



# 2017 Gender Pay Gap Report

## Introduction:

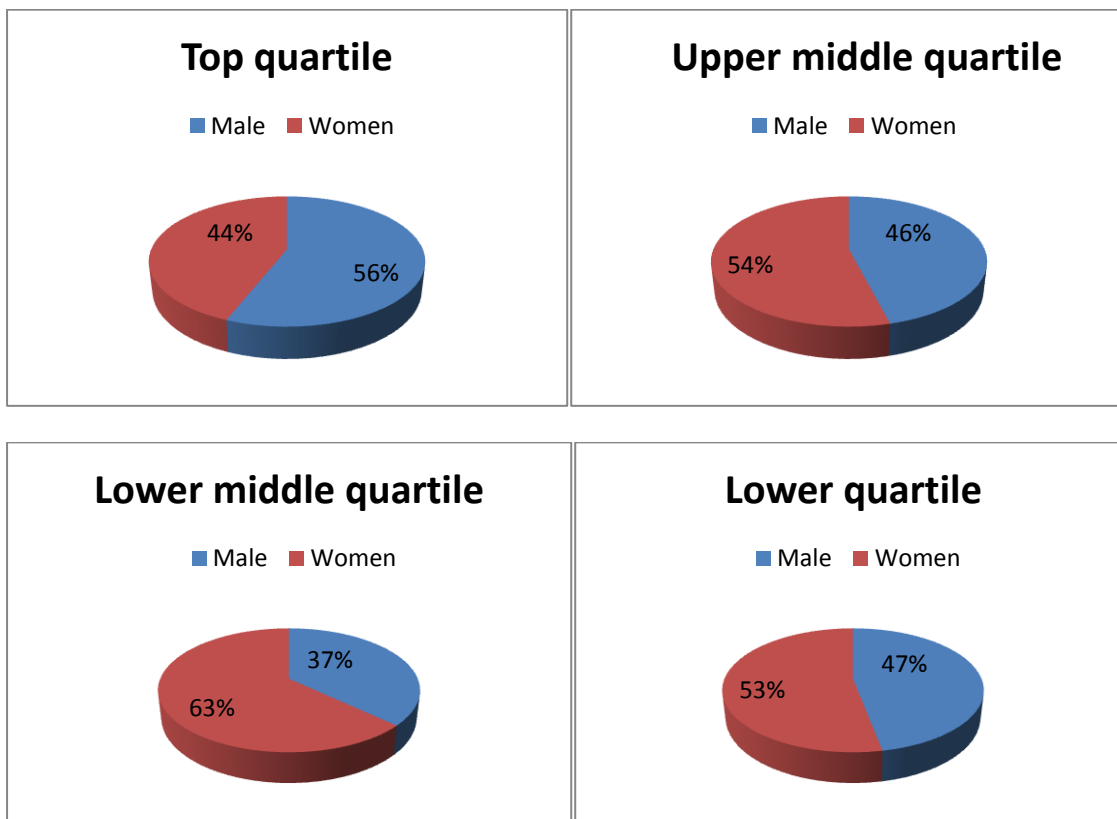
NIAB is an independent science-based research organisation with independent charitable status. This Gender Pay Gap report is based on data as at 5<sup>th</sup> April 2017. On this date, 47% of employees were male and 53% of employees were female. The report does not include other companies within the NIAB Group.

## Hourly Pay and Bonus Gender Gap details:

Type of pay	Mean	Median
Hourly Pay	7.5%	1.5%
Bonus	-28%	0%

**Note:** A negative figure denotes instances where the mean or median hourly pay/bonus for females is higher than for men.

## The proportion of males/females in each quarter or company's payroll:





**Commentary:**

- A small disparity in mean and median hourly pay can be explained by a slightly higher proportion of male employees in the top quartile of the company's payroll.
- There is a fairly even proportion of males and females in the top, upper middle and lower quartiles.
- The gender pay gap results across all sectors that are available on the Gender Pay Gap Service website at the time of publishing (02/03/2018) show that NIAB's gender pay gap results are considerably better than the national average. The comparison of the results against the national average is summarised below:

**Table: UK national average vs NIAB**

	Difference mean hourly rate %	Difference median hourly rate %	Difference mean bonus %	Difference median bonus %	Male bonus %	Female bonus %
UK average	12.32	10.65	19.33	8.48	36.35	35.27
NIAB	7.5	1.5	-28	0	7.6	9.9

**Note:** A negative figure denotes instances where the mean or median hourly pay/bonus for females is higher than for men. UK average figures as on 02.03.2018.

Link to the NIAB's report on the government website: <https://gender-pay-gap.service.gov.uk/Viewing/employer-details?view=hourly-rate&id=CeBOMVX2B5ESzcFHnTmU3g%21%21>

Susan Arnold, Finance Director.  
2<sup>nd</sup> March 2018.