

JNCC Gender Pay Gap Report 2021–2022

March 2023

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Foreword

The Joint Nature Conservation Committee (JNCC) is the only statutory nature advisor to all four countries of the United Kingdom. We provide robust scientific evidence and advice to help decision makers turn science into action for nature to guide the UK on a sustainable path. We work across land and sea with partners throughout the UK, the UK Overseas Territories (UKOTs), the Crown Dependencies (CDs) and around the world.

For over 30 years our trusted expertise, dedication and skills have underpinned nature conservation and recovery. We know that a thriving natural world is essential for humanity's prosperity and wellbeing. We use our convening power to bring stakeholders together to drive innovative action in the interests of local and global nature conservation and recovery.

We are led and governed by the Joint Committee, which brings together members from the country nature conservation bodies for England, Northern Ireland, Scotland and Wales and independent members appointed by the UK Secretary of State for the Environment, Food and Rural Affairs under an independent Chair. The work of JNCC is led by the Executive Leadership Team, supported by teams of scientific experts, data analysts and corporate services professionals. JNCC employees are public not civil servants, but our pay grades are aligned to the Civil Service pay grade structure.

This report provides gender pay gap information for the year ending 31 March 2022, which is the first year that JNCC has reached the threshold for reporting. As such, we are not yet able to provide historical comparator data to demonstrate change year on year. However, this now provides us with a benchmark to measure progress against in future years.

At JNCC, we embrace, respect and accept difference, recognising its importance to our culture and our success in delivering our mission. We will address systemic and structural barriers to enable all our people to thrive, including the gender pay gap identified in this report.

Dr Gemma Harper OBE

Chief Executive

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1. Introduction

1.1. Background

Gender Pay Gap legislation, introduced in April 2017, requires all public sector employers of 250 or more employees to publish their gender pay gap annually for workers in scope as of 31 March. JNCC reached this size for the first time in March 2022, and therefore this is the first year we are reporting our gender pay gap.

1.2. Definitions

1.2.1. The Gender Pay Gap

The gender pay gap is the difference in the average pay between all men and women in the organisation. It is different to equal pay, which is about the difference in the actual earnings of men and women doing equal work (or work of equal value).

1.2.2. The Mean Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly rate of male full-pay relevant employees and that of female full-pay relevant employees. Full-pay relevant employees are those who were not paid at a reduced rate (e.g. as a result of unpaid leave) during the 'relevant pay period'.

1.2.3. The Median Gender Pay Gap

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

1.2.4. The Bonus Pay Gap

The bonus pay gap measures payments to reward performance that are as part of the annual pay award (as a proportion of basic pay) or throughout the year as either cash or gift vouchers. The mean bonus value is found by adding all bonus values together and dividing the total by how many people were paid. The median is the middle value if all bonuses were stacked from lowest to highest.

2. Scope

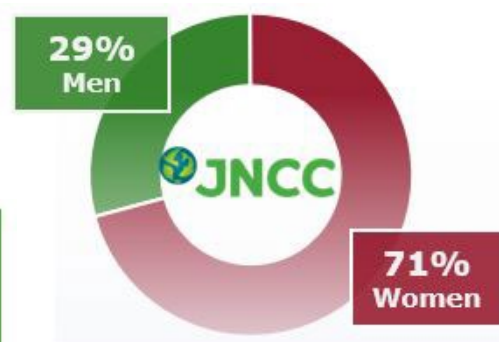
For the purposes of this report, and in accordance with the guidance, we have included all employees who are employed on the snapshot date of 31 March 2022. As a result, not all employees who were active on our March payroll are included, as some had left employment prior to the snapshot date. Employees who were working for JNCC under a secondment arrangement, but who remained under the terms and conditions and payroll of their home employer, have also not been included.

We note that, whilst our Committee Members are included in our payroll, they do not fall under the definition of an "employee," so are excluded from the analysis.

JNCC recognises that gender is not a binary concept. However, in order to meet HMRC's requirements for payroll, our HR software records employees' legally recognised gender and it is therefore upon this basis that the analysis in this report has been conducted.

3. JNCC's Gender Profile

At 71%, our percentage of female staff (gender profile) is substantially higher than the Civil Service average of 54% female¹, and 67% of our senior leadership roles (Grade 7 and above) are filled by women.



Overall, there are more women than men at all grades in JNCC, with the exception of Grade 6.

Note: The sample sizes for our SCS and G6 are very small at just 1 and 3 employees respectively.

The below table shows the distribution of female and male staff by grade from junior to senior roles in JNCC and provides a comparison to the overall gender profile of the civil service.

Grade (increasing in seniority)	Representation of women at each Grade in JNCC (%)	Representation of men at each Grade in JNCC (%)	Representation of women at each Grade in the Civil Service ¹ (%)	Representation of men at each Grade in the Civil Service ² (%)
AA/AO	87.5%	12.5%	56.4%	43.6%
EO	72.4%	27.6%	57%	43%
HEO	73.3%	26.7%	51.1%	48.9%
SEO	67.8%	32.2%	51.1%	48.9%
G7	69.2%	30.8%	48.9%	51.1%
G6	33.3%	66.7%	46.7%	53.3%
SCS	100%	0%	47.3%	52.7%
Overall	71%	29%	54.2%*	45.8%

* 2021

¹ Source: Civil Service Diversity and Inclusion Dashboard, 10 May 2022. <https://www.gov.uk/government/publications/civil-service-diversity-inclusion-dashboard/civil-service-diversity-and-inclusion-dashboard#gender-pay-gap>

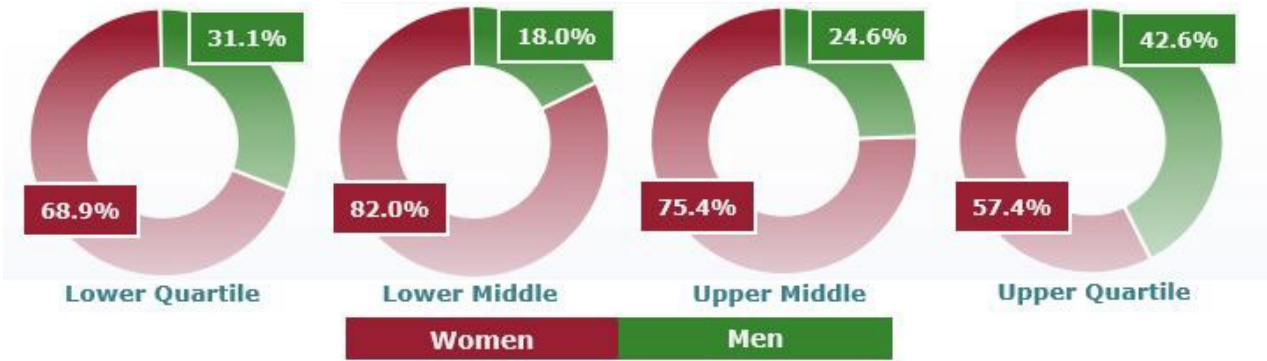
² Male % representation is not provided on the dashboard but has been calculated for ease of comparison to JNCC data.

4. Analysis of Gender Pay Gap Data

Out of 257 employees, 244 were defined under the guidance as “full-pay relevant” (see 1.2.2.)

4.1. Hourly Pay

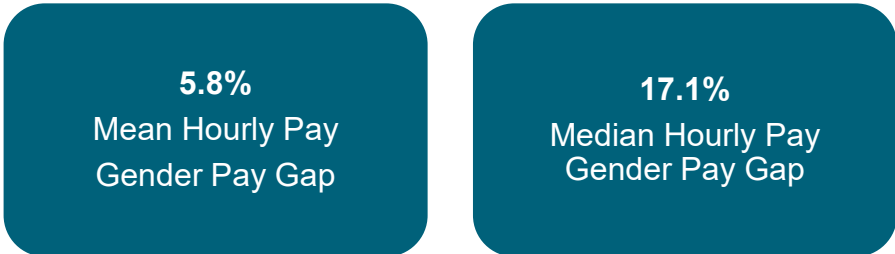
4.1.1. Hourly Pay Quartiles



Pay quartiles show the distribution of earnings when looking at pay. The workforce is divided into four equal groups ranging from the lowest to the highest paid individuals. It shows the proportion of male and female employees in each quartile.

JNCC’s hourly pay quartiles demonstrate that the highest representation of female staff is the Lower Middle pay quartile whilst the lowest representation of women is the Upper Quartile.

4.1.1. Hourly Pay Gender Pay Gap



Our mean gender pay gap is **5.8%** and median gender pay gap is **17.1%**. Whilst our mean pay gap is lower than the Civil Service average of 7.8%³, our median pay gap is substantially higher, and both data points highlight the need for JNCC to narrow this gap in future years.

The significant difference between our median and mean pay gap is a largely a result of the substantially higher proportion of women filling our lower pay grades (AA to HEO) compared to men. Furthermore, whilst the numbers of women filling our middle to senior management roles at S Grade and Grade 7 is significantly higher than the number of men filling these roles, and is also higher than the average representation of women across the civil service

³ Source: Civil Service Diversity and Inclusion Dashboard, 10 May 2022. <https://www.gov.uk/government/publications/civil-service-diversity-inclusion-dashboard/civil-service-diversity-and-inclusion-dashboard#gender-pay-gap>

average for those grades, it is nonetheless lower than our overall gender profile of 71% women, indicating that proportionately fewer women are reaching these grades.

Our analysis shows that another cause for the hourly pay gender pay gap at JNCC is conversely as a result of positive development for our female employees. Our policy for pay on promotion means that employees start at the entry salary for each pay grade upon promotion. In 2021-22, 21% of our female staff received a promotion, compared to 11% of our male staff. This means that proportionately more female employees were paid at the base level of their pay grade. Additionally, 69% of our new starters that year were female and, following our pay on appointment policy, were recruited on the starting salary of their grades.

4.2. Bonus Pay

4.2.1. Percentage of Men and Women Receiving Bonus Pay



It is positive to see that the proportions of men and women receiving bonuses are broadly the same with 72.9% of women receiving bonuses and 73.7% of men.

4.2.2. Bonus Pay Gender Pay Gap



The bonus pay gap, at 11% mean / 17.1% median was higher than we had anticipated, and therefore we have drilled down into each of the elements that comprise these figures, to understand the causes of this pay gap.

The bonuses received by JNCC employees during this period consisted of two core elements: a corporate performance award and a voucher-based recognition programme. In addition, some employees received a non-consolidated lump sum payment as part of our annual pay award for the year. Whilst not a bonus in the full meaning of the word, we have included these non-consolidated payments in our bonus pay gap calculations.

Our corporate performance award for the year covered by this report was paid at a set value irrespective of grade and FTE, with the only distinguishing criteria being the achievement of a

minimum individual performance level and a minimum of 6 months' service during the performance year. The corporate bonus payment is the element which has most effect on the % of employees receiving a bonus and has resulted in the comparable overall % of women and men receiving bonuses.

For the voucher recognition programme, 35.4% of our female employees were awarded one or more awards during the year, compared to 32.9% of male employees. The mean value awarded to female employees was also higher, at £105 compared to £93 for males.

Through this analysis, we can conclude that neither the voucher recognition programme, nor the corporate performance bonus have contributed to the bonus pay gap.

Instead, we have identified that the non-consolidated payments awarded as part of the annual pay award, being significantly larger in value than the relatively small sums awarded as vouchers and the corporate bonus payment, have had the effect of substantially skewing our overall bonus pay gap. If these payments were excluded from the calculations, we find that our bonus pay gap is removed entirely, with a mean bonus pay gap of **-2.4%** and a median of **0%**.

5. Taking Action to Close the Gender Pay Gap

JNCC is committed to providing a supportive and inclusive working environment for all. As our first year of reporting on the Gender Pay Gap, the analysis has provided us with important insight and a benchmark to measure future progress against. In 2023-24, we will develop and implement a dedicated internal action plan to focus on the gender pay gap and to consider what further actions we could take to support the closing of this pay gap, in addition to the initial suggestions outlined below.

The data show we will reduce our gender pay gap if we can increase the representation of women in our middle to senior leadership roles and also achieve greater male representation in our lower pay grades. Turnover in our AA/AO pay grades is very low, so we are limited in the amount of progress we can make in increasing male representation in these roles. However, to support more women to meet their full potential, and to support their development into Grade 7 leadership roles, we will continue to invest in our S-grade leadership development programme and ensure there are no barriers for women to participate in this or any other career development programme.

The bonus pay gap which has been identified will be considered for all future pay award decisions, and we will strive to reduce this in future years.

We also have existing organisational strengths which support our commitment to achieve gender equality, and which will therefore continue to be a priority in future years. We have a highly active Equality, Diversity and Inclusion working group and we continually strive to normalise conversations about women's health to ensure that women do not experience limitations in their ability to thrive in their careers. In April 2022, we introduced a Menopause policy and guidance for employees and managers. We have also introduced free period products to our office locations and have introduced a number of new benefits via our benefits platform that support employees with matters such as reproductive health and finding suitable elder care.

Our recruitment and selection process is determined on merit and on the basis of fair and open competition regardless of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership. We

provide interview training, use a structured interview process and ensure diversity within our interview panels to help achieve greater diversity throughout our workforce.

Finally, we permit all employees to apply for a flexible working arrangement, with no minimum length of service required, and all employees are also able to work a hybrid working arrangement, to support a healthy work-life balance.

6. Declaration

We confirm that data reported by JNCC is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

David Collins

Director of Finance and Resources

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