

Gender Pay Gap Report

2024



Chief Executive Foreword

The Met Office exists to help people make better decisions to stay safe and thrive. To do this effectively we must represent the society that we serve. We need to recruit from all sections of society, and then retain those recruits to build a diverse community of skilled, talented staff across all our wide-ranging professions.

With very good equality at entry levels, we have focused recent interventions on making the Met Office a great place to work improving our staff retention. We have seen improvements in representation of women at the most senior levels, with further excellent senior joiners beyond the end of this report. Our people strategy has focused on leaders at all levels and this continues to support women into and through leadership roles.

We continue to use our strong Education Outreach and Ambassador programmes to encourage greater representation of women in STEM subjects (Science, Technology,

Engineering and Mathematics). Given the high proportion of STEM roles at the Met Office this is key to improving entry-level gender balance. Our virtual work experience continues to be a way we can engage with young people interested in careers at the Met Office, or in STEM in general, from all backgrounds. 44% of attendees in our online work experience scheme were female. Our percentage of female early careers staff is higher than that of the organisation as a whole and shows that our efforts are having a positive effect.

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 are seeing in this area across all protected characteristics.



Penny Endersby
Chief Executive

Chief People Officer Foreword

Our 2024 Gender Pay Gap Report outlines our organisation's efforts and progress made in addressing gender pay disparities. Our Excellent People and Culture strategic anchor makes a commitment that our employees should be representative of the population we serve; with all aspects of this being monitored and improvements identified through our Equality, Diversity and Inclusion Committee.

During the last year, fair pay has been at the front of my mind, and that of my colleagues working in our People and Culture team, as well as Prospect, our trade union. The attempts made to reduce our gender pay gap is highlighted on page 11 and complements the focus applied to pay equality when moderating allowances and bonus awards.

This year's report sees an upturn in female hires to senior positions. Through our Key Performance Indicator 1.2, we have committed to increasing representation of underrepresented groups at senior levels across the organisation. For some years we had seen a disproportionate balance of men/women in senior roles and wanted to increase diversity in this area. We developed a number of recruitment principles and can see that this has had a positive contribution. Women now account for 35% of the top pay quartile

and 34.6% of the higher middle quartile, up from 32% and 34% respectively in the previous year. We continue to apply extensive efforts to breaking down the barriers to recruiting women into STEM (Science, Technology, Engineering and Mathematics), with our trailblazing work experience platform, attracting 53% females to our in-person programme.

Changes have been made this year in how we award personal performance bonuses, widening the eligibility criteria and implementing awards at both mid-year and end-of-year to recognise excellence in a timely manner. This is also in addition to continuing to offer Corporate Performance Pay to all eligible employees. This has seen 96.6% of women receiving a form of additional payment or bonus award during the year.

As Chief People Officer, I remain committed to the fostering an inclusive and equitable workplace and look forward to exploring further opportunities to narrowing our gender pay gap in 2025.



Tammy Lillie
Chief People Officer

Our purpose

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. Our focus is on making a difference and delivering greater benefit to you.

We only make an impact when our trusted 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, all built on our pioneering science and technology. 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.

Our strategy sets out three anchors and these are the main themes that allow us to deliver on our purpose:

- Excellent people and culture
- Exceptional science, technology, and operations
- Extraordinary impact and benefit

Our values are our guiding principles. They reflect who we are and what we stand for here at the Met Office. Our values underpin every decision we make and the way in which we get our work done each and every day.

Our values are:

- We're experts by nature
- We keep evolving
- We live it and breathe it
- We're better together
- We're a force for good



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 2024. For bonuses, we used the period of 1 April 2023 to 31 March 2024, 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 2024. 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. We are working with our LGBTQ+ Employee network to develop trans and non-binary guidance.

Key facts

Met Office Employees at the snapshot date (31 March 2024)

Total number

2355



59.7%
Men (1406)



40.3%
Women (949)

Statutory measures

Gender pay gap

Mean

5.6%

Median

5.3%

Bonus gender pay gap

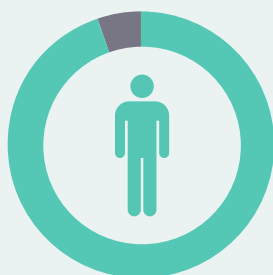
Mean

4.1%

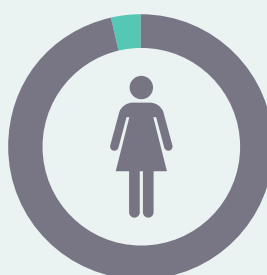
Median

0.7%

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



94.8%



96.6%

Pay quartiles - the gender pay split in each quartile



Key findings

The snapshot taken on 31 March 2024, reports a mean pay gap of 5.6% in favour of men, this is an improvement of 0.3% from 5.9% in 2023 and a median pay gap of 5.3% in favour of men, which is a worsening of 0.6% from 4.7% in 2023.

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.

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) represent 5.3% of the total 5.6% mean gender pay gap in favour of men and this has improved 0.3% compared to prior year. Salaries have increased from the previous snapshot date following approval of our three year pay award that was retrospectively implemented back to 1 April 2022. The case included some narrowing of bands and was expected to deliver small improvements in gender pay gaps of around 0.3%, with further improvement expected from the third year of implementation. 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 resulting from leavers having salaries with a gender pay gap in favour of men that is higher than the organisation and joiner salaries having a gender pay gap in favour of men lower than the organisation.
- **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 0.7% in favour of men of the total organisational mean gender pay gap, this has worsened by 0.2% from prior year. Differences arise from the number of employees eligible for allowances with a lower proportion of women qualifying (14%) than men (19%) a small decrease of 1% for both from prior year. More impactful is the decrease in the average value of claimable allowances for women (around 10% for those in receipt of allowances) resulting from the specific deployments of employees at the snapshot date. 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) and this contributes -0.4% in favour of women to the overall mean gender pay gap a widening of the gap by 0.2% in favour of women from prior year. In March, the average value of IRS awards to women was higher than men by 12% (7% in favour of men in prior year) resulting in this small favourable increase towards women. When IRS payments are considered across the year, the average difference in IRS awards across the organisation between men and women is 2.3% in favour of women.

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:** while women represent 40% of the organisation, they are only 35.0% and 34.6% of the top and middle top quartiles. The top quartile representation has increased from the previous year when it was 31.7%. We continue to look at our recruitment and progression processes to remove barriers for women and during the year, 44% of new joiners were women. Looking ahead we will be further working on our People strategy focusing on People Leadership and using this to inspire women to become future leaders.
- **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, 26% of the total STEM subject applications¹ in 2023, is 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 wonderful subjects from primary age up to inspire the younger generation to study and work in these areas.
- **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. We will look to attract more women into IT and engineering opportunities as part of the implementation of our new Supercomputer, providing opportunities to promote the great career options available in this ever changing and exciting field.

The snapshot taken on 31 March 2024, reports a mean bonus pay gap of 4.10% in favour of men, this is an improvement of 1.30% from 5.40% in 2023 and a median pay gap of 0.70% in favour of men, which is an improvement of 0.6% from 1.3% in 2023.

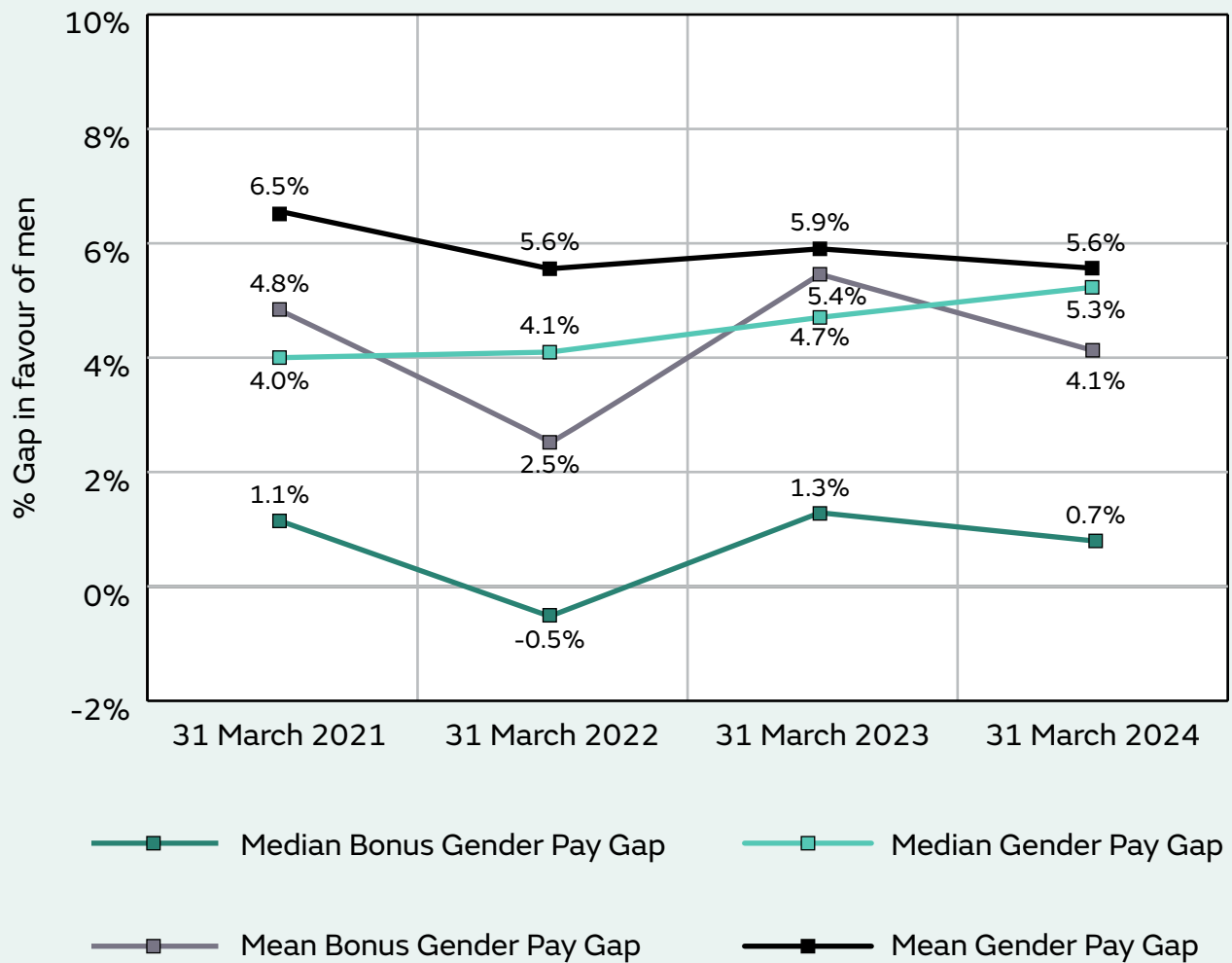
Factors affecting the bonus pay gap increase are linked to:

- **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, however as 44% new joiners were women, proportionately fewer were eligible as they did not meet the criteria in this year. As a result, 98% of men were eligible for CPP while only 94% of women were eligible.

¹ wisecampiagn.org.uk

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

Gender Pay Gaps at recent snapshot dates:



(Note: Approach changed in 2020 to align to Civil Service method using ACSES Data)

How are we reducing our gender pay gap?

We believe that both targeted initiatives and small, noticeable actions contribute to positive progress in addressing the gender pay gap. Below is a summary of some of our key focuses during the financial year 23/24, which have all played a role in our continued efforts to reduce the gender pay gap:

Implementation of Pay Award FY23-24

Following agreement of our 3 year pay award, of which the first two years have been implemented for this snapshot date report, this anticipated achieving around 0.3% improvement in gender pay gap over year 1 and 2 implementations, achieved through slight narrowing of pay band widths and targeting of increases at particular grades which are significantly lower than comparable organisations.

Strategic Action focusing on investing in a dedicated community of People Leaders

This year saw the commencement of a new strategic action plan focusing on all those managing our people within the Met Office. The first phase supported an executive and extended leadership programme looking to actively empowering leaders and embedding values and inclusive practice. We also introduced a supportive mentoring community, helping employees achieve personal growth and offer career development goals through effective and supported mentoring relationships and social learning across the organisation.

Strategic Action Developing our Employee Value Proposition (EVP)

Embracing Hybrid Working - Adopting a hybrid approach to our working lives has had significant impact on the wellbeing of our existing employees and our ability to attract new joiners from a wider geographical area. This opportunity has enabled us to build a more diverse workforce, provided us with an opportunity to support more career progression for all employees and empower employees to rethink their work/life balance.

Introduction of our Met Office Workplace Adjustments Passport – this is a living document created to support conversations and implementation around both reasonable adjustments (disability/long term conditions needs) and optima working (getting the best version of our people at work) both under the umbrella of Workplace Adjustments. Workplace adjustments can cover temporary circumstances for example a broken leg or observing religious events such as Ramadan, but they can also cover other factors in employees lives such as caring responsibilities, experiencing menopausal symptoms or undergoing fertility treatment. The concept really focuses on making work, work for everyone, which has really highlighted our inclusive approach and enhancing the organisation as a great place to work for everyone.

Since the launch, over 200 employees have used our workplace adjustments passport. In the Civil Service People Survey for 2022, the percentage of Met Office employees who did not know what a workplace adjustments passport was 39%, the 2023 People Survey found that this had dropped to 6% and 21% of employees were using the passport and found that it was helping them to get appropriate workplace adjustments and support in place.

Provision of free period products trial - Working with Property Management, our Women's Network has initiated a six-month trial of free period products in our head office and an external location. Offering free products will make a significant difference to wellbeing and ensuring employees feel comfortable and confident at work, whilst also helping to tackle the issue of period poverty. The trial will help us to determine the most effective way to support our employees.

Future focuses

Our organisation is committed to fostering an inclusive and equitable workplace, and we recognise the importance of continuing to reduce the gender pay gap as a critical step towards achieving this goal. Looking Ahead to FY 24/25 some of our key focuses to support this will be:

- Implementation of Pay Award FY24-25.
- Evolving our strategic action to Investing in Leadership, and particularly the People Manager initiatives.
- Embedding our EVP and developing the strategic action into focusing on creating keyways to enhance our employee experience and being a great place to work.
- Refreshing our equality objectives, our first set of objectives were agreed in 2020 and we are legally obliged to review and refresh these. Our new objectives will be evidence based using data from the People Survey, Great Place to Work, and Investors in Diversity and will provide the strategic direction for progressing equality, diversity and inclusion over the next four years.
- Building on previous KPIs (key performance indicators) to improve diversity at all stages of recruitment, we will have a KPI which focuses on improving the recruitment practices for senior hires (grades 6 and above) to attract a wider talent pool.
- Our previous Gender Pay Report 2023 demonstrated that whilst a higher proportion of women joined the organisation (46%) and there was a 1% increase of women represented in the top quartile, there is a continued need to support removing barriers for women and evolve how we lead and invest in our people and culture to make the Met Office a diverse and Great Place To Work. In response, we are creating a Women In Leadership Apprenticeship, with the aim to support aspiring and new line manager development as well as to inspire, motivate and empower talented women to meet their potential.



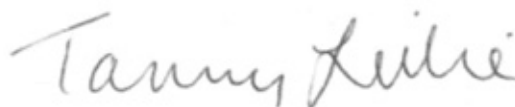
Declaration

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



Tammy Lillie, Chief People Officer