



Diamond Light
Source
**Gender Pay Gap
Report**

April 2023

Gender Pay Gap Report 2023

This report sets out gender pay gap data from Diamond Light Source, for 2023 using a snapshot date of 5th April.

Diamond strives to provide a collaborative, inclusive environment in which employees can thrive. We recruit employees from around the world who possess a diverse range of skills and talents. In April 2023 we had over 50 different nationalities working for us with a workforce comprised of 608 men and 189 women.

We continue to be committed as an employer to take action to close the gender pay gap at Diamond, in line with our vision and core values.

OUR VISION

Diamond is a world-leading centre for synchrotron science, driving and supporting science at UK universities and research institutes. As a cornerstone of a world-class site for scientific discovery and innovation at Harwell, Diamond is regarded as internationally excellent, enabling essential research and development for UK industry.

OUR CORE VALUES

Diamond's aspiration is to be a fulfilling and enjoyable place to work; where all staff regardless of grade, role, location, gender, race, religion, age, and other personal attributes feel valued and recognised for their individual contribution in helping us to achieve our objectives and priorities; and become an employer of choice and a great place to work.



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. Reporting does not take all factors into account, and it is important to look beyond the headline figures. For example education, working arrangements, grade, occupation group, are just some of the areas that are not measured within the reporting framework.

Diamond's 2023 Gender Pay Gap

As of 5th April 2023, Diamond employed 608 men and 189 women, representing a gender split of 76.29% male and 23.71% female employees.

Our mean gender pay gap for 2023 for all employees is 8.0% and our median gender pay gap is 6.7%. Our mean gender pay gap remains below the National Average for 2023 of 14.3%. [Source: ONS].

Since we began reporting seven years ago, we have seen our gender pay gap reduce by 4 percentage points, from 12.1% in 2017 to 8% in 2023. This steady positive reduction in our gender pay gap has been sustained since 2020 with a decrease in the gap of at least 1% increments each year.

What drives our gender pay gap?

As in previous years, the main reason for our mean and median gender pay gaps continues to be the under-representation of women in senior science, technical and engineering roles. To put our data in context, the latest government workforce data (December 2022) provides a useful snapshot of gender equity throughout the STEM sector. The overall percentage of women that make up the core STEM workforce is currently 26.3%. [Source: WISE].

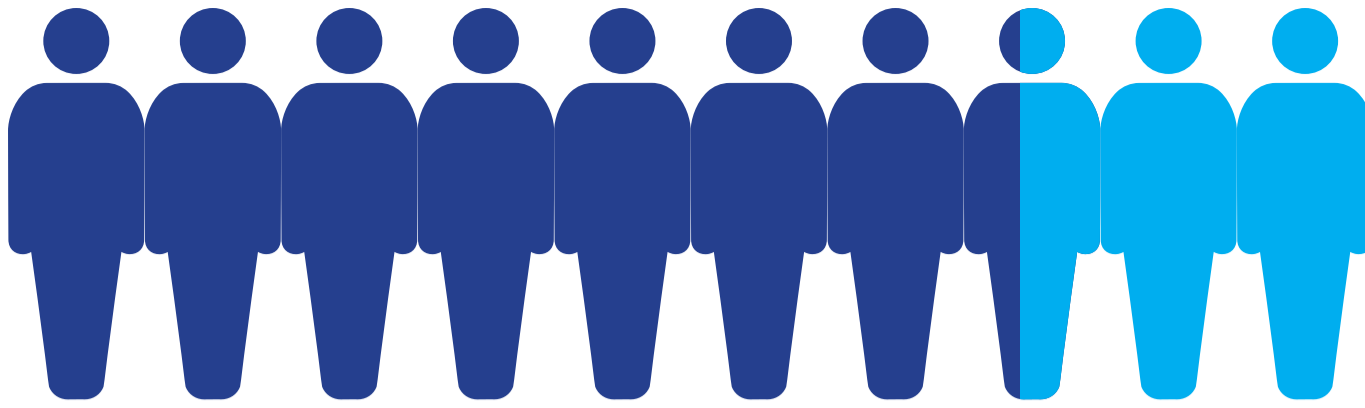
The gender pay gap is not the same as equal pay, which is ensuring that men and women in similar positions receive comparable pay. Diamond is committed to rewarding male and female employees equitably and

have undertaken Equal Pay Audits since 2021 and will be completing a further audit during 2024. These audits have confirmed no significant differences exist in pay between men and women in comparable roles at Diamond. As a secondary measure to maintain equity we also ensure all jobs are evaluated using the Korn-Ferry Hay job evaluation system which is internationally recognised as a robust methodology for determining the weight of different roles.

Factors affecting our 2023 gender pay gap report

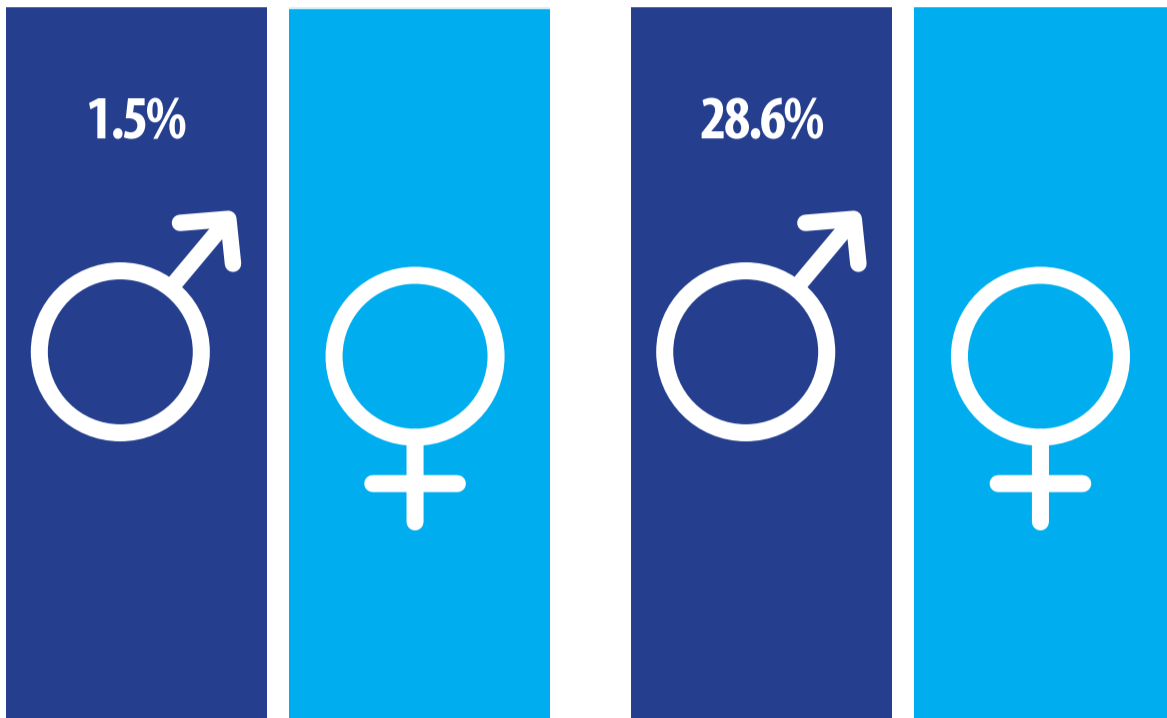
The reduction of the mean gender pay gap is due to a variety of reasons. At the snapshot date we had a greater number of women in senior roles (31.2% in upper quartile in comparison to 14.3% in 2022). We have also seen more growth in the proportion of women in our workforce with a rise from 22.7% in 2022 to 23.71% in 2023. It is encouraging to observe that since records began an upward trend can be observed in both female workforce representation and the percentage of women in Upper Quartile roles, rising by 1.7% and 20% respectively since 2017.

The mean bonus pay gap is 1.5% (14.2% in 2022) and the median bonus pay gap for 2023 is 28.6%. In 2023, 85.6% of men and 81.9% of women working at Diamond received a bonus. Whilst a higher percentage of employees overall received a bonus payment in 2023 in comparison with 2022, the average value of bonuses was slightly higher for men and they were received by more men than women in total.



Our gender split of employees* is 76.29% males and 23.71% females

*Based on 797 employees as at 5 April 2023



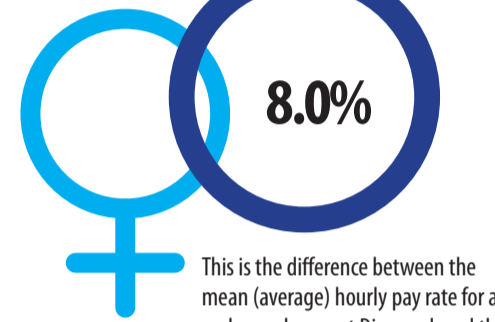
Mean (average) Bonus Gender Pay Gap: 1.5%

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

Median Bonus Gender Pay Gap (middle of range from highest to lowest): 28.6%

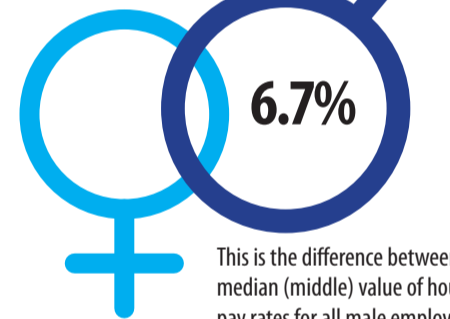
(The bonus figure includes service recognition awards and the middle value for males is lower than the female middle value).

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.

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

85.6%

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

81.9%

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

Current activity

During 2023, we worked on initiatives focused on promoting equality, diversity, and inclusion (EDI) with our existing workforce and through our recruitment processes. Actions included:

- Raising awareness on EDI through virtual events and quarterly inclusion newsletters.
- Hosting a Menopause Café with Cordell Health (our Occupational Health provider).
- Running sessions to highlight our family friendly and flexible working policies.
- Publishing revisions to our family friendly policies and procedures and improving their accessibility on enhanced pages on our intranet.
- Continued engagement with the public through our outreach programme with a focus on inspiring and encouraging women to access further education and careers in STEM.
- Hosting HR drop-in sessions to discuss topics including Shared Parental Leave.
- Leaders taking an active approach to encourage male colleagues to attend EDI focused events, particularly those aimed at supporting and celebrating female colleagues.
- Offering mitigating unconscious bias training in annual appraisals and anti-bullying and harassment training.

Next Steps

In 2024 and beyond, we will be pursuing the following actions to ensure our ongoing commitment to closing the gender pay gap at Diamond.

- Completing our consultation phase and moving to implement our hybrid working policy.
- Taking informal soundings from women around Diamond with a view to launching a women's caucus group developing policy and cultural change which supports women at Diamond.
- Developing a Diamond specific unconscious bias training module for peer reviewers.
- Taking steps to ensure policies and work environments respect the dignity, needs and voice of women.
- Ensuring equality is a key consideration of new and existing policies and procedures. This includes removing obstacles to opportunities and offering enhanced benefits over and above statutory requirements where possible. For example, offering policies in accessible and adaptable/formattable formats and asking our EDI groups to feedback from a minority and gender perspective based on accessible communication guidance.
- Adding clearer messaging on our career pages that demonstrate our commitment to work life balance and openness to exploring different types of flexible working for roles.

Appendix

Summary of Diamond's Gender Pay Gap Data since records began in 2017

Diamond's median and mean gender pay gaps from 2017 - 2023

	2017	2018	2019	2020	2021	2022	2023
Mean Gender Pay Gap (%)	12.1	11.33	7.69	11.8	10.3	9.1	8
Median Gender Pay Gap (%)	6.4	5.83	2.92	7.7	5.7	7.2	6.7
Mean Gender Bonus Gap (%)	12.8	-36.8	57.5	0	-29.3	14.2	1.5
Median Gender Bonus Gap (%)	0	-100	0	0	-100	16.7	28.6
	2017	2018	2019	2020	2021	2022	2023
Proportion of Male employees receiving bonus (%)	56.8	28.1	19.4	85.2	29.7	41.5	85.6
Proportion of Female employees receiving bonus (%)	49.3	29.1	28.8	79.9	31.1	44.4	81.9
	2017	2018	2019	2020	2021	2022	2023
Proportion of Men in workforce (%)	78.1	77.93	77	77	77.3	77.3	76.29
Proportion of Women in workforce (%)	21.9	22.07	23	23	22.7	22.7	23.71

Gender make-up of Diamond's pay quartiles from 2017 - 2023

	2017	2018	2019	2020	2021	2022	2023
Upper Quartile							
Men (%)	88.8	86.7	84	87	85	85.7	84.9
Women (%)	11.2	13.3	16	13	15	14.3	15.1
Upper Middle (%)							
Men (%)	82.2	82.4	81.2	84.9	83.3	81.6	79.9
Women (%)	17.8	17.6	18.8	15.1	16.7	18.4	20.1
Lower Middle (%)							
Men (%)	73	75.5	76.3	70.3	72.5	71.4	71.5
Women (%)	27	24.5	23.7	29.7	27.5	28.6	28.5
Lower Quartile (%)							
Men (%)	71.1	68.6	68.8	67	68.4	70.6	68.8
Women (%)	28.9	31.4	31.2	33	31.6	29.4	31.2