diamond

Diamond Light Source **Gender Pay Gap Report**

April 2024

Gender Pay Gap Report 2024

This report sets out the gender pay gap data from Diamond Light Source, taking a snapshot date of 5th April 2024.

Diamond strives to provide an inclusive and collaborative environment in which employees can thrive. We recruit from around the world and bring together a diverse range of skills and talents. In April 2024, our workforce comprised 199 women and 630 men.

We continue to be committed as an employer to develop practices, policies and culture which contribute to the closing of the gender pay gap at Diamond. We do this in line with our vision, strategy and core values.

OUR VISION

Diamond is a world-leading centre for synchrotron science, driving and supporting scientists at UK universities and research institutes. As a cornerstone of a world-class site for scientific research discovery and innovation at Harwell, Diamond is regarded as internationally excellent and plays a key role in the UK research and development landscape.

OUR CORE VALUES

Diamond strives to be a fulfilling and enjoyable place to work where all staff feel valued and recognised for the contribution that they make towards 'Team Diamond' and the achievement of our objectives.

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.

What drives our gender pay gap?

As in previous years, the key reason for our mean and median gender pay gap is the under-representation of women in the science and engineering sector. The latest government figures indicate that the percentage of the female workforce in STEM is at around 25%, which is a slight fall on the previous year's figures (sourced from Explore education statistics – GOV. UK).

Diamond is committed to rewarding male and female employees equitably and have undertaken Equal Pay Audits since 2021.

Factors affecting our 2024 gender pay gap report

We have seen a small growth in the overall numbers of women in our workforce, now standing at 24% up from 23.71% in the previous year. Our Mean pay gap has improved slightly at 7.63% and is below the UK national average of 13.1% in 2024 (ONS Gender pay gap in the UK 2024). The median pay gap is 13.74% against 6.7% in the previous period.

The bonus pay gap is 2.7% and was 1.5% in 2023 although the median bonus gap has improved from 28.6% in 2023 to 4.9% in 2024. Unique to this reporting period was our decision to make two qualifying payments to a large number of staff.

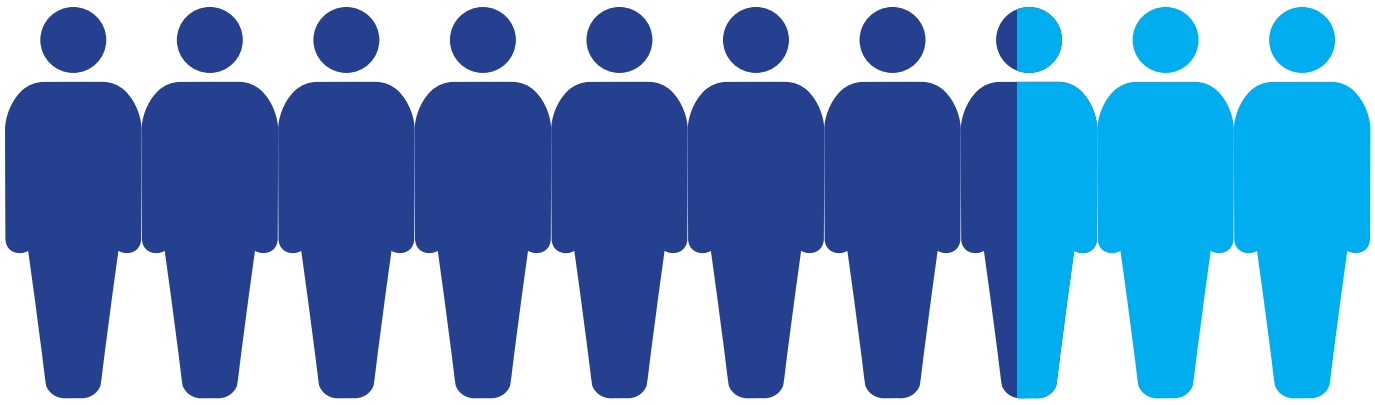
First, in recognition of the cost-of-living pressures faced by our staff due to inflation and increased energy costs, Diamond gave a cost-of-living payment to all our staff in grades two to eight and Apprentices in July 2023.

In addition, we are currently undertaking the Diamond-II upgrade project. This exciting and challenging project will see a significant upgrade in our beamline capabilities and place us at the forefront of synchrotron research worldwide. In recognition of the efforts our staff are making to deliver this key piece of UK scientific infrastructure on time and on budget, we made a payment to all staff in post at the relevant date to recognise and reward this commitment.

Overall, bonuses were received by more men than women (96.4% compared with 95.3%).

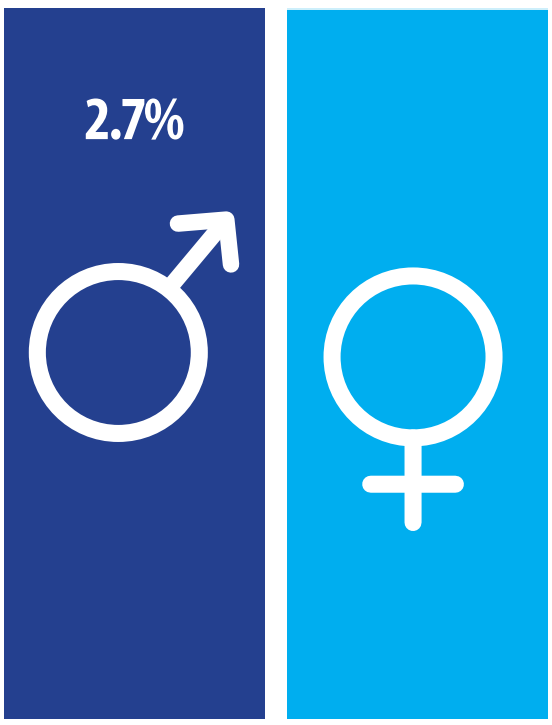
Our figures show that we have increased the number of female staff in the upper middle and upper quartile, and we are continuing to work to develop career paths for women and see them progress to senior roles.

We have appointed a female lead to head up one of the Diamond-II pillars, a crucial role in the delivery of this major project. We have also appointed two senior women to roles as 'Change Agents' to ensure that the cultural and operational review programme which is currently being undertaken ensures that women are properly represented in the process.

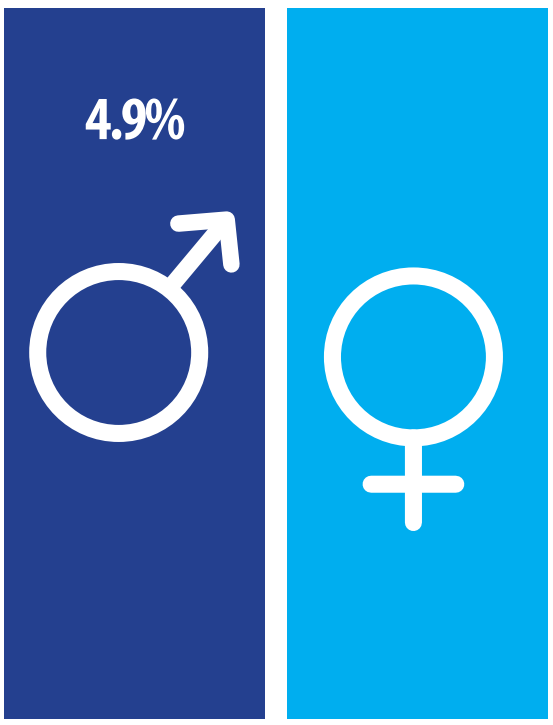


Our gender split of employees* is 76% males and 24% females

*Based on 829 employees as at 5 April 2024

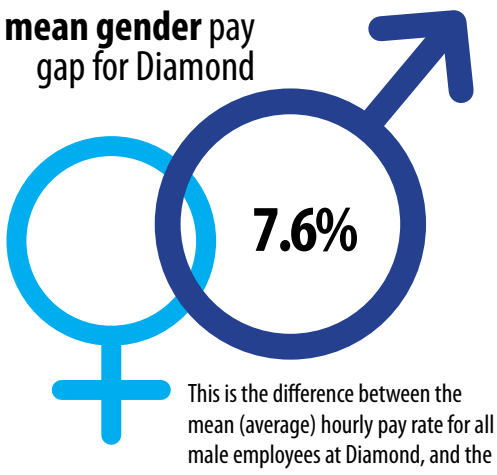


Mean Bonus Gender Pay Gap: **2.7%**



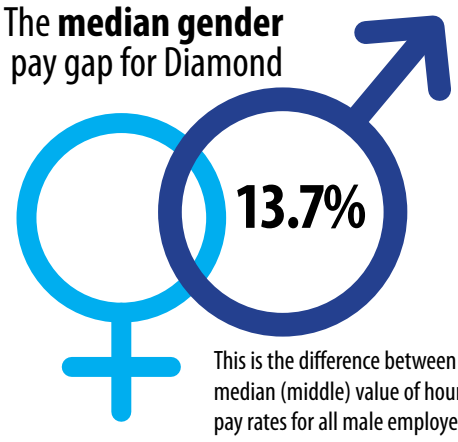
Median Bonus Gender Pay Gap): **4.9%**

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.

Gender make-up of Diamond's pay quartiles

Upper Quartile

Men 83.5 % | Women 16.5%

Upper Middle Quartile

Men 79.7% | Women 20.3%

Lower Middle Quartile

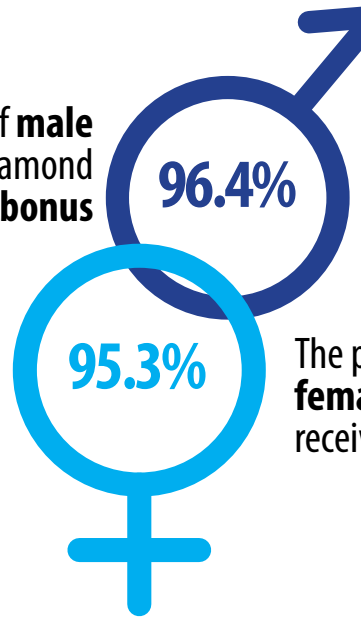
Men 72.7% | Women 27.3%

Lower Quartile

Men 67.7% | Women 32.3%

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

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



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

What else are we doing to close the gap

- Raising awareness on EDI through events, workshops, and newsletters
- Regular HR drop-in sessions to highlight family friendly policies
- Women in Diamond focus groups with staff at all grades and in all areas of the business developing a programme to support women in their careers at Diamond
- We will be launching a maternity programme which incorporates our existing excellent maternity benefits into a programme of support and networking to help women during this life event and encourage more women to remain with us following maternity leave
- Ensuring that we maintain a culture in which women are protected and empowered to express their needs as being different and distinct from men should they wish to do so
- Running regular training sessions which deal with Values & Behaviour
- Establishing a Research Culture working group
- Continuing to take steps to ensure that policies and working environments respect the dignity, needs, and voices of women
- Consciously working to recruit more women into the traditionally male dominated fields- for example targeting graduate software roles and seeking to eliminate language in recruitment advertisements which is known to put off female applicants
- Supporting women to gain further organisational leadership qualifications such as completing an MBA level apprenticeship.