

Nacro - Gender Pay Gap Report as at 31.03.22

Nacro is a national charity helping thousands of people every day through our housing, justice and education services in England and Wales. We employ more than 250 people and therefore by law, Nacro is required to publish an annual gender pay gap report, showing the difference in average female earnings compared to average male earnings, regardless of their job roles.

Employers are required to report on:

- average gender pay gap as a mean average
- average gender pay gap as a median average
- proportion of males and females when divided into quartiles ordered from lowest to highest pay
- average bonus gender pay gap as a mean average
- average bonus gender pay gap as a median average
- proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.

Nacro does not pay bonuses to any of our employees, and therefore we only report the first three calculations.

Overview

Our total workforce is 68% female and 32% male.



Gender gap for mean hourly rate of pay

The mean hourly rate is the average hourly rate for all women employed by Nacro compared to the average hourly rate for all men employed by Nacro.

In Nacro, women’s mean hourly rate is 9.9% lower than men’s mean hourly rate.

The mean gender pay gap for the whole economy (according to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings figures) is 11.9% so therefore the mean gender pay gap in Nacro is below the national average mean gender pay gap.

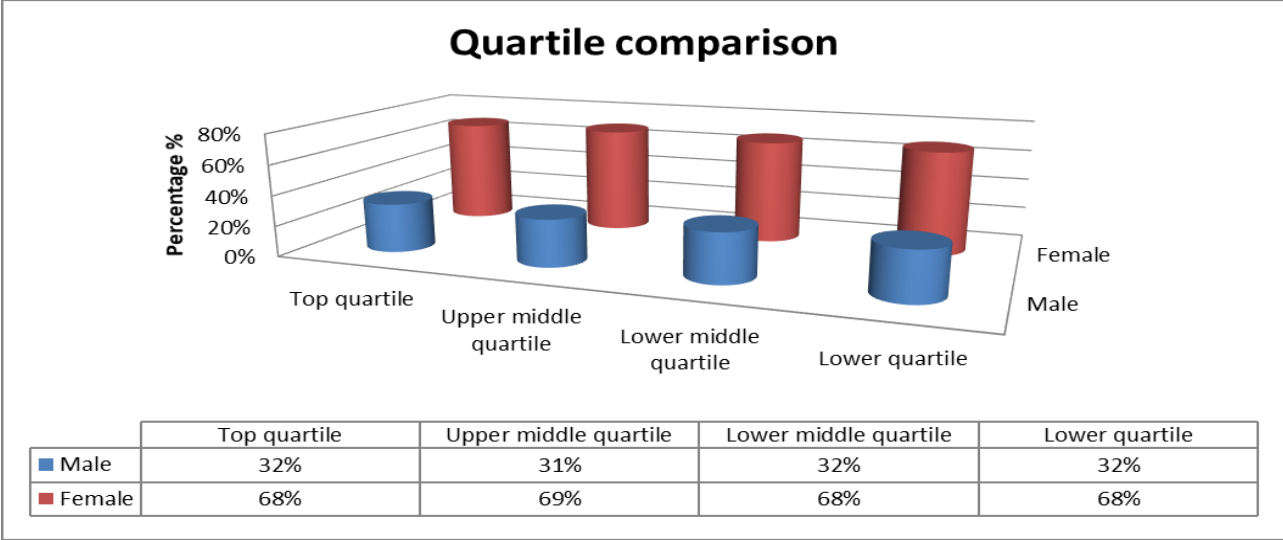
Gender gap for median hourly rate of pay

The median hourly rate is calculated by arranging the hourly pay rates of all female employees from highest to lowest and taking the hourly rate that is in the middle of the range. This is compared to the median rate for male employees.

In Nacro the median hourly rate for women is 5.3 % lower than the median hourly rate for men.

The median gender pay gap for the whole economy (according to the October 2021 Annual Survey of Hours and Earnings ONS figures) is 7.9% so therefore the median gender pay gap in Nacro is below the national average median gender pay gap.

Gender Pay by Quartiles



Nacro continues to be committed to promoting equality, diversity, and inclusion in all its activities.

We have recently appointed an Equality, Diversity & Inclusion Manager who has responsibility for delivering Nacro's EDI agenda across the organisation.

We are proud that our Executive Team are a balance of 57% women and 43 % men, and we will continue to strive to build diversity across the leadership teams within our Directorates.

Understanding our gender pay gap is important, we will continue to focus on improving equality, diversity and inclusion through the delivery of our People Strategy.

Recruitment and Selection

To ensure that our recruitment and selection decisions within Nacro are fair and equitable, there are :

- training workshops for recruiting managers which encompasses equality, diversity and managing bias
- clear role profiles that are rigorously job evaluated
- a clear and transparent pay and grading system

Our recruitment principals underpin our values with regards to equality and diversity in the workplace as follows:

- We will employ the most suitable person for the job role
- The recruitment process will be fair and transparent
- All candidates will be given the opportunity to showcase their capability
- We will recruit people with a commitment to Nacro's vision, mission, and values
- We will recruit people who can and will, or have the potential to, deliver excellent Nacro services

Performance Management

We continue to develop our performance management tools to support all individuals to achieve their potential and aspirations, with a particular focus on individual's development needs. We use fair and transparent methods to identify those who have the potential to progress and look to provide mentoring support and growth opportunities.

Learning and development

We provide learning and development opportunities tailored to roles to build an expert workforce. As part of our mandatory training programme, we ensure that all our employees' complete diversity, equality, and inclusion training.



Flexible Working

We value our diverse workforce and have policies that support flexible and hybrid working arrangements. Since the pandemic, many colleagues have continued to access flexible working arrangements to support work life balance while continuing to deliver valuable support to our service users.

I confirm that the information in this statement is accurate.

Campbell Robb
Chief Executive