Met Office

Gender Pay Report

2019

Met Office

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Foreword from the Chief Executive

The success of every organisation depends upon the quality and commitment of the people it employs. That is even more true in a high-skill, scientifically driven organisation like the Met Office.

It is for this reason that 'Excellent People and Culture' forms one of three anchors in our Corporate Strategy. We want to ensure that the Met Office has access to people with the right talent and skills to deliver our future business and that every staff member can develop their skills to enable them to have a fulfilling and adventurous career with us.

This report sets out the data for the Met Office, alongside what we are doing to reduce the gender pay gaps going forward.

I am pleased to report that our overall gender pay gaps are decreasing; the mean pay gap has dropped from 11.7% in March 2017 to 8.1% in March 2019 and the median gender pay gap has halved, from 9.9% to 4.4%. This is a direct result of the Met Office targeting base pay gaps through the 2017-2020 Pay Agreement, the final outcomes of which will be reported in the 2020 Gender Pay Report. Within the same period, the representation of women in the upper pay quartile has increased from 22% to 27% (Gender Distribution within Pay Quartiles: page 5).

However, there is still a long way to go. We will continue to monitor our data and consider the ways that we can identify and address the reasons for pay gaps. As mentioned, our strategy has a key focus on people and this is to ensure that we can recruit, retain, develop, engage and deploy staff with the right skills, in order that we can realise our vision to be "*recognised as global leaders in weather and climate science and services in our changing world*".

Penny Endersby, Chief Executive

Introduction

The Met Office has prepared this report as part of the legal requirement for public authorities to publish their gender pay gap on an annual basis.

In 2017 the government introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data by 30 March the following year, including:

- mean and median gender pay gaps;
- mean and median gender bonus gaps;
- the proportion of men and women who received bonus payments, and:
- the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to address, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. This report sets out where Met Office fulfils our reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

Headline Figures for 2019

This is the third year the Met Office has published gender pay gap figures in line with legislative requirements. For context, we have therefore included the figures from previous years (2017 and 2018) in our analysis (the full data is set out in the Annex). Please note when comparing to previous years, we have for the first time presented the data within the Annex to a decimal point, to bring us in line with OGDs (Other Government Departments). Similarly, this is the first year that hourly pay data is calculated 'after salary sacrifice', in line with OGD.

For 2019, the headline 2019 gender pay gap figures show a **mean gender pay gap of 8.1%** and a **median gender pay gap of 4.4%.**

Gender Pay Gap	2017	2018	2019
Mean gender pay gap	11.7%	8.5%	8.1%
Median gender pay gap	9.9%	8.5%	4.4%

Measures show that the gender pay gaps are reducing; in particular, the median gender pay gap has halved since March 2017, from 9.9% to 4.4%.

Organisational Context

The Met Office is an Executive Agency with Trading Fund status and is sponsored by the Department for Business, Energy and Industrial Strategy (BEIS).

Since 2017, the Met Office has implemented a multi-year Pay Agreement (implementation of 4 pay awards within the period November 2017 – March 2020), including a new pay structure that is equality proofed, with shortened pay ranges and pay groupings that are based on job evaluation scoring. Part of the 2017 Pay Agreement includes equality-based pay movement to move staff through the pay ranges, and this has been a primary factor in reducing the overall pay gaps within the reporting period. This report shows the impact of the 3rd pay award (out of the 4 in total).

The Met Office is committed to working towards a diverse and inclusive organisation and to value and utilise the visible and non-visible individual differences that people bring. This includes working to ensure that there are no barriers implicit in our policies and procedures that prevent individuals from performing to the best of their ability, along with creating a positive and open environment in which to work.

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The Data

This report provides our gender pay gap, using the Government Equalities Office methodology, on the snapshot date of 31 March 2019. For bonuses, we used the period of 1 April 2018 to 31 March 2019, which was the 12 months preceding the snapshot date.

The gender pay gap at the Met Office for 2019 is a **mean pay gap of 8.1%** and a **median pay gap of 4.4%**. In both cases, the overall gap is reducing, and these are the lowest figures to date.

Bonus Payments

The Met Office offers both in-year and end of year performance awards, as well as small value instant recognition awards in the form of gift vouchers. Awards reflect high performance at organisational and individual level, either consistently across the year or for delivery of specific one-off achievements.

The 2019 **mean bonus gap is 6.0%** and the **median bonus gap is 1.1%.** These gaps remain similar to the previous year's figures.

Based on the snapshot date of 31 March 2019, the proportion of men and women receiving a bonus payment are 98% and 96% respectively. The breakdown of bonus payment types is included in the Annex.
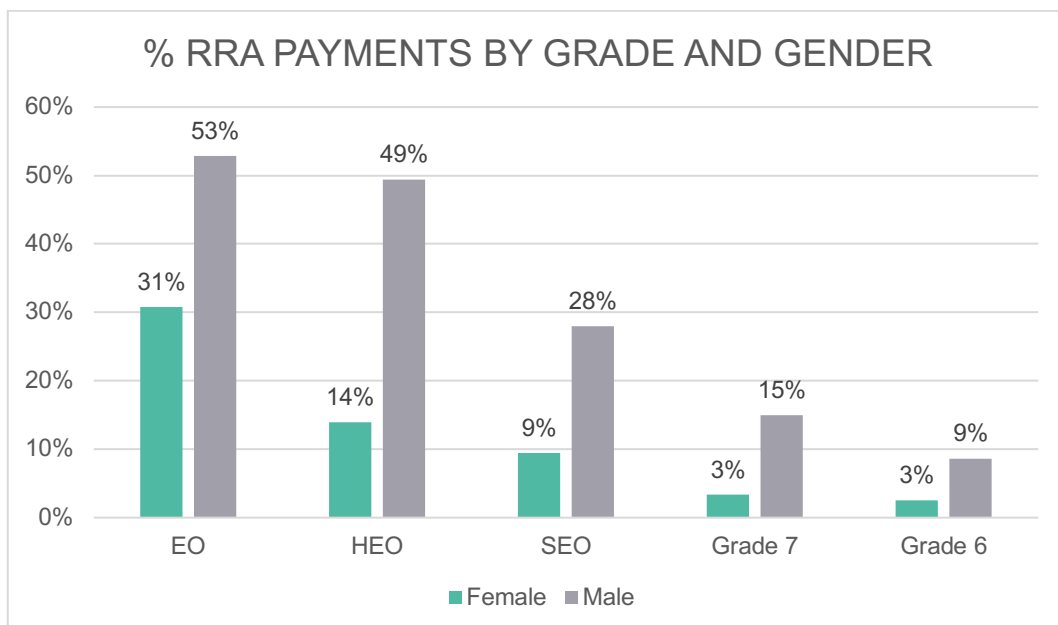
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Pay Quartiles

Within the upper pay quartiles there is a higher proportion of male staff (70% in the 3rd quartile and 73% in the upper quartile).
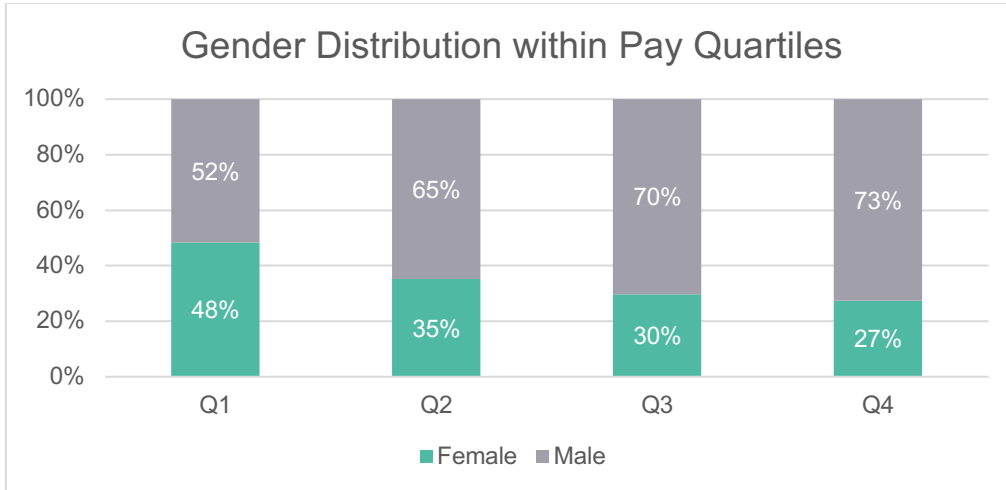

There are some specialist activity payments that attract high rates of daily payments, including military deployment of our Mobile Met Unit. We also have a greater proportion of male employees in IT and engineering roles, which attract a Market Supplement; these are flat rate payments for difficult to fill roles; the majority of which are in our STEM communities. These are the primary factors for higher pay gaps within some grades, particularly Met Office Pay Groups 4 and 5 (HEO and EO).

Grade equivalence for the Met Office is tabulated in the Annex on page 13 of this report.

The gender make-up of the Met Office has risen over the last decade from 25% female in 2008 to 36% female as at 31 March 2019:

There are, however, a greater proportion of male staff employed in higher paid roles and proportionately more than the overall gender split (36:64) from SEO (Met Office Pay Group 3 upwards).
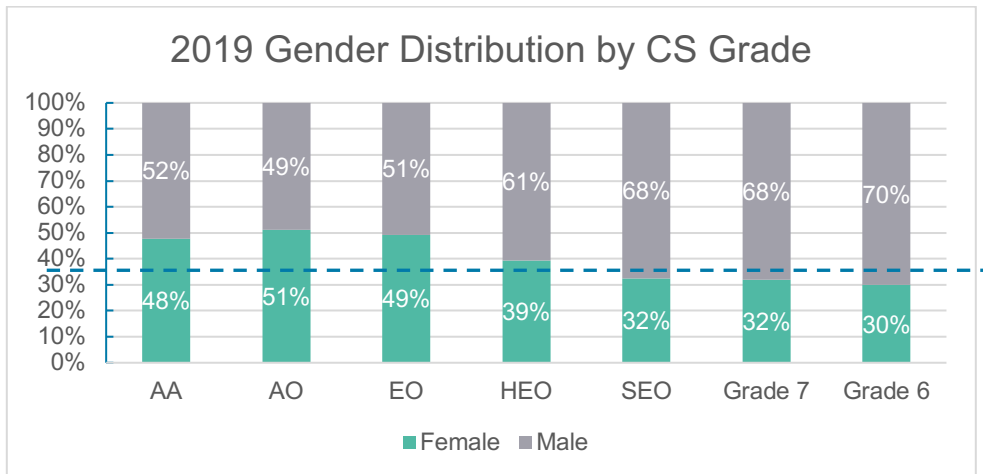
The blue dotted line on the chart above indicates the organisation proportion of female staff (36%)
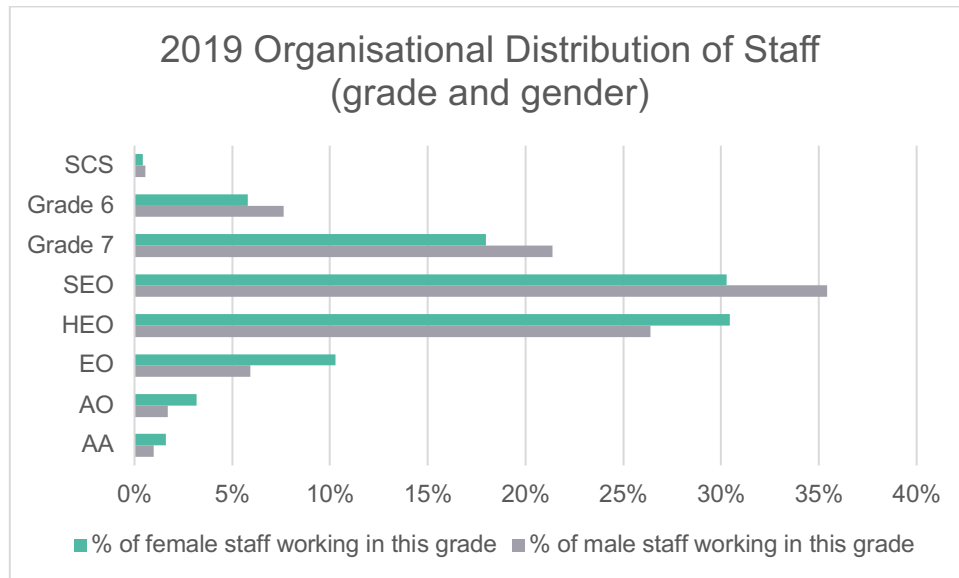
Closing the Gender Pay Gap

Our processes: recruiting, retaining and developing a diverse workforce

At the Met Office, we work in accordance with the Civil Service recruitment principles of fair and open competition, with candidate selection based on merit. As a Government Department, we are accountable to the Civil Service Commission. To ensure fairness we use the following methods:

- mandatory mixed gender sift and interview panels;
- use of a gender decoder for all job roles / advertising with a focus on increasing gender-neutral language in adverts;
- unconscious bias training available for all hiring managers;
- profile established on the Civil Service careers website that was checked for gender neutral tones and representation;
- we have held focus groups and workshops investigating how we can continue to embed ED&I strategies throughout out recruitment processes;
- we will be reviewing our advertising methods which will include reviewing how we are promoting opportunities to a wide range of different societal groups to ensure we are not inadvertently targeting male gender specific groups.

Performance Management

Successful performance management is fundamental to the effectiveness of any organisation. It is through the high performance of our employees that the Met Office can deliver our world-class products and services.

All employees have regular performance reviews, which are based on performance expectations in meeting personal objectives and behaviours that align to our organisational values. Through our new strategy, which sets out a clear vision and the strategic anchor "Excellent People and Culture", there is now a greater emphasis on personal and professional development, which improves job satisfaction, morale and staff retention. Our performance management process also supports diversity and inclusion, encouraging managers to have good quality conversations with their staff about personal objectives and aspirations.

Our performance management operates through our guiding principles of:

- focusing on the right things;
- rewarding the right things;
- joint responsibility for development between our staff and managers, and
- easy to engage with.

Flexible Working and Family Friendly Policies

The Met Office offers family friendly policies including Shared Parental Leave and Pay, a wide variety of flexible working patterns, and flexibility of work location.

We also provide:

- "Working at the Met Office" guides to prospective employees;
- benefit statements to employees, to communicate our range of benefits;
- an environment in which family friendly working practices are normalised as part of the culture.

Shared Parental Leave

Take up of shared parental leave has been positive, with 24 staff using shared parental leave in 2019 (this uptake includes 35% of men who took paternity leave and 10% of women who took maternity leave within the same year).

Careers, Development and Progression

We believe that learning and development is fundamental to achieving excellence and improving performance at both business and personal levels. As reflected in our People Strategy, we are investing time and resource in our people so that they and our business are both ready for the future.

We have strategic actions to develop our management and leadership capability; to enhance our equality, diversity and inclusion; and to enable and develop our people. This combined focus is bringing together a programme to increase training and guidance aimed at developing our managers and leaders' skills and behaviours, and in particular, how they build inclusive, resilient and high performing teams. We are also introducing a mentoring and matching scheme for aspiring leaders and managers.
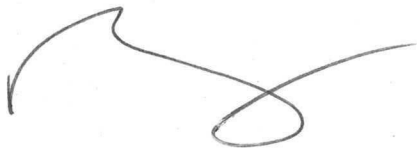
We have an internal Leadership Development Programme for high potential leaders and leaders in critical roles. This provides personality profiling, 360 feedback, coaching and targeted training. One of these courses is Inclusive Leadership where delegates learn how to foster an inclusive team environment and adopt a positive approach to leveraging people differences. We also sponsor participation of female staff in the Glass Lift programme, 'Elevate'.

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Next Steps

The Met Office Strategy launched in October 2019 included the identification of 13 key strategic actions, each with an executive sponsor and senior lead. One of our current strategic actions is 'Enhancing Equality, Diversity and Inclusion'. This will be achieved through the empowerment of staff-led networks to feed into corporate plans, and to hold the executive team accountable for delivery in order that each of the actions have a real impact that enhance how the organisation works.

Declaration

We confirm that the data reported by the Met Office 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.
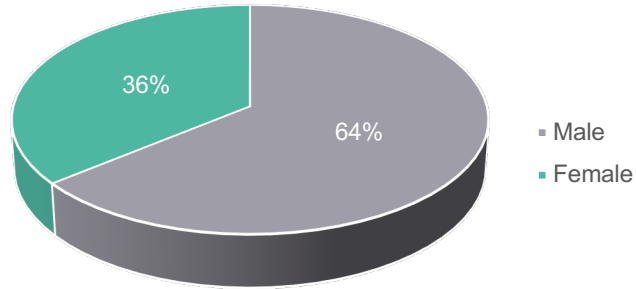
Penny Endersby, Chief Executive

Tammy Lillie, Interim HR Director

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Annex – Met Office Data

Based on the number of staff employed on the snapshot date, the Met Office workforce is 36% female.

Gender pay gap (in favour of men):

Pay gap / bonus gap	2017	2018	2019
Mean gender pay gap	11.7%	8.5%	8.1%
Median gender pay gap	9.9%	8.5%	4.4%
Mean gender bonus pay gap	10.6%	6.0%	6.0%
Median gender bonus gap	1.4%	0%	1.1%

The proportion of men and women employed on 31 March who were paid a bonus (breakdown provided on next page):

Employees	2017	2018	2019
Men	98%	98%	98%
Women	98%	96%	96%

2019 Gender Distribution within Pay Quartiles

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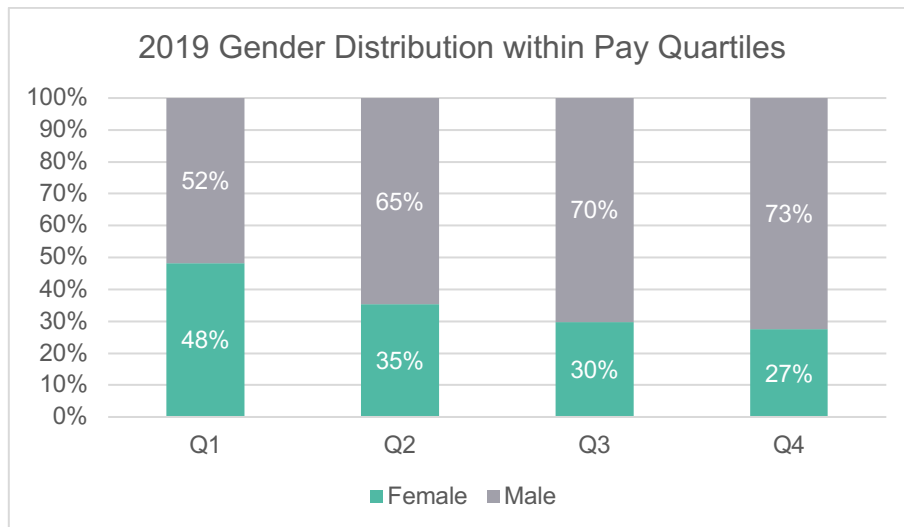
'Bonus Pay' comprises the total figure of bonus payments made to staff in the year 1 April 2018 – 31 March 2019. The total figures averaged £1,630 per person. This comprises the following payments:

- Corporate Performance Pay, which is based on an assessment of the performance of the Met Office against its Key Performance Indicators and the level of declared profit for the previous financial year. Paid as a flat net rate to 92% of staff employed on 31 March 2019.

- Personal Bonus, which recognise exceptional achievement/performance in the preceding performance year. Paid to 20% of staff employed on 31 March 2019.

- Instant Recognition Scheme vouchers, which recognise an example of high achievement/exceptional contribution and behaviour at any time in the performance year. It aims at rewarding a one-off action and behaviour. The value of an individual IRS can be between £5 - £150. Paid to 86% of staff employed on 31 March 2019.

Personal Bonus Figures 2019	Female Staff	Male Staff
Organisational Proportion:	18%	21%
Full Time Staff	19%	21%
Part Time Staff	16%	19%

Instant Recognition Scheme Vouchers in 2018-19	Female Staff	Male Staff
% of staff awarded	84%	87%
Average total value	£158	£174

Proportion of men and women in each pay quartile:

Quartile	2017		2018		2019	
	Women	Men	Women	Men	Women	Men
Lower quartile (Q1)	46%	54%	50%	50%	48%	52%
Lower middle quartile (Q2)	36%	64%	35%	65%	35%	65%
Upper middle quartile (Q3)	29%	71%	31%	69%	30%	70%
Upper quartile (Q4)	22%	78%	24%	76%	27%	73%

Gender Pay Gaps by Grade

For equivalent grades with less than 10 staff we have redacted the figures to protect identifiable personal data.

Met Office Pay Group	CS Grade Equivalent	Mean 2017	Mean 2018	Mean 2019	Median 2017	Median 2018	Median 2019
Pay Group 1, plus Associate Directors and Principal Fellows	GRADE 6	5%	5%	4.4%	-2%	5%	3.7%
Pay Group 2	GRADE 7	6%	4%	3.9%	5%	2%	0.2%
Pay Group3	SEO	6%	4%	4.3%	1%	9%	3.4%
Pay Group 4	HEO	8%	4%	3.2%	5%	7%	9.9%
Pay Group 5	EO	8%	6%	3.9%	9%	5%	9.4%
Pay Group 6	AO	0%	2%	1.2%	-5%	-3%	7.4%
Pay Group 7, plus Apprenticeships and Industrial Placements	AA	-	-	-3.9%	-	-	-3.6%

A negative value indicates a gender pay gap in favour of female staff