

## Gender Pay Reporting for April 2023

UKAS is pleased to publish its annual gender pay gap report in relation to UKAS employees, which shows a snapshot of the gender pay gap as of 5th April 2023.

The gender pay gap is the difference between the average pay of men and women across the business; it's not a comparison of pay rates between men and women doing the same job. As a broader measure it looks at the difference between the average earnings of men and women (irrespective of roles and seniority), across all jobs at all levels within an organisation. The gender pay gap is not the same as equal pay. Equal pay is related to men and women being paid equally for equal work.

As per the gender pay reporting legal requirements, our calculations are based on employee gender and comprise six calculations as outlined below.

The outcomes provided highlights:

- + The differences in mean hourly pay as at 5th April 2023
- + The differences in median hourly pay as at 5th April 2023
- + The differences in the mean and median bonus payments
- + The total distribution of bonuses to male and female employees
- + The percentage of male and female employees in each hourly rate quartile.

The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 5th April 2023, including annual bonus and employee awards given out through the various reward and recognition schemes within the organisation.

Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts.

### The data

**The gender makeup of the organisation favours women who constitute 53.6% of the workforce and men who constitute 46.4% of the workforce. This remains unchanged from the previous year.**

### Mean and median gender pay gap

UKAS April 22/23	
Mean gender pay gap	18.12%
Median gender pay gap	11.96%

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing the total by the number of people in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

Women's mean hourly full pay gap is 18.12% lower than men and women's median hourly full pay gap is 11.96% lower than men.

### Mean and median gender bonus gap

UKAS April 22/23	
Mean gender bonus gap	-2.57%
Median gender bonus gap	0%
Percentage of male employees receiving a bonus	44.06%
Percentage of female employees receiving a bonus	53.80%

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

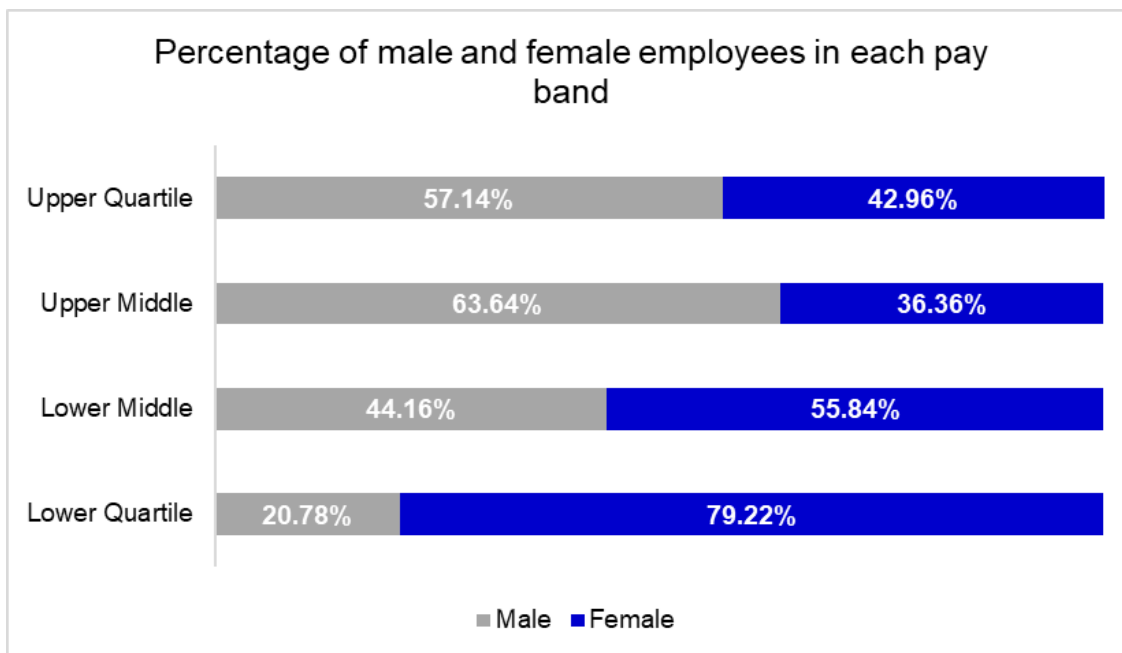
The mean bonus pay gap is -2.57% in favour of women and the median gender bonus pay is 0%.

### Proportion of males and females receiving a bonus

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5th April 2023. This calculation bonus includes any annual bonus and employee awards given out through the various reward and recognition schemes within the organisation.

44.06% of all relevant males and 53.80% of all relevant females received a bonus payment in the twelve months preceding the snapshot date.

### Pay quartiles



This is the percentage of male and female employees in four quartiles pay bands, dividing our workforce into four equal parts. The table shows the proportion of males and females in each quartile versus their hourly pay.

## **Summary**

As of the snapshot period the gender split of the workforce at UKAS comprises of 53.6% women and 46.4% men. That said, we do recognise that there are more women than men in our more junior roles and fewer women than men in our senior and management roles.

The sectors we predominantly work within specialise in Science, Technology, Engineering, Construction amongst others. These sectors invariably rely on a talent pool that is not traditionally gender balanced. Thus, there is a direct impact of this imbalance within the external industry upon us as an organisation.

UKAS has a gender pay gap of 11.96% in favour of men, which is lower than the overall UK gender pay gap of 14.3% reported by the ONS in November 2023.

At UKAS, women make up 39.6% of higher-paid jobs (upper middle to upper pay quartiles) and 79.2% of lower-paid jobs (lower quartile which will include the administrative support roles). The overall gender gap is driven by the higher representation of women in the lower quartile with the female distribution decreasing from 83.1% last year to 79.2% this year. The lower-middle quartile make-up is 55.8% women and 44.2% men.

UKAS is committed to recruiting, retaining, and developing a diverse and inclusive workforce. We have a fair and open recruitment policy, recruiting from a wide pool of candidates from relevant backgrounds with an aim to hire the most competent person for the role.

To ensure we are fair and consistent across the organisation:

- + jobs at UKAS are advertised at all levels to encourage a diverse pool of applicants
- + job adverts are gender neutral, and the recruitment process is regularly reviewed to eliminate bias, to further align with the EDI agenda
- + mixed gender interview panels are part of the recruitment process
- + structured induction programmes form an important part of the onboarding
- + secondment opportunities are available across the organisation to develop and retain our talent pool.

Our annual employee engagement survey and internal feedback mechanisms provide our employees a platform to feel seen, heard, valued, and accepted. We strive to ensure we foster a diverse environment where our people can be their authentic selves at work without fear of discrimination.

## **Pay, benefits and career paths**

We review our benefits package on an ongoing basis, benchmarking these against prevalent market trends and identifying gaps where investment may be required. Each year the business considers recommendations from such reviews to incorporate policies and practices that bring us closer to industry practice.

UKAS has a gender-neutral approach to determining pay for the various roles within the organisation. Our range of benefits is available to current and prospective employees across the organisation, relative to their requirements.

We offer family friendly policies including maternity, paternity and parental leave. We also offer flexible working opportunities, including part-time and reduced hours opportunities. Our purpose at UKAS is to 'create trust and confidence in the products and services we all rely upon' and this extends to our employees, with our equity, diversity and inclusion commitment aimed at fostering a culture of belonging.

We are conscious that our pay gap favours men, due to the proportion of women in the lower pay quartiles. There is some work to be done, but we have to recognise that to an extent we are driven by the market and therefore we cannot transform overnight. However, as a business and an

Executive team, we have a strong commitment to equity, diversity, inclusion and look to invest in initiatives that help us bridge this gap.