

Gender Pay Gap 2019/20 (census date April 2020)

The Institute of Development Studies (IDS) is committed to gender equality, including equal pay for men and women, and reducing any overall 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 paper 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 less than 250 'relevant workers', so we are not required to publish pay gap information. However given IDS's strong commitment to equality, we have carried out pay gap assessments annually, and have undertaken to publish these data.

In addition to carrying out the gender pay gap assessment, IDS also carried out a full equal pay review 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.

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 **10%**. The median gender pay gap in hourly pay is **8%**.

On the census date in 2020, 62% of our workforce was female. The distribution of males and females across the grades is the driver of the pay gap. The 2020 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:

	Male	Female
Upper Quartile	52%	48%
Upper Middle Quartile	38%	62%
Lower Middle Quartile	26%	74%
Lower Quartile	31%	69%

Bonus

In addition to base pay, IDS offers the Fellows Incentive Scheme and the All Staff Bonus.

IDS offers an incentive scheme to fellows who exceed the funding target. Where a surplus above the individual target is generated in the financial year, 30% of that surplus shall be rewarded to the Fellow. Payment is only made if a Fellow exceeds their target.

In 2020, IDS paid a total of £117,405 in Fellow Incentive Scheme payments. This was 17 payments ranging between £1,610 and £18,709. The average payment was £6,910. The median payment was £6,279.

There were 11 women and 6 men. The average payment to women was £6,184 and the median was £5,320. The average payment to men was £8,241 and the median was £9,150.

The All Staff Bonus was paid in 2020/21. Each eligible employee received £400.

The equation required for establishing the mean level of bonus pay gap, averages the total female bonuses paid across all females and the total male bonus across all males, calculating the difference as a percentage of the average male bonus. This takes into account all employees, of which the majority are not eligible for the Fellows Incentive Scheme. It is the difference between the payments made to the small number of top performing Fellows, equally to women and men eligible for the scheme, and those who are not eligible for the scheme, the largest proportion of who are women that generates the bonus gap.

The 2020 Pay Gap Assessment found:

Mean Gender bonus pay gap: 28%

Median gender bonus gap: 0%

If you would like further information please contact the Human Resources team at the Institute of Development Studies. Email: H.Resources@ids.ac.uk

Version history

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