

Gender Pay Gap Report 2017

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1. Introduction

Individuals make big things happen at the Met Office. They break new ground, turn incredible ideas into reality and deliver the meteorological services that millions of people around the world rely on. That is why we treat our people as individuals. We value and appreciate everyone's differences. They make us who we are.

We are committed to embracing and encouraging diversity. We want to maintain a culture that values difference and ability. A culture that promotes openness, fairness and transparency.

Earlier this year, 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 2018, including:

- mean and median gender pay gaps
- mean and median gender bonus gaps
- the proportion of men and women who received bonuses
- 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 deal with, 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.

2. The data: The Met Office

The gender make-up of the Met Office has risen from 25% female in 2008/9 to 34% female and 66% male at 31 March 2017.

Pay

The gender pay gap for the Met Office is a mean gap of 11% and a median gap of 9%. There are a greater proportion of males in the higher paid quartiles and a higher proportion of males having an increase in remuneration for deployment into military operational environments across the operational meteorology profession.

Mean pay gap 11%

Median pay gap 9%

Bonus pay

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 by exceeding expectations on what is delivered and the way that it is done, linking to our core values of Visionary, United, Integrity, Drive, Clear and Inspiring either consistently across the year or for delivery of specific, short term, one off achievements.

The value of awards are dependent on performance level, behaviours and the impact and value to the business and is irrespective of gender or role.

The bonus gap shows that there is a 1% pay gap between men and women using the median average and a gap in favour of men of 10% when using the mean.

An equal proportion (98%) of men and women received a bonus in the year. The small value awards were delivered across the whole organisation during the period.

The gender bonus gap for the Met Office is a mean gap of 10% and a median gap 1%.

Mean bonus gap 10 %

Median bonus gap 1%

The full set of data for Met Office is in the [Annex](#).

3. Organisational Context

The data is based on Met Office employees as at 31 March 2017. At the time of extracting the data, the Met Office was reviewing its pay structure.

The Met Office is committed to working towards a diverse and inclusive organisation and to valuing and utilising the visible and non-visible individual differences that people bring. This includes considering and 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.

4. Closing the Gender Pay and Bonus Gaps

The Met Office is working to reduce the gender pay and bonus gaps. It is worth noting that to do so in 2018 the Met Office is delivering transformational change to our pay model over the 4-year period of “Our Plan”.

Our new pay system focuses on gender pay equality, closes pay gaps, is related to performance and enables us to recruit and retain world-class staff that the Met Office relies on and values.

The launch of “Our plan” in February 2017 set out priorities for the Met Office to help deliver world-class services, maintain our world-leading science and capability, deliver social and economic benefits and transforms how we work. One of the main objectives of “Our plan” was to transform our pay model to enable us to retain and reward a highly skilled and agile workforce. In 2018, we are achieving this objective by delivering a new pay model that focuses on gender pay equality, is related to performance and enables us to recruit and retain world-class staff while adhering to the Government’s pay policy.

The impacts of delivering our new pay model will begin to manifest in the Met Office 2018 Gender Pay Report through to 2020 when we expect the pay and bonus gender gaps to close.

We continue to work to improve diversity by providing a range of training and development activities including focussed development for women, training a network of Dignity and Respect at Work advisors and Mental Health First Aiders along with providing support for a range of employee networks

Recruitment, Retaining and Developing a Diverse Workforce

‘Working at the forefront of what is possible’

Our external recruitment is carried out under the Civil Service Commission’s Recruitment Principles, thereby appointing individuals selected on merit based on fair and open competition.

We are committed to embracing and encouraging a diverse and flexible workforce, to achieve the full potential of our people and to deliver our purpose. We have various initiatives to drive gender balance and increase diversity including:

- Using mixed gender interview panels to help avoid unconscious gender bias during our selection process
- Being a Disability Confident employer; working to use specialist recruitment channels to advertise jobs at all levels and encourage a diverse pool of applicants and promoting an inclusive approach to workplace adjustments
- Working to embed diversity, inclusion and accessibility into all stages of our recruitment process

Implementing clear action plans to improve, diversity and inclusion and seeking Athena Swan Action accreditation to our efforts in working to promote gender equality.

Careers, Development and Progression

We believe that learning is fundamental to achieving excellence and improving performance at both business and personal levels and that is why we assist our people to equip themselves with the right skills to meet both strategic and personal challenges.

Our Professional Skills Frameworks define the professional skills and knowledge required within each Met Office role to achieve successful performance.

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 is able to deliver our world-class products and services. As well as benefitting the organisation, performance management also benefits our employees as it supports job satisfaction and professional development.

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. Regular Performance Reviews are based on

performance expectations in meeting personal objectives and behaviours that align to our organisational values.

Pay Systems

Senior Civil Servants (SCS) equivalent in the Met Office are covered by senior pay arrangements and controls, which apply across the Civil Service. The Met Office annual pay award covers grades below SCS. For the reporting period 1 April 2016 to 31 March 2017, and at the time of extracting the data, the Met Office was undertaking a fundamental review to its pay structure. No pay awards were made to staff while this work was underway.

Family Friendly

The Met Office offers family friendly policies including flexibly working; maternity, flexible location, parenthood leave and offer job share and part time opportunities.

We also:

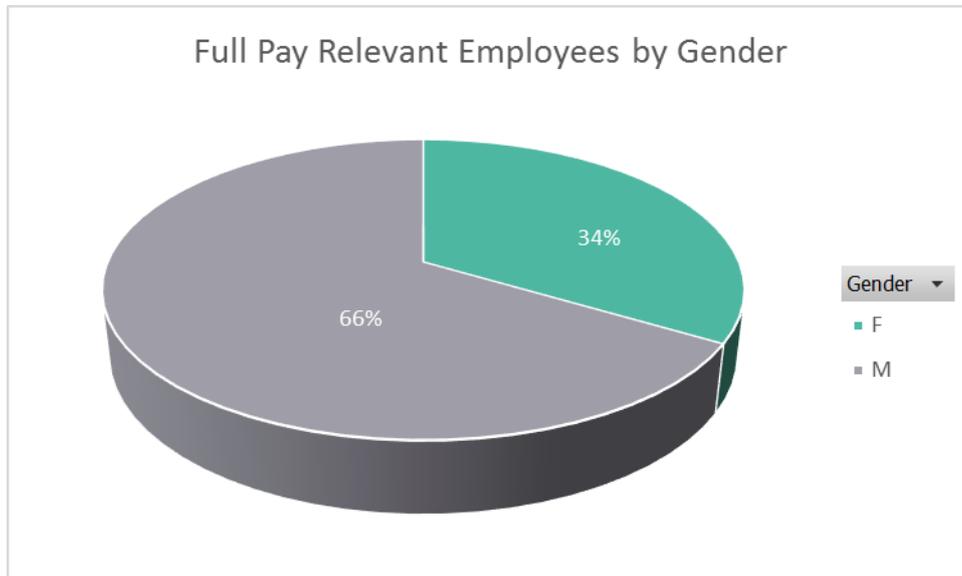
- provide “Working at the Met Office” guides to prospective employees and (monthly) benefit statements to current staff, to communicate our range of benefits
- embed a culture in Met Office where family friendly policies are not only offered, but normalised into Smarter working practices

5. Declaration

We confirm that the calculations carried out are in line with the regulations.

6. Annex: Met Office Full Set of Data

Snapshot date: 31 March 2017



There are no contractors paid via the Met Office payroll and therefore no contractor information was available for these calculations. We intend to review the way we store information for this group of individuals to enable their data to be included in future publications.

Gender pay gap (in favour of men)	%
Mean gender pay gap - Ordinary pay	11%
Median gender pay gap - Ordinary pay	9%

The grade information is provided by highest to lowest grade with SCS Equivalent and AA grades redacted, due to insufficient numbers in these grades and thereby protection of identifiable data.

CS Grade Equivalent	Median Pay Gaps
Grade 6	-2%
Grade 7	5%
SEO	1%
HEO	5%
EO	9%
AO	-5%
Total Median Average	9%

CS Grade Equivalent	Mean Pay Gaps
Grade 6	5%
Grade 7	6%
SEO	6%
HEO	8%
EO	8%
AO	0%
Total Mean Average	11%

A negative percentage shows a pay gap in favour of women

Gender bonus gap (in favour of men)	%
Mean gender pay gap - Bonus pay in the 12 months ending 31 March	10%
Median gender pay gap - Bonus pay in the 12 months ending 31 March	1%

The proportion of male and female employees paid a bonus in the 12 months ending 31 March:	
Male	98%
Female	98%

Proportion of male and female employees in each quartile.		
Quartile	Female %	Male %
Lower quartile	46%	54%
Lower middle quartile	36%	64%
Upper middle quartile	29%	71%
Upper quartile	22%	78%

