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GENOME  
CAMPUS

# Genome Research Limited

## Gender Pay Report 2022

### Introduction

Under UK legislation that came into force in April 2017, UK employers of more than 250 employees are required to publish their gender pay gap. Genome Research Limited (GRL) embraces this and is committed to increasing gender pay transparency.

This report sets out the gender pay gap figures at GRL on **April 5 2022**.

The Wellcome Sanger Institute, Connecting Science, Wellcome Genome Campus and our Enterprise and Innovation arm operate under the name of Genome Research Limited (GRL). GRL is a wholly owned subsidiary of the Wellcome Trust. Our activities are in the fields of Genomes and Biodata and are closely interlinked. GRL employs 1154 people (54% women; 46% men), this gender pay gap report covers the whole of GRL.

GRL is committed to fostering an inclusive, stimulating and rewarding culture where **everyone can thrive and diversity is celebrated**. Employees are supported to reach their full potential and are valued for their differences in background, experience and perspective. We are proud of the comprehensive support we offer staff in all aspects of their working life and that this sets us apart from other workplaces. We continue to seek new and innovative initiatives and benefits to help show our staff how much they are valued and to maintain our position, as a great place to work.

We have been examining our gender pay gap data in detail for a number of years and continue to use this as one of a suite of mechanisms to ensure that we are supporting and growing a diverse talent pool.

Our Campus-wide programme of activity supporting [Equality in Science](#) was established in 2011. With partners on Campus, we explore issues affecting minoritised and historically excluded groups, look to inspire our community, develop discussion and drive changes in practices and policy.

We are an active member of Advance HE's [Athena Swan Charter](#) which recognises work undertaken to address gender equality. We were delighted to achieve an Athena Swan Silver Award in 2020, which demonstrates the positive and sustained impact that our gender equality activities are having on our staff since we first became members of the Charter in 2013. In 2022 we saw the largest intake of Faculty (our scientific leaders) in GRL history, with an increase from 22 to 32 Faculty members. We were pleased to see a 50% gender split between male and female offers accepted, which helps us towards our target position of gender balance across Faculty positions.

In 2022 we re-built our pay framework to ensure greater transparency across job families and pay grades.

### Workplace Environment

We believe that cultivating a healthy, fair, inclusive and supportive workplace is key to helping our researchers, students, and staff develop their skills and experience. Our family-friendly environment permeates the fabric of our Campus and our comprehensive range of progressive [policies](#) support everyone to achieve a positive work-life balance. We submitted our first [Working Families](#) benchmark in 2021 and were delighted to be amongst the top 4 for Research Institutes and Universities that entered. Key strengths that were highlighted included GRL's enhanced paid maternity and shared parental leave policies; work-life balance being viewed as a collective responsibility and equity and inclusion being explicit core values. In 2022 we updated our suite of family friendly policies to include enhanced paid paternity leave; support for people and partners undergoing fertility treatment and pregnancy loss support.

Our Equality, Diversity and Inclusion strategy is a golden thread that runs throughout our policies, practices and approaches and continues to focus on impactful and sustained changes.

# Our Gender Pay Gap

## Pay

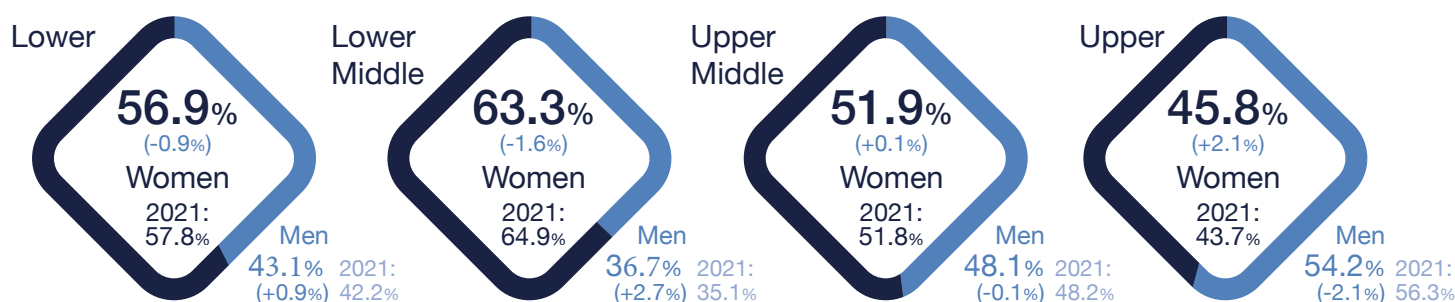
On 5 April 2022, GRL had a median gender pay gap of 7.15% (2021: 7.80%) which is below the national average of 15.5% (Office for National Statistics, 2020). The mean gender pay gap was 11.06% (2021: 13.4%), compared to 14.6% for the overall UK mean average.<sup>1</sup>

Whilst our figures are lower than the national average gender pay gaps, we recognise that we still have work to do to fully address gender imbalance.

Deeper analysis of our figures tell us that our gender pay gap largely arises due to vertical segregation and clustering of men and women in certain job families – for example, we see higher proportions of men in IT and software development roles (for which the market also tends to command a premium salary compared to other roles at the same grade). The highest proportion of women is at the Lower Middle Quartile, where there are higher percentages of women in roles such as Research Assistant.

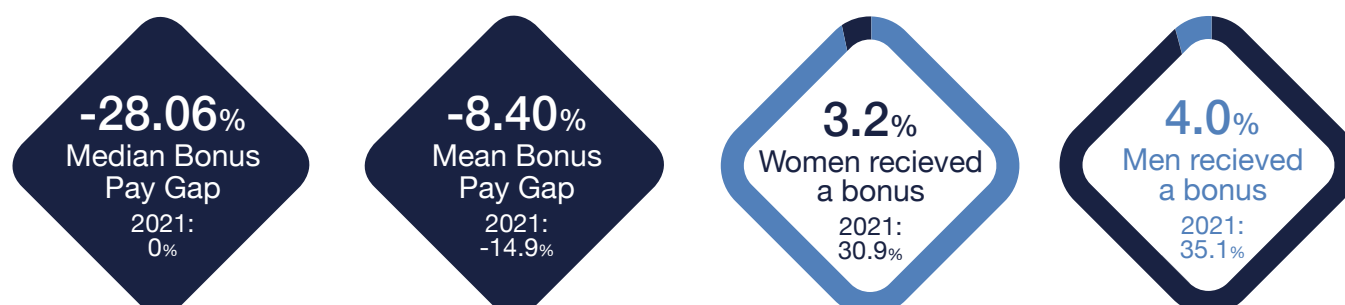


## Gender balance of each pay quartile



## Bonus Gender Pay Gap

GRL does not operate a formal bonus scheme. The majority of bonus payments included in GRL's gender pay data cut of 5 April 2022, relate to non-consolidated awards that were paid when an employee reaches the maximum of the pay range as part of the organisation's annual pay review. We provide clarity to our employees and managers on the types of activities and achievements that may be eligible for an occasional bonus and have also introduced moderation at a senior level of all proposed bonuses to ensure greater consistency and equity.



<sup>1</sup> Figures are for GRL employees only and do not include Wellcome.

# Where are we taking action?

## Workplace Environment

We will continue to work closely with leadership and staff across the organisation to develop actions and initiatives that ensure that we are an inclusive, fair and equitable place to work. In 2023 we will prioritise:

- Continuing to ensure that our people related processes, behaviours and ways of working align with our inclusive culture
- Further embedding our HR systems strategy to scrutinise real-time high-quality people and inclusion data to facilitate an agile data-led approach to diversity analysis and reporting across our pay grades
- Rolling-out targeted programmes to support talent management and succession planning, ensuring that diversity considerations are incorporated into the selection criteria for the programmes
- Focussing on recruitment to senior roles to ensure fair, transparent and inclusive processes
- Rolling out reverse mentoring for people from a protected characteristics, including women, to provide a mechanism for feedback on their lived experiences to senior managers.
- Defining clearer career paths for roles which will provide clarity on development opportunities and career progression options.
- Establish mechanisms and processes to enable annual pay benchmarking on job families.
- Continuing a strategic focus on IT and software development roles.



**Martin Dougherty**

Chief Operating Officer, Genome Research Limited

## About us

Genome Research Limited (GRL) encompasses three main activities undertaken by our operations at Wellcome Genome Campus. They are: Wellcome Sanger Institute, Connecting Science and Enterprise and Innovation.

All of these activities work in the fields of Genomes and Biodata and are very much interlinked.

[The Wellcome Sanger Institute](#) is one of the world's leading genome centres. Through its ability to conduct research at scale, it is able to engage in bold and long-term exploratory projects that are designed to influence and empower medical science globally. Institute research findings, generated through its own research programmes and through its leading role in international consortia, are being used to develop new diagnostics and treatments for human disease.

[Wellcome Genome Campus Connecting Science](#)'s mission is to enable everyone to explore genomic science and its impact on research, health and society. We connect researchers, health professionals and the wider public, creating opportunities and spaces to explore genomic science and its impact on people. Connecting Science inspires new thinking, sparks conversation, supports learning and measures attitudes, drawing on the ground-breaking research taking place on the Wellcome Genome Campus. [www.wellcomegenomecampus.org/connectingscience](http://www.wellcomegenomecampus.org/connectingscience)



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Genome Research Limited, Wellcome Genome Campus, Hinxton, Cambridgeshire CB10 1SA