

2022





NFER's staff are central to our mission. Without the commitment and expertise of every one of our staff, we cannot achieve our mission of improving outcomes for children and young people.

Treating everyone with respect and ensuring staff are rewarded fairly is central to NFER's ethos.

We have worked hard to support our colleagues during the challenging economic environment. In December 2022, we gave all employees a cost-of-living support payment, as we recognised that our people were facing higher costs across the board.

At the "snapshot date" of 5 April 2022, we had 411 staff, 278 female and 133 males, working across various roles.

Our 2022 figures continue to present a small gender pay gap: NFER's mean gender pay gap stands at 2.2% in favour of men, and the median pay gap is at 5.7%. This is significantly lower than the UK national median average for all employees in 2022 of 14.9% in favour of men.

Declaration

I'm pleased to publish our 2022 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

It is a legal requirement under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for any employer with more than 250 staff to report on their Gender Pay Gap and to publish information every year showing the pay gap between their male and female employees.

In accordance with these requirements, eligible employers report on:

- 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

The National Picture

The median gender pay gap for the whole economy is 14.9% according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures, a slight decrease from the revised 2021 figure of 15.4%

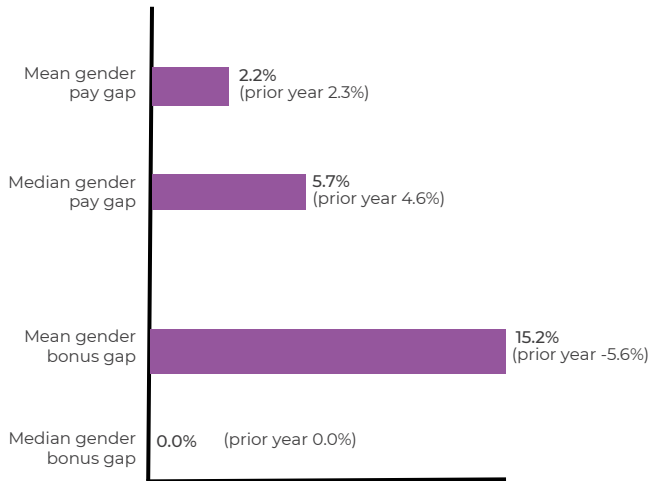
NFER's gender pay gap

NFER had 411 (prior year: 271) full-pay relevant employees on 5 April 2022, more than the number required to oblige the Foundation to report on its gender pay gap. The reason for the increased number of full-pay relevant employees is that we had a much higher number of temporary staff working in the relevant period this year.

NFER has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender or any other characteristic and remains committed to developing a diverse and inclusive workforce. This includes upholding equal treatment for all employees and creating an environment that allows all our people to thrive at work, regardless of their background, identity or circumstance.

NFER's mean gender pay gap is 2.2%

2022 – reporting in 2023

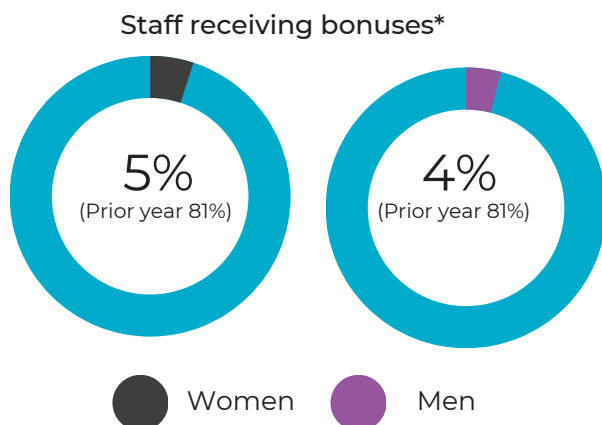


Compared to our 2021 report, NFER's median Gender Pay Gap has widened by 1.1% and the mean pay gap has reduced by 0.1%.

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 that men and women occupy within the organisation and the salaries that these roles attract.

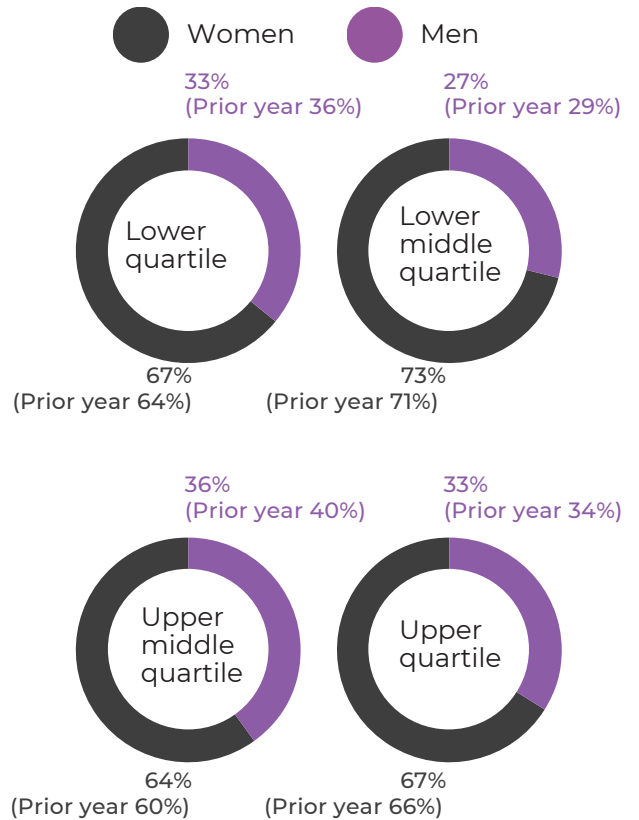
Our headcount on the "snapshot date" of 5 April 2022 included 278 (prior year: 177) women and 133 (prior year: 94) men working across a range of roles.

On that date, females represented 68% (65%) of NFER's staff and they accounted for between 64% and 73% of each quartile.



*The proportion of employees receiving bonuses is calculated using the total number of 'relevant employees' receiving a bonus employed at any time during the bonus year.

Proportion of males and females in each quartile pay band (workforce divided into four equal parts by salary):



Median and Mean Bonus Gender Pay Gaps

The median bonus gap remains at 0% while the mean bonus gap for 2022 is 15.2%, compared to -5.6% in 2021, with 4% of men and 5% of women receiving a bonus in the period.

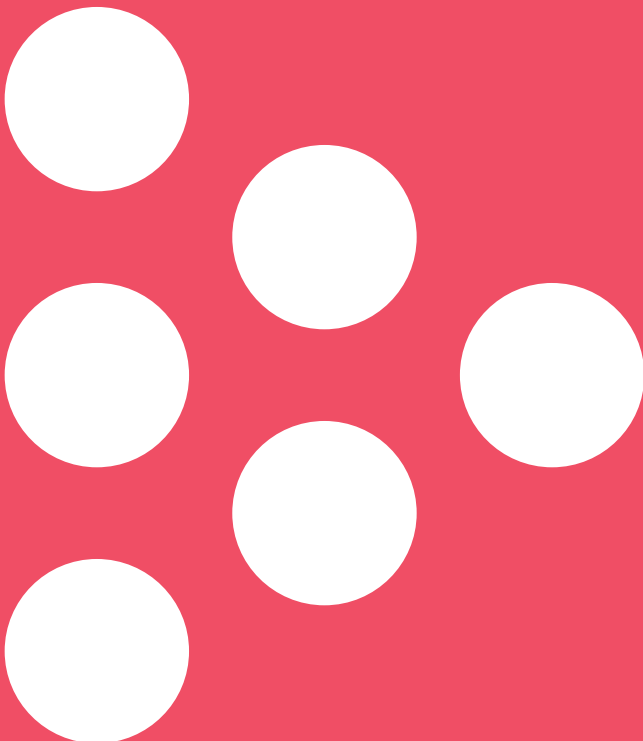
NFER's policy is to give bonuses for exceptional work and outstanding contributions to the work of the Foundation. The bonus scheme is open to all employees.

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 and ensure that all staff have clear channels to communicate any issues regarding pay and benefits, including through our employee surveys and Staff Council.

Evidence for excellence in education



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