



Gender Pay Gap Report

2024

Why we are reporting our gender pay gap

From 2017, employers who have a headcount of 250 or more on their ‘snapshot’ date must comply with the regulations on gender pay gap reporting. In 2022 we reached a headcount of 250 and reported our first gender pay gap figures for that year. This will be the third year that Genomics England has published its gender pay gap figures.

The gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the ‘snapshot’.

Genomics England’s ‘snapshot’ date is **5 April 2024**. Genomics England is a public authority and is therefore required to report and publish the gender pay gap report by 4 April 2025.

The gender pay gap is the difference in average earnings (median or mean) between women and men in a workforce. The gender pay gap is expressed as a percentage of men’s average earnings.

“We are pleased that the work we are doing on the gender pay gap at Genomics England has helped to reduce our gender pay gap figures for 2024. However, we remain focused on continuing to significantly reduce our gender pay gap figures in the years ahead.”

Rich Scott, Chief Executive Officer

Our 2024 gender pay gap figures

This report is split into 3 sections and sets out the 6 key metrics that are necessary under the rules on gender pay gap reports. These are:

Section 1:

- The proportion of full-pay men and women in each of the 4 quartile pay bands.

Section 2:

- The difference in the mean pay of full-pay men and women, expressed as a percentage
- The difference in the median pay of full-pay men and women, expressed as a percentage

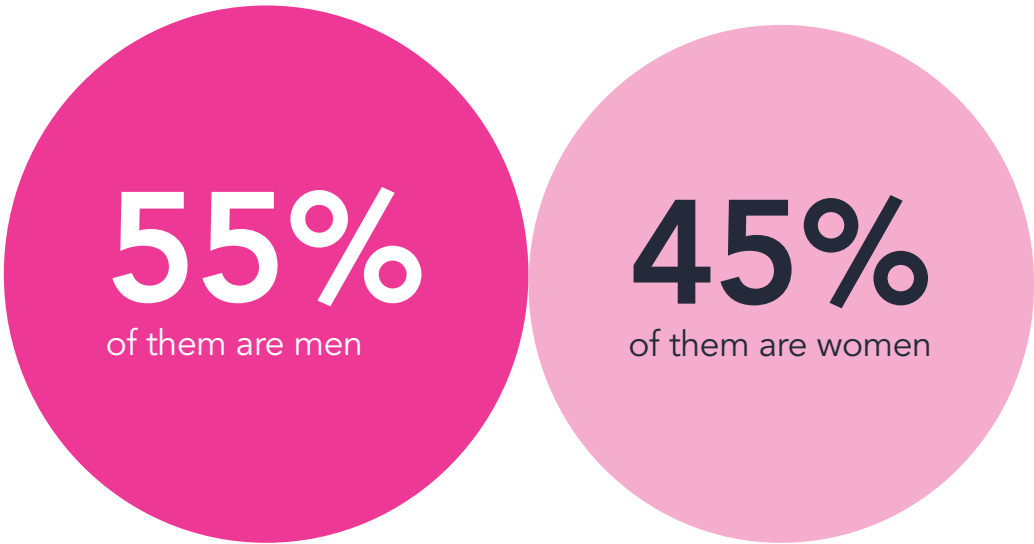
Section 3:

- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay

The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

Proportion of full-pay men and women according to quartile bands

On the 'snapshot' date of 5 April 2024, there were 533 people employed by Genomics England and 500 were full time employees (55% men and 45% women).



Numbers and percentage of men and women in each hourly pay quarter

	Numbers		Percentage	
	Men	Women	Men	Women
Upper quartile	90	44	67%	33%
Upper middle quartile	85	49	63%	37%
Lower middle quartile	67	65	51%	49%
Lower quartile	51	82	38%	62%

In the lower quartile, 62% of employees are women, compared to 33% in the upper quartile. This disproportionate distribution of men across the organisation (with men represented in more senior roles) is one of the factors driving the gender pay gap.

Pay gaps

Median gender pay gap

To calculate our median gender pay gap, we first rank all our people by their hourly pay, and then compare what women in the middle of the female pay range received with what men in the middle of the male pay range received. The difference between these figures is the median gender pay gap.

This year the women in the middle of the female pay range received **15.2%** less than the men in the middle of the male pay range. This median gap means that for every £1 a man received, a woman received 0.85p.



15.2%
Median

Mean gender pay gap

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

This year the average pay for women was **12.1%** less per hour than the average pay for men. This mean gap means that for every £1 a man received, a woman received 0.88p.



12.1%
Mean

Bonus gaps

There are no bonus schemes in operation at Genomics England.

Our responses to the report

- We are pleased the latest gender pay gap figures highlight encouraging progress. The data shows that our gender pay gap has improved, reflecting the positive impact of the steps we have taken to support fairness, career progression and equal opportunities for all.
- This is a step in the right direction but we recognise that there is still more to do. We remain committed to driving meaningful change and will continue to focus on initiatives that support reducing our gender pay gap. This includes ongoing investment in leadership development, transparent salary ranges and creating an environment where everyone can thrive.

In the table below we compare our 2024 gender pay gap data with our 2022 and 2023 submissions.

Gender pay gap	Median	Mean
2022	16.5%	16.8%
2023	15.8%	13.8%
2024	15.2%	12.1%

Action we have taken to improve

We have taken significant steps to improve the gender pay gap, including implementing a compensation strategy and promotion guidelines to ensure all employees understand how and when you get a salary increase and a promotion. We have also published salary ranges for all roles at Genomics England. These salary ranges are visible to our employees and are used in our job adverts.

Since the last gender pay gap figures were published, of the 8 Head of and Director roles hired, 5 of those roles have been filled by women.

In technology, an area which is underrepresented by women, we have revised our technology job adverts by using gender neutral language and make sure we promote our flexible working policies to help attract more women candidates.

