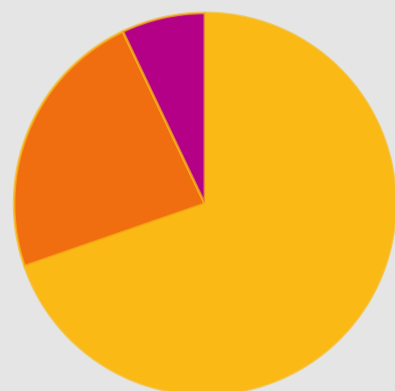


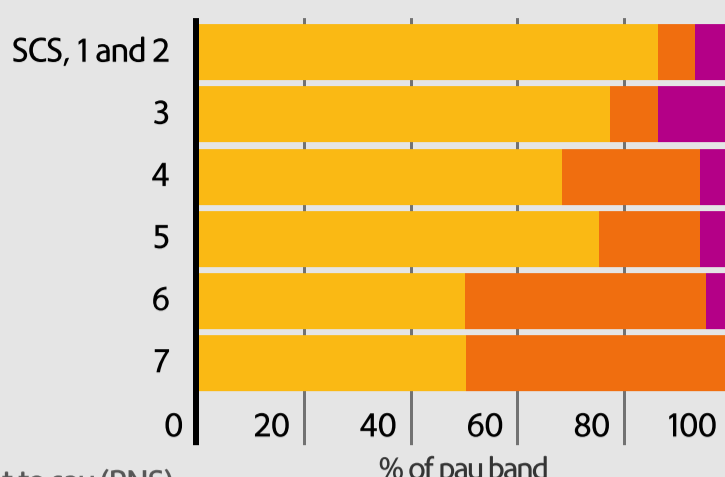
# NS&I Equality and Diversity data 2019-20

All data rounded to the nearest 1%  
Data correct as of 31 March 2020

## Overall ethnicity



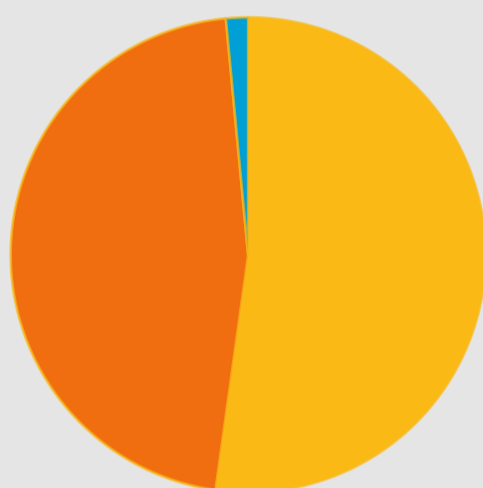
## Ethnicity by pay band



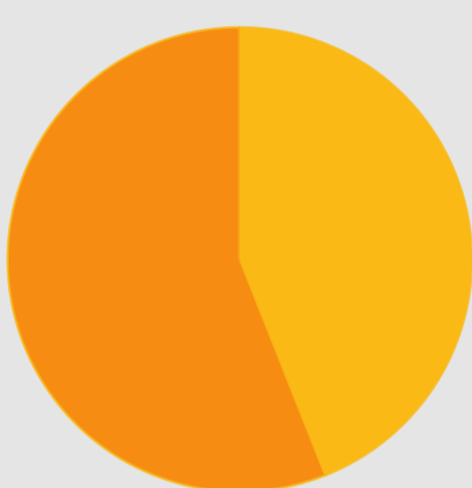
69% of employees at NS&I are of White ethnicity, while 23% identify as Black, Asian, or a minority ethnicity. 7% have chosen not to state an ethnicity.

White BAME Prefer not to say (PNS)

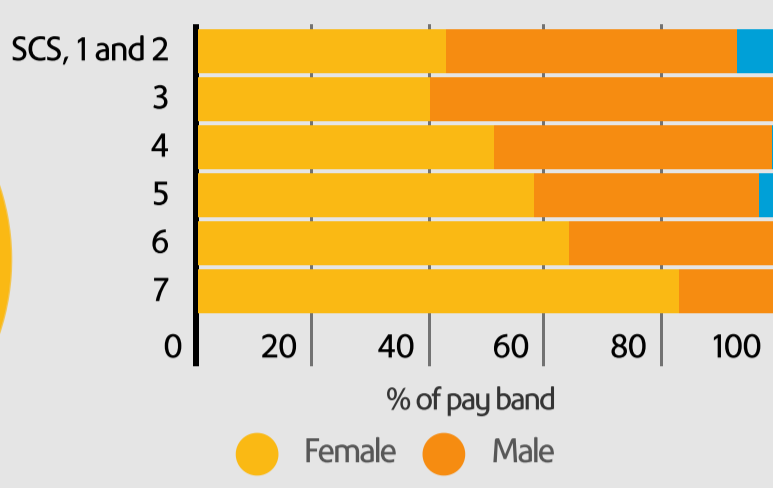
## Overall gender



## Gender at ExCo

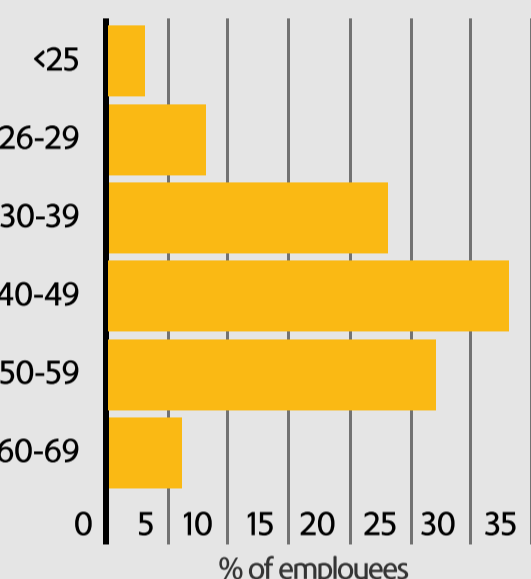


## Gender by pay band



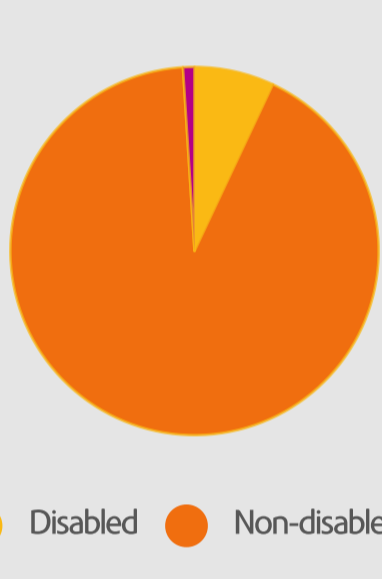
46% of employees across NS&I identify as male, while 44% of the Executive Committee are female. 83% of employees in Pay Band 7 are female, and 50% of employees in Pay Bands SCS, 1 and 2 are male. Gender distribution in Pay Bands 3, 4, and 5 is more equal, within the range of 40- 60% across both sides.

## Age



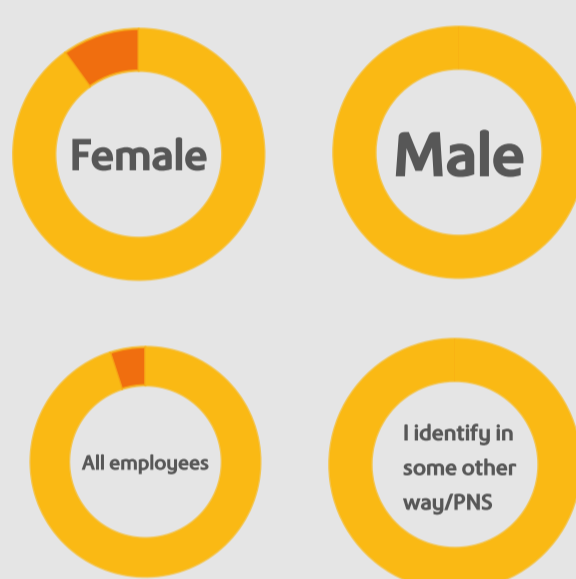
Over a third (34%) of employees are less than 40 years old, while 66% are aged 40 and over.

## Disability



7% of employees stated a disability.

## Working patterns



5% of employees work part time with all being female. Of those who work full time, 62% are working flexibly under our Nine Day Fortnight scheme.

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

### Sexual orientation



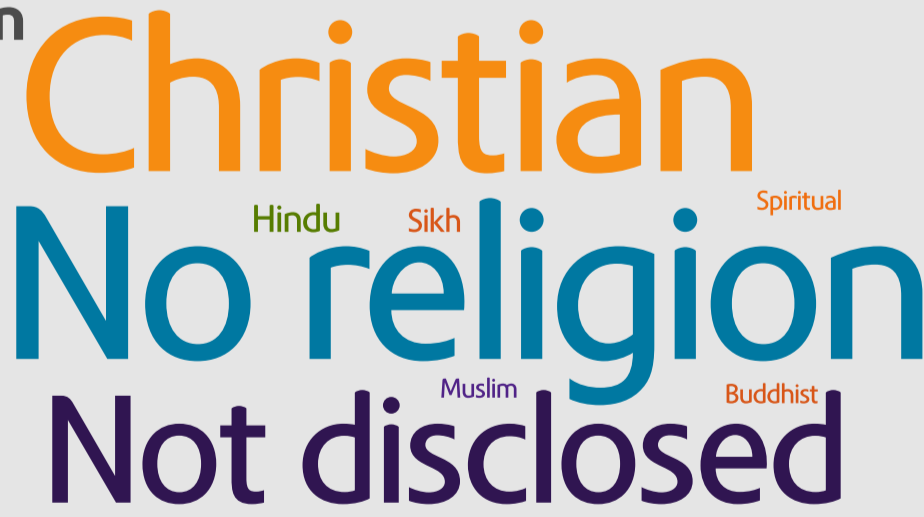
5% of employees stated that they are LGBT.

### Supporting family or friends

25% have told us that they support someone with a long-term physical or mental illness, a disability or problems related to old age.



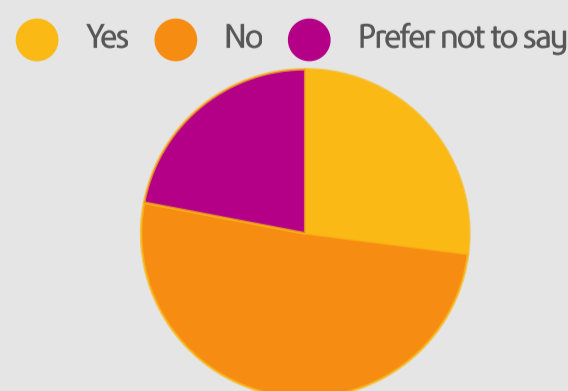
## Religion



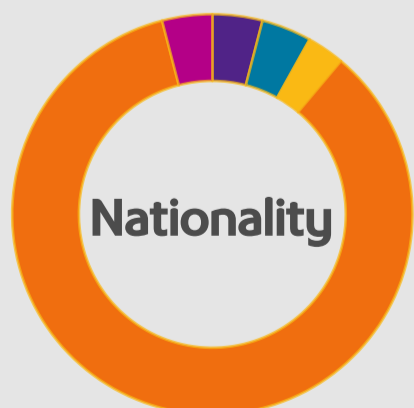
More than one religion or belief  
Just over a fifth (21%) did not state a religion.

### Childcare responsibilities

27% of the workforce stated that they have childcare responsibilities.

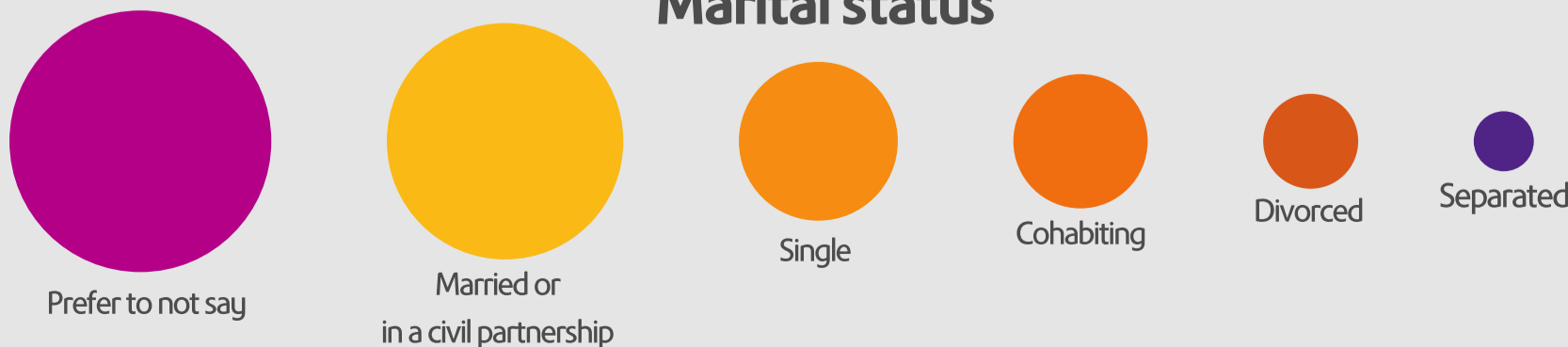


Dual Nationality  
EU  
Outside EU  
UK  
Prefer not to say



84% of NS&I employees are UK nationals and 4% hold dual nationality.

## Marital status



31% of employees told us that they are married or in a civil partnership.