

UKCEH

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Decoded.

# Gender Pay Gap Report 2025

■ Publication date: 05/04/2026



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# 1.1 Introduction

The UK Centre for Ecology & Hydrology is an independent, not-for-profit research institute carrying out excellent environmental science with impact. We have a long history of investigating, monitoring and modelling environmental change. Our 500+ staff provide the data and insights that researchers, governments and businesses need to create a productive, resilient and healthy environment.

We seek to understand the environment, how it sustains life, and the human impact on it – so that, together, people and nature can prosper.

Gender pay reporting legislation requires employers with more than 250 employees to publish annual calculations of the pay and bonus gaps between male and female employees, based on average hourly pay using both mean and median measures.

UKCEH is committed to an equitable, diverse, and inclusive workplace. This is our sixth gender pay gap report. While we are encouraged by a third consecutive year of improvement, we recognise that further progress is needed and remain committed to reducing the gap.

● Gender Composition

**715**  
Employees

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**384**  
Women (54%)

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**331**  
Men (46%)

# 1.2 Gender pay gap

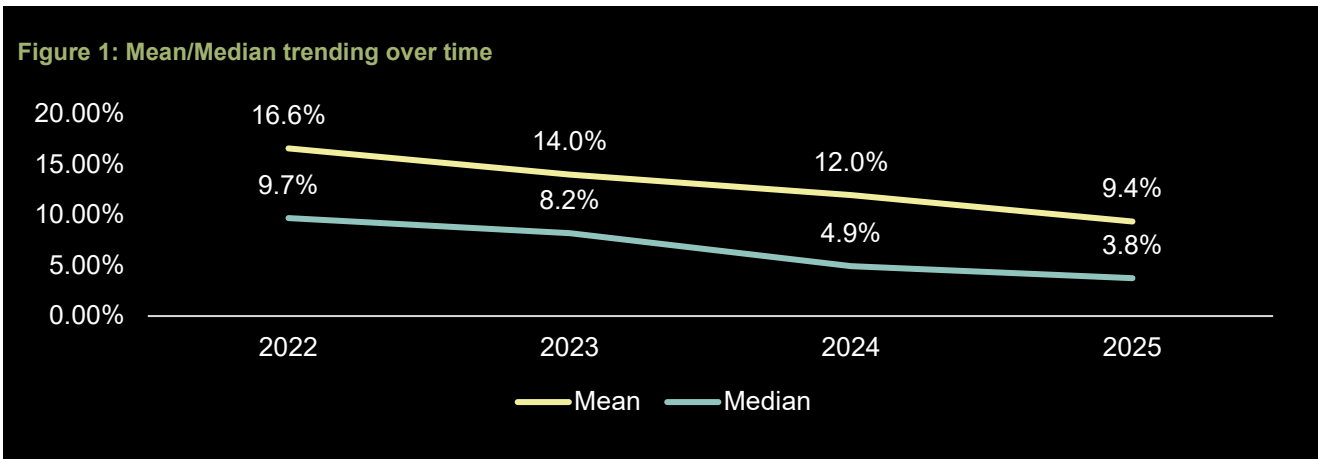
This report is based on the statutory snapshot date of 5 April 2025, using the April payroll as the applicable pay period. In line with reporting requirements, individuals receiving reduced pay during this period, for example, due to sickness, maternity or paternity leave, career breaks, or other unpaid leave, have been excluded.

As of the snapshot date, UKCEH recorded a median gender pay gap of 3.8%, representing a 1.1% reduction from 2024. The mean gender pay gap was 9.4%, a 2.6% decrease from the previous year. UKCEH recognises the importance of considering both mean and median measures to gain a comprehensive understanding of its gender pay gap.

**9.4%**  
Mean (Average)

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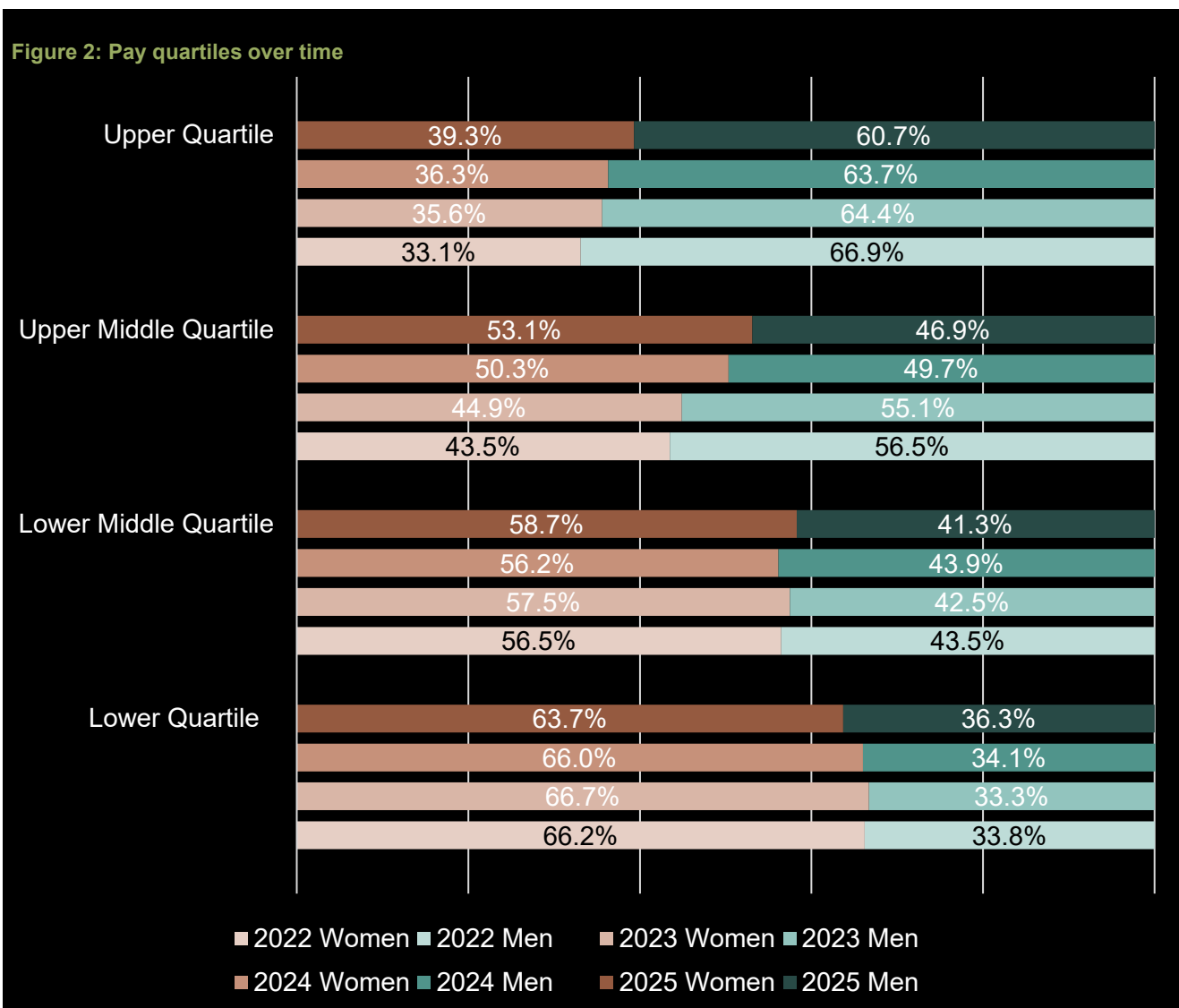
**3.8%**  
Median (Midpoint)



# 1.3 Pay quartiles

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 employees in bands at the lower end of the structure and men accounting for a higher percentage of employees in higher bands. We are pleased to see that this year the percentage of females in the upper middle quartile has continued to surpass the 50% mark.

Quartile	Women	Men
Upper Quartile	39.3%	60.7%
Upper Middle Quartile	53.1%	46.9%
Lower Middle Quartile	58.7%	41.3%
Lower Quartile	63.7%	36.3%



## 1.4 Bonus pay gap

41% of Men and 46% of women received a bonus during the pay period.

### Mean bonus gap

The mean bonus gap reduced from +10.9% in 2024 to -7.6% in 2025.

### Why the change?

- 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.
- In 2025, the only bonuses were paid through the reward platform, 59% of these were awarded to women.

### Median bonus gap

In 2025, the median bonus gap reduced to 0% because less than 50% of both women and men received a reward through the reward platform.

**-7.6%**

Mean (Average)

**0%**

Median (Midpoint)

## 1.5 Conclusion and recommendations

### Conclusions

- The gender pay gap continues to narrow, with the median at 3.8% and mean at 9.4%, marking a third consecutive year of improvement.
- The main driver of the gap remains the higher proportion of men in upper-quartile roles and higher proportion of women in lower quartiles.
- Women now make up 53.1% of the upper-middle quartile, showing improving representation in mid-senior roles.
- The bonus gap has reversed, with the mean shifting to -7.6% and the median gap at 0%, due to more women receiving reward-platform bonuses.

### Recommendations

- Strengthen progression pathways to increase women's representation in upper-quartile roles.
- Monitor recruitment, promotion, and progression data to identify any gendered patterns.
- Support development of employees in the upper-middle quartile to maintain the positive pipeline.
- Review reward platform usage to ensure equitable access and uptake.



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