

Gender Pay Gap Report 2024 - 2025

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:

- 87% of our employees are female, reflecting the industry's high reliance on female social workers
- Within our workforce, a higher proportion of females currently hold administrative roles than males
- As at the reporting date, 33% of the Executive Team were female, which is above average for UK companies of our size

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 (**)



Explanation

The % shown above is the difference in average hourly earnings between men and women, as a proportion of men's average hourly earnings. This is measured in two different ways:

(*) Mean = the average hourly earnings when summing up total hourly pay and dividing by the number of employees

(**) Median = the midpoint of the hourly earnings when sorted by lowest to highest

Bonus payments

The bonus gender pay gap is the difference between the average bonus pay of relevant female employees (taken as a single group) and the average bonus pay of relevant male employees (again taken as a single group), expressed as a percentage. This is calculated using both the mean and median, as defined above.

Bonus payments are the same by job role. Mean bonus Gender Pay Gap is 70.6% whilst the median bonus Gender Pay Gap is 18.1%.

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

Mean Bonus Gender Pay Gap



Median Bonus Gender Pay Gap



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 employed as of 5th April 2024:



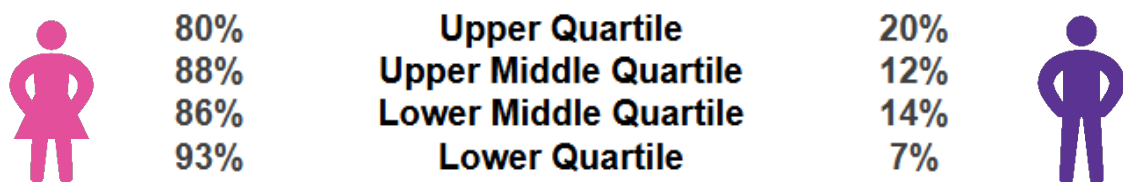
Proportion of bonus payments paid

Of the bonuses granted, eighty five percent were paid to female employees:



Quartile Pay Bands

The quartile pay bands are calculated by dividing employees into four equal groups based on their hourly pay, from highest to lowest and calculating the percentage of females and males in each quartile.



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

Our people are at the heart of everything we do and so we remain absolutely committed to appointing the best candidate to a role, regardless of their gender or any other factor covered by the Equality Act.



Tim Barclay
CEO