

Institute of Development Studies

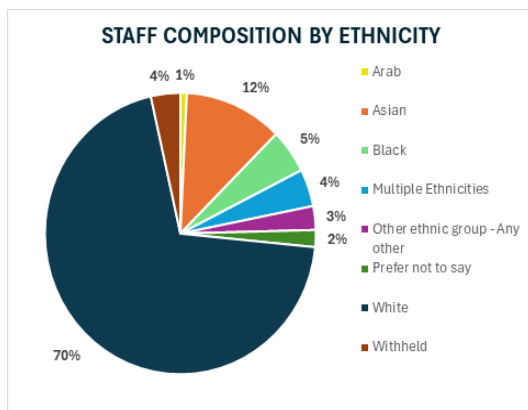
Ethnicity Pay Gap Report

March 2025

Summary

Our mean ethnicity pay gap for 2025 is 10% and our median ethnicity pay gap is 11.2%. Our mean ethnicity bonus gap is 20% and our median ethnicity bonus gap is 0%.

Our community



Pay Gap

Mean Ethnicity Pay Gap (all ethnicities) 10%

Median Ethnicity Pay Gap (all ethnicities) 11.2%

Ethnicity	Mean	Median
Arab	30%	23%
Asian	-8%	-10%
Black	18%	6%
Multiple Ethnicity	5%	20%
Other Ethnic Group	40%	14.2%

Pay Quartiles

Pay Quartiles			
	Ethnic Minority	Unknown	White
Upper quartile	25%	0.0%	75%
Upper middle quartile	27%	0.0%	73%

Lower middle quartile	30%	15%	55%
Lower quartile	25%	2.00%	73%

Bonus Gap

The mean ethnicity bonus gap is 20%

The median ethnic bonus gap is 0%

What causes our bonus gap?

- IDS has two bonus schemes. The all-staff bonus is a collective scheme, and all staff receive the same amount irrespective of role or FTE. This impacts on the median bonus gap.
- IDS staff with fundraising targets can participate in the Fellows Incentive Scheme, with payments varying based on fundraising performance. Since Fellows are in the top two quartiles, this affects the mean bonus gap but not the median.

How we are reducing our ethnicity pay gap

- Carried out an external Equality and Diversity Audit and developed a staff led action plan.
- 2025 is the first year we have reported on the IDS ethnicity pay gap.
- Updated our data through employee self-service on IDS PSS.
- Introduced a subcommittee of the Strategic Leadership Team with a specific remit for Equality Diversity and Inclusion.
- Introduced a subgroup of the Board of Trustees with a specific remit for Equality Diversity and Inclusion.
- Improved reporting to the Board of Trustees.
- Introduced recruitment training to all panels.
- Introduced new Salary Structures at IDS, updated all job description, evaluated and benchmarked all roles.
- Reduced the number of automatic service-related increments in our salary bands to 5 increments.
- Developed guidelines on starting salaries.
- Developed process for acting up roles.
- Introduced a new role of Researcher and promotions processes for research staff.
- Carried out an independent Equality Impact Assessment on our new salary structures. This suggests the ethnicity pay gap to 3% in 2025/6.
- Reviewing promotions processes for Fellows.
- Developing and implementing EDI training across IDS.
- Reviewing the cash element of the Fellows incentive Scheme.
- Reviewing our IDS recruitment and selection policy.