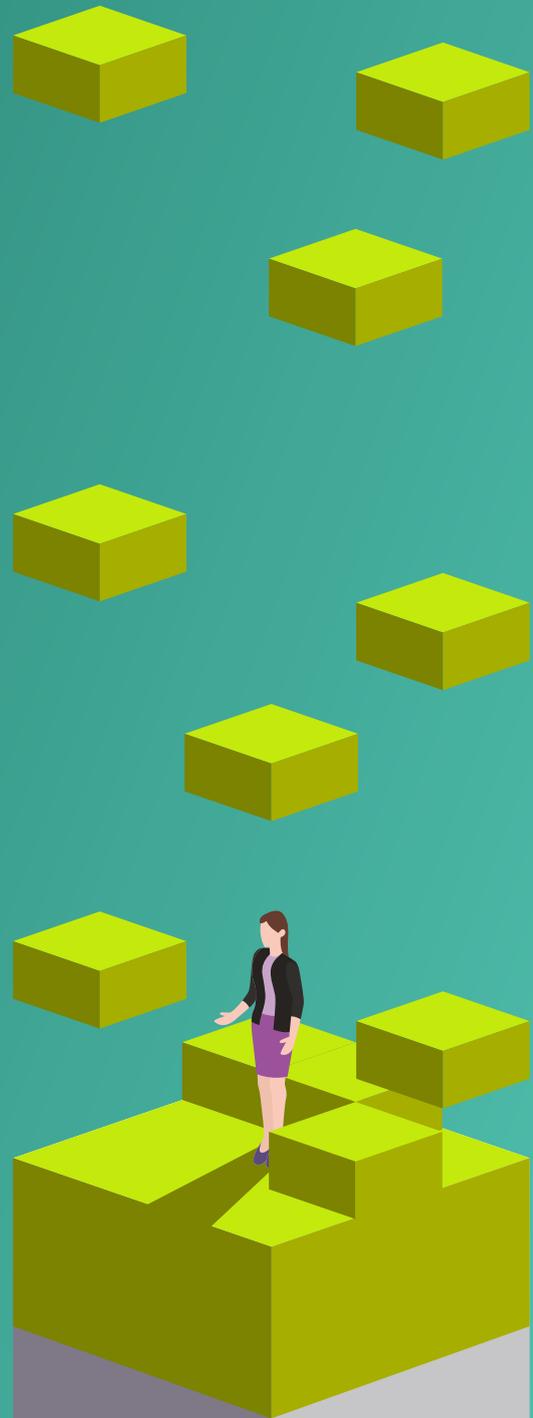
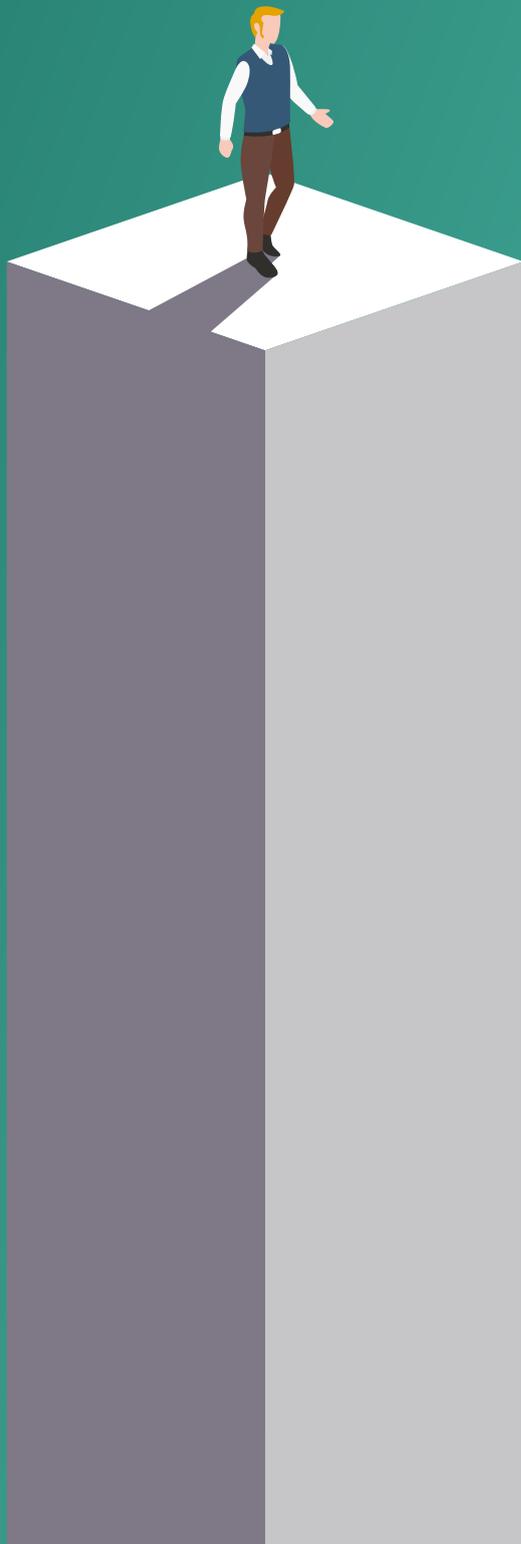


# Gender Pay Report 2023



# Foreword

In order to be recognised as global leaders in weather and climate science and services we need to be able to recruit and retain excellent staff from all sections of society. Gender pay gap is one of our longest running measures for how we are progressing with this. One aspect of that is measuring the progression of women through what was a once heavily male-dominated workforce.

We have been proud that we have reduced our gender pay gap to a minimal level over the years and the percentage of women in our workforce has increased to 39%. Over the last year, 46% of new joiners were women, so there is every reason why we should expect to progress to being a fully representative organisation, notwithstanding the imbalance in the wider workforce for the mathematical and physical sciences, IT and engineering professions which make up much of our workforce.

That said we have taken a small backward step in the gender pay gap figures this year which is disappointing. The reasons for this clearly relate to allowances for deployments and a change in the makeup of employees taking them, and we need to check that there is nothing systemic underlying this, especially as we are taking

a fresh look at all our on-call and shift allowances. We have continued to make progress with better representation of women in the upper pay quartiles, though scarce skills allowances are still likely to favour male-dominated professions, especially in technology areas.

As indicated in the report, while we report on men and women employees as legally required, we are determined to make sure that we are acknowledging and monitoring the progress of our growing proportion of employees with other gender identities.

Finally we have made great strides in ensuring that our schools outreach and early careers offerings are more diverse in all respects and I would particularly like to celebrate the success of our virtual work experience which has enabled us to reach hundreds of young people who would have been too distant to be able to attend in person, and a much more representative group than our previous local connections allowed.



**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 and we continue to be committed to taking action to making the Met Office more representative of the population we serve. Disappointingly for the first time since we started reporting in 2017 our gender pay gaps have marginally increased.

The mean pay gap has increased to 5.90% in favour of men, this is an increase of 0.30% from 5.60% in 2022 and a median pay gap of 4.70% in favour of men, which is an increase of 0.6% from 4.1% in 2022.

The proportion of women receiving an in-year bonus payment has exceeded bonus payments awarded to men, the percentage of women receiving bonus payments has risen to 96.6% with the proportion of bonus payments to men being unchanged at 96%. However, there is a mean bonus pay gap of 5.40% in favour of men, this is an increase of 2.90% from 2.50% in 2022 and a median pay gap of 1.30% in favour of men, which is an increase of 1.8% from -0.5% in 2022.

Small improvements this year can be seen in the higher proportion of women joining the organisation since last year up from 43% to 46% and the top quartile of women has increased from 31% to 32%. We continue to look at our recruitment and progression processes to remove barriers for women and take positive talent action during the year.

We recognise any increase in gender gaps is not what we want to see however we understand better some of the nuances behind the data and will continue to strive through our targeted insight in our Great Place to Work Certification and action plan to take steps to continue to see a downward trend.



**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 2023. For bonuses, we used the period of 1 April 2022 to 31 March 2023, 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 2023. 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.

It is unlawful to pay people unequally because they are a man or a woman.

## Note on gender reporting

In alignment with current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women. This means the gap does not take into account non-binary or other identities.

The data used for the calculation comes from His Majesty's Revenue and Customs (HMRC) records, which we acknowledge won't have an accurate record of gender for many trans and non-binary employees.



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 snapshot date (31 March 2023)

Total number

2262



## Statutory measure

Gender pay gap

Mean

5.9%

Median

4.7%

Bonus gender pay gap

Mean

5.4%

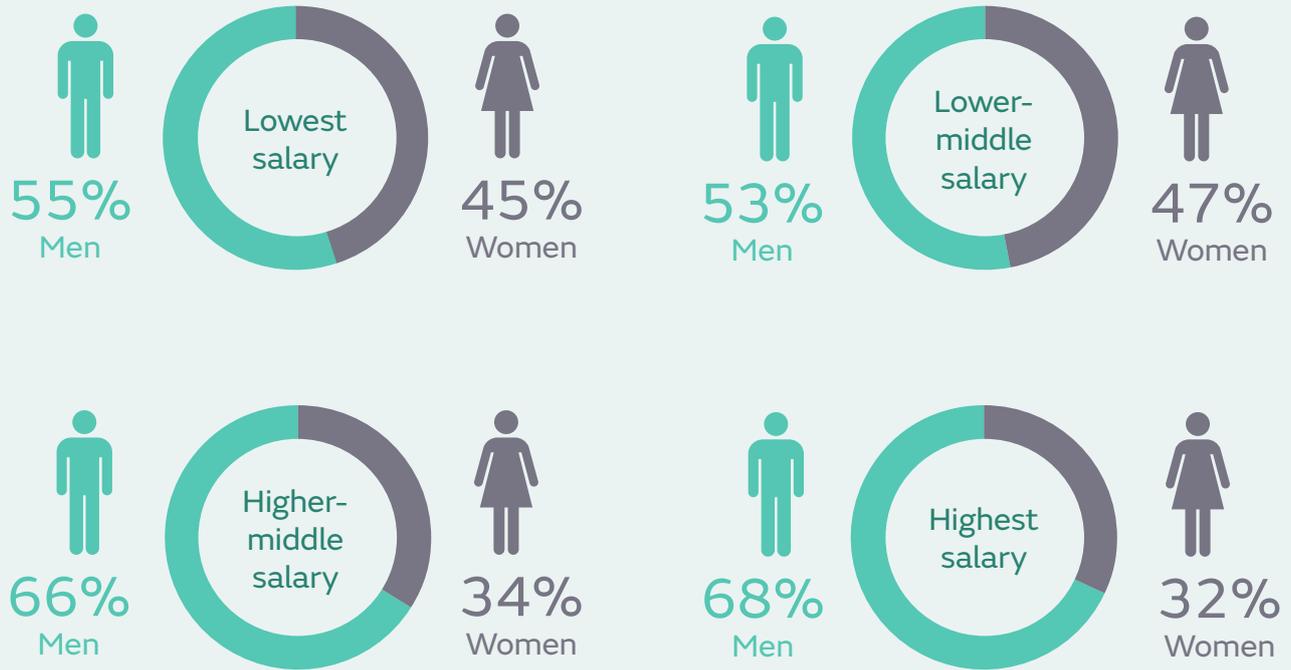
Median

1.3%

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



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



# Key findings



The snapshot taken on 31 March 2023, reports a mean pay gap of 5.90% in favour of men, this is an increase of 0.30% from 5.60% in 2022 and a median pay gap of 4.70% in favour of men, which is an increase of 0.6% from 4.1% in 2022.

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 are disappointed to see an increase in the pay gap metrics for the current year, but analysis has identified that the causes are more nuanced than necessarily arising from organisational actions as outlined below:

- **Salary** rates are unchanged from prior year. At the snapshot date our pay award for 2022-23 was still outstanding pending our pay remit approval from Cabinet Office. The impact of leavers and joiners within the organisation over the year has resulted in a small narrowing of the gap between men and women's salaries in favour of women, however there is a larger and more significant movement in allowances.
- **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 individual's eligibility to specific allowances. The proportion of women receiving allowances has dropped from 18% to 15%, while the proportion of men receiving allowances has increased from 17% to 21%. There have been no changes to the values of allowances or eligibility during this time. Employees with the relevant skills have the opportunity to undertake deployments overseas to support customer requirements varying in length from a few months to several years. Allowances for overseas are typically higher representing the job requirements and environment. Between snapshot date of 31 March 2022 and 31 March 2023, the balance of women on overseas deployments has shifted from 60% to 44% impacting the level of allowances receivable by women.
- **Bonus awards** paid in March are from our instant recognition scheme (IRS). In March the average value of IRS awards to men was higher than women by 7%. However, when IRS payments are considered across the year, the average difference in IRS awards across the organisation between men and women is 1.1% in favour of women.



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

- **Low representation of women at senior levels:** while women represent 39% of the organisation, they are only 32% and 34% of the top and middle top quartiles. The top quartile representation has increased from the previous year when it was 30%. We continue to look at our recruitment and progression processes to remove barriers for women and during the year, 46% 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 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.

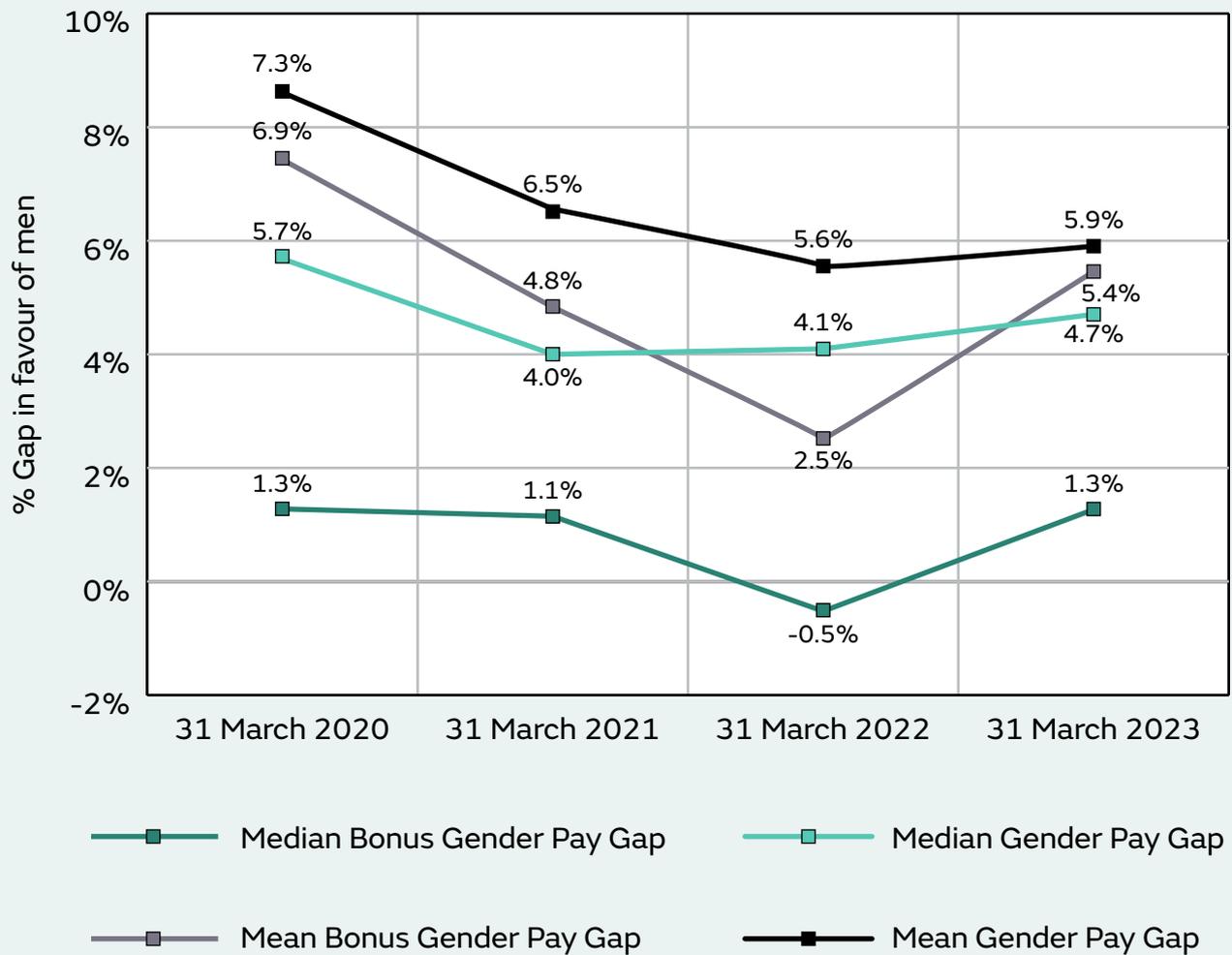
The snapshot taken on 31 March 2023, reports a mean bonus pay gap of 5.40% in favour of men, this is an increase of 2.90% from 2.50% in 2022 and a median bonus pay gap of 1.30% in favour of men, which is an increase of 1.8% from -0.5% in 2022.

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 46% new joiners were women, proportionately fewer were eligible as they did not meet the criteria. As a result, 84% of men were eligible for CPP while only 80% of women were eligible.

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)

## Work we are undertaking to reduce our gender pay gap

We recognise that the factors behind the gender pay gap is complex and no single solution will deliver the equality we strive for. However, we believe that continuing to deliver and embed the actions as identified in our People Strategy and Equality, Diversity and Inclusion Action Plan will drive us forward. Some of our key focus areas in 2023 have been:

### Strategic Actions

The Met Office Strategy sets out three anchors that are the main themes that allow us to deliver on our purpose. Each of our anchors has a number of strategic actions, these are key short-to-medium term priority activities that are crucial to the future success of the Met Office. In 2023 one of our strategic people actions focused on:

#### Creating a great place to work

This strategic action has focused on developing a strong employee value proposition (EVP), as this can play a key role in attracting, engaging, and retaining employees. Having a strong EVP means that we can clearly articulate the financial and non-financial benefits as part of our wider employer brand. We know that the marketplace we are operating in is increasingly competitive so understanding and improving our employee offer is crucial.

As part of developing our EVP, we have undertaken research to understand what makes a strong employee value proposition and benchmarked ourselves with other organisations through the Great Place to Work Trust Index survey. Following the benchmarking, Great Place to Work recognised us on their list of the UK Best Workplaces for Tech 2023 and UK Best Workplaces for Women 2023.

The survey helped us to gain a better understanding of how people feel about working at the Met Office, with the insights being used to develop an action plan. The action plan identifies six key areas we want to focus on over the next 18-24 months and include reward and recognition, benefits, flexible working, culture and wellbeing.

#### Evolving our Early Careers

Over the last two years we have been evolving our Early Careers Strategy to cover a range of programmes for apprenticeships, graduates, industrial placements, and summer placements. This strategy aligns to our corporate and equality, diversity and inclusion strategies and links with Education Outreach and the Met Office Academic Partnerships, building on our past success but also ensuring we remain flexible to our future skills requirements. The range of programmes are designed to offer long term development rather than fill immediate resource gaps. Our early careers programmes have better representation of women than the organisation as a whole at 57% men to 43% women, although new joiners to our early careers programmes in year were 61% in favour of men whereas we have previously achieved more balanced recruitment. All stages of our recruitment processes are monitored and our EDI Resourcing Action Plan seeks to progress our diversity, see below for more detail.

As part of evolving our early careers, our Education Outreach Team revised their approach to work experience in 2023 and piloted 'Forecasting your Future' an innovative two-phased approach to work experience. This approach included offering an online work experience programme to young people aged 13-18, over 550 young people participated in this programme and over half of these participants were female. The programme also attracted young people from across the UK and included high numbers from a range of priority demographic groups that we have previously found challenging to engage with.

## **Staff networks**

Staff Networks play an important part in creating and promoting an inclusive workplace both highlighting areas for improvements and areas of success. Our staff networks bring together employees with a shared characteristic or shared experience and are sponsored by members of senior and executive leadership teams. To raise awareness and encourage supportive menopause conversations, our Menopause Network have created a range of resources including line manager guidance to help managers support employees. The network also worked with us to sign the Civil Service Menopause Pledge confirming our commitment to support employees through workplace adjustments and flexible working.

Our Women's Network worked with us to introduce period products, so to improve period dignity and alleviate anxieties employees face around periods, especially when at work.

As well as our formal staff networks, we have a number of informal networks including a network for New Starters and Early Careers, this supports new employees and those transitioning to new careers to settle into the Met office. The network runs regular networking events including 'Hybrid Coffees' where more experienced employees can meet new colleagues and promote their work and directorate.

## **Equality, Diversity & Inclusion (ED&I) Resourcing Action Plan**

We have implemented an ED&I Resourcing Action Plan, which focuses on increasing representation of under-represented groups at all levels. In 2021 we started to capture diversity data for all parts of our recruitment process, this enabled us to set a baseline to create the action plan. The action plan sets out clear, ambitious yet realistic annual targets so we can measure our progress in the key areas of ethnicity, gender and disability. Although increasing diversity continues to be a challenge, we are making steady progress and the quality of the data being gathered has allowed us to understand our position more fully and focus on specific areas.

## **Reviewing our Equality, Diversity & Inclusion Strategy and equality objectives**

In 2020 we published our first Equality, Diversity and Inclusion Strategy, along with our equality objectives, both of these were supported by an ambitious programme of actions, we are now commencing work to review both our strategy and objectives. Data from this report plus insight from recent employee surveys will inform and shape our equality objectives for the next four years, which will be supported by an achievable action plan that will deliver change and support our aim to create a great place to work which values and welcomes different ideas, skills and experiences.

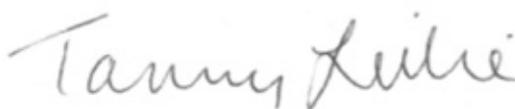
# Declaration

## 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