

21 March, 2018

INS has voluntarily chosen to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

As part of this reporting we are publishing the results on our [own website](#) and on www.gov.uk.

INS is a subsidiary of the Nuclear Decommissioning Authority (NDA) a non-departmental public body. NDA are publishing their own Gender Pay Gap Report and this includes data from all of the businesses in the NDA Group. The NDA Group report can be found here: <http://www.gov.uk/government/publications/gender-pay-gap-report-and-data-2017>

These results are useful for INS because they mean we can assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

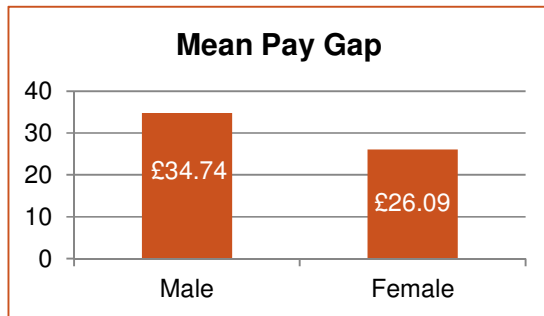
The challenge for INS, just as it is for the entire country, is to eliminate the gender pay gap. We're committed to building an organisation that is equal, diverse and embrace differences in background, opinions and thoughts.

To do that we'll be focusing on the following areas:

- Improving equality and diversity in our recruitment outcomes
- Improving equality and diversity in staff development and promotion outcomes
- Improving fairness and meritocracy
- Building a culture of improving innovation and challenging the status quo
- Enhancing leadership in this area

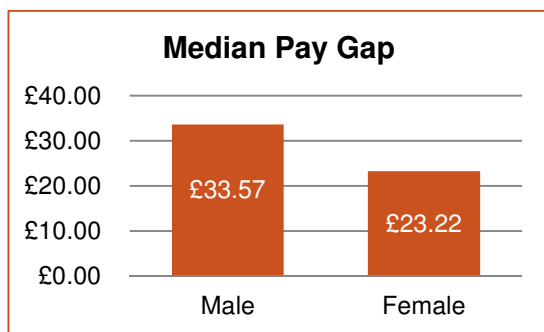
The INS Gender Pay Gap data is set out over the page.





Mean Pay Gap

The mean pay gap for males and females shows that females are paid **24.9%** less than men.



Median Pay Gap

The median pay gap for males and females shows that females are paid **31%** less than men.

	Male	Female	Difference
Mean Bonus	£9284	£5430	42%
Median Bonus	£8438	£4770	43%

Gender Bonus Gap

All employees at INS receive a bonus.

Quartile Bands	% of males	% of females
Upper	80%	20%
Upper Mid	85%	15%
Lower Mid	62%	38%
Lower	20%	80%

Gender Pay Distribution

60% of the INS workforce is male and 40% is female

