Introduction

One year on from our last gender pay gap report, we remain committed to building an equal, diverse and inclusive organisation where everyone can feel safe, supported and enabled to do their very best work for the IET. I am delighted that our 2020 report shows an improvement in both our median and mean gender pay gap when compared with 2019.

It is particularly pleasing to report a continuing positive trend towards more women into the upper quartile pay band, reflecting the positive impact of the work undertaken thus far as well as demonstrable progression of women up through the organisation into more senior positions. The introduction of our new ‘Share in Success’ scheme has resulted in the elimination of any median bonus pay gap, and the appointment of an additional female colleague into my executive team, is a positive step towards ensuring we have greater gender balance in Leadership positions. Despite this progress, and with much of our workforce being made up of women, we recognise that we still have work to do to ensure we increase the number of women filling higher-paying positions within the organisation, and this remains a priority.

We know that achieving our ambition of closing the gap will take time. In our 150th year, we continue to work with colleagues across the organisation to gather their input and ideas on how to build our vision of a progressive, inclusive and supportive workplace fit for today and for the future.

Nigel Fine
IET Chief Executive and Secretary
Gender Pay Gap – the IET

This year’s Gender Pay Gap Report is based on a snapshot of our workforce on 5 April 2020, in line with the requirements and methodology outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Institution of Engineering and Technology (IET) 2020 Gender Pay Gap Report shows the gender profile of our UK workforce as at 5 April 2020.

All UK Employees

The IET has a higher percentage of women (58%) to men (42%) working across the organisation in the UK. This has remained unchanged since our last report in 2019.

Executive Team

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

What is the Gender Pay Gap?

All organisations (public and private) in the UK with more than 250 employees are required to publish results on their gender pay gap each year based on a snapshot date of 5 April 2020. Due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) took the decision on 24 March 2020, to suspend enforcement of the gender pay gap deadlines for the reporting year (2019/20). This decision meant that there was no expectation for organisations to report their data. As an organisation, we decided to report our data as we felt it is an important mechanism for keeping diversity and inclusion high on our agenda.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation presented through various measures. These include the mean gender pay gap (which is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees), the median gender pay gap (which is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees) as well as measuring any gender bonus gap. The gender pay gap 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.

The IET Gender profile by pay quartile 2020

![Graph showing the gender profile by pay quartile for 2020]
Our Gender Pay Gap 2020

Our gender pay gap can be attributed, in part, to the following factors:

– Overall, we employ more women (58%) than men (42%). These percentages remain unchanged when compared to those of 2019.

– We employ more women in our lowest pay quartile (72%) and more men in the upper quartile (65%).

– We recruited a woman onto the Executive in May 2020 and therefore this appointment is excluded as at the snapshot date.

– Our Mean bonus gap is similarly impacted by having fewer women in senior positions where higher bonuses are paid.

Why do we have a Gender Pay Gap?

Our gender pay gap can be attributed, in part, to the following factors:

– Overall, we employ more women (58%) than men (42%). These percentages remain unchanged when compared to those of 2019.

– We employ more women in our lowest pay quartile (72%) and more men in the upper quartile (65%).

– We recruited a woman onto the Executive in May 2020 and therefore this appointment is excluded as at the snapshot date.

– Our Mean bonus gap is similarly impacted by having fewer women in senior positions where higher bonuses are paid.
The progress we are making

Our 2020 report shows that the actions we have taken since our first gender pay gap report are starting to have a positive impact and we are moving in the right direction. Our 2020 report shows a narrowing in both our mean and median gender pay gap and an elimination of the median bonus pay gap. We recognise, too, that we still have too few women in senior roles and that further work is needed to reduce our gender pay and bonus gap.

Achieving our ambition of closing the gap will take time, and we remain committed to continuing to progress the actions that we believe to be most effective in delivering sustainable improvement. We are committed to encouraging and supporting female colleagues across the organisation and to inspiring everyone to reach their full potential. The next stage of our journey will be to maintain momentum against some of the actions already underway as well as introducing a programme of further interventions as outlined below.

Taking Action – A Year In Review

What are we doing to close our gender pay gap? The four focus areas we outlined in previous reports have remained our priority which are:

1. to develop an inclusive, supportive culture
2. to foster diversity at all levels through targeted recruitment and selection
3. to ensure we are rewarding fairly and appropriately
4. to unlock potential and develop talent across the organisation
What progress have we made?

1. Developing an inclusive culture

In line with the Equality, Diversity and Inclusion commitments set out in our ED&I strategy, we have continued to focus on developing inclusive leaders and managers. We have begun work on our leadership development programme which will be implemented in 2021. Earlier this year, we ran a series of workshops to accompany the launch of our new set of behaviours, one of which is, 'I Include Everyone'. This behaviour describes the expectation we have on everyone to 'behave in a way that recognises and values difference in everybody'.

Our focus in 2020 has been to provide the necessary support to all colleagues, ensuring wellbeing is high on the agenda as we navigate through the global pandemic. We launched our Covid-19 principles which encourages and supports a high degree of flexible working, ensuring colleagues prioritise their health, wellbeing and caring responsibilities. We have enhanced our maternity leave provision and pay and launched a working parent support group. We will continue to review our family friendly policies and will be introducing our ‘Work Anywhere’ agile working policy in 2021. Our plans also include establishing a ‘Menopause Support Group’, Carer Network and the creation of a ‘re-onboarding’ programme for maternity returners, designed to support the transition for women re-entering the workplace following maternity leave or extended carer leave.

In addition to reporting on our gender pay gap, our ambition is to start tracking and reporting on how well we are advancing the broader diversity and inclusion agenda across the organisation. We will do this initially through benchmarking ourselves against the Royal Academy Engineering Framework and in taking appropriate action where necessary.
2. Fostering diversity at all levels through targeted recruitment and selection

The changes we implemented through 2019 such as putting all our job adverts through a gender-neutral tool and actively promoting our openness to flexible working, have had an impact. We regularly monitor and report on the gender balance at offer stage in recruitment. This data shows that typically 59% of our roles are filled by women.

3. Ensuring we are rewarding fairly and appropriately

We have continued to undertake benchmarking for all roles across the organisation to ensure that we are paying fairly and appropriately. This action has contributed to the reduction in both the mean and median pay gap as shown in this report. Women make up 43% of the Senior Management team. We have increased the number of women participating in the Annual Management Bonus Scheme from 47% in April 2019 to 100% in April 2020. Whilst this is a positive step forward, any payments associated with this change will not be included until the gender pay gap report in 2021. The introduction of our ‘All Colleague Bonus Scheme’ launched in 2019 and paid for the first time in 2020 has resulted in the elimination of any median bonus gap. The introduction of this scheme has also resulted in the increase to the mean bonus gap. This is because a significantly higher proportion of women received the Share in Success bonus payment when compared to men in the organisation.

4. Unlocking potential and developing talent across the organisation

Following on from focus groups held with women to understand their concerns and potential barriers to progression, we ran our first ‘Women’s Development Programme’ six month pilot to unlock the potential of female leaders and ensure they receive development and support to progress their careers. The programme was hugely successful, due in part to women being able to build their confidence and personal brand in a women-only environment and has since resulted in six of the 14 women undertaking stretch/promotions in their roles. This programme will become a core aspect of our ongoing development offering, with a second programme planned for Spring 2021. We continue to monitor the gender balance in our succession planning and will be implementing a series of learning & development, networking and mentoring opportunities throughout 2021 for all our colleagues to take advantage of.

"The programme came just at the right time for me. It gave us the opportunity to dispel some of the myths that tend to stop women applying for senior roles."

Delegate on Women’s Leadership Programme.

"It’s also led me to more opportunities. Since taking part, I’ve been involved in some big projects."

Senior Leader, Women’s Development Programme.