

Gender Pay Gap Report

2025



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Foreword

We are proud to announce that the Met Office has more than halved its mean gender pay gap in the past year, reducing it from 5.6% in 2024 to 2.3% in 2025, with the median gap also falling to 2.4%. This remarkable progress reflects our deep commitment to building an inclusive workplace and is a product of dedicated efforts across recruitment, leadership development, and support for women at all career stages. Nearly all employees, 98.7% of both men and women, met the eligibility criteria and received a bonus this year. Both our pay and bonus gaps remain well below Civil Service averages, demonstrating the positive impact of our actions.

Targeted initiatives have played a crucial role in these achievements. The introduction of a new applicant tracking system, more inclusive recruitment practices, and the launch of a Women in Leadership apprenticeship have all contributed to greater inclusion. Early career programmes and enhanced manager development have further supported our drive for inclusion, while strengthened staff networks—particularly for women and menopause support—have fostered a more supportive environment.



Penny Endersby
Chief Executive



Nicky Bevan
Chief People Officer

Despite this progress, we recognise that some key drivers continue to influence the gender pay gap. Women remain underrepresented at senior levels and in higher-paying STEM roles, and market premiums in IT and engineering - fields with a higher proportion of men – continue to be contributing factors. To address these challenges, the Met Office has refreshed its equality objectives and governance, introduced flexible working policies, and remains committed to developing talent and removing barriers for underrepresented groups.

Looking ahead, we will focus on measurable equality, diversity, and inclusion (ED&I) goals, further inclusive recruitment, and continued efforts to identify and eliminate obstacles to progression. This is aligned to our Met Office strategy which continues to place Our People and Values at the heart of all we do.

We are pleased that the 2025 Gender Pay Gap Report confirms that the Met Office is making meaningful strides in reducing its gender pay gap and building a more inclusive workplace for all.

Our purpose and values

We combine weather and climate science and data with expert insights to help with those decisions so people can be safe, well and prosperous.

Everything we do is based on world-leading science and enhanced by the close working relationships we have with partners around the globe. We collect and make sense of massive amounts of data every day, using cutting-edge technology to deliver it into the hands of the people that need it, when it matters.

Since our foundation in 1854, we've pioneered the science of meteorology and its application. We have earned a reputation for continually pushing the boundaries of scientific, technological and operational expertise. And we will always do this so that we can meet the demands of today and the future.

As the UK's national meteorological service we are responsible for public weather services and at the heart of the UK's weather. We run the vast observations network and supercomputing technology that is essential to the creation of accurate weather forecasts. We're the organisation behind many of the forecasts you see on TV, websites or smartphone apps and the UK's weather warnings. In fact, our weather data power many of your favourite weather sources.

Nationally, we help government, businesses, emergency responders and the public to make informed decisions. Our expert meteorologists tailor forecasts and weather warnings to the needs of individuals and organisations to ensure they have maximum impact. And in collaboration with international organisations, we're advancing global understanding of our changing climate through ground-breaking research that underpins critical services vital for UK resilience - supporting communities, industry and government to better prepare for future climate risk.

We deliver our services through exceptional scientific, technological and operational expertise.

Our supercomputer is one of the most powerful of its kind in the world, capable of 14,000 trillion arithmetic operations each second. Looking further ahead, our investment in data science, machine learning and artificial intelligence will help us meet the grand challenges of the future.

Behind this and everything we do is a team of excellent people, working with you to deliver extraordinary impact, and making us a leading and widely trusted forecaster across the world.

Our team of weather and climate experts plays a critical role in interpreting our data, turning this into insight and advice that, in extreme circumstances, saves lives. Without them, what we do just wouldn't be possible.



We're a force for good.

Our planet matters. The time is now, and we're the people to make a difference. That's why we take our environmental and social impact seriously.



We're experts by nature.

It's in our nature to be curious - always learning and developing to do things better. We trust in each other's expertise and take pride in being the best in our field.



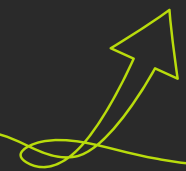
We live and breathe it.

Helping people make better decisions to stay safe and thrive is what we live for. Their lives guide our decisions and their trust guides our actions.



We're better together.

Great minds don't always think alike. And we like it that way. We believe partnerships, inclusivity and honesty make us far greater than the sum of our parts.



We keep evolving.

When we're not looking up, we look ahead. We push the boundaries to make tomorrow better for our customers. Forecasting the future is one thing; creating it is another.

Overview on Gender Pay Gap reporting

In 2017, the Government introduced legislation that makes 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.

These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay data by 30 March the following year, including the:

- mean and median gender pay gaps in hourly pay;
- mean and median gender pay gaps in bonus pay;
- proportion of men and women who received bonus payments, and;
- proportion of men and women employees in each pay quartile.

This report provides our gender pay gap, using the Government Equalities Office methodology, on the snapshot date of 31 March 2025. For bonuses, we used the period of 1 April 2024 to 31 March 2025, which was the twelve months preceding the snapshot date.

It is also worth noting that that this report focuses on data as of 31 March 2025. As such there will be lag between initiatives we are currently focusing on and their effect on the data.

Gender Pay versus Equal Pay

Gender pay is different to equal pay. Equal pay compares the pay of two people who hold the same or similar jobs within an organisation, or who carry out work of an equal value. Gender pay shows the difference in average pay between men and women within an organisation.

Note on gender reporting

When referring to the gender pay gap legislation, the gender terminology used within the legislation is female and male, it does not account for non-binary or intersex people, or trans people without a Gender Recognition Certificate. To ensure that we meet our legal obligations, this report will use language consistent with the legislation i.e. female/male or women/men. The data used for the calculations comes from the information we hold on our employee's legal sex.

At the Met Office we are continuing to work towards creating an inclusive working environment for all, this includes employees having the opportunity to share their gender identity through our employee diversity monitoring data. We also encourage employees to share their pronouns in their email signature and on Microsoft Teams profiles.



Gender Pay Gap: Key headlines

Met Office Employees at the snapshot date (31 March 2025)

Total number

2456



59.2%
Men (1456)



40.8%
Women (1002)

Gender Pay and Bonus Gap

Gender pay gap

Mean

2.3%

Median

2.4%

Bonus gender pay gap

Mean

2.8%

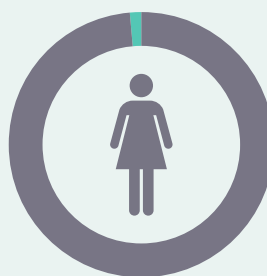
Median

-0.9%

Proportion of Men and Women civil servants receiving a bonus (in year)



98.7%



98.7%

Pay quartiles - the gender pay split in each quartile



Percentages are calculated from hourly rates for individuals during March of each year and include salary, allowances and any bonus awards paid in month, less any salary sacrifice arrangements the individual has agreed to. Changes in amount or eligibility (for allowances) of any of these pay components will impact on the final gender pay gap metrics.

The Met Office performs favourably when compared to the wider Civil Service, where the overall mean pay gap is 6.9% and the median pay gap is 6.4%.

The Met Office also compares favourably with the mean bonus GPG for the Civil Service of 22.5%, and the median bonus GPG of 14.3%.

Further Analysis

The snapshot taken on 31 March 2025, reports a mean pay gap of 2.3% in favour of men, which is an improvement of -3.3% from 5.6% in 2024. The median pay gap is 2.4% in favour of men, which is similarly an excellent improvement of -2.9% from 5.3% in 2024.

We have analysed the figures for the current year to better understand the movements compared to prior year:

- **Salary** rates including recruitment and retention allowances (RRA) and salary sacrifice, all show a mean pay gap in favour of men, with salary showing 1.2%, RRA 1.4% and salary sacrifice 0.1%. Salaries have increased from the previous snapshot date following implementation of the final year of our three year pay award. The impact of leavers and joiners within the organisation over the year has resulted in a further narrowing of the gap between men and women's salaries in favour of women, as male leavers on average had higher salaries than female leavers, whilst female joiners on average had higher salaries than male joiners.

- **Allowances** are paid to employees working unsocial hours (i.e. shift working) and/or in specific locations including overseas. Changes of location or working pattern may change an employee's eligibility to specific allowances. Allowances represent -0.2% in favour of women of the total organisational mean gender pay gap. This has changed from last year, when the gap was 0.7% in favour of men.

Differences arise from the number of employees eligible for allowances with a lower proportion of women qualifying than men (13% vs 18%), a small decrease of 1% for both from prior year. However, the average value of claimable allowances is higher for women, than for men, which has led to the Allowances pay gap shifting in favour of men to women this year.

Opportunities are available for both men and women to undertake an array of deployments, and therefore this is not a result of specific organisational actions, but individual circumstances at each snapshot date.

- **Bonus awards** are paid in March from our instant recognition scheme (IRS) only and this contributes -0.3% in favour of women to the overall mean gender pay gap, a widening of the gap by 0.1% compared to prior year. A flat rate organisational award was made in March to all eligible employees, resulting in over 98% being in receipt in March, with a higher part time representation.

The Met Office also recognises that there are some persistent longer term factors that continue to impact our gender pay gap metrics. We continue to identify and undertake actions to address these factors, but we acknowledge that eliminating and reducing the impact of these factors is more difficult, needs time to realise progress and is also partly reliant on changes in the wider national employment market.

- **Low representation of women at senior levels:** within the Met Office, this is a diminishing factor, with representation of females in the top 2 quartiles continuing to increase (37.1% and 39.6% respectively) close to the overall average representation of women within the organisation (40.8%). In 2020, representation of women in the top 2 quartiles was only 29% in both compared to overall organisational representation of 36%.

We continue to look at our recruitment and progression processes to remove barriers for women. Over the past year, 44% of new joiners were women and are represented across all grades.

- **High level of STEM roles:** a significant proportion of our roles require capability in STEM (Science, Technology, Engineering and Mathematics) subjects. Although the number and proportion of higher education STEM qualifications achieved by women has increased, it still remains low at 39% in 2023/24¹. This pipeline presents a barrier to recruiting women into these roles, but we are supporting change in this and have a comprehensive Education Outreach and STEM ambassador programme who continue to engage, present and attend STEM events to promote these subjects from primary age up to inspire the younger generation to study and work in these areas. Within the Met Office, our core STEM professions (Science, Digital and Data, Engineering and Operational Meteorology) have a lower representation than the organisation as a whole, being 34% women.
- **Market premiums payable to particular professions:** skills in sectors such as IT and engineering continue to be in short supply, and in order to compete, these roles attract a market premium rate of pay. These roles typically have a much higher proportion of men and therefore the premium payment increases average pay for men disproportionately, even though the premium payment is equal to men and women in the same eligible jobs.

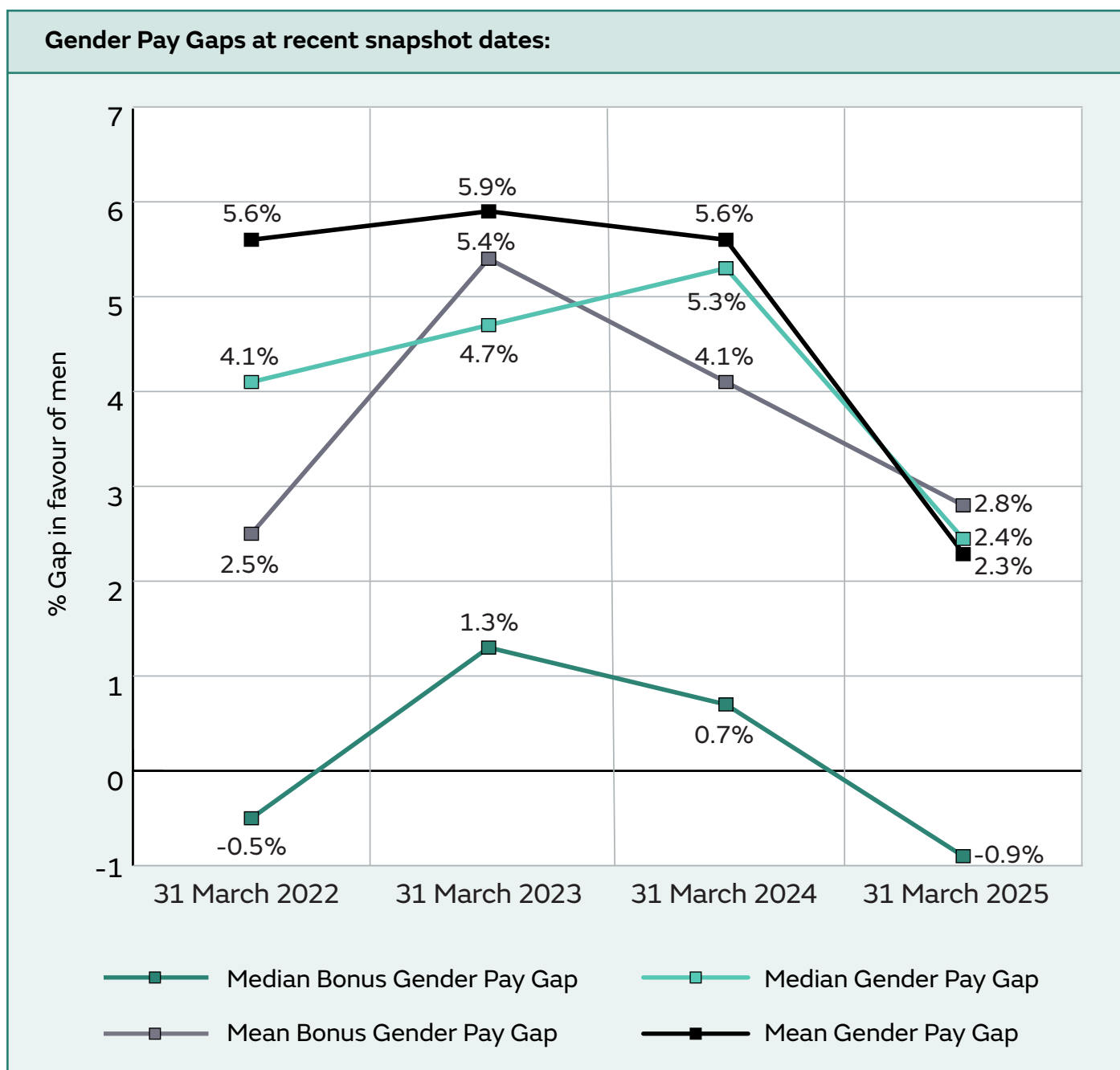
¹ HESA data: <https://www.hesa.ac.uk/news/20-03-2025/sb271-higher-education-student-statistics/qualifications>

The snapshot taken on 31 March 2025, reports a mean bonus gap of 2.8% in favour of men, which is an improvement of -1.3% from 4.1% in 2024. The median bonus gap is -0.9% in favour of women, which has flipped from 0.7% in favour of men in 2024.

Factors affecting the bonus pay gap increase are linked to:

- **Meeting eligibility requirements in respect of our Corporate Performance Pay (CPP).** CPP is a discretionary bonus award in recognition of organisational performance and dependent on the achievement of key performance indicators set by the board annually. The gross value of CPP payment is equal to all eligible employees. To be eligible for CPP, employees need to be in post for 6 months of the related performance year.
- **Personal bonuses** were on average £31 higher for men than for women for awards in FY24/25.
- **Performance related pay to executive directors** is at a rate above that of most staff and is agreed through Remuneration Committee subject to meeting a number of agreed targets assessed through the performance review process. The balance of males and females of this group relative to the organisation results in an overall bonus impact in favour of males.

The following details the gender pay, and bonus pay gaps across the last four snapshot dates.



Building an inclusive workplace: Our Initiatives to Address the Gender Pay Gap

We recognise that both targeted initiatives and incremental changes contribute to meaningful progress in addressing the gender pay gap. Below are some of the key areas we have prioritised during the 2024/25 financial year, all of which have supported our ongoing efforts to reduce the gender pay gap:

Evolving our recruitment experience

In summer 2023, we started procuring a new applicant tracking system (ATS) to showcase the Met Office as a great place to work. By April 2024, we transitioned to a new recruitment platform, enabling anonymised sifting and streamlined hiring for managers.

Additionally, we launched a new careers website that integrates with our ATS improving job search and application processes and allowing us to connect with platforms like LinkedIn and Indeed.

As well as evolving our recruitment experience, we implemented a key performance indicator (KPI) addressing recruitment practices for senior grades. This KPI focused on developing best-practice resourcing and proactive strategies such as maximising LinkedIn reach, selecting appropriate assessment methods, considering flexible roles, and extending campaigns to attract a diverse pool of candidates. During 2024-25, 21 senior campaigns attracted 1100 applications resulting in 26 roles being successfully filled: 30.6% of hires identified as female, 65.4% male, and 3.6% did not state gender.

We continue to promote inclusive recruitment by applying a gender decoder tool to our job descriptions to identify and address potential bias. Additionally, we offer flexible work arrangements and prioritise key skills. Our new website helps us clearly communicate workplace adjustments, like sharing interview questions in advance, offering flexible interview times, and giving candidates the option of virtual or face-to-face interviews.

Early Careers

Our Early Careers Programme is a key part of our strategic workforce planning. It is designed to cultivate a talent pipeline that meets long-term skill requirements and strengthens future business growth. The programme offers a range of schemes aimed at increasing the representation of underrepresented groups and skill sets while promoting engaging with and understanding the diversity of our people.

Our [Gender Pay Report 2023](#) highlighted a low number of women in senior positions. In response, we launched a Women in Leadership apprenticeship in 2024 to inspire, motivate, and empower talented women to reach their potential, resulting in 11 enrolments for this programme.

Developing our talent pipeline

Our industrial placement scheme is a 12-month opportunity where participants work on impactful, real-world projects alongside experienced professionals. In 2024, we welcomed 32 Industrial Placements across different professions, giving students both technical and professional industry experience to support their careers after university and beyond. These placements often serve as a pathway to our Graduate Scheme and other graduate roles. In 2024-25, early career employees were comprised of 52.9% female and 47.1% male.

We are also reviewing and updating our approach to apprenticeship recruitment, aiming to eliminate barriers for people from underrepresented and lower socio-economic backgrounds. Our aim is to increase diversity, and ensure equitable opportunities, with the intention to launch in 2026.

Developing our managers and people leaders

Investing in our line managers is important to us, as they help shape our organisational culture and ensure our success. Last year was designated 'The Year of the Manager' where we focused on equipping our managers with the tools and skills to lead effectively.

To support this, we introduced a management development hub with resources on flexible working, recruitment, induction, and performance management. A coaching skills programme encouraged practical peer learning, and we launched a CMI-accredited modular programme focused on building high-performing, inclusive teams coverings topics such as psychological safety, belonging, teamwork and individual development.

To improve communication skills, we implemented a key performance indicator (KPI) requiring at least 75% of managers to complete training on 'constructive conversations' by March 2025. This has helped managers turn challenging discussions into positive dialogues. By March 2025, over 92% of our managers and leaders have participated in this learning.

Reviewing and refreshing our equality objectives and our EDI governance arrangements

In July 2024, the Met Office Board approved our new equality objectives, which we are required by law to review and update every four years. By engaging our staff networks and the ED&I committee, we established two evidence-based objectives informed by data from the Civil Service People Survey, Great Place to Work, and Investors in Diversity. These new objectives will guide our strategic direction for progressing equality, diversity, and inclusion over the next four years.

Our new objectives are:

- Equality Objective 1: Evolve our workplace and practices to be more inclusive of people with disabilities.
- Equality Objective 2: Build an inclusive environment, where all employees feel valued, respected and fairly treated.

We also reviewed our ED&I governance to improve effectiveness, focusing on fewer, high-impact changes and measurable results.

Developing our Employee Value Proposition (EVP)

In April 2024, we launched International Remote Working (IRW) as part of our Hybrid Working policy, offering employees the ability to work temporarily from overseas for specific personal reasons, subject to organisational approval and business need. In the last year, over 100 applications were granted, with 70 staff reconnecting with family abroad. This initiative supports flexibility, wellbeing, and workforce diversity.

Enhancing support through our Workplace Adjustments Passport

We continue to encourage employees to use our Workplace Adjustments passport to support conversations with line managers regarding disabilities, long-term conditions, or other personal circumstances such as caregiving responsibilities, menopausal symptoms, or religious observance that may require workplace adjustments.

The passport helps identify impacts and determine necessary support, and centralised funding has made the adjustments process more efficient and transparent. Most workplace adjustments are straightforward and cost-effective yet can greatly enhance the employee experience. Data from the Civil Service People Survey indicate that the proportion of employees with a passport increased from 26% in 2023 to 34% in 2024, while those who reported receiving appropriate adjustments rose from 21% to 28%.

Empowering staff networks and championing Women in STEM

Our staff networks provide a valuable platform for underrepresented employees, facilitating advocacy, collaboration, and peer support. These networks play a vital role in building a more inclusive workplace culture. Over the past year, the Women's Network was instrumental in making free period products available at all Met Office sites, including remote locations and for those temporarily assigned elsewhere. Similarly, the Menopause Network has grown stronger and now includes over 80 members, highlighting increased awareness of menopause-related issues in the workplace.

This year also saw the launch of our All-Staff Menopause Group, which received support and advocacy from male senior leaders. These meetings have created space for open conversation, learning, and sharing experiences, with participation open to everyone.

Celebrating Ada Lovelace Day gives us the opportunity to spotlight women's achievements and diversity in Science and Technology within the Met Office. Our 2024 event featured presentations from women in senior roles within the organisation, aiming to inspire others to explore available opportunities. Additionally, the event supported the development of professional networks for sharing experiences and providing mutual support.



Future focuses

We are committed to fostering an inclusive workplace, and we recognise the importance of continuing to reduce the gender pay gap as a critical step towards achieving this goal. Looking ahead 2025-26 some of our key focuses to support this will be::

- Implementing our new ED&I governance arrangements, using an Objectives and Key Results (OKRs) framework to set and track measurable ED&I goals which will support our equality objectives.
- Reviewing approach to apprenticeship recruitment, aiming to eliminate barriers for people from underrepresented and lower socio-economic backgrounds.
- Providing interview questions in advance for all our recruitment campaigns to make our recruitment process more inclusive.



Declaration

Gender Pay Gap

We confirm that the data reported for the Gender Pay Report by the Met Office is accurate and has been calculated according to the requirement and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017



Penny Endersby, Chief Executive



Nicky Bevan, Chief People Officer