

NLB Gender Pay Gap Report 2019

This is the third Gender Pay Gap Report the NLB has produced and provides the data as at 31st March 2019. That report is split into two sections, Section 1 being the statistical data and Section 2 providing possible recommendations to attempt to reduce the pay gap.

Relevant Employees

All employees employed by NLB on the snapshot date of 31st March 2019. This includes 158 male employees and 36 female employees giving a total of 194 employees.

Mean Gender Pay Gap

Calculation – the difference between the mean hourly rate of pay that male and female full – pay relevant employees receive

Male Mean Hourly rate- £18.57

Female Mean Hourly rate - £16.60

Difference - £1.97

Mean Gender Pay Gap - $\frac{£1.97}{£18.57} \times 100 = 10.6\%$

This is a reduction from March 2018 figure which was 12.05%

Median Gender Pay Gap

Calculation – difference between the median hourly rate of pay that male and female full-pay relevant employees receive

Male Median Hourly Rate - £15.25

Female Median Hourly Rate - £13.72

Difference - £1.53

Median gender pay gap - $\frac{£1.53}{£15.25} \times 100 = 10.03\%$

The median gender pay gap remains the same as 2018

Bonus Calculations

Proportion of males and females who got bonus payments

Figures in brackets show last year's percentage

Number of males that received bonus: 133

133 / 158 male relevant employees * 100 = **84.2%** (92.9%)

Number of females that received a bonus: 26

26 / 36 female relevant employees * 100 = **72.2%** (91.1%)

The reduction in both male and females was due to higher number of new starts who were not eligible for a bonus under the bonus scheme rules.

Mean Gender Pay Gap in Bonus Pay

Males: £818

Females: £799

Difference: £19

Calculation: £19 / £ 818 X 100 = **2.32%**

This is a significant reduction from 15.4% last year. Part of the reason will be in relation to the Ships employees receiving the same bonus payment as shore based employees. Ships employees are made up primarily of men so this increased the gap last year but aligning the bonus has reduced the gap.

Median Gender Pay Gap in Bonus Pay

Male Median Bonus Pay - £900

Female Median Bonus Pay - £900

Median Gender Pay Gap for Bonus – **0%**

Gender Pay Gap Quartile Figures

Proportion of males and females in each quartile – figures in bracket show last year's percentages

No	Quartiles	Relevant Employees	Male	Female
1	Upper Quartile	48	87.5% (91.7%)	12.5% (8.3%)
2	Upper Middle Quartile	47	83.7% (80.9%)	16.3% (19.1%)
3	Lower Middle Quartile	48	85.7% (85.4%)	14.3% (14.6%)

4	Lower Quartile	48	68.75% (70.8%)	31.25% (29.2%)
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Recommendations – Actions Update

Addressing the Gender Pay Gap

Action: Continue to use assessment Centres for the recruitment of senior posts to eliminate unconscious gender bias

Update: Assessment Centres are used for Senior Manager roles, one Assessment Centre took place during the period.

Action: Consider whether a post is suitable to be advertised as a job sharing opportunity

Update: This remains a consideration when recruiting to posts

Action: Advertise Executive and Non-Executive Board level posts on websites targeted at employing women as well as mainstream channels

Update: This has been implemented

Action: Ensure that a woman is on the interview panel for Executive and Non-Executive Board level positions

Update: This has been implemented

Action: Continue to seek and exploit opportunities to promote STEM within young female groups

Update: STEM outreach continues on an opportunity basis. Female STEM ambassador established.

Succession Planning/Talent Management

Action: Proactive action to address personal circumstances when developing women to allow them to apply for promoted roles.

Update: This remains an objective but no opportunity to enact during the period

Worklife Balance/Flexible Working/Family Friendly

Action: Promote home working options when considering flexible working applications.

Update: Applications for reduced days/hours have been considered and accepted. All shore based employees who can work from home have been doing this during the current pandemic. It is envisaged that going forward there will be more requests to work from home which will allow employees find an improved work life balance.