

Immunocore Gender Pay Gap Report

From April 2018, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. Further information on the reporting requirements and how the calculations are made can be found [here](#). Our results are shown below.

Basic pay gap

Based on our salary data as at April 2017, our basic pay gap is:

% Ratio of employees included in calculation (Female to Male)	Pay gap	
	Median	Mean
53:47	18.2%	29.9%

How does this compare to the rest of the UK? [Fawcett report](#) the median pay gap at 18.1% which matches ours but our mean gap is higher than the 13.9% reported.

Bonus pay gap

% Ratio of employees receiving a bonus (Female to Male)	Pay gap	
	Median	Mean
41:59	0%	77.7%

Proportion of males and females receiving a bonus payment

Gender	% of gender receiving a bonus
Male	11%
Female	7%

Proportion of males and females in each quartile

Quartile pay band	% of Females in quartile	% of Males in quartile
Lower Quartile	68%	32%
Lower Middle	56%	44%
Upper Middle	53%	47%
Upper Quartile	35%	65%

What is gender pay reporting and how does it differ to equal pay?

Equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the **difference in the average pay between all men and women in a workforce**.

Equal pay is something we focus on when making a job offer and completing the annual salary reviews. We have implemented a grading structure and corresponding salary scales to ensure that people performing similar jobs are paid equally. Further information on equal pay can be found [here](#).

What are the possible causes of the gender pay gap?

Discrimination: It's illegal, but some women are still paid less than men for the same work. Discrimination, particularly around pregnancy and maternity leave, remains common, with 54,000 women forced to leave their job every year after becoming a mother.

Unequal caring responsibilities: Women play a greater role in caring for children, as well as for sick or elderly relatives. As a result more women work part time, and these jobs are typically lower paid with fewer progression opportunities.

A divided labour market: Women are still more likely to be in low paid and low skilled jobs, affecting labour market segregation. 80% of those working in the low paid care and leisure sector are women, while only 10% of those in the better paid skilled trades are women.

Men in the most senior roles: Men make up the majority of those in the highest paid and most senior roles – for example, there are just seven female Chief Executives in the FTSE 100.

What can we do to reduce the gap?

The [Fawcett Society](#), whose campaigning resulted in the government implementing the mandatory reporting of the gender pay gap, are asking in [this article](#) for employers to do the following things:

- Advertise all jobs in their organisation as flexible, part-time or a job share unless there is a strong business case not to.

We have taken this practice on board and will now advertise all jobs as flexible, part-time or a job share unless there is a strong business case not to.

- Support women to progress to higher paid jobs, and tackle the unconscious bias and use targets to measure progress.

We support all of our employees equally with their career progression however if you feel that you have experienced a situation where this is not the case please contact HR. Going forward the gender gap reporting will measure the progress we make year on year.

- Become a living wage employer – over 60% of those earning less than the living wage are women.

[The current living wage](#) is £9.75 in London and £8.45 for the rest of the UK. All of our employees are paid above the living wage and we will continue to ensure that new hires receive the living wage as a minimum.

Wider work to close the gender pay gap

Increasing transparency is a crucial step, but many of the causes of the gender pay gap are beyond the immediate control of any one actor, such as an individual employer. Gendered stereotypes about what society regards as ‘men’s work’ and ‘women’s work’ are a strong influence on young people throughout their education, and can have significant influence on the career choices they make.

The responsibility for closing the gap goes beyond employers and includes the government, teachers and even ourselves as parents.

For more information on the wider work to close the gender pay gap please read [this report](#) published by the government from page 42 onwards.

Women in science

The WISE organisation published a report in November 2016 found that the percentage of women in the Science, Technology, Engineering and Mathematics (STEM) workforce in the UK was 21%.

In April 2017 women represented 54% of our workforce.

The full report can be viewed [here](#)

We have decided to join WISE to ensure that our commitment to progressing women in science and engineering continues.