

2024





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

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

At the "snapshot date" of 5 April 2024, we had 360 staff, 260 females and 100 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 4.3% in favour of men, and the median pay gap is at 8.7%. Despite an increase since 2023, NFER's pay gap continues to be lower than the UK national average.

NFER remains confident the 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.

#### Declaration

I'm pleased to publish our 2024 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 all employees across the UK economy is 13.1%, a decrease from 14.2% in 2023, according to the October 2024 statistical bulletin on the Gender pay gap in the UK: 2024 from the Office for National Statistics (ONS).

## NFER's gender pay gap

NFER had 360 (prior year: 300) full-pay relevant employees on 5 April 2024, more than the number required to oblige the company to report on its gender pay gap. The reason for the increase in the number of relevant employees is that we had more temporary staff working in the relevant period this year.

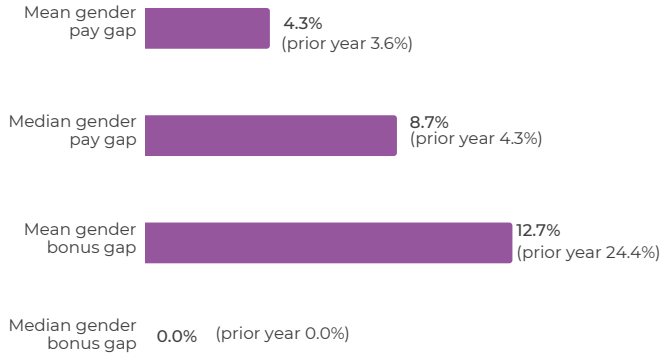
NFER has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender or any other characteristic and remains committed to developing a diverse and inclusive workforce. We uphold equal treatment for all employees and create an environment that allows all our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

NFER's median  
gender pay gap is  
8.7%

## 2024 – Reporting in 2025

Compared to our 2023 report, NFER's median Gender Pay Gap has increased by 4.4 percentage points, and the mean pay gap has increased by 0.7 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.

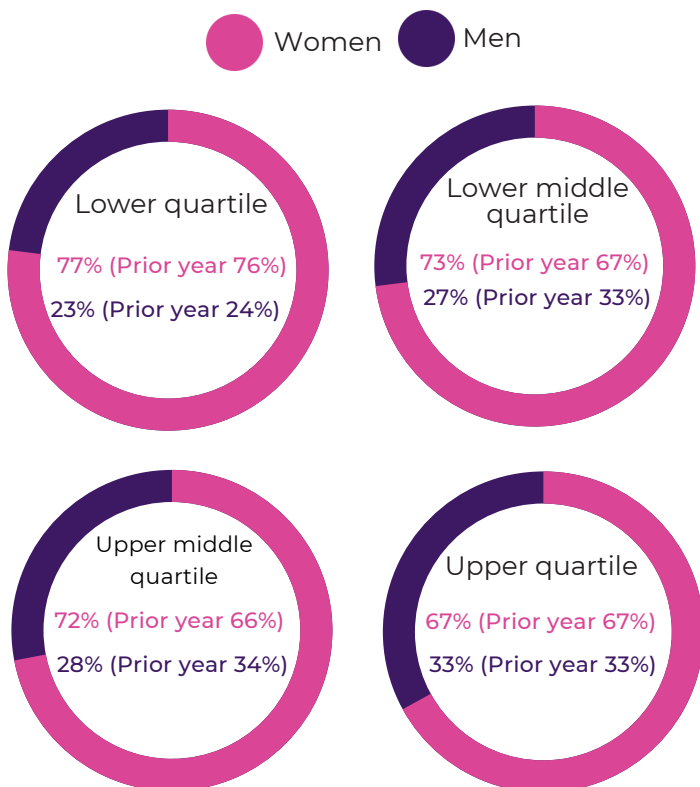


Our headcount on the “snapshot date” of 5 April 2024 included 260 (prior year: 209) women and 100 (prior year: 91) men working across a range of roles.

On that date, females represented 72% (prior year: 70%) of NFER's staff and they accounted for between 67% and 77% of each quartile.

## Quartile Distribution

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

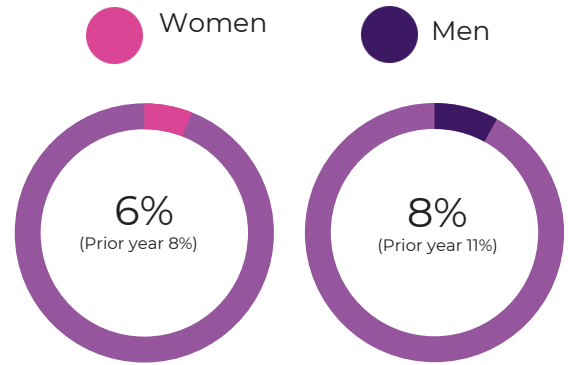


## Median and Mean Bonus Gender Pay Gaps

The median bonus gap remains at 0%, while the mean bonus gap for 2024 is 12.7%, compared to 24.4% in 2024, with 8% of men and 6% 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 employees in the years in which the scheme is operational.

### 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

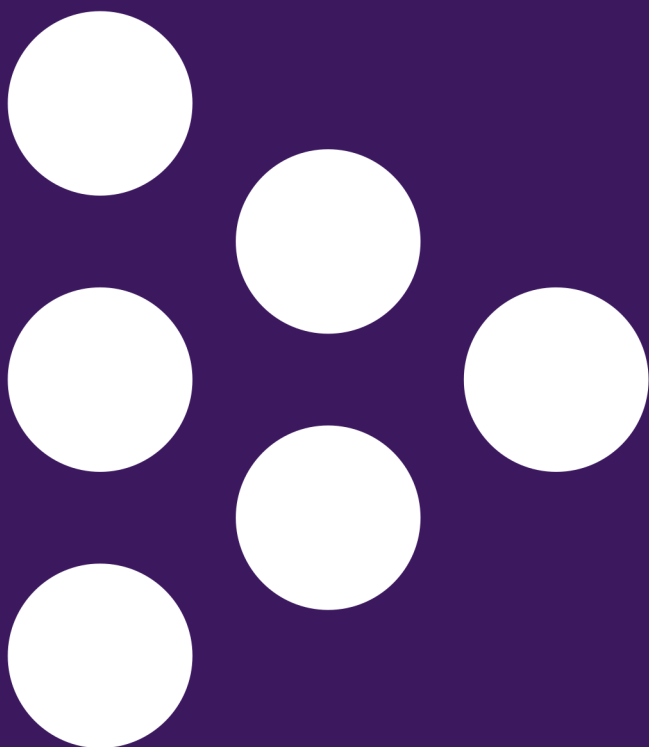
The gender pay gap at NFER is heavily influenced by two factors.

Firstly, our employee salary sacrifice pension scheme affects the official calculations, as government guidelines require the use of post-sacrifice salaries in the calculations. In 2024 our female employees chose to contribute more of their salary to pensions than men.

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 explains the variations year to year.

The median gender pay gap for NFER's permanent employees, based on contractual salaries (before pension salary sacrifice) in 2024 was 2.9%.

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

