

Gender pay gap report 2019

In 2017, the Government introduced legislation that made it a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap; the first reporting deadline was 4 April 2020. Civil Service departments and arm's-length bodies with 250 or more employees on 31 March 2019 are covered by these regulations for reporting in 2019–20.

Gender pay gap 2019	31/03/2019	31/03/2018	31/03/2017
	Female	Female	Female
1. Mean gender pay gap - Ordinary pay	13.97%	13.29%	11.54%
2. Median gender pay gap - Ordinary pay	11.23%	11.35%	6.55%
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March	23.18%	21.27%	19.99%
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March	24.70%	32.63%	13.02%
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March:			
Male	97.94%	93.18%	94.4%
Female	96.43%	95.00%	96.8%
6. Proportion of male and female employees in each quartile.			
Lower quartile	57.69%	61.70%	64.4%
Lower middle quartile	71.15%	61.70%	54.3%
Upper middle quartile	40.38%	42.55%	34.8%
Upper quartile	44.23%	45.65%	53.3%

NS&I's 2019 mean and median gender pay gap for salaries has remained comparatively unchanged compared with 2018, showing a slight increase of 0.69% to the mean and a slight increase of 1.12% to the median pay gap. The mean bonus pay gap has increased by 1.9% but the median bonus gap has decreased by nearly 8%. The decrease in the median bonus gap can be attributed to eligible employees receiving the same agency component in their performance related pay. Male and female eligibility has increased by 4.8% and 1.4% respectively. Eligibility to receive a bonus requires an employee to be in post by 31 December of the bonus year and still to be employed on 30 June of the following year.

The representation of female employees in the lower middle quartile (Q3) has increased by nearly 10% compared to 2018. Headcount of eligible employees included in the quartile analysis grew by 11% compared to 2018. The impact of the headcount growth and the decrease in female representation in the lower quartile (Q4) has driven the increase in the lower middle quartile.

It is anticipated that the mean salaries and bonus gap will decrease and that the female quartile position will improve in March 2020. This is the expectation following the equal pay review conducted by NS&I in summer 2019 and the subsequent increases to base pay that resulted from the review. This pro-active approach is expected to drive a positive change.

NS&I is committed to fairness and transparency in our pay and we need to continue to analyse and understand the reason for the pay gap and continue to take action to reduce the gap in future years.