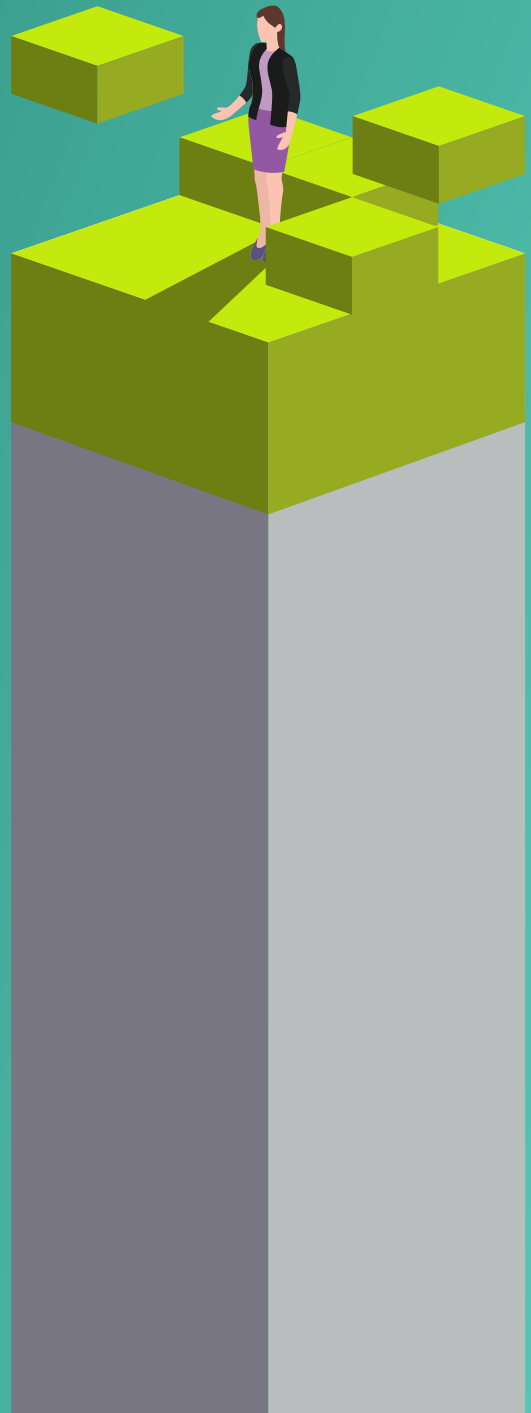
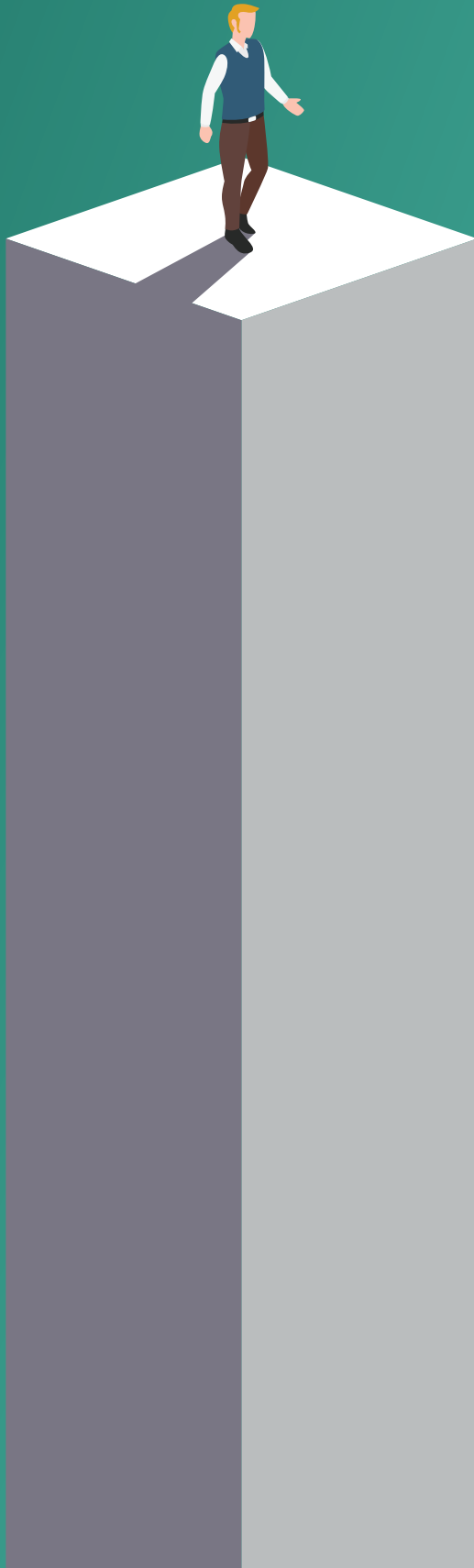


# Gender Pay Report 2022



# Foreword



The Met Office is a high skill organisation which is totally dependent on the talent and commitment of our people. We need to recruit from all sections of society, and then retain those recruits to give us the widest possible group of skilled staff.

I am very pleased to see the continuing movement towards equality of recruitment and pay on gender, which has been sustained over several years and is at a low level compared with almost all organisations. With entry-level roles now being recruited with gender parity; in itself an achievement given the STEM subjects we largely recruit; our focus should be on ensuring that all staff have equal chances to develop their talents and progress through the organisation, and that we are a great place to work where people can

thrive in their careers and want to stay. That will allow us to address the under-representation of women towards the top of the organisation, which is contributing the last few percent of gender pay gap inequality.

Our progress on gender equality is of course only a part of our wider work on equality, diversity and inclusion, and we will look to build on the success we had in this area across all protected characteristics.



Penny Endersby,  
Chief Executive

# Foreword

The Met Office continue to lead and invest in our people and culture to make the Met Office a great place to work for all. We have committed to making the Met Office more representative of the population we serve. I am pleased to report that our gender pay gaps continue to decrease year on year, since we started reporting in 2017.

The mean pay gap has dropped from 6.5% in March 2021 to 5.6% (more than halving our position of 11.7% in 2017), and whilst the median gender pay gap has risen this year by 0.1% to 4.1%, we are still in a significantly more favourable position than six years ago, when we reported a median result of 9.9%. The proportion of females receiving an in-year bonus payment has, for the first time, exceeded bonus payments awarded to males; the mean bonus gap now standing at 2.5% and the median at -0.5%. A higher proportion of females are now joining the organisation (43%), and 48% of promotions have been accepted by female candidates. Lower-middle and higher-middle salary gender pay splits have both decreased from 2021, which demonstrates an increased number of

females working within these pay groups.

It's encouraging to see our commitment to Women in STEM paying dividends; we are now seeing a balanced/higher female representation when recruiting into entry level roles (50:50 for apprentice and industrial placement recruitment; 60:40 in favour of females when looking at other entry level recruitment which primarily includes our Operational Meteorologist Technician programme and Trainee Operational Meteorologist Programme (OMFC).

Finally, it is extremely pleasing to see trends continuing to narrow the gender pay gap and increase the diversity within the organisation, all contributing towards making us global leaders, both through our expertise and our people.



Tammy Lillie,  
Chief People Officer

## OUR PURPOSE

## Helping you make better decisions **to stay safe and thrive**

The Met Office is here to help you make better decisions to stay safe and thrive. That means giving you the best weather and climate information when it matters to you most. It is the ends, not the means, that is most important. We focus on making a difference and delivering greater benefit to you.

We only make an impact when our data, products, science, services and advice get into the hands of those who use it to shape their lives, and the lives of those around them.

We deliver our services through exceptional scientific, technological and operational expertise. Behind this is a team of excellent people, working with you to deliver extraordinary impact, making us one of the most trusted forecasters in the world.

Since our foundation in 1854, the Met Office has pioneered the science of meteorology and its application. To this day, we continue to push the boundaries of science and technology, so that we can meet the demands of today and the future.

We are a key part of the weather and climate community, uniting scientific leaders from every corner of the globe, delivering extraordinary impact and benefit to the world around us.

# Key facts

## What is the Gender Pay Gap?

The gender pay gap shows the difference in the average pay between all men and women in a workforce. 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.

## Met Office employees at snapshot date

Total number

# 2153



## Statutory measure

Gender pay gap

Mean

# 5.6%

Median

# 4.1%

Bonus gender pay gap

Mean

# 2.5%

Median

# -0.5%

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



## Pay quartiles - the gender pay split in each quartile



### Gender Pay Gap regulations

Gender pay gap regulations make it statutory for organisations with 250 or more employees to publish 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 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.

This report provides our gender pay gap, using the Government Equalities Office methodology, on the snapshot date of 31 March 2022. For bonuses, we used the period of 1 April 2021 to 31 March 2022, which was the 12 months preceding the snapshot date.

# Key findings



The Met Office mean gender pay gap for 2022 is 5.6%. This is a decrease of 0.9% from 6.5% in 2021.

Factors affecting movement from prior year for mean gender pay gap:

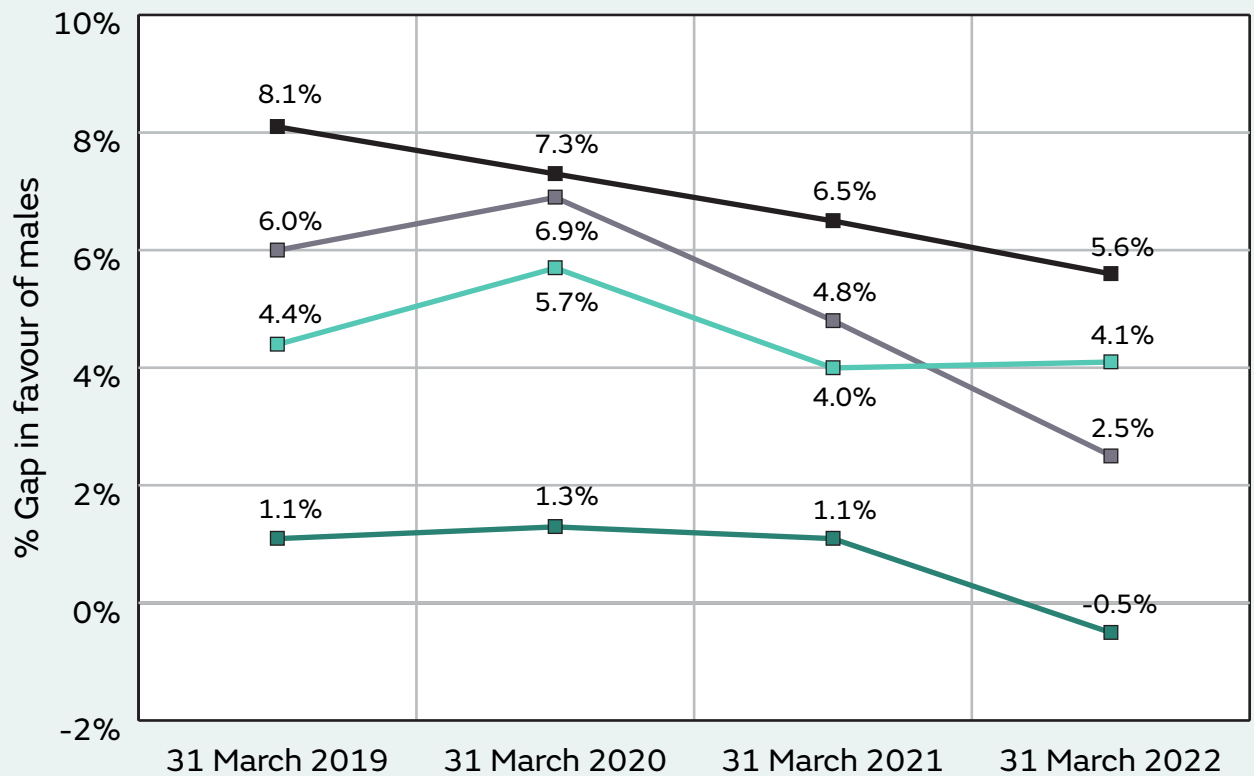
- Balance of instant performance recognition awards were proportionally higher to females than males in March 2022 versus 2021 (increases March hourly pay measure).
- Higher proportion of promotions to female candidates (48% of promotions when comparing position at 31 March 2022 vs 2021).
- Higher proportion of female joiners at higher grades in year increasing underlying female pay by more than male pay. Joiners in year were 43% female.
- Increase in proportion of females earning allowances for shift working.

Analysis shows the issues impacting the Met Office gender pay gap include:

- **Low representation of women at senior levels:** while women represent 38% of the organisation, they are only 30% and 35% of the top and middle top quartiles. We continue to look at our recruitment and progression processes to remove barriers for 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 males disproportionately even though premium payment is equal to men and women in the same eligible roles.
- **High Level of STEM roles:** a significant proportion of our roles require capability in STEM (Science, Technology, Engineering and Mathematics) subjects. The low number of women who study STEM subjects is a barrier to recruiting women into these roles. We have had some recent successes however, with our entry level Operational Meteorology Technician intake being 68% female during FY21/22.

The following shows the gender pay and bonus gender pay gaps across the last 4 snapshot dates.

### Gender Pay Gaps at recent snapshot dates:



- Median Bonus Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Mean Gender Pay Gap

[Note: Approach changed in 2020 to align to Civil Service method using ACSES Data]



# Taking action

In 2021, we published our first Equality, Diversity & Inclusion (ED&I) Strategy. This outlined the Met Office's ambition to ensure that it remains an inclusive organisation with a diversity of staff and thought, that strategy is supported by an ED&I Action Plan, the actions listed below form part of that plan. Our Equality, Diversity and Inclusion Annual Report 2021-22 details how we met some of our actions in the last year.

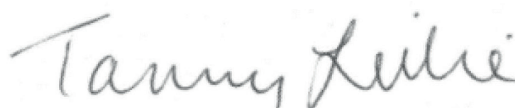
Action	Impact
Resourcing ED&I plan	Multi-year action plan which will focus on increasing the representation of under-represented groups at all levels and is evidence led.
Developing our Science and Engineering progressions	Aligning our processes with best practice to ensure opportunities to progress are open to all.
Dignity at work guidance	Ensure that sexual harassment is included in-line with Equality & Human Rights Commission recommendations.
Embedding Equality Impact Assessments	Putting equality at the heart of decision making and raising improved awareness through training.
Continuing to use story telling in our media publications	Sharing stories about our employees creates visible role models and increases representation.

## 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