

Gender Pay Gap Report

2021



Contents

Contents	1
Foreword from the Chief Executive	2
Introduction	3
Headline Figures for 2021	4
The Data	5
Bonus Payments	5
Pay Quartiles.....	6
Next Steps	8
Declaration.....	9
Annex – Met Office Data	10

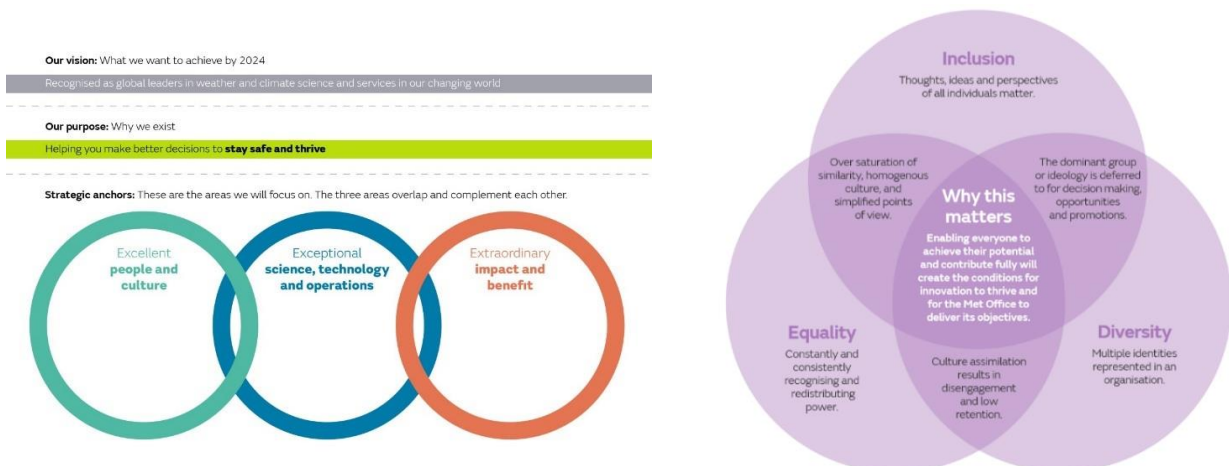
Foreword from the Chief Executive

We have been through unprecedented times and dealt with challenges we've never faced before but Met Office employees have continued to deliver key services helping you to make better decisions to stay safe and thrive. People are key to the success of our deliverables and we continue to build on our 'Excellent People and Culture' anchor as one of three anchors in our Corporate Strategy. We strive to ensure that we recruit, retain, develop, engage and deploy the best people with the right skills and reflect an inclusive, diverse workforce.

I am pleased to report that our overall gender pay gaps are decreasing; the mean pay gap has continued to drop from 11.7% in March 2017 to 6.5% in March 2021 and the median gender pay gap has more than halved, from 9.9% to 4.0%. This has continued to decrease due to a targeting base pay gaps through the 2017-2020 Pay Agreement and ensuring consistency with our pay principles since this pay agreement. Within the same period, the representation of women in the upper pay quartile has increased from 22% in 2017 to 31% in 2021.

We still have work to do but we are heading in the right direction and we are fully committed to ensuring that we continue to make progress towards equal pay. Our future reward strategy will continue to focus on total reward and our overall employee value proposition. This will be underpinned by specific ED&I actions to ensure alignment with overall Met Office and wider Civil Service ED&I approaches.

Penny Endersby, Chief Executive



Introduction

The Met Office is an Executive Agency with Trading Fund status and is sponsored by the Department for Business, Energy and Industrial Strategy (BEIS). 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 2021

This is the fifth 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 in our analysis below.

The headline 2021 gender pay gap figures show a **mean gender pay gap of 6.5%** and a **median gender pay gap of 4.0%**.

Gender Pay Gap	2017	2018	2019	2020	2021
Mean gender pay gap	11.7%	8.5%	8.1%	7.3%	6.5%
Median gender pay gap	9.9%	8.5%	4.4%	5.7%	4.0%

Measures show that the gender pay gaps are reducing overall. The mean gender pay gap has consistently reduced each year from 11.7% in 2017 to 6.5% in 2021. We have seen a decrease in the median gender pay gap following a slight increase in 2020, this has levelled in 2021 in line with what we would have expected in the five year projection which aligns to the EDI initiatives in place. We are pleased to see that we have also seen at Grade 6 and Grade 7 the median pay gap has now been closed (the median hourly rate is identical for both male and female staff) which shows we are evolving in the right direction.

The Data

This report provides our gender pay gap, using the Government Equalities Office methodology, on the snapshot date of 31 March 2021. For bonuses, we used the period of 1 April 2020 to 31 March 2021, which was the 12 months preceding the snapshot date.

The gender pay gap at the Met Office for 2021 is a **mean pay gap of 6.5%** and a **median pay gap of 4.0%**. The mean and median pay gaps are the lowest figures to date.

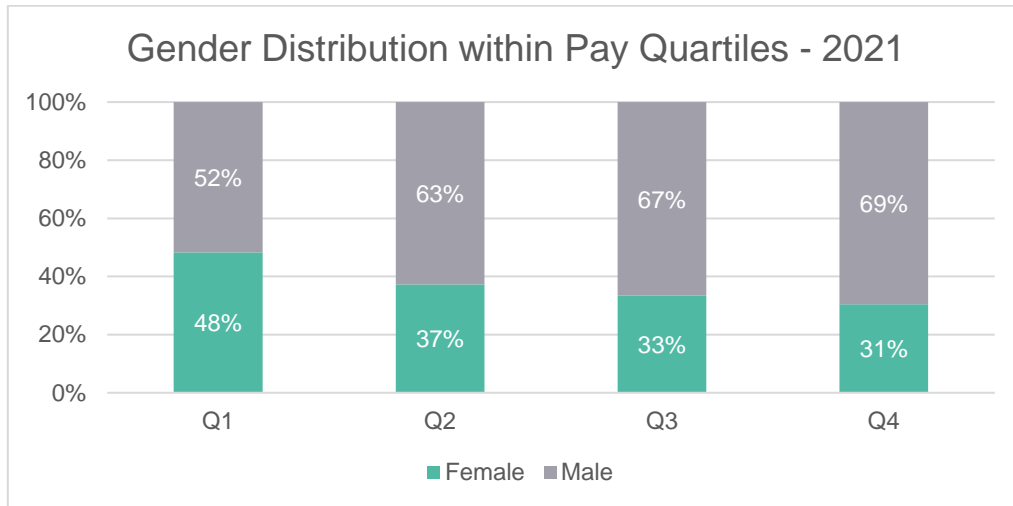
Bonus Payments

The Met Office offers both end of year performance awards, as well as small value in-year 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.

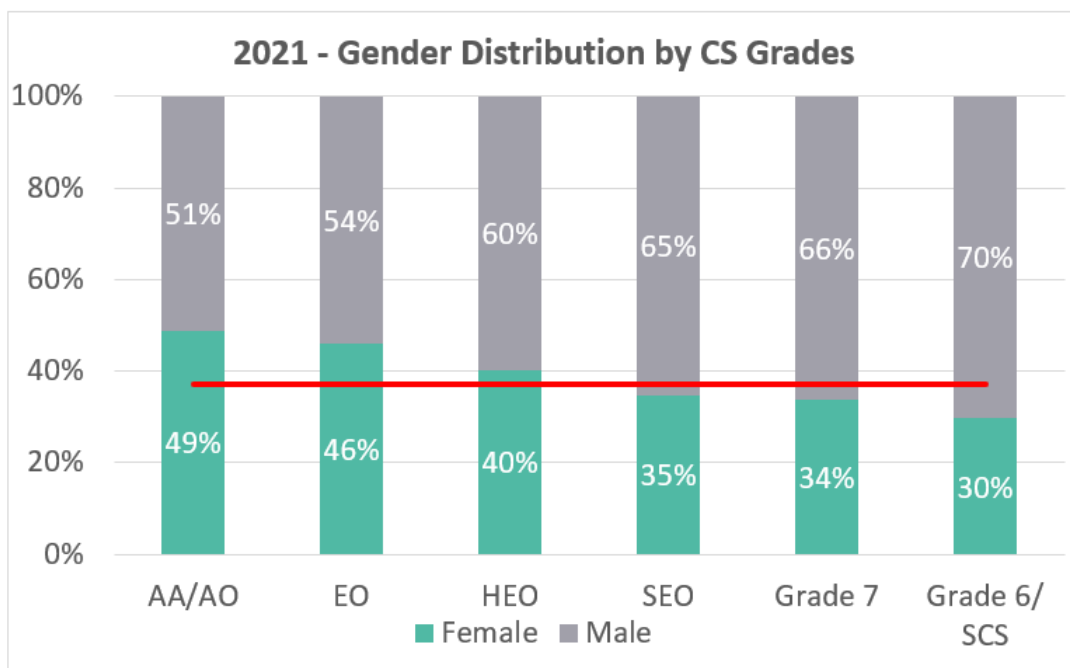
The 2021 **mean bonus gap is 4.8%** and the **median bonus gap is 1.1%**, both of which are lower than prior year.

Pay Quartiles

Within both of the upper pay quartiles there is a higher proportion of male staff (67% in Q3 and 69% Q4).

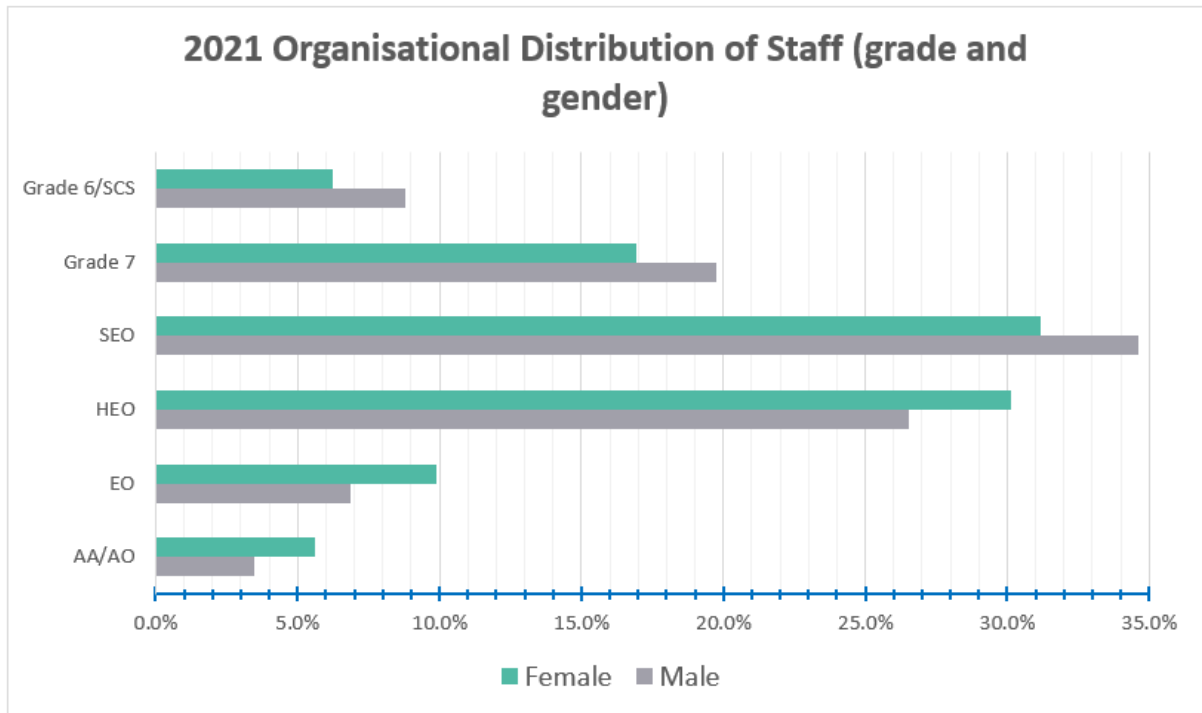


There are a greater proportion of male staff employed in higher paid roles and proportionately more than the overall gender split (37:63) from SEO (Met Office Pay Group 3 upwards). Encouragingly, there is now a higher proportion of female staff in Q3 and Q4, increased from 29% in both Q3 and Q4 in 2020.



The red line on the chart above indicates the organisational proportion of female staff (37%)

The chart below illustrates the overall distribution of staff at the Met Office, by grade and gender, indicating that the highest proportion of staff, both male and female, occupy the grade of SEO, closely followed by HEO and then Grade 7.



Next Steps

The Met Office recently refreshed its [Equality, Diversity and Inclusion \(ED&I\) Strategy](#), as we continue to work towards embedding equality, diversity and inclusion in all what we do. We also launched 'Better Together' an interactive learning workshop, which uses series of stories about exclusion in the workplace and how it could happen to any of us; this learning is a move away from the traditional legal focus to one that encourages building an inclusive culture.

In order to deliver our Equality, Diversity & Inclusion Strategy, we have developed a detailed action plan, which lists the actions we will be taking over the next two years. Our ED&I Committee provides oversight on the delivery of this action plan reporting on progress to our People Committee and annually to the Met Office Board.

Some of our key priorities for the year ahead (FY22/23) are:

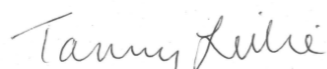
- Implementing a resourcing equality, diversity and inclusion multi-year action plan which will focus on increasing the representation of under-represented groups at all levels and is evidence led.
- Reviewing our Science Progressions processes to ensure that they meet best practice
- Reviewing the impact of our pilot Career Returners Programme
- Developing a 'report and support tool' to enable people to call out inappropriate behaviour
- Reviewing our Dignity at Work guidance to ensure that sexual harassment is included in-line with equality & Human Rights Commission recommendations
- Analysing our recruitment and staff data and mapping against recruitment campaigns and national and local demographics.
- Developing a mentoring and coaching programme
- Embedding Equality Impact Assessments into our decision-making processes through regular awareness raising and training.
- Aligning our action plan to Civil Services Diversity and Inclusion activity aligned to their new Diversity and Inclusion Strategy.

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.



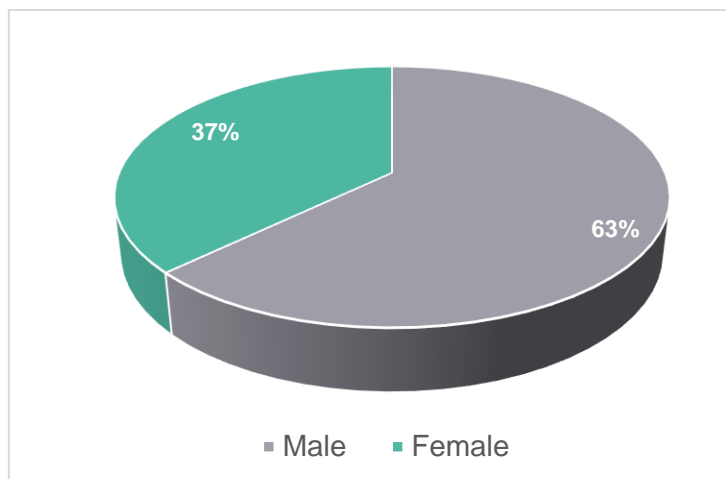
Penny Endersby, Chief Executive



Tammy Lillie, Chief People Officer

Annex – Met Office Data

Based on the number of staff employed on the snapshot date, the gender make-up of the Met Office has risen over the last decade from 25% female in 2008, to 37% female as at 31 March 2021.



Summary table of the overall gender pay gaps and bonus gaps (in favour of men):

Gender bonus gap	2017	2018	2019	2020	2021
Mean gender pay gap	11.7%	8.5%	8.1%	7.3%	6.5%
Median gender pay gap	9.9%	8.5%	4.4%	5.7%	4.0%
Gender bonus gap	2017	2018	2019	2020	2021
Mean gender bonus pay gap	10.6%	6.0%	6.0%	6.9%	4.8%
Median gender bonus gap	1.4%	0.0%	1.1%	1.3%	1.1%

Pay Quartiles

Proportion of men and women in each pay quartile, tabulated by reporting period:

Quartile	2017		2018		2019		2020		2021	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Q1	46%	54%	50%	50%	48%	52%	51%	49%	48%	52%
Q2	36%	64%	35%	65%	35%	65%	34%	66%	37%	63%
Q3	29%	71%	31%	69%	30%	70%	29%	71%	33%	67%
Q4	22%	78%	24%	76%	27%	73%	29%	71%	31%	69%

Bonus Pay

'Bonus Pay' comprises the total figure of bonus payments made to staff in the year 1 April 2020 – 31 March 2021. The total figures averaged £2,783 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 93% of staff employed on 31 March 2021.
- Instant Recognition Scheme Vouchers (IRS); the sum total of vouchers issued throughout the performance year comes to an average of £168 per person. Although the proportion of women in receipt of IRS awards is slightly higher (90% women compared to 88% men), the values received by women are slightly lower, average £162 in comparison to average £172 for men.
- Personal Bonus, recognise exceptional achievement/performance in the preceding performance year. Paid to 19% of staff employed on 31 March 2021, with 19.7% of men awarded a Personal Bonus compared to 18.0% of women.
- Wellbeing Choice Payment, recognising employee health and wellbeing and that this mean different things for different people. This was paid on 28 February 2022 as a flat amount to over 99% of staff employed on 31 March 2021. The payment timing has driven a higher increase of employees being in receipt of a bonus in year.

The proportion of men and women employed on 31 March who were paid a bonus:

Employees	2017	2018	2019	2020	2021
Men	98%	98%	98%	92%	99%
Women	98%	96%	96%	94%	99%

Gender Pay Gaps by Grade

For equivalent grades with less than 10 staff we have redacted the figures to protect identifiable personal data (indicated by '-').

Met Office Pay Group	CS Grade Equivalent	Mean 2017	Mean 2018	Mean 2019	Mean 2020	Mean 2021	Median 2017	Median 2018	Median 2019	Median 2020	Median 2021
Pay Group 1, plus Associate Directors and Principal Fellows	GRADE 6	5%	5%	4.4%	2.4%	2.3%	-2.0%	5.0%	3.7%	0.0%	0.0%
Pay Group 2	GRADE 7	6%	4%	3.9%	4.0%	1.7%	5.0%	2.0%	0.2%	1.0%	0.0%
Pay Group 3	SEO	6%	4%	4.3%	2.5%	1.4%	1.0%	9.0%	3.4%	2.4%	1.2%
Pay Group 4	HEO	8%	4%	3.2%	-0.3%	1.5%	5.0%	7.0%	9.9%	2.4%	0.9%
Pay Group 5	EO	8%	6%	3.9%	4.5%	3.9%	9.0%	5.0%	9.4%	3.8%	0.6%
Pay Group 6	AO	0%	2%	1.2%	0.5%	1.4%	-5.0%	-3.0%	7.4%	0.9%	9.5%
Pay Group 7	AA	-	-	-3.9%	-4.1%	-	-	-	-3.6%	-7.6%	-

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

The table below highlights that the highest mean pay gap by grade (in favour of male staff) is 3.9% and based on median values, 9.5%.

At Grade 6 (Met Office Pay Group 1, plus Associate Directors and Principal Fellows) and Grade 7 the median pay gap has now been closed (the median hourly rate is identical for both male and female staff). AA (Pay Group 7) has been removed and those within this group moved to Pay Group 6.