

Diamond Light Source **Gender Pay Gap Report**

April 2018

As an international institute leading in our field, we attract many skilled individuals from across the globe and are proud to have 39 different nationalities represented in the Diamond workforce. As an employer in the STEM (science, technology, engineering and mathematics) sector, we acknowledge we must do more to tackle the marked gender imbalance in our demographics, with 498 male and 141 female employees, even though these are in line with others in the sector.

We report this year a median gender pay gap of 5.8%, which is a drop from last year's 6.8% and well below the national average. Our mean gender pay gap is 11.3%, slightly down from the 12.1% gap reported in 2017.

Although we only see a small drop in our median gender pay gap compared to 2017, our data show a more significant difference this year between male and female employee's bonuses. The average bonus value received by female employees in 2018 was 36.8% more than male employees at Diamond and the median value was 100% more.

Whilst it is encouraging that our gender pay gap appears to be moving in the right direction, we are committed to making further inroads to support all areas of equality, diversity and inclusion to ensure everyone can thrive at all levels of the organisation.

In 2018, we have made progress on a number of fronts:

- Added to job adverts that flexible working will be considered for all posts;
- Established an Equality, Diversity and Inclusion (EDI) function and the EDI governance structure, EDI policy and action plan;
- Organised external gender related talks, workshops and presentations to target the barriers to gender equality;
- Initiated a review of our Reward and Recognition policy and processes;
- Developed and introduced Diamond Values and Behaviours;

In 2019, we will be seeking to maintain our Athena Swan Bronze Award status, which will help us to consolidate our achievements in this area and identify further areas for improvement. Future initiatives that we are seeking to achieve are:

- The implementation of revised Reward and Recognition arrangements;
- Complete roll-out of inclusive culture and unconscious bias training to senior managers;
- Consolidate our career break and sabbaticals policy and procedure;
- Review recruitment and selection processes and introduce values based interviewing;
- Widen the reach of our recruitment advertising to a more diverse pool of potential applicants;



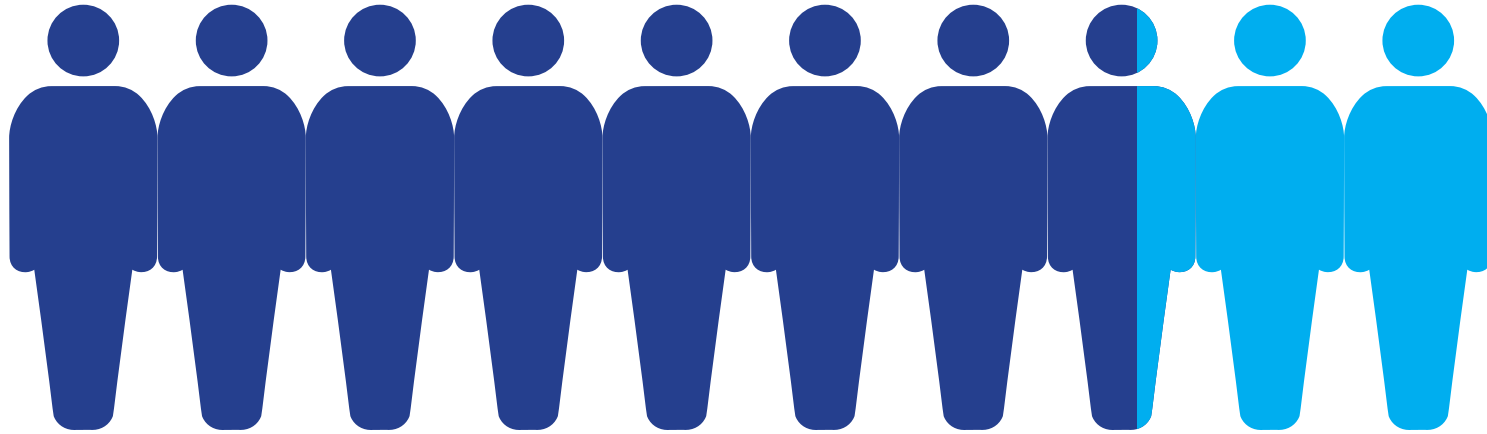
Andrew Harrison
CEO, Diamond Light Source

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 each year.

The Office for National Statistics state that it is important to look beyond the headline figures, for example 36% of the pay gap is estimated to be driven by occupation group and working pattern.

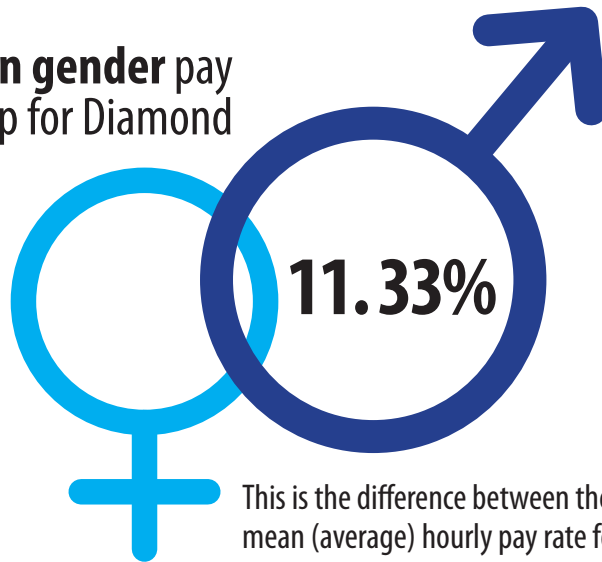


Our gender split of employees* is 77.9 males and 22.1% females

*Based on 639 employees as at 5 April 2018

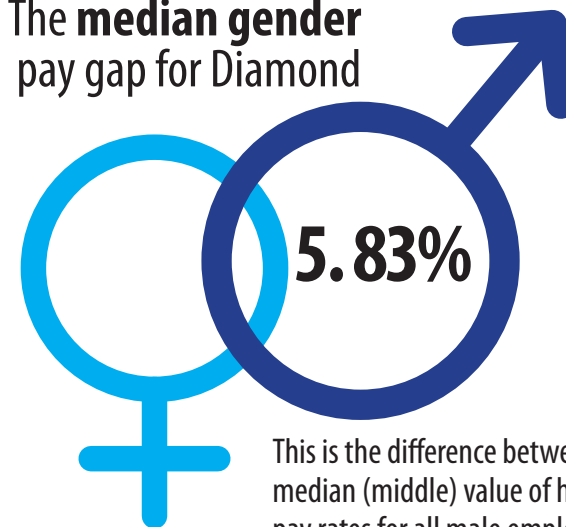
Our gender pay gap

The **mean gender** pay gap for Diamond

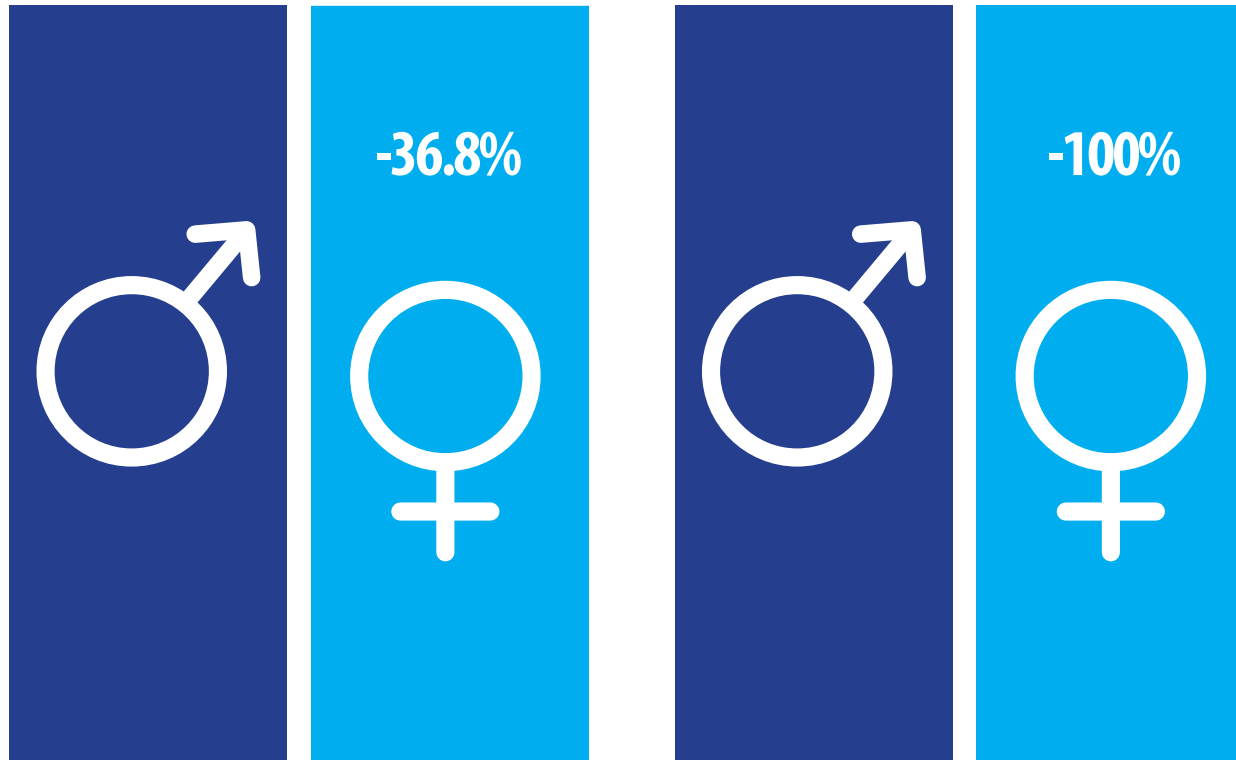


This is the difference between the mean (average) hourly pay rate for all male employees at Diamond, and the mean hourly pay rate for all women. This is then expressed as a percentage of the mean hourly rate for men.

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.



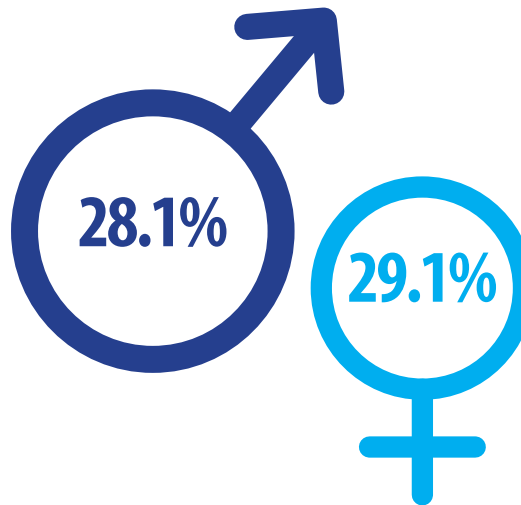
The **mean gender bonus gap** for Diamond is **-36.8%**

(The average bonus for men included greater lower level service recognition awards during the year).

The **median gender bonus gap** for Diamond is **-100%**

(The bonus figure includes service recognition awards and the middle value for males is lower than the female middle value).

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



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

86.7%

13.3%

Upper Middle Quartile

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

82.4%

17.6%

Lower Middle Quartile

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

75.5%

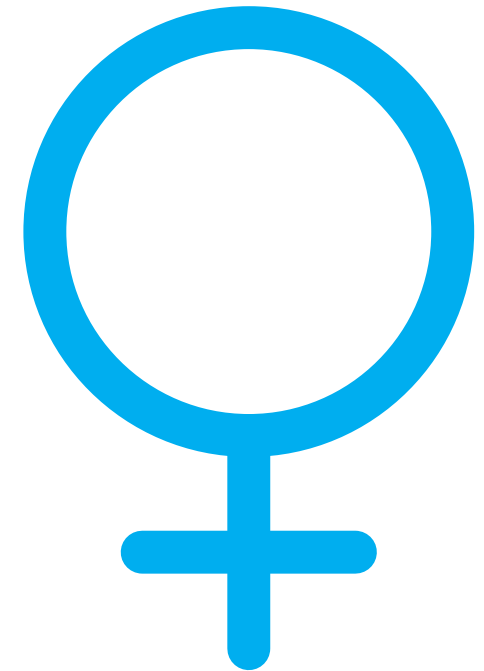
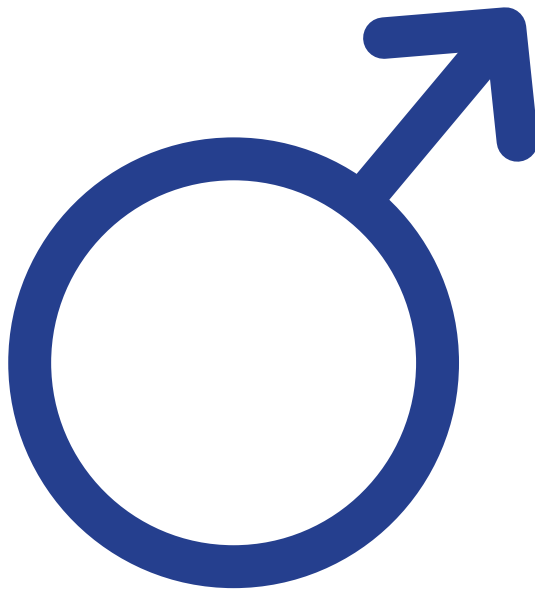
24.5%

Lower Quartile

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

68.6%

31.4%



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 – Our Equality, Diversity & Inclusion (EDI) Manager, has developed an organisational wide EDI strategy and action plan. We are taking positive action, including working with the Daphne Jackson Trust to offer fellowships to support STEM professionals wishing to return to a research career after a break of two or more years. We are also building on the Athena Swan Bronze Award we obtained in 2016 and aim to resubmit our application for continued recognition later this year. Diamond is also committed to the Government's Disability Confident scheme.

Reward & Recognition – We are undertaking a significant review of 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 new ways to broaden our audience using a variety of media and implementing systems to remove barriers and tap into a more diverse pool of candidates where possible. For example, we now promote flexible working on our job advertisements and we have commenced training for hiring managers in unconscious bias.

Learning & Development – We have recently enhanced our management training provision and opened this up to a wider pool of employees. We have invested in a learning management system for all employees to improve visibility and access to learning activities. We have also rolled out EDI training for all employees, in addition to a mentoring scheme and a suite of e-learning. This allows employees to access learning at a time and pace that suits them. Unconscious bias will be rolled out more widely during this year.

Outreach – We welcome just under 6,000 visitors which includes school pupils, 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.

Policies and Procedures – Continue to update and introduce new policies and procedures, ensuring that equality is considered when these are produced. This includes removing obstacles to opportunities and offering more than statutory requirements where possible.