

# 2021





In a year when we marked 75 years of NFER research and insights, our people have remained our priority. As well as working hard to support our colleagues as

we continue to navigate the pandemic NFER has also been taking a focus on Equality, Diversity and Inclusion across the organisation.

This year, at the “snapshot date” of 5 April 2021, we had 271 staff, 177 female and 94 male, working across a range of roles.

I can report that our 2021 figures continue to present a marginal gender pay gap: NFER’s mean gender pay gap stands at 2.3% in favour of men and the median pay gap at 4.6%. This compares favourably to the UK national median average for all employees in 2021 of 15.4% in favour of men.

#### Declaration

I’m pleased to publish our 2021 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 15.4% according to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures, a slight rise from the revised 2020 figure of 14.9%

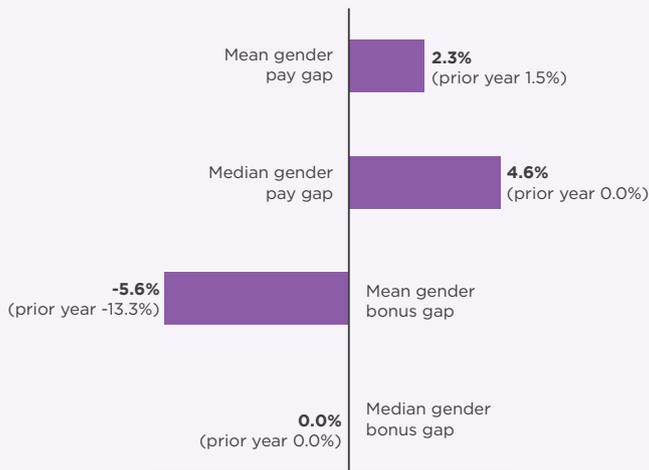
## NFER’s gender pay gap

NFER had 271 (prior year: 521) full-pay relevant employees on 5 April 2021, more than the number required to oblige the company to report on its gender pay gap. The reason for the significant decrease in the number of employees is that we had a much lower number of temporary staff working in the relevant period this year.

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. Upholding equal treatment for all employees is central to our values, as is creating an environment that allows all our people to thrive at work, regardless of their background, identity or circumstance.

NFER’s mean gender pay gap for all staff is 2.3%

## 2021 - reporting in 2022

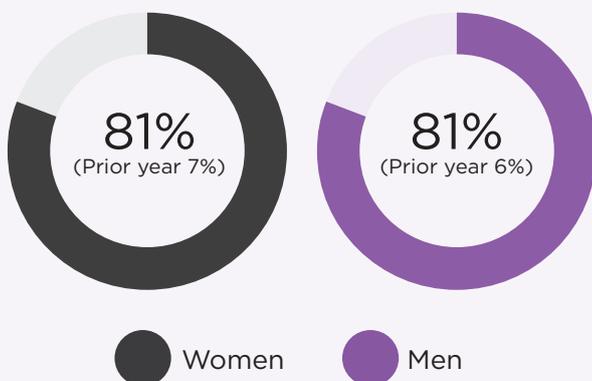


Compared to our 2020 report, NFER's median Gender Pay Gap has widened by 4.6% and the mean pay gap by 0.8%. This change is driven principally by the constituency of our workforce, with an increase in the proportion of male colleagues in the upper middle and upper quartile pay bands.

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.

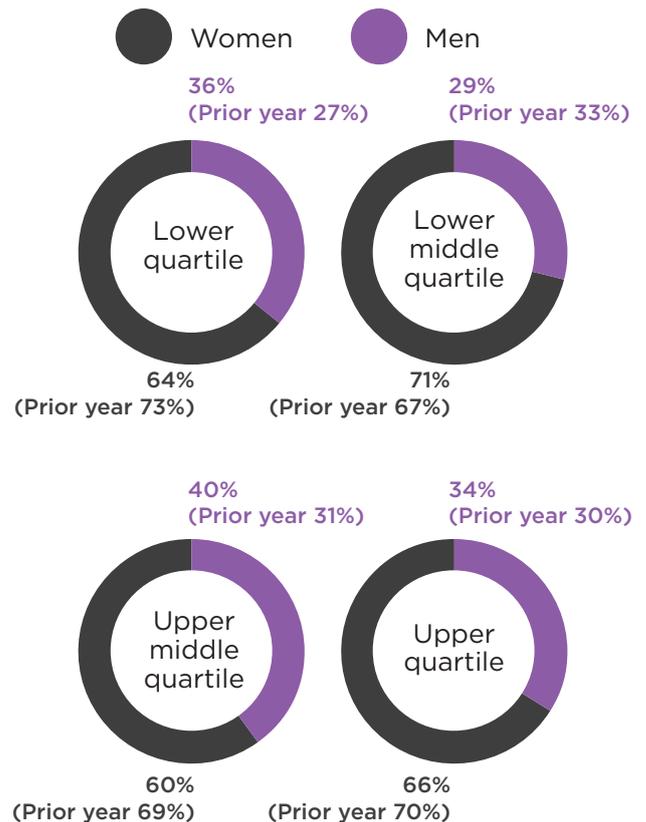
Our headcount on the "snapshot date" of 5 April 2021 included 177 (363) women and 94 (158) men working across a range of roles. On that date, females represented 65% (70%) of NFER's staff and they accounted for between 60% and 71% of each quartile.

## Staff receiving bonuses\*



\*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):



## Median and Mean Bonus Gender Pay Gaps

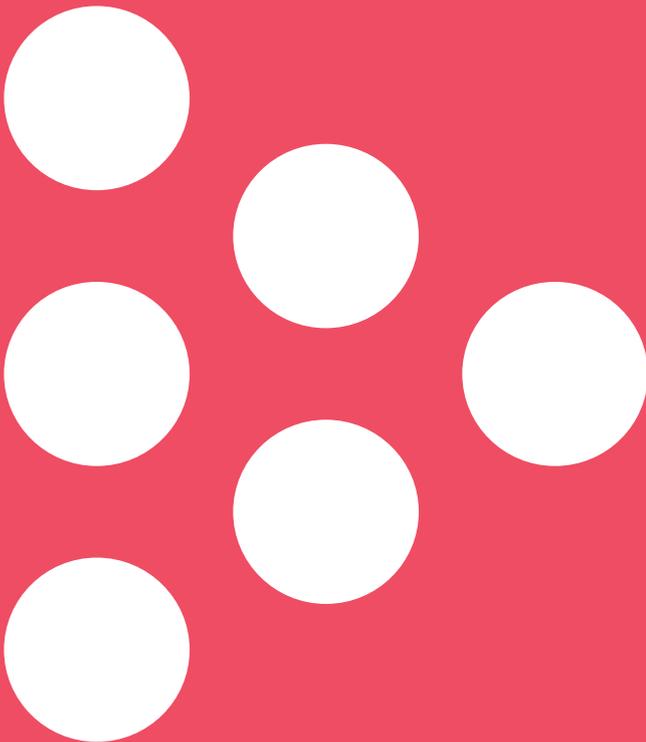
The median bonus gap remains at 0% while the mean bonus gap for 2021 is -5.6%, compared to -13.3% in 2020, with 81% of men and 81% of women receiving a bonus in the period.

NFER's 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. In 2021 the trustees awarded a one off payment to all permanent staff employed during 2020 in recognition of their hard work to continue their valuable research notwithstanding the considerable disruption to their working lives resulting from the Covid-19 pandemic and the partial closure of schools.

## 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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