

Gender pay gap report

2025

Based on data from 5 April 2025

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Executive Summary

- NCFE's pay approach supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic.
- NCFE Gender Pay Gap for 2025 has risen from 5.03% in 2024 to **8.10%**.
- UK Average Pay Gap is 12.8% (ONS 25)
- Our Pay Gap variance continues to be caused by under representation of women in upper pay quartile and over representation of women in all other quartiles, when comparing to our organisation average.
- Progress against the action plan for 2024 is outlined within the report, and some new action areas identified for the year ahead.

What is gender pay gap reporting?



All UK companies with 250 or more employees are required by law to produce an annual gender pay gap report. This requirement is set out under the Equality Act 2010 (Gender Pay Gap Information) Regulations, with a snapshot of data being taken on 5 April each year.

The aim of this requirement is to eliminate gender pay gaps across all organisations in the UK. The information required to be published is as follows:

- Mean and median gender pay gap
- Proportion of males and females by quartile
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus.

What is the difference between equal pay and gender pay?

It's important to state that the gender pay gap differs from equal pay:

- Equal pay looks at the pay difference between men and women who carry out the same role or work “of equal value”. It's unlawful to pay people different amounts because they are a man or a woman.
- The gender pay gap shows the differences in the average pay between men and women, no matter what their role or seniority is.

2025 gender pay gap data



Gender Split

Men = 30.77% (229)

Women = 69.22% (515)

Gender pay gap 2025

Mean pay gap = 8.73%

Median pay gap = 8.10%

Gender bonus gap 2025

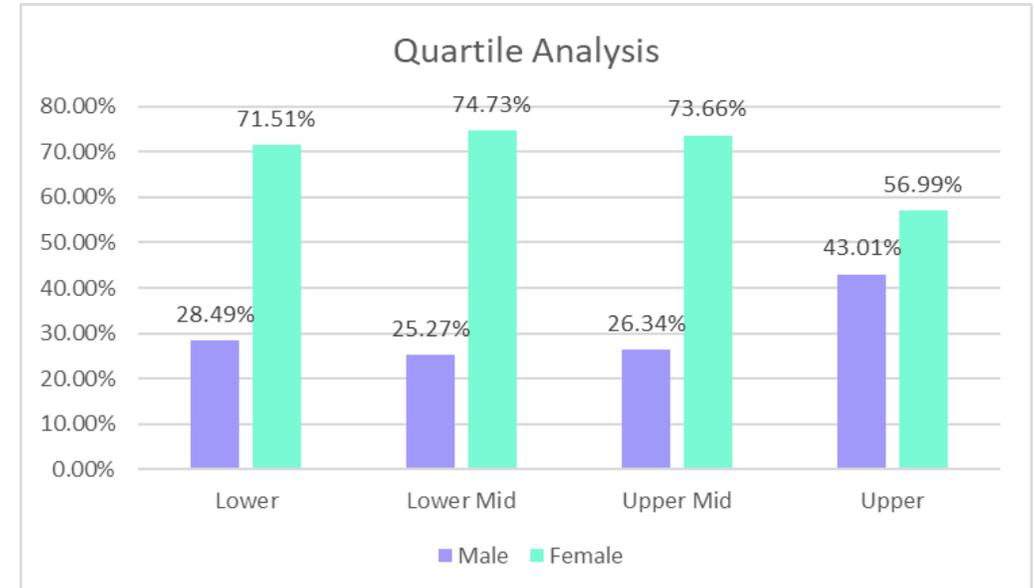
Mean bonus gap = 16.86%

Median bonus gap = -0%

Males receiving bonus = 84.12%

Females receiving bonus = 82.28%

Proportion of male and female colleagues per quartile



Variance from NCFE Female Population Average

Lower **+2.29%**

Lower Middle **+5.51%**

Upper Middle **+4.44%**

Upper **-12.23%**

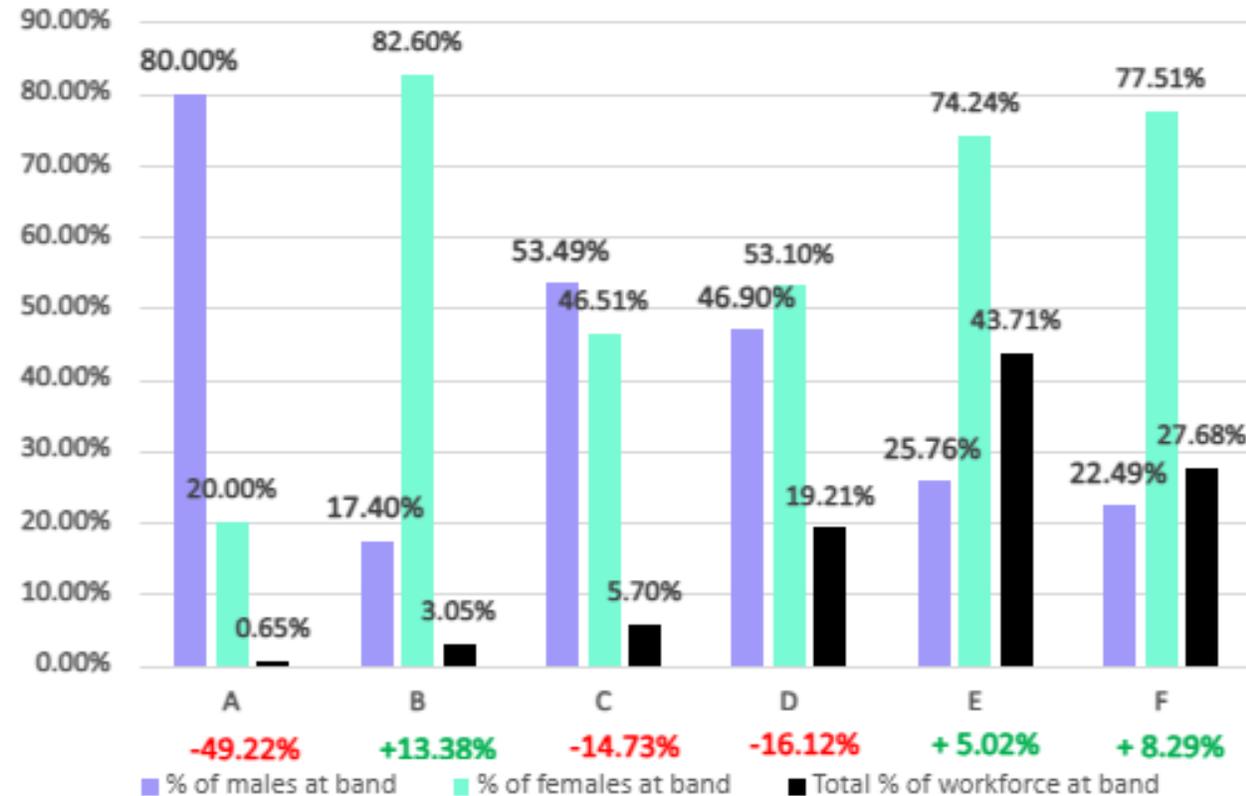


Gender Split

Men = 30.77% (229)

Women = 69.22% (515)

Gender Split Per Pay Band



Figures in red and green indicate the variance from NCFE's female population average.

- Internally we categorise roles into 6 pay bands, from A (highest) to F (lowest). Our band split shows we continue to have an under representation of women compared to our female population at bands A, C and D.
- Proportionally we have the lowest variance of females at band A (our highest paid band) which is – 49.22% compared to the organisation average. Band A represents 0.65% of the organisation overall.
- Bands C and D both also have an under representation of women compared to our average, which will contribute to our gender pay gap.
- However, band B which represents a large amount of our leadership team reflects a higher-than-average proportion of women than our population average (+13.38%).
- Band E and F both also have a higher proportion of women, with an over representation compared to our organisation average.

Reporting on Actions from 2024-2025



In our gender pay gap report from 2024-2025 we set out several actions we proposed to take. Outcomes are outlined below:

1. Continue to promote EDI self-disclosure

In collaboration with our EDI Committee, we have continued to run awareness campaigns to promote our self-service approach for colleagues to disclose EDI data including protected characteristics via our HR Information System. This has resulted in a further 21% increase in the number of colleagues who have self-disclosed. We have also streamlined the process for capturing this data for new starters, which should provide a further increase in the completion rates, and we will continue to track the figures as a key KPI.

2. Review of our approach to Performance Related Pay

In early 2025 we completed a holistic review of all elements of our performance related pay and approach to leadership reward, to ensure these remained fit for purpose and aligned to our Strategy 2030. This review involved consulting with colleagues through focus groups, surveys and external benchmarking and comparisons.

3. Understanding our diversity data in relation to pay and progression

We have set up strengthened reporting to explore data on pay progression and internal routes for progression, and will be beginning to break this down across gender and other elements within our EDI policy. This will allow us to look at what interventions may be required to positively contribute to decreasing our gender pay gap. This will be a continued focus in our next action plan.

4. Embedding our EDI framework

Our EDI committee has continued to make progress over the period, embedding our FEEL framework. This has resulted in the creation of 6 focus areas for 2025, which include Neurodiversity, Mental Health & Physical Disability, Menopause, Generational Workforce Dispersed Workforce, Diverse Representation & Celebration of Difference and Research. Each focus area has group leads working towards progress within each topic, involving colleagues from across the organisation.

Action Plan 2025-2026



NCFE is committed to improving our equality, diversity and inclusion offer for all colleagues and applicants. We've revised our key focus areas for 2025-2026 which we hope will contribute to further reducing our gender pay gap.

1. Continue to promote EDI self-disclosure

Further campaigns internally will continue to promote our self-service functionality for colleagues to disclose their protected characteristics, to ensure we have comprehensive data to support future reporting requirements. We'll also be tracking EDI data from application to hire to review any trends in this data.

2. Continue to understand our diversity data in relation to pay and progression

With our strengthened reporting in place, we will explore our data on pay progression and internal routes for progression, breaking this down across gender and all other elements within our EDI policy. This will allow us to look at what interventions may be required to positively contribute to decreasing our gender pay gap.

3. Increasing colleague understanding of how they can progress their salary

One of our priority areas across 25-26 includes a focus on our pay framework, looking at how we bring together all our initiatives including our pay and reward policy, Real Living Wage and equal pay compliance. This will aim to ensure colleagues understand how they can achieve in-year pay increases, while tracking impact and progress through clear, organisation-wide metrics.

4. Auditing our approach to Equal Pay

Following an internal audit on our approach to equal pay at NCFE, we will continue to ensure that the actions arising from the audit are fully embedded into the organisation's ongoing policies, processes, and working practices to support pay equity and sustained compliance.