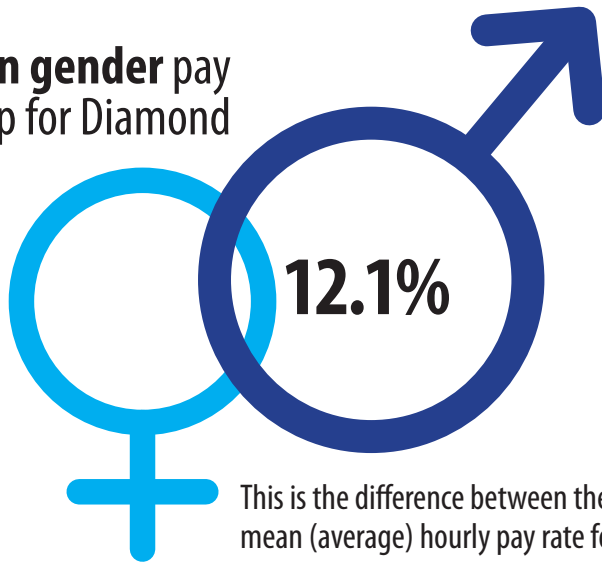


Our gender split of employees* is 78.1% males and 21.9% females

*Based on a total of 613 employees as at 5 April 2017

Our gender pay gap

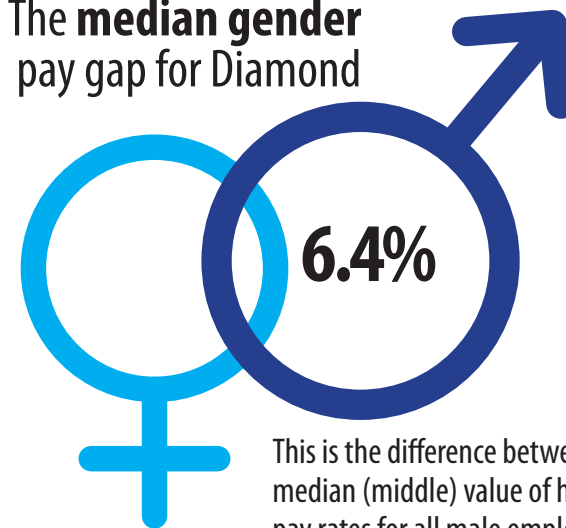
The **mean gender** pay gap for Diamond



This is the difference between the mean (average) hourly pay rate for all male employees at Diamond, and the mean hourly pay rate for all women. This is then expressed as a percentage of the mean hourly rate for men.

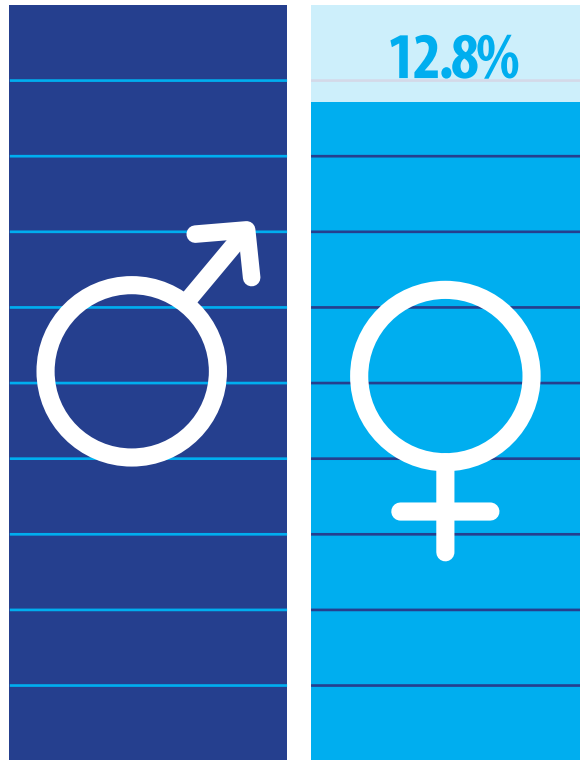
National average mean gender pay gap: 18.1%

The **median gender** pay gap for Diamond



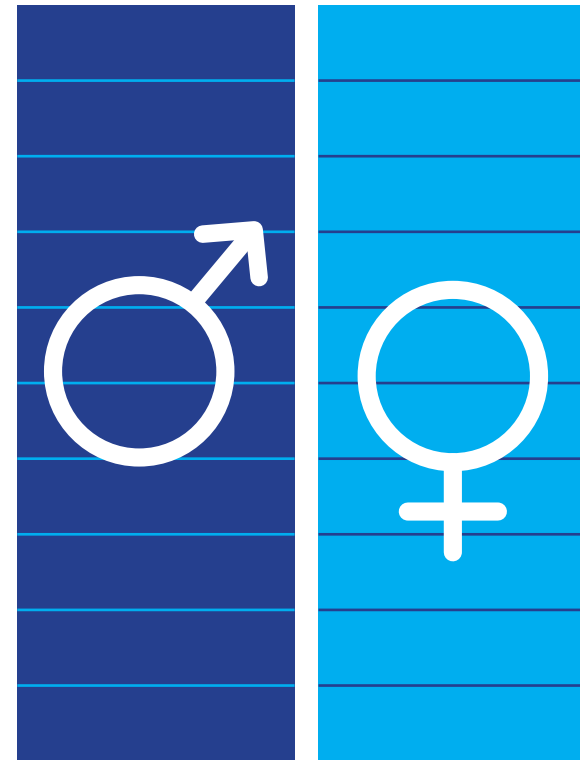
This is the difference between the median (middle) value of hourly pay rates for all male employees at Diamond and the median value of hourly rates for all women. Then expressed as a percentage of the median rate for men.

National average median gender pay gap: 9.1%



The **mean gender bonus gap** for Diamond is **12.8%**

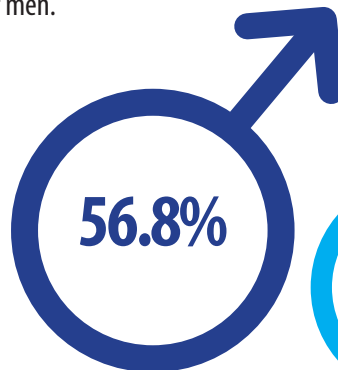
This is the difference between the mean (average) value of bonuses for all male employees and the mean value of bonuses for all women, expressed as a percentage of the mean bonuses for men.



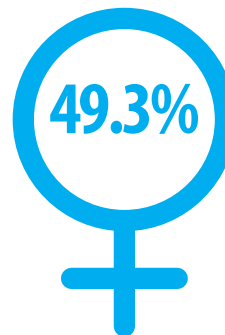
The **median gender bonus gap** for Diamond is **0%**

This is the difference between the median (middle) value of bonuses for all male employees and the median value for all women, as a percentage of the median bonus for men.

The proportion of **male employees** in Diamond receiving a **bonus**



56.8%



49.3%

The proportion of **female employees** receiving a **bonus**

Pay Quartiles by Gender

Upper Quartile

Includes all employees whose standard hourly rate places them above the upper quartile

88.8%

11.2%

Upper Middle Quartile

Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

82.2%

17.8%

Lower Middle Quartile

Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

73%

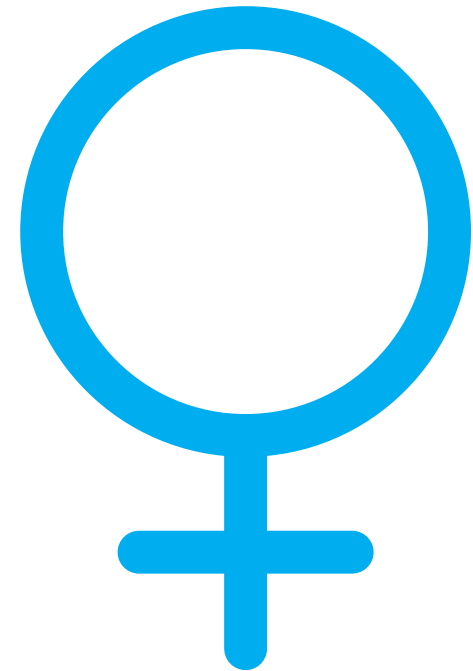
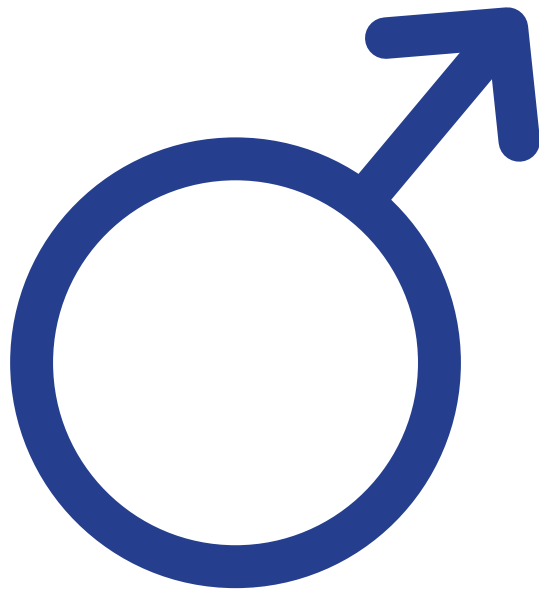
27%

Lower Quartile

Includes all employees whose standard hourly rate places them at or below the lower quartile

71.1%

28.9%



What we are doing to close the Gap

Flexibility – We offer generous family friendly and flexible working practices and are committed to introducing more.

Diversity – We are building on the Athena Swan Bronze Award we obtained in 2016 and recently joined the Government's disability confident scheme as part of our wider Equality, Diversity & Inclusion (EDI) programme led by a dedicated professional.

Reward & Recognition – We are reviewing reward, pay and grading policies within Diamond to ensure they are fit for purpose and that any barriers are identified and addressed to ensure fairness and consistency in recognition, career and pay progression.

Recruitment & Selection – We are developing a strong employer brand to broaden our audience and implementing systems to remove barriers and tap into a more diverse pool of candidates where possible.

Learning & Development – We have recently enhanced our management training provision to include the benefits of a diverse workforce, in addition we have increased our staff development provision to include mentoring, e-learning and other opportunities.

Outreach – Each year we welcome just under 7,000 visitors to the facility giving them the chance to view the engineering and science we deliver. We focus on inspiring everyone to value STEM, and in particular, make sure that we highlight female role models, for example, to ensure better gender balance for these subjects.