

2023





NFER is fully committed to creating an inclusive and equitable organisation which values the diversity of our workforce.

Our people are at the centre of the Foundation and remain our priority, and we take seriously our responsibility to support them and provide them with a positive working environment which values the contribution of everyone.

This year, at the "snapshot date" of 5 April 2023, we had 300 staff, 209 females and 91 males, working across a range of roles. We acknowledge that our pay gap will fluctuate over time, and our 2023 figures continue to present a marginal gender pay gap.

NFER's mean gender pay gap stands at 3.6% in favour of men, and the median pay gap is at 4.3%. I'm encouraged that, compared to the UK national median average, our results continue to indicate that the pay gap across the foundation is significantly lower. However I also recognise that this must be an area of continual focus to ensure we remain true to our ambition of equity and inclusivity within the organisation.

Declaration

I'm pleased to publish our 2023 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 all employees across the UK economy is 14.3%, a decrease from 14.4% in 2022, according to the November 2023 statistical bulletin on the Gender pay gap in the UK: 2023 from the Office for National Statistics (ONS).

NFER's gender pay gap

NFER had 300 (prior year: 411) full-pay relevant employees on 5 April 2023, more than the number required to oblige the company to report on its gender pay gap. The reason for the decrease in the number of relevant employees is that we had fewer temporary staff working in the relevant period this year.

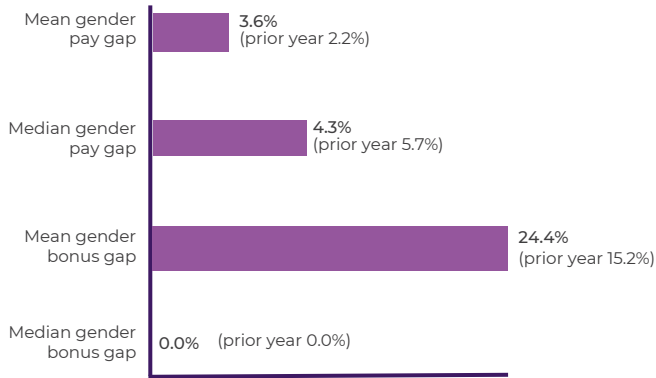
NFER has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender or any other characteristic and remains committed to developing a diverse and inclusive workforce. We uphold equal treatment for all employees and create an environment that allows all our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

NFER's median gender pay gap is 4.3%

2023 – Reporting in 2024

Compared to our 2022 report, NFER's median Gender Pay Gap has reduced by 1.4%, and the mean pay gap has increased by 1.4%.

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.

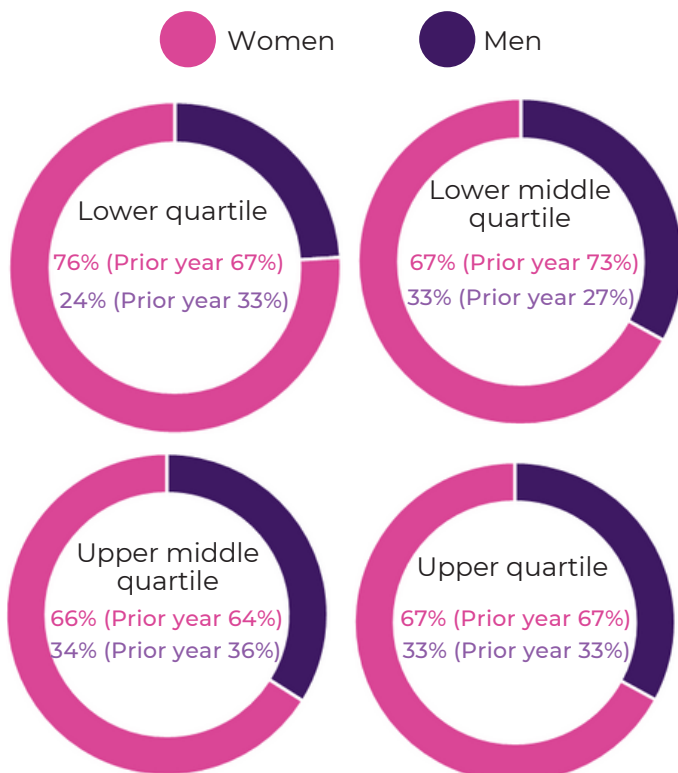


Our headcount on the “snapshot date” of 5 April 2023 included 209 (prior year: 278) women and 91 (prior year: 133) men working across a range of roles.

On that date, females represented 70% (prior year: 68%) of NFER's staff and they accounted for between 66% and 76% of each quartile.

Quartile Distribution

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

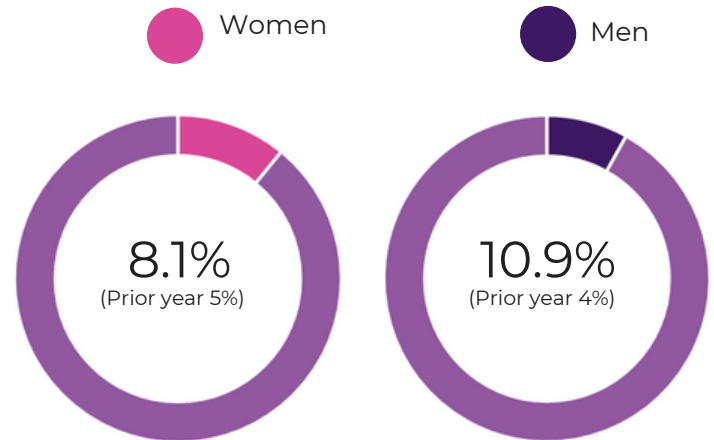


Median and Mean Bonus Gender Pay Gaps

The median bonus gap remains at 0%, while the mean bonus gap for 2023 is 24.4%, compared to 15.2% in 2022, with 10.9% of men and 8.1% 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.

Staff receiving bonuses



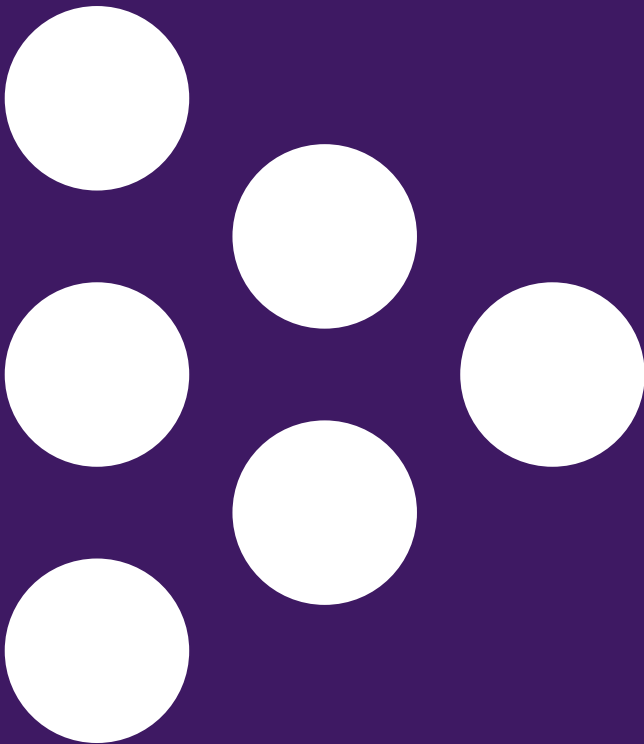
The proportion of employees receiving bonuses is calculated using the total number of 'relevant employees' receiving a bonus employed at any time during the bonus year.

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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