

2018





At NFER, our staff are crucial to our success and we want to attract and retain the brightest and most talented employees, regardless of their gender. Our goal is to build a

diverse, equal and inclusive workforce, therefore fair pay and opportunities for all employees matter to us.

Under new legislation that came into force in April 2017, all organisations with 250 or more employees are legally required to publish information every year showing how large the pay gap is between male and female employees.

Although we were not legally obliged to publish information last year as we had 248 full-pay relevant employees on the “snapshot date”, we chose to publish

our report as part of our continuing commitment to transparency.

This year, at the “snapshot date” of 5 April 2018, we had 355 staff, 264 female and 91 male, working across a range of roles.

I’m pleased that our 2018 figures indicate that for the second year running we have a negligible pay gap, a mean average of just -0.1 and a median average of 0. These figures compare very favourably with the UK national median average for 2018 of 17.9% for all employees (see below).

Declaration

I’m pleased to publish our second gender pay gap report and can confirm that the data contained in this report are accurate and in line with statutory requirements.

Carole Willis, Chief Executive at NFER

What is the gender pay gap?

The gender pay gap is the percentage difference between average hourly earnings for men and women in a workforce.

The National Picture

The median gender pay gap for the whole economy is 17.9% according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures, a small reduction from the 2017 figure of 18.4%.

Interpreting the data

- The **mean gender pay gap** – the difference between the mean hourly rate of pay of male employees and that of female employees as a percentage
- The **median gender pay gap** – the difference between the median hourly rate of pay of male employees and that of female employees as a percentage
- The **mean bonus gap** – the difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage
- The **median bonus gap** – the difference between the median bonus pay paid to male employees and that paid to female employees as a percentage

- **Quartile pay bands** – the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

NFER’s gender pay gap

- NFER had 355 (prior year: 248) full-pay relevant employees on 5 April 2018, more than the number required to oblige the company to report on its gender pay gap. The reason for the increased number of our employees is that we have been able to include more of our temporary staff as ‘full-pay relevant employees’. Last year we reported voluntarily.
- NFER is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. All staff, whether part-time, full-time or temporary are treated fairly and with respect.
- NFER has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic set out above).
- Selection for employment, promotion, training or any other benefit is on the basis of aptitude and ability and all employees are encouraged to develop their potential so that their talents, skills and expertise are fully utilised.

NFER's mean gender pay gap for all staff is negligible at -0.1%

NFER's Median and Mean Gender Pay Gaps for all staff:

Mean gender pay gap	-0.1% (Prior year -3.98%)
Median gender pay gap	0.0% (Prior year +2.92%)
Mean gender bonus gap	-1.0% (Prior year -23.8%)
Median gender bonus gap	0.0% (Prior year 0%)

This year NFER's mean gender pay gap for all staff is negligible at -0.1% (-3.98%). On the permanent payroll, the pay gap is -2.1% with women being paid slightly more than men in terms of the mean average; on the temporary payroll the mean pay gap is +3.7%, meaning that men on temporary contracts are paid slightly more than women.

Conversely the median pay gap on the permanent payroll is +0.2% (+2.9%), and -2.7% (+3.0%) for temporary staff.

NFER is confident that the gender pay gaps do not stem from paying men and women differently for the same or equivalent work. Rather, it is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

	Proportion of males %	Proportion of females %
Staff receiving bonuses*	2.0% (3.8%)	2.5% (2.9%)
Proportion of males and females in each quartile pay band (workforce divided into four equal parts by salary):		
Lower quartile	27% (29%)	73% (71%)
Lower middle quartile	30% (23%)	70% (77%)
Upper middle quartile	21% (31%)	79% (69%)
Upper quartile	24% (26%)	76% (74%)

*The proportion of staff receiving bonuses is calculated using the total number of 'relevant full pay staff' employed during the bonus year.

Our headcount on the "snapshot date" of 5 April 2018 of 355 staff included 264 (181) women and 91 (67) men working across a range of roles. On that date, females represented 74% (73%) of NFER's staff and they accounted for between 70% and 80% of each pay quartile.

Median and Mean Bonus Gender Pay Gaps

The median bonus is 0% as it was last year while the mean bonus is -1.0% (-23.8%), with 2.0% (3.8%) of men and 2.5% (2.9%) of women receiving a bonus in the period.

NFER's current policy is to give bonuses for exceptional work and outstanding contributions to the work of the Foundation. The bonus scheme is open to all permanent staff and to staff on longer fixed term contracts.

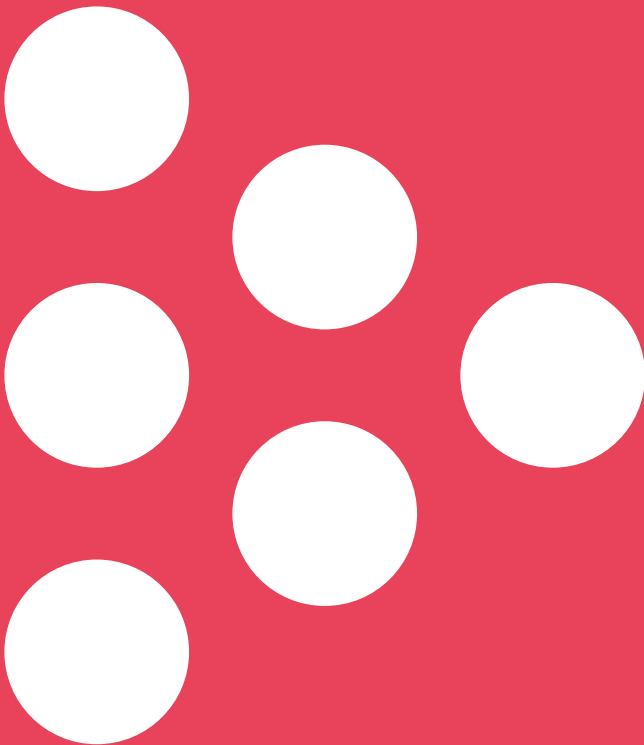
Measures to monitor the gender pay gap

We use our integrated HR and payroll system to report to our senior management team on equality and diversity across the Foundation; this enables potential gender imbalances to be identified and addressed. We will continue to review gender pay audit data as part of our regular monitoring of equality across the organisation.

Pay scales are published for the benefit of employees. We will continue to ensure that all staff have clear channels to communicate any issues regarding pay and benefits including through our regular staff surveys and Staff Council.



Evidence for excellence in education



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