



Gender Pay Gap Report 2024



UK Centre for
Ecology & Hydrology

Introduction

By Gill Turner Lay, Director of People & Operations

The UK Centre for Ecology & Hydrology (UKCEH) is a leading independent research institute dedicated to understanding and transforming how we interact with the natural world. With over 600 researchers, we tackle the urgent environmental challenges of our time, such as climate change and biodiversity loss. Our evidence-based insights empower governments, businesses, and communities to make informed decisions, shaping a future where both nature and people thrive.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations annually showing the pay and bonus gap between male and female employees. These measure the difference between the average hourly rates of pay for men and women, irrespective of their role or seniority within UKCEH. By comparing mean or median rates of pay, it reflects broad trends in employment and salaries. UKCEH employees are employed on either Legacy Terms (pre-independence from UKRI) or New Terms (since December 2019). The majority of UKCEH staff are employed on one of the main salary and banding structures.

UKCEH is committed to fostering an equitable, diverse, and inclusive workplace. This is the 5th year we have published our gender pay gap report and while we are encouraged by the significant reduction in our gender pay gap for the second consecutive year, we recognise that there is still progress to be made and remain dedicated to further closing the gap.

The data provided in this report is based on the snapshot date of 5 April 2024. The initial 'pay period' for employees is therefore the April payroll. The data excludes those individuals on reduced pay, e.g., through sickness, maternity, paternity, career break or other unpaid leave.

Data analysed by Laura Jepson, People Analyst.



Gender composition

706

The UKCEH workforce for the purpose of gender pay gap reporting 2024 consisted of 706 employees.

375

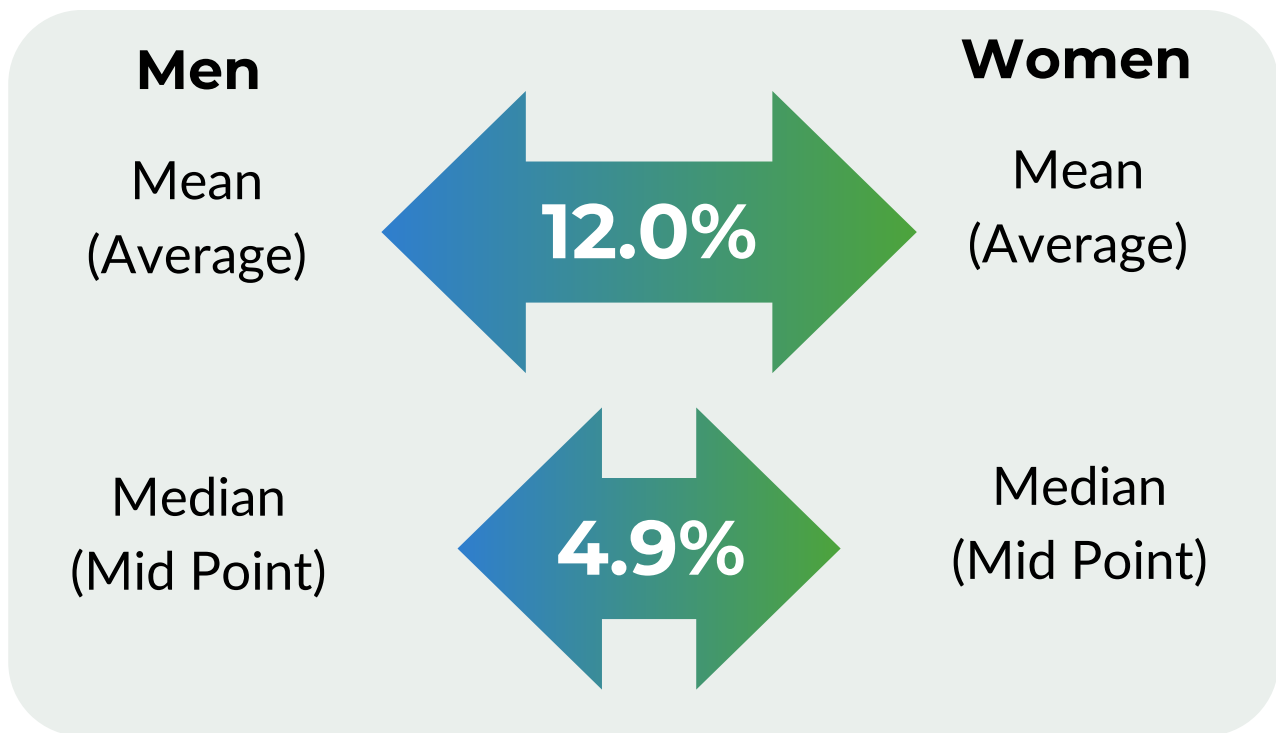
Women (53%)

331

Men (47%)

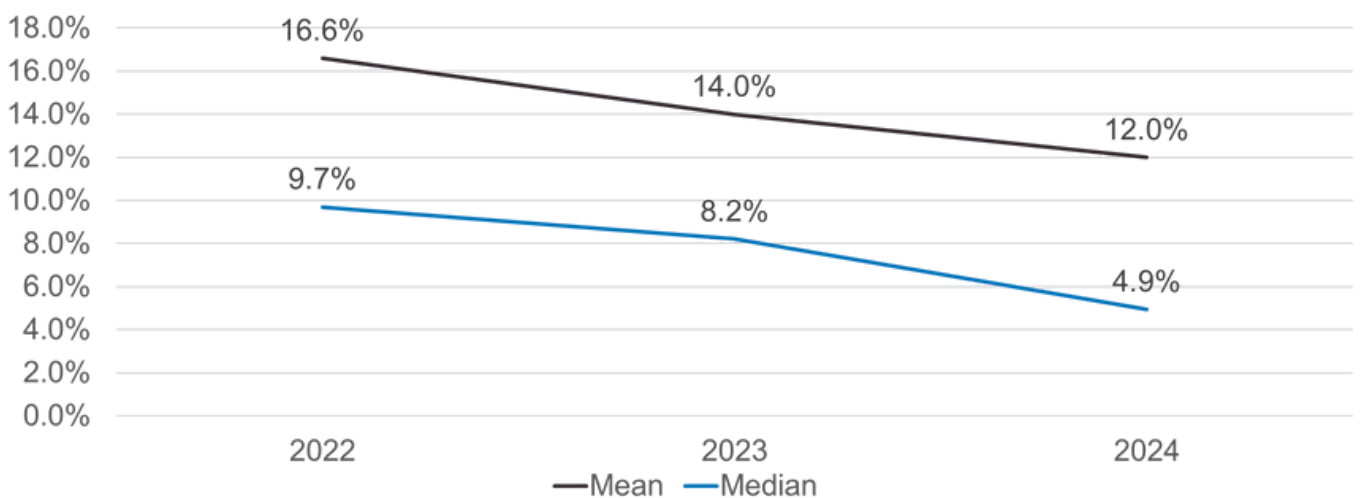


Gender pay gap



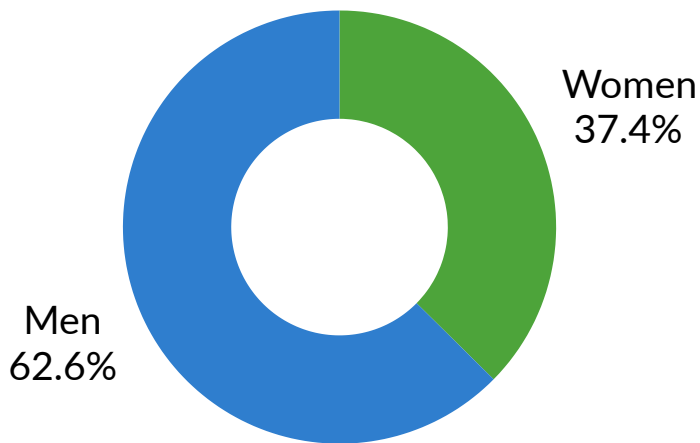
On the snapshot date, UKCEH had a gender pay gap in median pay of 4.9%, down 3.3% from 2023. Our gender gap in mean pay was 12.0%, a reduction of 2.0% from 2023. UKCEH recognises the importance of looking at both the mean and median in understanding its pay gaps.

Trending

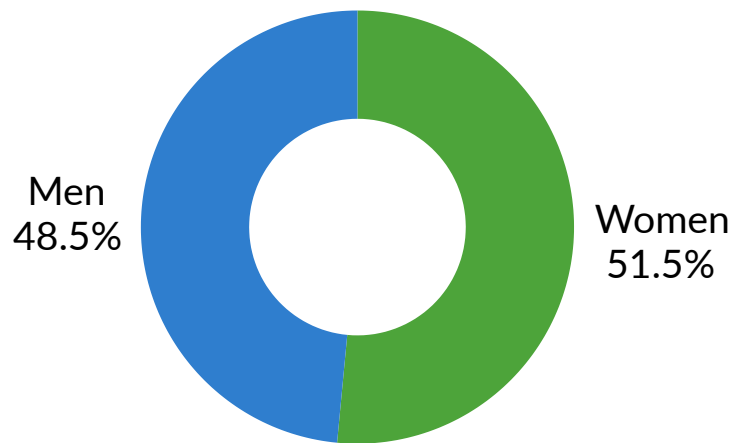


The gender pay gap for UKCEH is slowly reducing as time progresses.

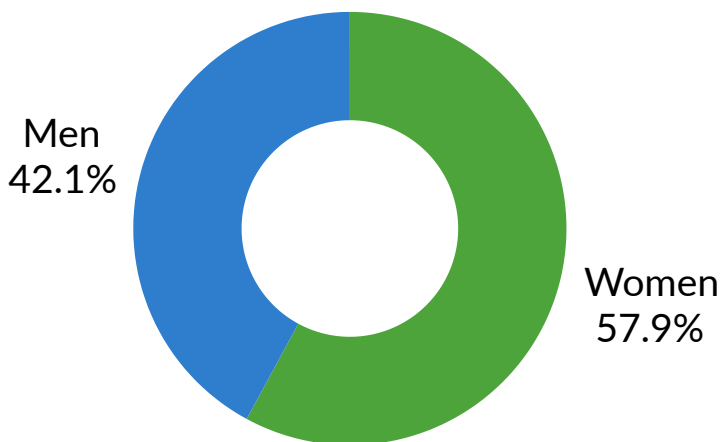
Pay quartiles



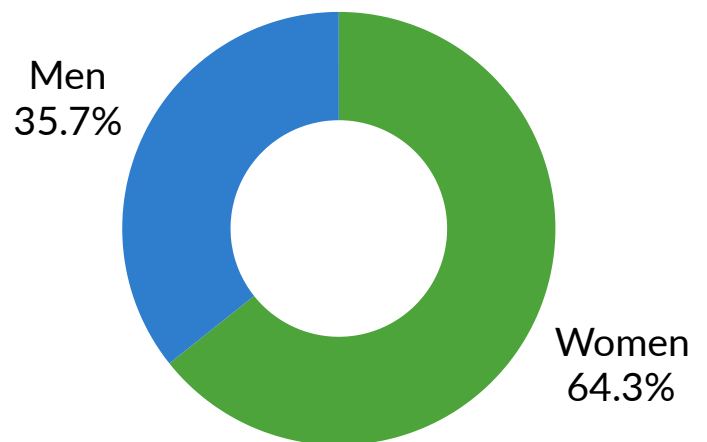
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

The UKCEH pay gap is mainly attributable to an uneven distribution of men and women across pay bands, with women generally accounting for a higher percentage of the staff in bands at the lower end of the structure and men accounting for a higher percentage of staff in higher bands. We are pleased to see that this year the percentage of females in the upper middle quartile has now surpassed 50%.

Bonus pay gap



92.8% on Men and 92.3% of women received a bonus during the pay period.

Mean bonus gap: The mean bonus gap rose significantly from -43.3% in 2023 to +10.9% in 2024.

Why the change?

- In 2023, a cost-of-living bonus was given to lower-paid employees. This group had a higher proportion of women, resulting in a negative mean bonus gap.
- In 2024, all employees (employed in July) received a 0.75% non-consolidated bonus, meaning bonus amounts varied based on salary. Since the upper pay quartile has proportionally more men than women, this led to a positive bonus pay gap.

Median bonus gap

In 2023, the median bonus gap was 0% because most employees received only an end-of-year bonus, given equally to all employees (excluding directors). In 2024, this gap increased slightly to 3.4%.

Action plan

UKCEH is committed to fostering an equitable, diverse, and inclusive workplace. As part of our ongoing efforts, we are actively implementing initiatives from our EEDI (Equity, Equality, Diversity, and Inclusion) action plan to drive positive change and further reduce our gender pay gap.

- To complete the EEDI survey to measure the success of the last two years, behavioural change and culture shifts. Build a rolling plan (timelines to align with strategy) to progress workplace inclusion at UKCEH.
- To fully embed Equality Impact Assessments into business as usual decision making, policy development and systems design.
- To define the organisation's aspiration for gender equality and begin to deliver a plan that aligns to those ambitions.
- To reflect and review our EEDI governance structure for robustness and value add. To boost the reputation and exposure of EEDI components for a more transparent and inclusive workforce.
- To deliver quarterly EEDI events e.g., Gender, Sexual Orientation/Pride+Allyship, Ethnicity, Disability, and maintain the EEDI training portfolio.
- To attain Inclusive Employers accreditation, recognising our organisational commitment to EEDI.
- To implement recommendations from a recent site accessibility audit.

The action plan is subject to change following the results of our 2025 EEDI survey.



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