**Nacro People Committee**

**11 May 2021**

**Item 08**

**Gender Pay Gap Report**

Nacro is a charity operating in England and Wales. We employ more than 250 people and we are therefore required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

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.

As Nacro does not pay bonuses to any employees we are only required to report the first three calculations.

This is our report based on data held on our payroll for all employees as at 31 March 2021.

Our total workforce is 67% female and 33% male.

 **Gender gap for mean hourly rate of pay**

In Nacro women’s mean hourly rate is 4.6% lower than men’s mean hourly rate. This has reduced the gap compared to last year when it was 8.3% same as the last reporting period.

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.

**Gender gap for median hourly rate of pay**

In Nacro the median hourly rate for women is. 2.1% lower than the median hourly rate for men. This has increased the gap compared to last year when it was 1.7%.

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.

**Gender pay by quartiles**

Nacro continues to be committed to promoting equality, diversity and inclusion in all its activities. We seek to employ the most talented people to enable us to change the lives of our service users. Reducing our gender pay gap is important to us.

We are proud that 67% of our Executive Team are women, and continue to strive to build our female representation in our leadership team. We recognise that we must continue to work hard to reduce the gender pay gap and are focusing on a number of areas as part of our People Strategy. We seek to further increase our female representation in the top quartile.

**Recruitment and selection**

Our recruitment decisions are supported by:

* training for recruiting managers which encompasses equality and 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:

1. We will employ the most suitable person for the job role
2. The recruitment process will be fair and transparent
3. All candidates will be given the opportunity to showcase their capability
4. We will recruit people with a commitment to Nacro’s vision, mission and values
5. 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 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.

We are also looking to enhance our current Learning Management System to ensure that learning is truly accessible to our geographically dispersed workforce.

**Flexible working**

We value a diverse work force and have many arrangements in place to accommodate flexible working. We will continue to consider all requests. We have examples of successful arrangements right up to executive level. COVID 19 has further strengthened our approach to flexible working across the organisation and we have been keen to survey staff based in our main offices on their preferences with regards to work locations once we are able to return to our main place of work.

We are not complacent and will keep our own performance in this area under ongoing review by analysing data, emerging patterns and responding to them. Nacro believes in the values behind the reporting. We strive to continuously improve the experience of all of our staff in respect of equality, diversity and inclusion, which benefits our service users.

I confirm that the information in this statement is accurate.

**Campbell Robb**

**Chief Executive**