



29 April 2022

Dear [REDACTED],

Freedom of Information request: FOI2022/00125

Thank you for your Freedom of Information request received on the 31 March in which you requested the following:

Your request:

This is an information request relating to the cost of producing an annual gender pay gap report.

Please include the information for each of the following periods; 2019-20; 2020-21, 2021-22:

- The cost of producing each gender pay gap report, including a breakdown of the cost such as the number of FTE staff working on the report. This should cover the full process of producing the report including research, drafting, proof-reading, communications etc.*
- Any internal assessments of the costs and benefits of producing the report*

Our response:

I can confirm UK Research and Innovation (UKRI) hold some of the information relevant to your request. Please see the information below.

Please find below a table outlining the estimated cost of producing UKRI's gender pay gap report for 2021/22:

Function	Band	Estimated Hours	Cost
Reward Lead	H	30	£1919.26
CEO Review and Foreword	SCS3	2	£170.34
EDI Lead	G	4	£197.18
External Comms	G	12	£591.54
External Comms	E	9	£286.09
Internal Comms	E	4	£127.15
Analyst	E	50	£1589.39
Graphic design	D	44	£1065.37
Total		155	£5946.32

This information was compiled from an estimate of the hours spent in each process step of the report's production, using average salaries (including allowances, pension contributions and NI) for professional support staff.

The data would be the same for 2020/21, as pay has not increased, and can be reduced by 2% for 2019/20 accounting for that financial year's pay award.

Information on any internal assessment of the cost and benefits of producing the report is not held, as publication of the report is a statutory requirement. However, in a more general sense, UKRI recognise that gender pay gap reporting and analysis enables us to:

- Recognise the cause of the pay gap and set appropriate interventions in place
- Meet our legal and statutory duties around equality and reporting, avoiding reputational and financial risk
- Have stronger retention and engagement levels leading to lower turnover and related costs
- Increase the skill, productivity and performance of our workforce by maximising talent

If you have any queries regarding our response or you are unhappy with the outcome of your request and wish to seek an internal review of the decision, please contact:

Head of Information Governance

Email: foi@ukri.org or infogovernance@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: <https://ico.org.uk/>

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see UKRI's complaints policy: <https://www.ukri.org/about-us/policies-and-standards/complaints-policy/>

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
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