

GENDER PAY GAP REPORT 2023 - 2024

WHAT IS THE GENDER PAY GAP?

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across an entire organisation and it can be driven by the variance in numbers of men and women across all roles.

It is important not to confuse gender pay gap with equal pay. Equal pay, where men and women receive equal pay for equal work, is a long-established principle in the UK and NFG pays men and women equally for conducting the same, similar, or equivalent work.

I am proud that NFG across the UK has always been a place where people can progress regardless of who they are and that they are fully accepted without judgement. We are committed to creating safe, nurturing environments with wellbeing at our heart, caring about what we do and each other and valuing diversity.

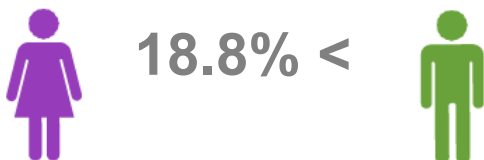
We have been monitoring our gender pay gap and are pleased to publish our latest findings.

When we look at our pay gap, we know there are several key drivers:

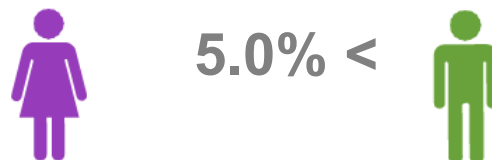
- 88% of our employees are female, reflecting the industry's high reliance on female social workers
- Salaries are calculated after salary sacrifice and Pension contributions

Our Gender Pay Gap is a result of having a very high proportion of female employees that work across all job types throughout the business and significantly in social work roles and administration roles.

Mean Gender Pay Gap



Median Gender Pay Gap

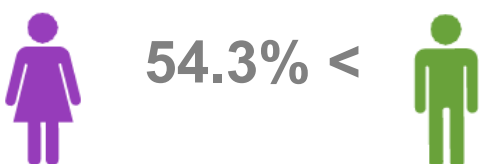


Bonus payments are the same by job role. Mean bonus Gender Pay Gap is 54.3% whilst the median Gender Pay Gap is 58.3%.

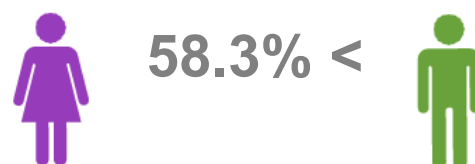
Our results mainly reflect a wider bonus scheme for referral teams, which is results driven and typically averages below management incentive scheme bonuses paid.

Bonus's excluding this group do not show any significant disparities between male & female. The breadth of the scheme is shown in the percentage of females receiving a bonus, at 8.2% vs 6.5% male and, of all bonuses granted, 90% were to females (vs 88% of the workforce).

Mean Bonus Gender Pay Gap



Median Bonus Gender Pay Gap



Quartile Pay Bands



82%
88%
87%
93%

Upper Quartile
Upper Middle Quartile
Lower Middle Quartile
Lower Quartile

18%
12%
13%
7%



Proportion of males and females receiving a bonus payment

The following are based on the percentage of men or women receiving a bonus as against total men or women as of 5th April 2023.



8.2%

of females received a bonus

6.5%

of males received a bonus



90%

Of the bonuses granted, Ninety percent were paid to female employees

NFG is committed to ensure equal pay for equal work and therefore all employees are offered the same starting salary for the same role, barring regional differences, irrespective of gender, race, age, disability, religion, sexuality, or marital status.

We are pleased with the progress made on gender pay practice since our last report and will continue to look at closing existing gaps to create greater balance. We remain committed to appointing the best candidate into a role regardless of their gender or any other factor covered by the Equality Act.



Steve Christie
CEO