

NLB Gender Pay Gap Report 2022

This is the fifth Gender Pay Gap Report the NLB has produced and provides the data as of 31st March 2021. 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 2021. This includes 161 (2 more than last year) male employees and 43 (1 more than last year) female employees giving a total of 204 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- £21.46

Female Mean Hourly rate - £19.27

Difference - £2.19

Mean Gender Pay Gap - $\frac{£2.18}{£21.45} \times 100 = 10.2\%$

This is a decrease from last year where the mean gender pay gap was 13%. Since the last report there were two females recruited to higher graded posts.

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 - £17.49

Female Median Hourly Rate - £15.74

Difference - £1.75

Median gender pay gap - $\frac{£1.75}{£17.49} \times 100 = 10.0\%$

The median gender pay gap for last year was 10.02%, so there is a very slight reduction

Bonus Calculations

Proportion of males and females who received bonus payments

Figures in brackets show last year's percentage

Number of males that received bonus: 141

141/ 161 male relevant employees *100 = **87.6%** (87.4%)

Number of females that received a bonus: 40

40 / 43 female relevant employees * 100 = **93%** (78.6%)

Mean Gender Pay Gap in Bonus Pay

Males: £1041.68

Females: £1054.89

Difference: -£13.21

Calculation: $\frac{£-13.21}{£1041.68} = -1.27\%$

This is a decrease from last year at 1% and the first time the figure shows a negative percentage, meaning on average women were paid a higher bonus than men. The reason relates to Retained Lighthouse Keepers who are primarily men on part time hours and receive a pro rata bonus payment.

Median Gender Pay Gap in Bonus Pay

Male Median Bonus Pay - £1165

Female Median Bonus Pay - £1165

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	51	84.3% (86%)	15.7 (14%)
2	Upper Middle Quartile	51	78.4% (80.4)	21.6% (19.6%)

3	Lower Middle Quartile	51	82.4% (82%)	17.6% (18%)
4	Lower Quartile	51	70.6% (68%)	29.4 (32%)

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 and marine senior roles

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

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: This is being implemented and we are stating in our job adverts where there is an ability to hybrid work.