

NLB Gender Pay Gap Report 2018

Introduction

The following report sets out the Gender Pay Gap information for the Northern Lighthouse Board on the snapshot date of 31 March 2018. It should be noted that NLB does not have a requirement to carry out Gender Pay Gap Reporting as the legal requirement for reporting this information only applies to organisations with over 250 employees. However, as an NDPB with 191 (at the time of reporting) employees it is good practice to carry out the analysis so we can identify any areas of concern and where possible implement actions to address these.

NLB published its first Gender Pay Gap report in 2018 which reflected the position on 31 March 2017. That report was split into two sections, Section 1 being the statistical data and Section 2 providing a narrative explaining the reasons for the gap and possible recommendations to attempt to reduce the pay gap. Section 2 of this report provides an update on progress on the recommendations set out last year.

Relevant Employees

All employees employed by NLB on snapshot date of 31st March 2018. This includes 157 male employees and 34 female employees giving a total of 191 employees in the reference period.

In 2017's Gender Pay Gap report there were a total of 195 employees in the reference period which included 35 females and 160 males.

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- £18.58

Female Mean Hourly rate - £16.34

Difference - £2.24

Mean Gender Pay Gap - $\frac{£2.24}{£18.58} \times 100 = 12.05 \%$

This is a reduction of 8.65% in comparison with data for 31 March 2017

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 - $\text{£}1.53 / \text{£}15.25 \times 100 = 10.03 \%$

This is largely unchanged from the 10% reported as at 31 March 2017

Bonus Calculations

Proportion of males and females who got bonus payments

Number of males that received bonus: 146

146 / 157 male relevant employees *100 = **92.9%**

Number of females that received a bonus: 31

31 / 34 female relevant employees * 100 = **91.1%**

Mean Gender Pay Gap in Bonus Pay

Males: £900

Females: £761

Difference: £139

Calculation: $\text{£}139 / \text{£} 900 \times 100 = 15.4\%$

To address the gender bonus gap this year all employees received the same bonus of £900 (previously Mariners received a higher award). The bonus is paid pro-rata therefore the predominance of part time female workers results in this apparent difference.

The ships staff received a higher bonus than shore staff. Less than 3% of the ship staff are females so this accounts for the higher gender pay gap in Bonus compared with the snapshot at 31st March 2017.

Median Gender Pay Gap in Bonus Pay

Male Median Bonus Pay - £900

Female Median Bonus Pay - £900

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

This is a reduction of 1.8% in comparison with data for 31 March 2017

Gender Pay Gap Quartile Figures

Proportion of males and females in each quartile. Figures in brackets reflect data for 31 March 2017.

No	Quartiles	Relevant Employees	Male	Female
1	Upper Quartile	48 (49)	91.7% (91.8%)	8.3% (8.2%)
2	Upper Middle Quartile	47 (49)	80.9% (85.7%)	19.1% (14.3%)
3	Lower Middle Quartile	48 (48)	85.4% (83.3%)	14.6% (16.6%)
4	Lower Quartile	48 (49)	70.8% (69.4%)	29.2% (30.6%)

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 however none conducted during the period.

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

Update: This remains a consideration. One additional job share has been established during the period.

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

Update: There has not been a requirement for Executive or Non-Executive recruitment during the period but this will be carried out for the replacement of a Commissioner in early 2020.

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. Additional use of home working has been made where it is mutually beneficial.