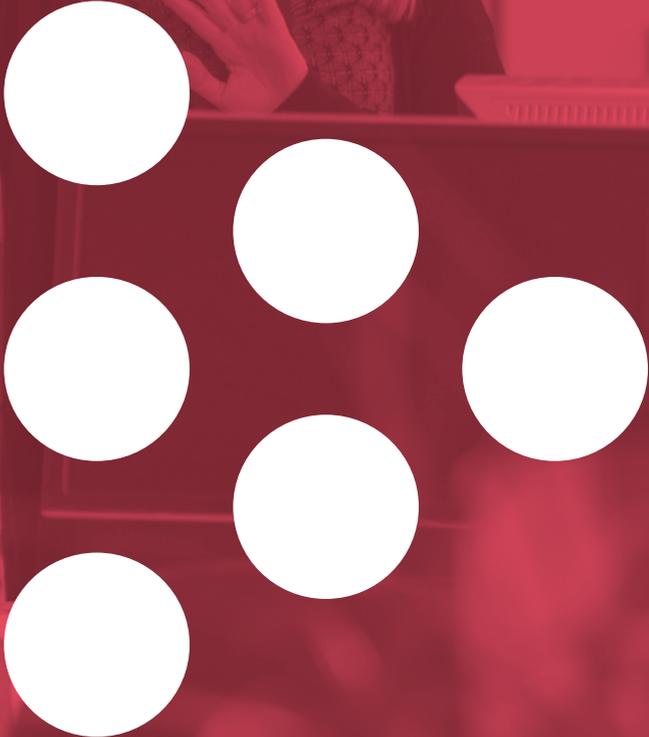


2020





The last year has been unprecedented, with lockdowns, homeworking and home-schooling but at NFER it has reinforced the importance of our people and

how their talents, skills and experiences remain critical to our success. I want to thank them for their dedication as we continue to work hard to build an equal, diverse and inclusive workforce for all.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 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 2020, we had 521 staff, 363 female and 158 male, working across a range of roles.

I’m delighted that our 2020 figures continue to indicate parity in our gender pay gap reporting from prior years, with NFER’s median pay gap negligible at 0%. In comparing this to the UK national median average for 2020 of 15.5% for all employees (see below) NFER results remain positive.

Declaration

I’m pleased to publish our 2020 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 15.5% according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures, a marked reduction from the 2019 figure of 17.3%.

NFER’s gender pay gap

NFER had 521 (prior year: 260) full-pay relevant employees on 5 April 2020, 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 had a large number of temporary staff working in the relevant period this year.

NFER is committed to the principle of equal opportunities and equal treatment for all employees, encouraging diversity and inclusion amongst our workforce by having policies in place to help create an environment that allows all our people to thrive at work, regardless of their background, identity or circumstance.

NFER has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender or any other characteristic.

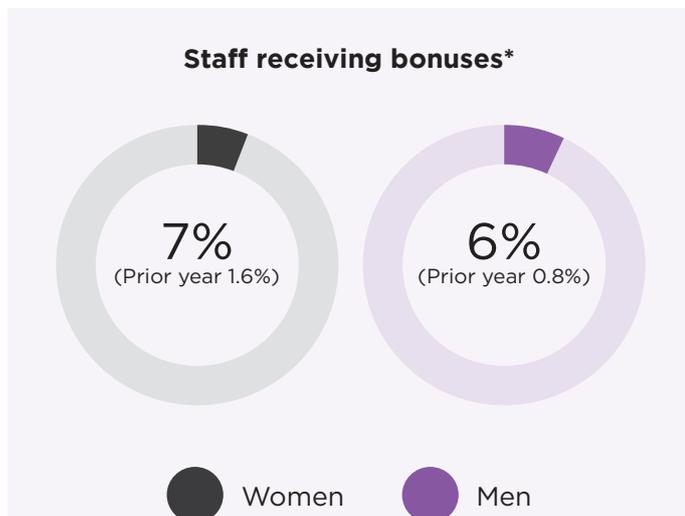
NFER's median gender pay gap for all staff is 0%

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.

Mean gender pay gap	1.5% (Prior year 0.0%)
Median gender pay gap	0.0% (Prior year 4.6%)
Mean gender bonus gap	-13.3% (Prior year -16.4%)
Median gender bonus gap	0.0% (Prior year 0.0%)

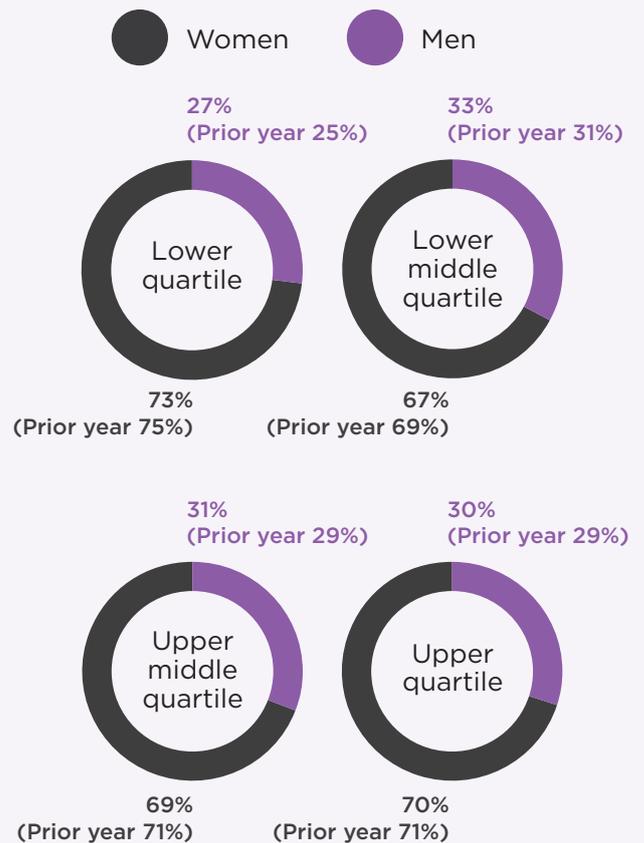
NFER's median gender pay gap is 0.0% (Prior year: 4.6%). The mean pay gap is 1.5% (0.0% in the previous year).

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.



*The proportion of staff receiving bonuses is calculated using the total number of 'relevant full pay staff' 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):



Our headcount on the "snapshot date" of 5 April 2020 included 363 (186) women and 158 (74) men working across a range of roles. On that date, females represented 70% (72%) of NFER's staff and they accounted for between two thirds and three quarters of each quartile.

Median and Mean Bonus Gender Pay Gaps

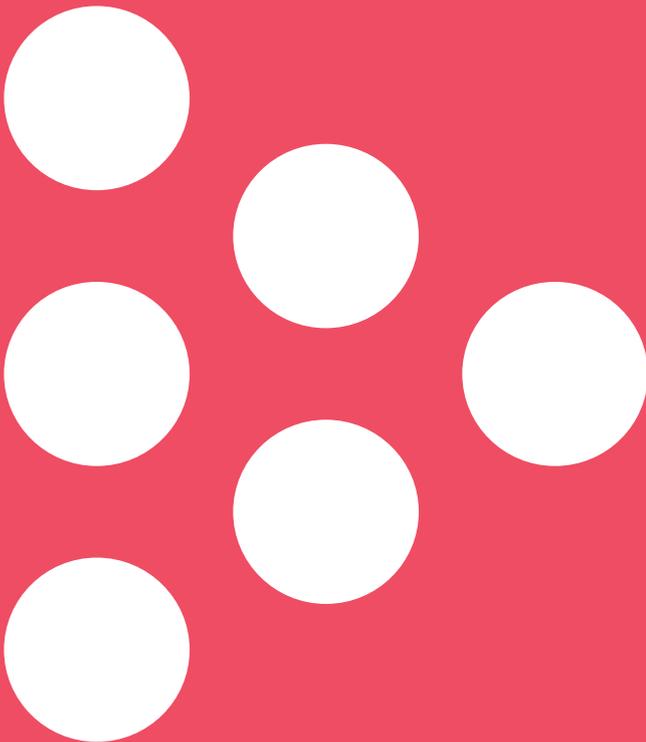
The median bonus gap is 0% as it was last year while the mean bonus gap is -13.3% (-16.4%), with 6% (0.8%) of men and 7% (1.6%) of women receiving a bonus in the period.

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 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



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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

