

2019





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.

This year, at the “snapshot date” of 5 April 2019, we had 260 staff, 186 female and 74 male, working across a range of roles.

I’m pleased that our 2019 figures indicate that for the second year running NFER’s mean gender pay gap is negligible at 0%. The median pay gap, at 4.6% in favour of men, compares very favourably with the UK national median average for 2019 of 17.3% for all employees (see below).

Declaration

I’m pleased to publish our 2019 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 17.3% according to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures, a small reduction from the 2018 figure of 17.8%

NFER’s gender pay gap

NFER had 260 (prior year: 355) full-pay relevant employees on 5 April 2019, more than the number required to oblige the company to report on its gender pay gap. The reason for the decreased number of our employees is that we had a large number of temporary staff working in the corresponding period last year.

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

NFER's mean gender pay gap for all staff is 0.0%

and ability and all employees are encouraged to develop their potential so that their talents, skills and expertise are fully utilised.

Mean gender pay gap	0.0% (Prior year -0.1%)
Median gender pay gap	4.6% (Prior year 0.0%)
Mean gender bonus gap	-16.4% (Prior year -1.0%)
Median gender bonus gap	0.0% (Prior year 0.0%)

NFER's mean gender pay gap is negligible at 0.0% (-0.1%). The median pay gap is 4.6% (0% in the previous year).

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*	0.8% (2.0%)	1.6% (2.5%)
Proportion of males and females in each quartile pay band (workforce divided into four equal parts by salary):		
Lower quartile	25% (27%)	75% (73%)
Lower middle quartile	31% (30%)	69% (70%)
Upper middle quartile	29% (21%)	71% (79%)
Upper quartile	29% (24%)	71% (76%)

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

Our headcount on the "snapshot date" of 5 April 2019 included 186 (264) women and 74 (91) men working across a range of roles. On that date, females represented 72% (74%) of NFER's staff and they accounted for between two thirds and three quarters of each quartile.

Median and Mean Bonus Gender Pay Gaps:

The median bonus gap is 0% as it was last year while the mean bonus gap is -16.4% (-1.0%), with 0.8% (2.0%) of men and 1.6% (2.5%) of women receiving a bonus in the period.

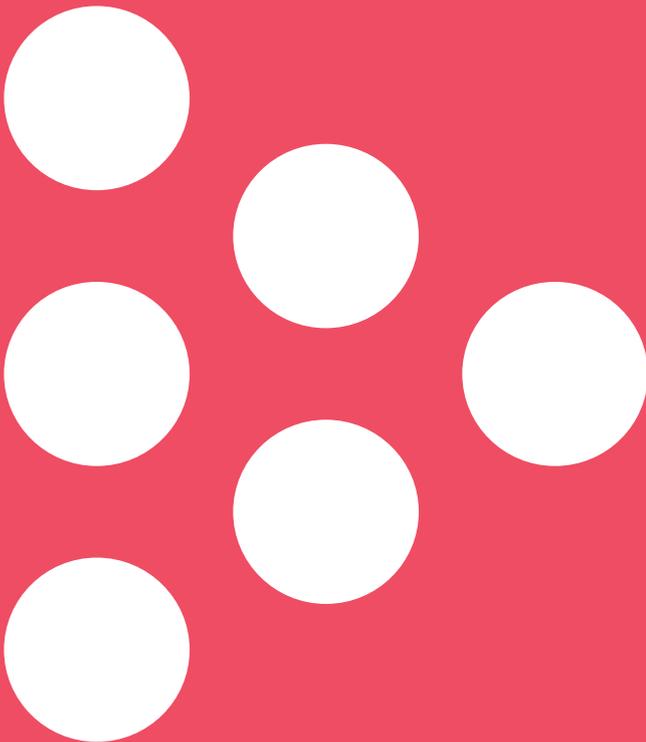
NFER's current policy is to give bonuses for exceptional work and outstanding contributions to the work of the Foundation. The bonus scheme is open to all permanent staff and to staff on longer fixed term contracts.

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



Evidence for excellence in education



© National Foundation for Educational Research 2020

All rights reserved. No part of this document may be reproduced or transmitted in any form or by any means, electronic, mechanical, photocopying, or otherwise, without prior written permission of NFER.

The Mere, Upton Park, Slough, Berks SL1 2DQ
T: +44 (0)1753 574123 • F: +44 (0)1753 691632
enquiries@nfer.ac.uk

www.nfer.ac.uk

