

Gender pay gap

As part of the Equality Act, we carry out gender pay reporting to show the difference between the average earnings of men and women at NCH.

This is a confidential process and does not involve publishing an individual colleague's data.

We use these results to understand the levels of gender equality in our workplace, and the balance of male and female employees at different levels.

The challenge across the UK is to eliminate any gender pay gap.

We are confident that there is equal treatment for work of equal, or similar value at NCH.

We take equal pay seriously and use a recognised job evaluation approach to ensure that male and female colleagues are paid equally, and continually monitor pay differentials, to ensure that we meet our equal pay obligations.

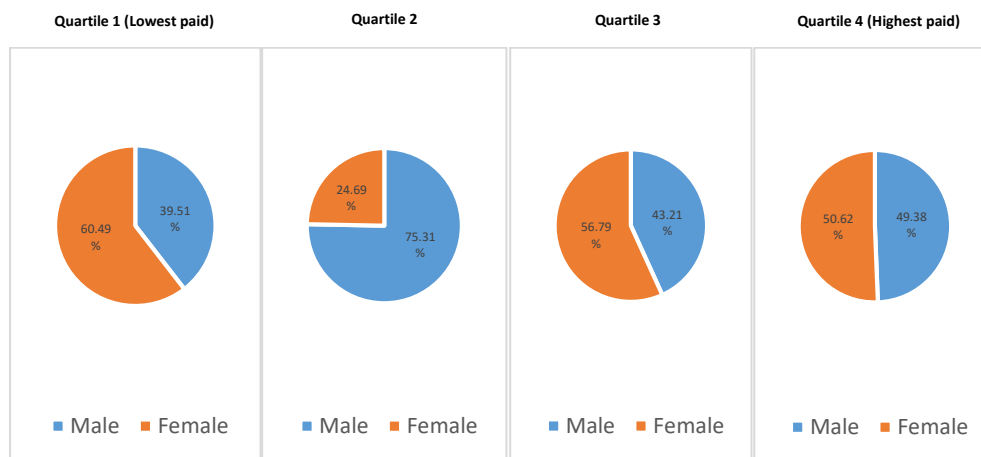
Our results are:

- Mean gender pay gap: -0.46% (movement of -0.25% based on last year)
- Median gender pay gap: -1.93% (movement of 0.74% based on last year)

Which continues to demonstrate there is a very small pay difference between male and female colleagues.

Each of our pay bands are split into four quartiles.

The charts below show the ratio of male and female in each quartile, from the lowest paid to the highest paid quartile.



NCH have not paid any staff bonus during 2018/19, we are consequently not reporting on bonus.

What does this mean?

Overall, the results show that we continue to pay men and women on average about the same.

The results also show that, when we completed the audit, we employed 168 men and 156 women.

We are not complacent about these results, and shall continue to monitor this year on year.