Introduction

The Institution of Engineering and Technology (IET) 2018 Gender Pay Gap Report shows the gender profile of our UK workforce as at 5 April 2018. The report highlights that while we have made progress in certain areas since the 2017 report we must continue this focus to address the gender pay gap that exists within our organisation.

More than half our colleagues are female and we have sought to implement actions during 2017/2018 that will help to address the current Gender Pay Gap. We recognise that changing our gender profile in higher and lower earning roles in an environment where we have a committed and long-serving colleagues will require consistent focus rather than changing radically overnight.

Through the annual Gender Pay Report we can measure our progress over time and continue to make improvements to attract, retain and develop a diverse workforce and promote an inclusive culture. I confirm that the information in this statement is accurate and remain committed to implementing activities across the organisation that will address and contribute to closing the Gender Pay Gap.

Nigel Fine

IET Gender Profile

All UK Employees
The IET has a higher percentage of females (58%) to males (42%) working across the organisation in the UK.

Executive Team
As at the snapshot date, there were seven directors employed in the UK, including the Chief Executive and Secretary, four men and three women.

Gender Profile by Pay Quartile

<table>
<thead>
<tr>
<th>Top Quartile Pay</th>
<th>Upper Middle Quartile Pay</th>
<th>Lower Middle Quartile Pay</th>
<th>Lower Quartile Pay</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Female 38.2%</td>
<td>Male 61.8%</td>
<td>Female 24.2%</td>
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<td>Male 61.8%</td>
<td>Female 38.2%</td>
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<td>Female 75.8%</td>
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<td>Male 32.8%</td>
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<td></td>
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<td>Female 67.2%</td>
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What have we done during 2017/18 to address the Gender Pay Gap?

Since the publication of the first Gender Pay Report, the IET has implemented a number of actions to help address the Gender Pay Gap:

**Culture** Addressing our gender pay gap and ensuring we create a diverse and inclusive culture has remained high on our agenda. We have good representation at our ED&I committee and commitment from our leadership team to affect positive change.

**Reward** We implemented a new job family framework across the organisation and have worked with external providers to rigorously evaluate all our roles against market data. This has enabled us to ensure we are rewarding all our people fairly for the work they do as well as addressing any gender pay gap concerns.

**Strategy and Reporting** Board of Trustees approval of Equality, Diversity & Inclusion strategy. Analysis of trends undertaken based on new job structure in order to inform future actions.

**Recruitment** Name-blind CV shortlisting implemented for all recruitment activity including executive search for director positions to reduce unconscious bias.

**Development and Succession** Unconscious bias training piloted and review of succession plans.

What is the Gender Pay Gap?

The Gender Pay Gap measures the difference in average earnings between men and women across the organisation in the UK. This should not be confused with Equal Pay, which is the legal requirement to pay equivalent rates for men and women who carry out the same jobs, similar jobs or work of equal value.

How is the Gender Pay Gap measured?

This year’s Gender Pay Gap report is based on a snapshot of our workforce on 5 April 2018, based on the requirements and methodology outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What is the IET’s Gender Pay Gap?

<table>
<thead>
<tr>
<th>The average gender pay and bonus gaps</th>
<th>The proportion of female and male staff who received a bonus for their performance in the 12 months to 5 April 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender Pay Gap</td>
<td>Mean 25.1%</td>
</tr>
<tr>
<td>Gender Bonus Gap</td>
<td>Mean 33.7%</td>
</tr>
<tr>
<td></td>
<td><strong>Female</strong></td>
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</tbody>
</table>

Mean | Median
What are the key changes since the 2017 Gender Pay Report?

The most encouraging changes since the 2017 report have been small decreases in the overall average Gender Pay Gap (both median and mean). In 2018 our median pay gap is 25.9% which is an improvement on 2017 which was reported at 27.3%. In 2018 our mean pay gap is 25.1%, which is an improvement on 2017 which was reported at 26.5%. This is a good indication following the introduction of a clearly defined job structure and increased transparency regarding pay bands. Whereas the pay gap has decreased we have experienced an increase in the gender bonus gap, despite the increased percentage of women since 2017 in the top pay quartile, and this will be an area of focus for 2019. The Gender Pay Gap within the IET remains high because we have a significantly higher proportion of women in more junior and lower paid roles than men. A significantly higher proportion of women (12%) work flexibly compared with males (1.6%) across the IET. Whilst we know that it will take a number of years to make a substantive change, we are committed to make significant progress in 2019.

What further actions are planned to promote Equality, Diversity and Inclusion?

Gender pay is one important component of an effective approach to equality, diversity and inclusion. By thinking broadly, and developing clear actions, the IET can further promote a culture of equality, diversity and inclusion, while also enabling the gender pay gap to be addressed.

Culture We are committed to ensuring we offer a truly diverse and inclusive work environment for all our colleagues. In 2019 we will be undertaking an employee engagement survey, ensuring feedback and insight is gathered and actions taken to address areas of improvement. We will continue to promote flexible working and agile working and in 2019 we will be taking all our people managers through an inclusion development programme and will roll this out to all our colleagues by 2020.

Recruitment We will continue to build upon previous process improvements by implementing mandatory training for all hiring managers, attracting a diverse pool of candidates through a more inclusive employer brand, have a diverse selection panel and continue to actively monitor diversity at all stages of the recruitment process.

Reward Following the implementation of a new job structure we have been able to improve our benchmarking and analysis to ensure people are rewarded fairly and in line with market rates. We have targeted our pay budget to address any differences that may arise and will be implementing an all employee bonus to enable all our people to share in success.

Development and Succession We want our people to develop and fulfil their potential. In 2019 we will be refreshing our succession planning to ensure we are clear about individual motivations and aspirations and to identify any potential barriers to progression so that we can take action to overcome these. We want to develop the coaching capability of all our managers and will be looking to implement female mentoring and career coaching as part of our commitment to ensuring females develop their confidence in progressing their career with us.

Strategy and Reporting We have developed a clear strategy which defines our approach to equality, diversity and inclusion and is integrated into the IET strategic framework. We continue to monitor our progress on Diversity and Inclusion against the Royal Academy of Engineering and Science Council D&I progression Framework Tool ensuring we continually challenge ourselves to improve our approach to diversity and inclusion overall.

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