



# NFA Gender Pay Gap Report 2018-19

## 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.

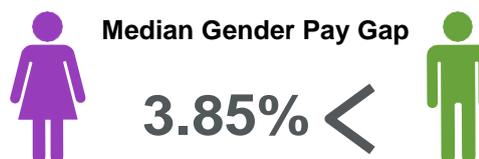
It is important not to confuse gender pay gap with equal pay. Equal pay, where men and women receive equal pay for equal work, is a long established principle in the UK and NFA pays men and women equally for carrying out the same, similar or equivalent work.

I am proud that NFA 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. Our value 'Inclusive Spaces' references our commitment to creating safe, nurturing environments, caring about what we do and each other, and valuing diversity

We have been monitoring our gender pay gap and are now obliged under legislation to publish our findings.

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

- 87% of our employees are female
- Salaries are calculated after salary sacrifice; noting in particular employees' Childcare Vouchers (predominantly taken up by female employees) and NFAPension



- Bonus payments are the same by job role, but reflective of senior roles or performance related criteria. The outcome is, however, diluted by the larger number of female employees



### Quartile Pay Bands



**82%** Upper Quartile  
**88%** Upper Middle Quartile  
**91%** Lower Middle Quartile  
**87%** Lower Quartile



**18%** Upper Quartile  
**12%** Upper Middle Quartile  
**9%** Lower Middle Quartile  
**13%** Lower Quartile

\* NFA only and correct at April 2019



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## 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 at 5th April 2019:



**25%**

of females received a bonus



**34%**

of males received a bonus



**87%**

Of the bonuses granted,  
87% were paid to female employees

NFA 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.

I confirm these statements are accurate to the best of my knowledge and belief.

**David Leatherbarrow**

Chief Executive,  
NFA Group