

IDS Gender Pay Gap Report 2018

IDS is committed to gender equality, including equal pay for men and women, and reducing the pay gap. Alongside a transparent salary structure, based on incremental progression, IDS offers a range of additional benefits aimed at increasing gender equality across the organisation, including: paid shared parental leave, flexible working, and a child care fund to support those with additional childcare needs.

This report covers immediate financial rewards, base pay and bonuses. IDS offers a wealth of other forms of reward, focused around engagement factors such as the Institute's purpose and values, and other benefits such as holidays; closure days; pension; maternity, paternity and adoption leave; support for professional development; and sabbaticals.

Legislation relating to gender pay gap reporting came into effect in April 2017 for all organisations with more than 250 employees. The gender pay gap refers to the difference between the median and mean salary of all men and all women in an organisation.

The pay gap reporting regulations requires organisations to calculate a number of figures – calculated according to the government guidelines. More detail is available at: <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations#gender-pay-gap-figures-youll-need-to-calculate>. These figures, are highlighted in bold throughout this report.

IDS staff numbers currently fall slightly below this threshold with **243** employees. However, given IDS's strong commitment to equality, we carried out a pay gap assessment in 2017 and in 2018, and have undertaken to publish these data.

In addition to carrying out the gender pay gap assessment, IDS also conducted a full equal pay review in 2016 and intends to do so again in 2019. An equal pay review provides a more detailed analysis than gender pay gap reporting, specifically ensuring that IDS is paying those doing the same or same level roles equally. The results of the equal pay review were reassuring to IDS. When the differences in pay for work rated as equivalent were considered in 2016, the gap is **-0.8%**, showing that men and women doing equivalent work are being paid the same. IDS is committed to running the equal pay audit every three years.

Base Pay

The gender pay gap assessment shows the mean gender pay gap in hourly pay (this is the mean gap between the hourly pay of all females and all males at IDS) is **16.71%** in 2018

which is a reduction from **19.69%** in 2017. The median gender pay gap in hourly pay is **18.74%** in 2018 which is broadly unchanged from 2017.

On the census date in **2018**, **65%** of our workforce was female. The distribution of males and females across the grades is the driver of the pay gap. The **2018** pay gap assessment showed that there are more women in the bottom quartile of all salaries than men, and more men in the top quartile of all salaries than women. The figures also show an improvement in the balance of males and females in the upper quartile, and the upper middle quartile. This is a driver in the reduction of the IDS pay gap between **2017 and 2018**.

	Male 2017	Female 2017	Male 2018	Female 2018
Overall % of Males and Females at IDS	37%	62%	35%	65%
Upper Quartile	60%	40%	56%	44%
Upper Middle Quartile	32%	68%	27%	73%
Lower Middle Quartile	32%	68%	36%	64%
Lower Quartile	24%	76%	28%	72%

Bonus

In addition to base pay, IDS offers the Reward and Incentive Scheme for Fellows.

The Scheme provides for a payment based on the total revenue that a Fellow has raised over and above their annual funding target. The Scheme only applies to the fellowship. In **2018, 20** fellows received an incentive payment; **13** women and **7** men.

The mean award for females is **£680** and males **£565**.

The calculations for the median award only consider those awards for those who received a bonus. The median awards for females receiving a bonus was **£7,000** and males **£3,231**.

The number of employees in this group are small, and the awards themselves can vary widely depending on individual performance, resulting in averages that can be skewed significantly by one or two awards.

- *Proportion of females receiving a bonus payment: **8%***
- *Proportion of males receiving a bonus payment: **8%***
- *Mean gender bonus pay gap: **-20.41%***
- *Median gender bonus gap: **-117%***

Next Steps

We are rightly proud of our pay structure rewarding equally work of equal value (within the same grade). We remain concerned about the pay gap for base pay, and we are also keen to explore further the reasons for the (reversed) gender discrepancies in bonuses received through the Reward and Incentive Scheme for Fellows.

We believe the gender pay gap and bonus gap itself is driven by our overall gender distribution of employees and in small institute where a few cases can sway the overall figure very substantially. Nevertheless, we want to make sure that we are doing all we can to redress it, and we are discussing how we can continue to measure and address the pay gap

at IDS. The IDS Equalities Group are currently developing an equal pay action plan, which will be discussed with the Senior Leadership Team and Board of Trustees in 2019.

If you would like further information, please contact the IDS Director of Human Resources.

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Director