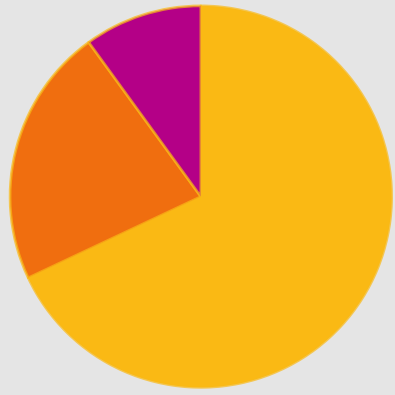


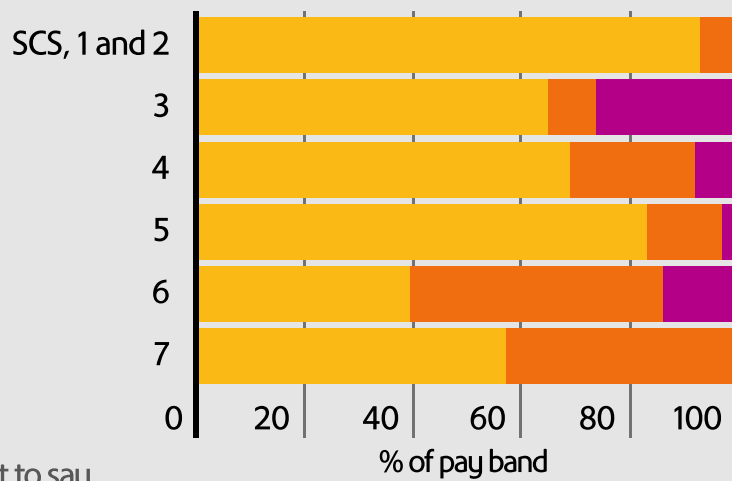
NS&I Equality and Diversity data 2018-19

All data rounded to the nearest 1%
Data correct as of 31 March 2019

Overall ethnicity

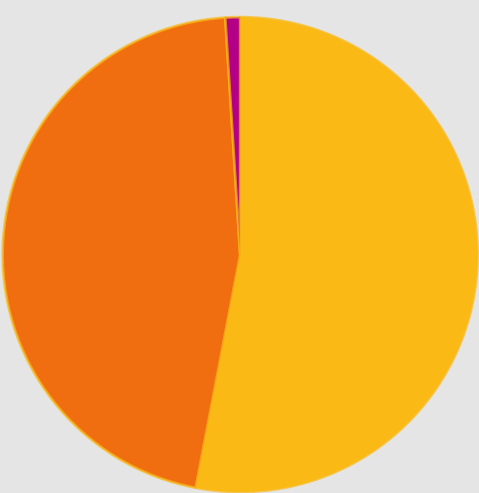


Ethnicity by pay band

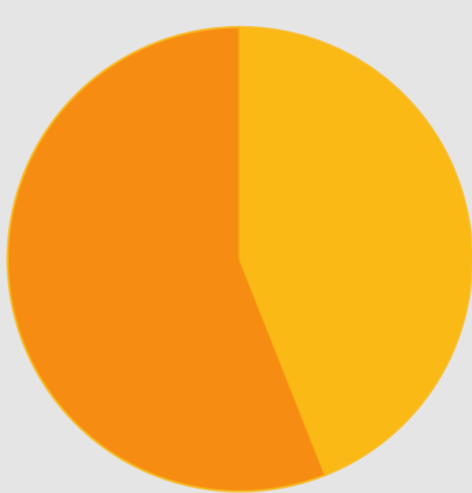


68% of employees at NS&I are of White ethnicity, while 22% identify as Black, Asian, or a minority ethnicity. 10% have chosen not to disclose an ethnicity.

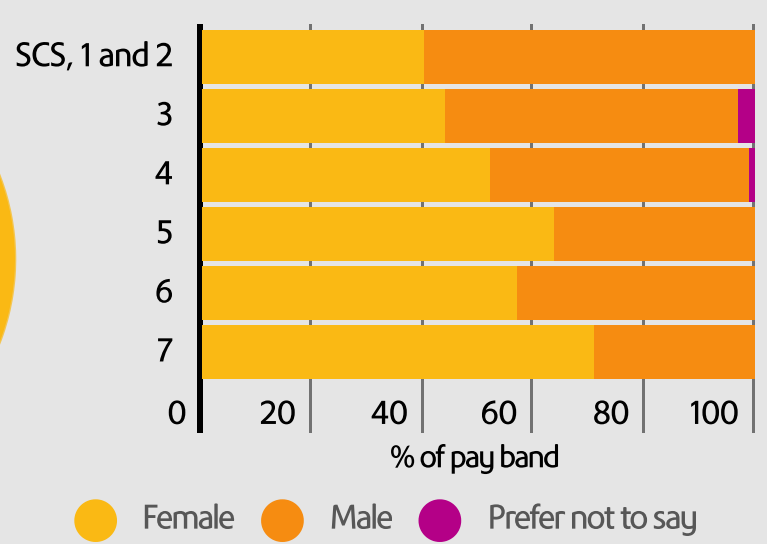
Overall gender



Gender at ExCo

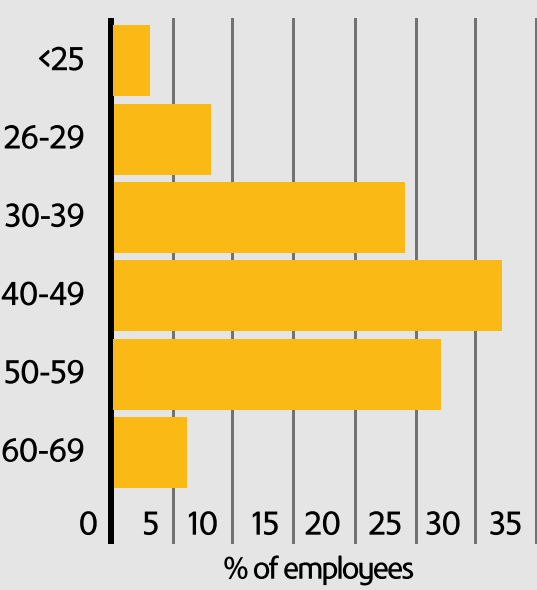


Gender by pay band



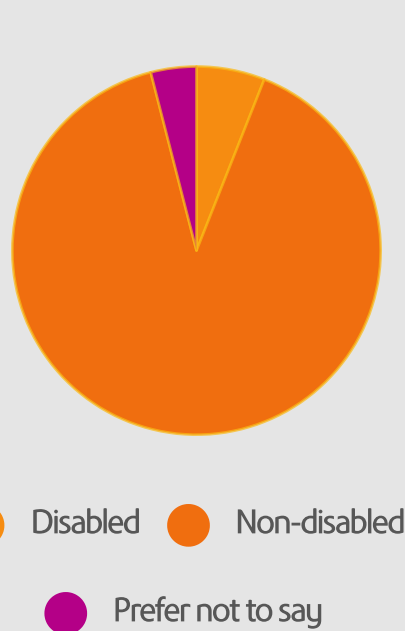
47% of employees across NS&I identify as male, while 44% of the Executive Committee are female. 71% of employees in Pay Band 7 are female, and 60% of employees in Pay Bands SCS, 1 and 2 are male. Gender distribution in Pay Bands 3, 4, and 6 is more equal, within the range of 43- 57% across both sides.

Age



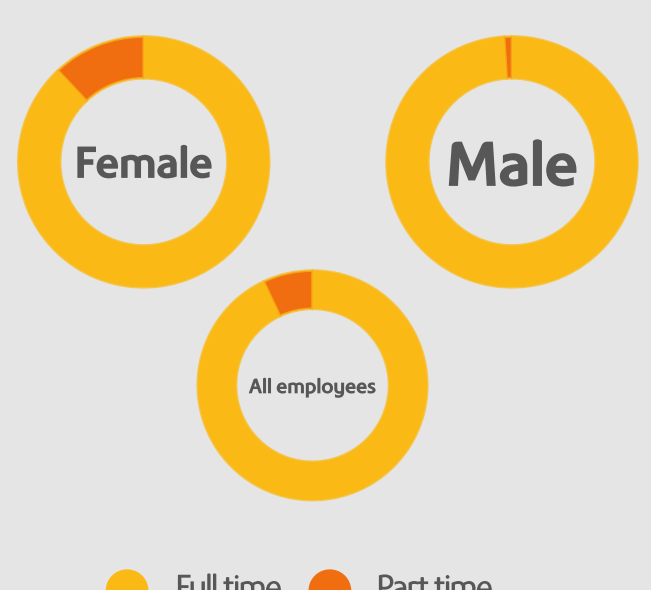
Over a third (35%) of employees are less than 40 years old, while 65% are aged 40 and over.

Disability



6% of employees disclosed a disability.

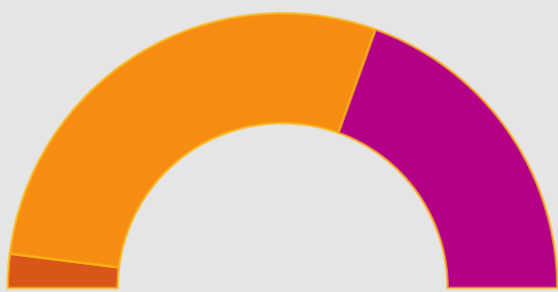
Working patterns



7% of employees work part time with the majority being female. Of those who work full time, 61% are working flexibly under our Nine Day Fortnight scheme.

More employees preferred not to say for some aspects of diversity...

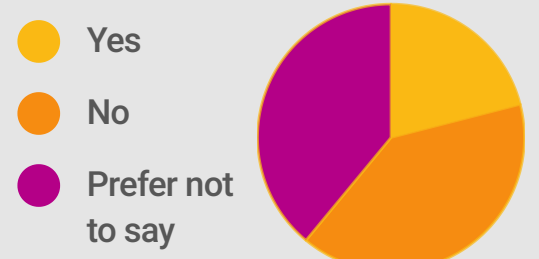
Sexual orientation



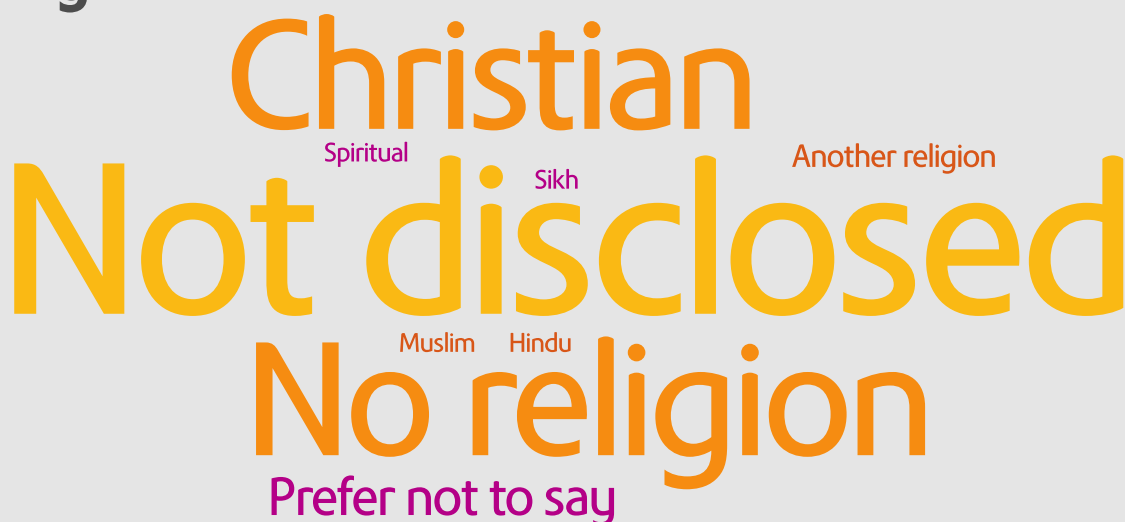
4% of employees disclosed that they are LGBT.

Supporting family or friends

21% have told us that they support someone with a long-term physical or mental illness, a disability or problems related to old age.



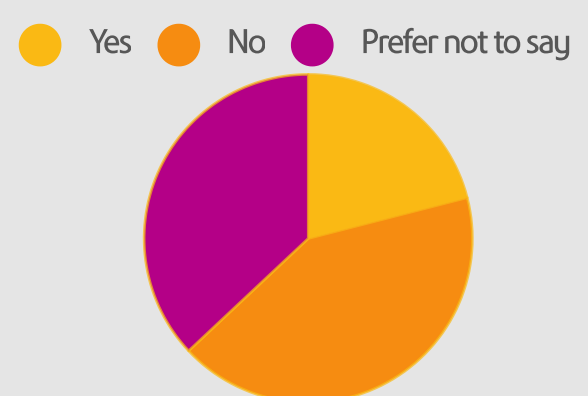
Religion



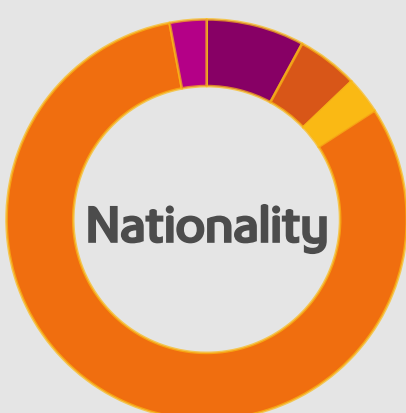
Just under a third (31%) have disclosed a religion

Childcare responsibilities

A fifth of the workforce disclosed that they have childcare responsibilities.

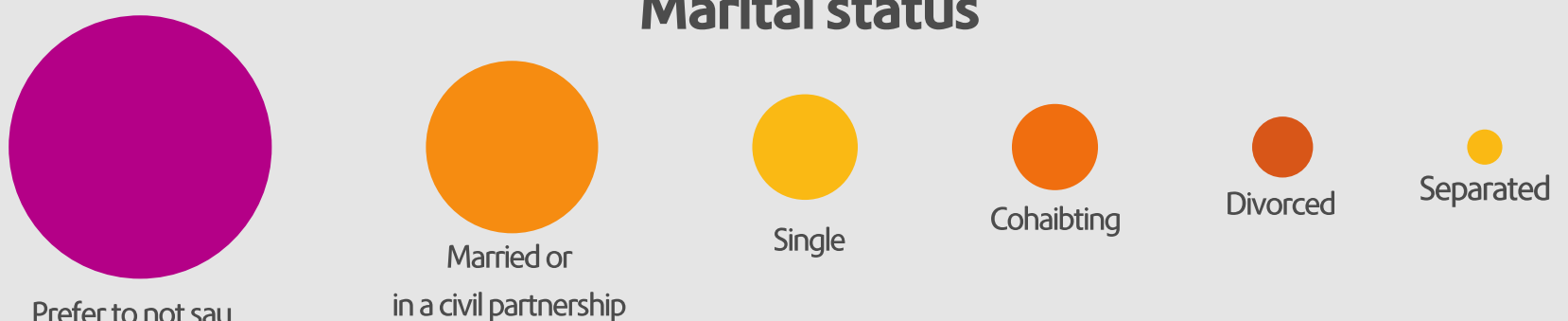


- Dual Nationality
- EU
- Outside EU
- UK
- Prefer not to say



82% of NS&I employees are UK nationals and 8% hold dual nationality.

Marital status



24% of employees told us that they are married or in a civil partnership.