

# 2025





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

Our people are at the centre of the Foundation and remain our priority. We take our responsibility to support our people with a positive working environment that values everyone's contribution seriously.

At the "snapshot date" of 5 April 2025, we had 359 staff, 253 females and 106 males, working across various roles.

As the leading independent provider of education research and insights, we rely heavily on our passionate and dedicated workforce to support our mission to improve outcomes for future generations everywhere and to support positive change across education systems.

While our permanent employment numbers have remained relatively consistent over recent years, our temporary workforce can vary greatly. As a result, our pay gap fluctuates from year to year.

NFER's mean gender pay gap stands at 6.4% in favour of men, and the median pay gap is 1.5%.

NFER's pay gap continues to be lower than the UK national average. NFER remains confident that gender pay gaps do not stem from paying men and women differently for the same or equivalent work. They reflect changes in the roles needed to deliver our work and the mix of men and women filling those roles.

**Carole Willis, Chief Executive at NFER**

**Declaration**

I'm pleased to publish our 2025 gender pay gap report and can confirm that the data contained in this report are accurate and in line with statutory requirements.

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 12.8%, a decrease from 13.1% in 2024, according to the October 2025 statistical bulletin on the Gender pay gap in the UK: 2025 from the Office for National Statistics (ONS).

**NFER's gender pay gap**

NFER had 359 (prior year: 360) full-pay relevant employees on 5 April 2025, more than the number required to oblige the company to report on its gender pay gap.

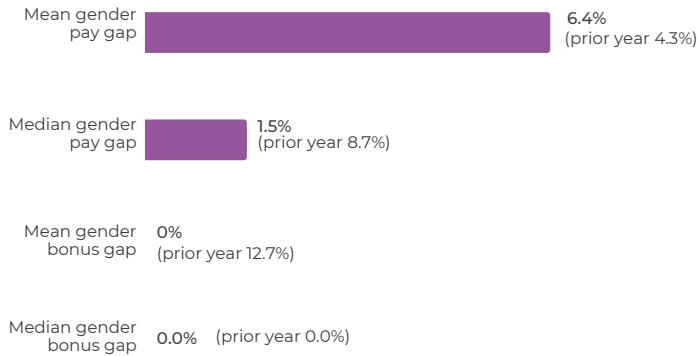
NFER has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender or any other characteristic and remains committed to developing a diverse and inclusive workforce. We uphold equal treatment for all employees and create an environment that allows all our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

**NFER's median gender pay gap is 1.5%**

## 2025 – Reporting in 2026

Compared to our 2024 report, NFER's median Gender Pay Gap has decreased by 7.2 percentage points, and the mean pay gap has increased by 2.1 percentage points.

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.

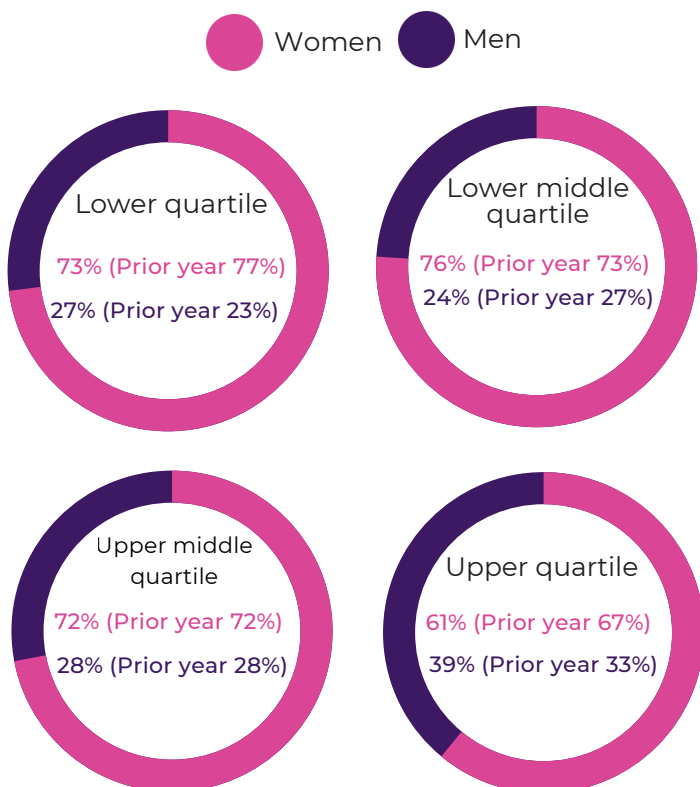


Our headcount on the “snapshot date” of 5 April 2025 included 253 (prior year: 260) women and 106 (prior year: 100) men working across a range of roles.

On that date, females represented 71% (prior year: 72%) of NFER's staff and they accounted for between 61% and 76% of each quartile.

## Quartile Distribution

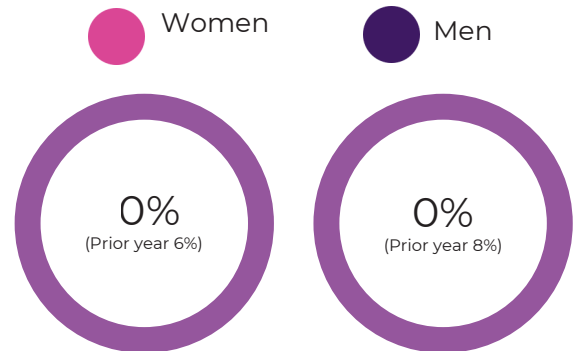
Proportion of males and females in each quartile pay band (workforce divided into four equal parts by salary):



## Median and Mean Bonus Gender Pay Gaps

NFER did not operate a bonus scheme in 2025, therefore no bonus gender pay gap exists.

### 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.

## Factors affecting the published gender pay gap

The gender pay gap at NFER is heavily influenced by two factors.

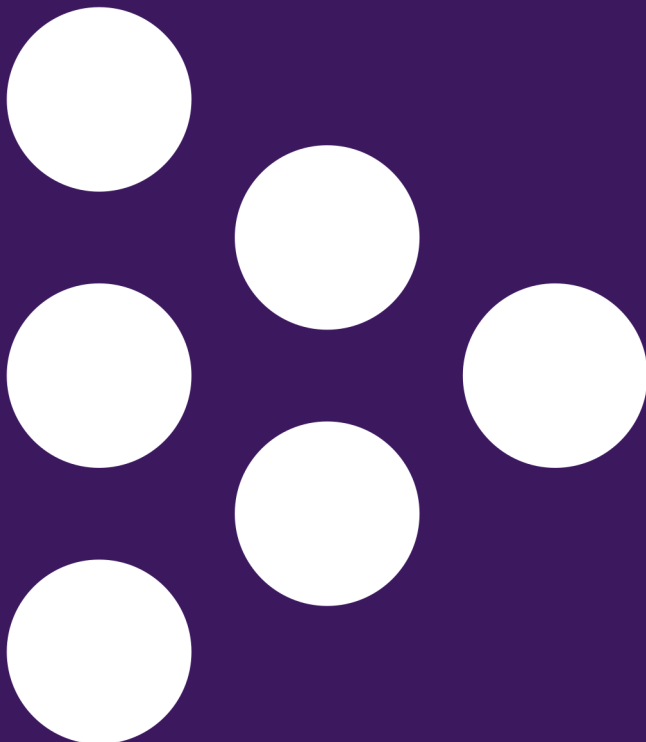
Firstly, our employee salary sacrifice pension scheme affects the official calculations, as government guidance requires pay to be calculated after salary sacrifice arrangements are applied.

Our analysis shows that pension salary sacrifice continues to have a gendered effect because, on average, women reduce their reportable pay by more than men through higher pension contribution rates.

Secondly, there are large variations in both the size and gender composition of our temporary workforce, and the roles they fill, on a year to year basis. This has a significant bearing on the gender pay gap and helps explain why results can fluctuate between reporting years.



# Evidence for excellence in education



© National Foundation for Educational Research 2026

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](mailto:enquiries@nfer.ac.uk)

[www.nfer.ac.uk](http://www.nfer.ac.uk)

