



Diamond Light
Source
**Gender Pay Gap
Report**

April 2019

Diamond continues to work hard on becoming a more inclusive employer. As one of the world's most advanced scientific facilities we are proud that we recruit from around the world, and currently have 39 different nationalities working within the organisation. We are also happy to report that both the median and mean gender pay gap have fallen substantially in the last 12 months.

Our 2019 Median Gender Pay Gap is 2.92% which is a significant drop since last year (5.83%). Our Mean Gender Pay Gap 7.69% which is again significantly less than 2018 (11.33%). Both of these figures (percentages) have fallen year on year since the introduction of formal reporting and are well below the national average of 17.3%. The large reduction in these gaps for this reporting year is mainly due to the payment of bonuses during the month of April 2019 (the 'snapshot' date). More women than men were awarded a one off bonus resulting in a drop to the Mean Gender Pay Gap for this reporting year. The dates for payments of bonuses may change next year so this would no longer impact the snapshot date and may result in an increase in the Gender Pay Gap next year.

As of 5th April 2019 we had 526 male and 156 female employees at Diamond which is in line with other employers in the STEM (science, technology, engineering and mathematics) sector. However, we appreciate that we need to do more to tackle the gender imbalance in our demographics.

As well as a drop in our median gender pay gap compared to 2018, our data shows a more significant difference this year between male and female employee's bonuses. The average bonus value received by male employees between 2018 and 2019 was 57.5% more than female employees at Diamond and the median value was 0%.

We are pleased that our gender pay gap appears to be moving in the right direction, however we acknowledge that some of the reduction this year is due to one off bonuses so the gap is likely to change next year. Diamond remains committed to making further improvements to support all areas of equality, diversity and inclusion to ensure everyone can flourish at all levels of the organisation.

In 2019, we have continued to develop and enhance our policies and working practices, such as:

- Seeking to maintain our Athena Swan Bronze Award status;
- Continuing to raise awareness of EDI with training for managers and staff with a number of external gender related talks, workshops and presentations for managers and other staff to target the barriers to gender equality;
- Holding focus groups to better understand barriers to women in scientific and technical roles;

- Made recommendations to our Executive Board on Reward and Recognition policies and processes;
- Obtaining approval for a dedicated Talent Acquisition Specialist to widen the reach of our recruitment advertising to a more diverse pool of candidates, review recruitment and selection processes;
- Continuing to embed Diamond Values and Behaviours in our policies and procedures.

We will seek to consolidate our achievements further in 2020 and identify further areas for improvement. Future initiatives that we are seeking to achieve are:

- The implementation of revised Reward and Recognition arrangements for our staff;
- Undertake an Equal Pay Audit;
- Join the Working Families initiative and introduce a Work Life balance week each year to remind staff of the enhanced policies we already have available and to publicise externally to potential candidates;
- Take the actions as identified in the Athena Swan Action Plan to improve gender equality and remove perceived barriers;
- Complete the roll-out of inclusive culture and unconscious bias training to senior managers;
- Consolidate our career break and sabbaticals policy and procedure;
- Sign up to the Daphne Jackson Trust to offer fellowships to professionals in STEM and related disciplines the opportunity to return to work following a career break.



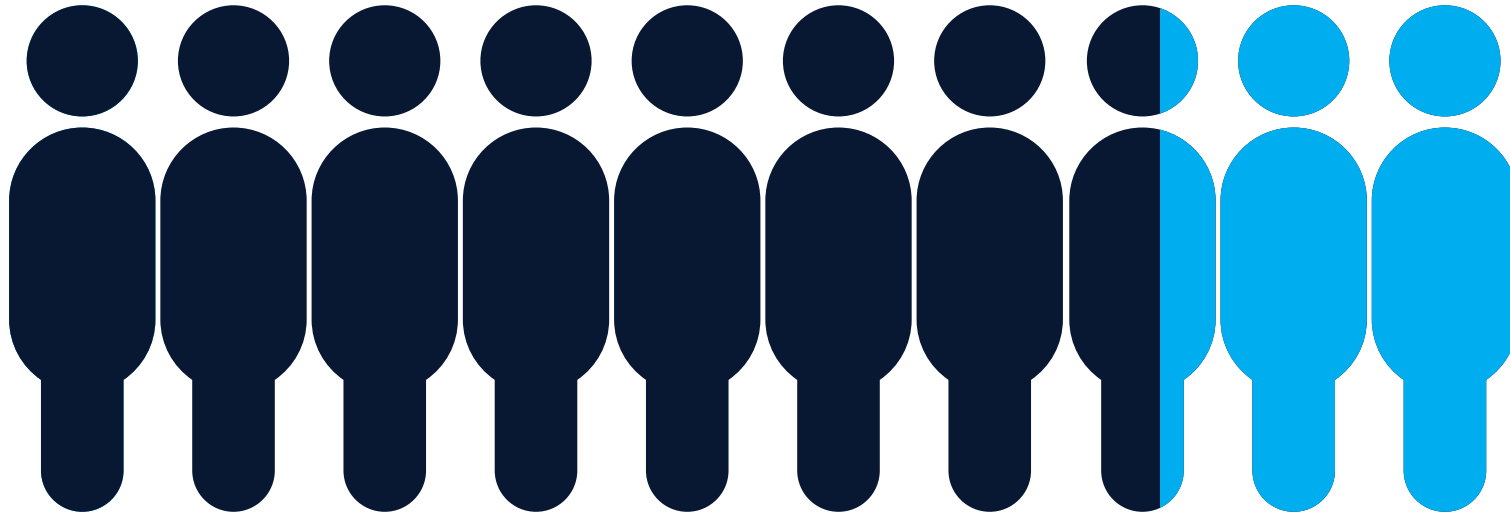
Andrew Harrison
CEO, Diamond Light Source

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.

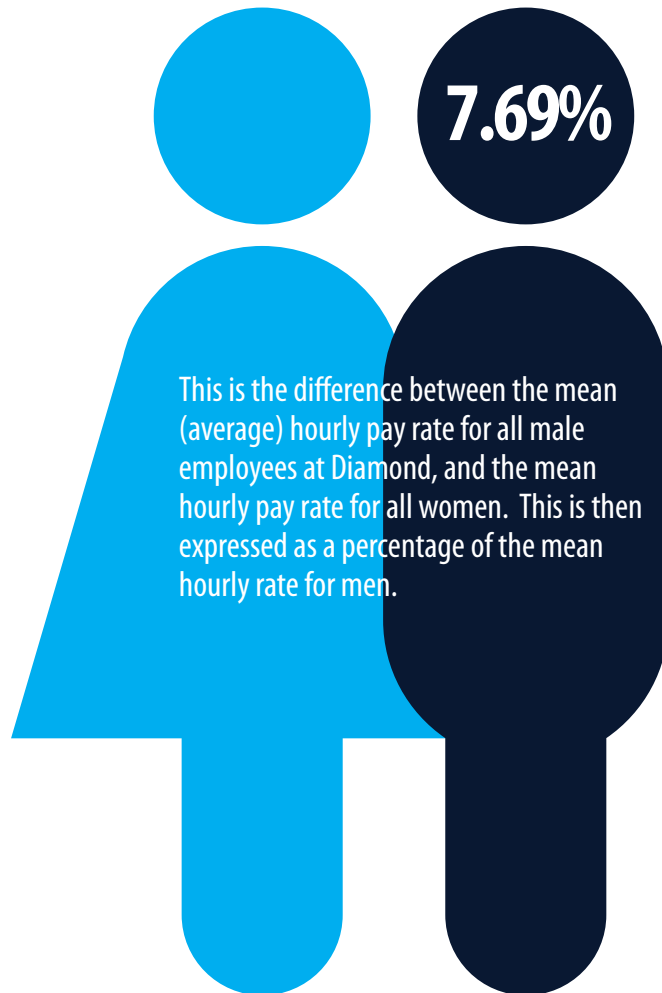


Our gender split of employees* is 77% males and 23% females

*Based on: 156 female and 526 male, Total 682

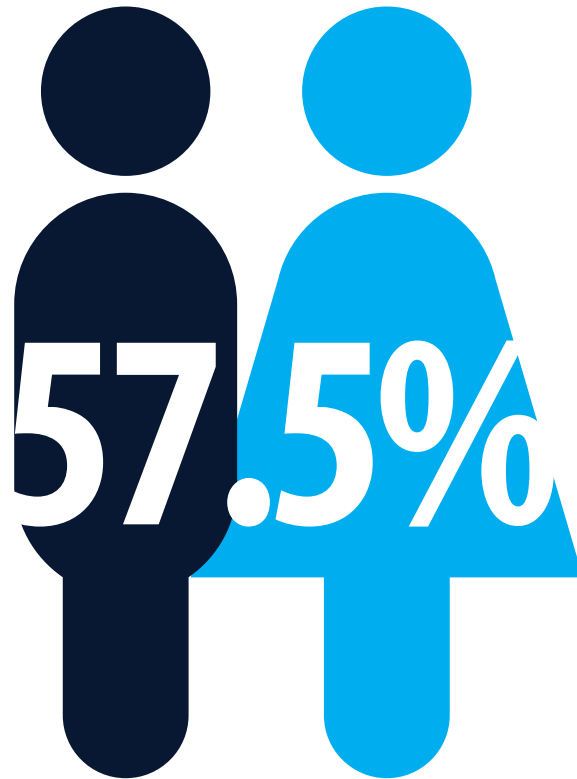
Our gender pay gap

The **mean gender** pay gap for Diamond

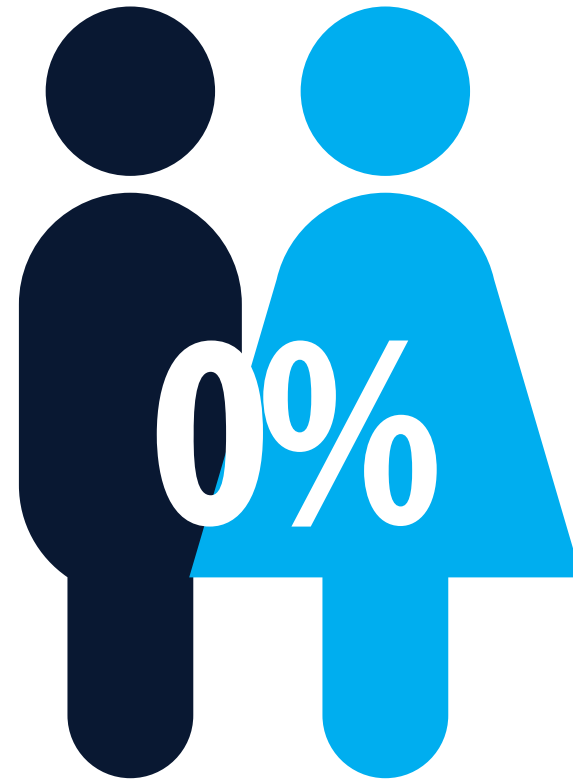


The **median gender** pay gap for Diamond



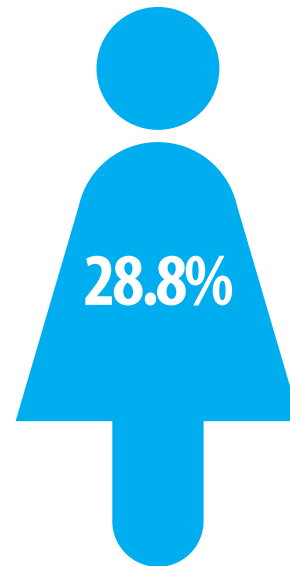


The **mean gender bonus gap** for Diamond is **57.5%**



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

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



Upper Middle Quartile

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



Lower Middle Quartile

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



Lower Quartile

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



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 to our employees that we promote regularly via our internal channels to staff and externally to potential candidates.

Diversity – We have an organisation wide EDI strategy and action plan that guides us on three core standards - Athena Swan, Disability Confident and Valuing People through Diversity and Inclusion. In our commitment to these standards we continue to build competence and confidence amongst employees and managers through ongoing communications, events, training and coaching activity.

Reward & Recognition – We have undertaken 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 continue to enhance our management training provision and open this up to a wider pool of employees. All employees have access to a learning management system that allows them to access learning and at a time and pace that suits them.

Outreach – We continue to welcome around 5,000 visitors each year (including school and university aged students and general public) to Diamond to view the engineering and science we deliver. These visits enable us to inspire 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 – We 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 enhanced benefits over and above statutory requirements where possible.