

# Gender and ethnicity pay gaps report 2024



## Introduction

This report sets out both our gender and ethnicity pay gaps based on data that represents a snapshot taken on 5 April 2024.

## What are the gender and ethnicity pay gaps?

The gender and ethnicity pay gaps are a way of measuring the difference in average pay of male and female staff, and of people of different ethnicities, within an organisation. Generally speaking, pay gaps reflect the distribution of people from different groups employed in more and less senior roles. The gender and ethnicity pay gaps are different to equal pay, which is where men and women doing the same job must be paid the same. There are four elements to the gender and ethnicity pay gap: the mean, the median, bonus pay gaps, and the distribution of staff across pay quartiles. These four measures, and Notting Hill Genesis's results for each, are explained in this report.

## How are the gender and ethnicity pay gaps calculated?

Our gender pay gap was calculated using the methods set out in gender pay gap reporting legislation. Further detail on the individual elements is included later in this report.

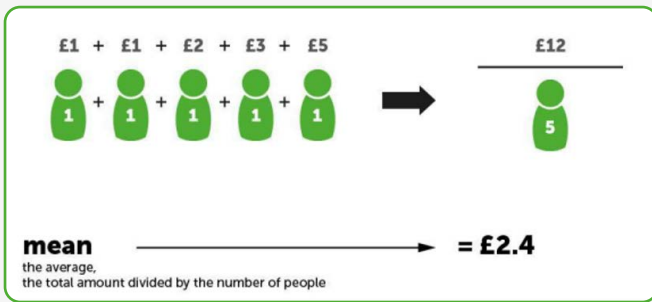
Unlike the gender pay gap, there is no legal requirement for companies to publish their ethnicity pay gap, but our commitment to calculate and publish our ethnicity pay gap is set out in our corporate strategy, our equality, diversity and inclusion (ED&I) action plan, and the G15 diversity pledge. As there is no legislation around how the ethnicity pay gap should be calculated, it's possible that our approach to measuring our ethnicity pay gap may need to change if government guidance is introduced in future. For consistency, comparison, and ease of understanding, our current approach is to follow the same methodology as that of gender pay reporting. We have chosen to compare two groups of staff: white British, white Irish, and those of "any other white background", which we refer to as "white"; and all other single and mixed ethnic groups, which we refer to as "ethnically diverse".

Our ethnicity pay gap calculation does not include the approximately 5% of our staff who selected "prefer not to say" when asked about their ethnicity.

## Mean

The mean gender pay gap is calculated by adding together all the men's salaries and dividing by the number of men in the organisation, then adding together all the women's salaries and dividing by the number of women. The mean gender pay gap is the difference between these two numbers.

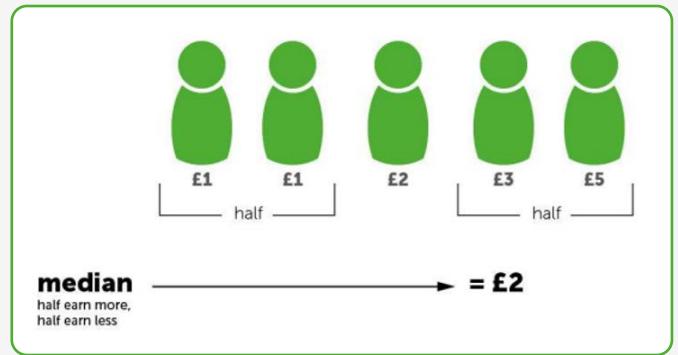
The mean ethnicity pay gap is calculated by adding together all the white British and white Irish colleagues' salaries and dividing by the number of white British and white Irish people in the organisation, then adding together all the ethnically diverse colleagues' salaries and dividing by the number of ethnically diverse colleagues. The mean ethnicity pay gap is the difference between these two numbers.



## Median

The median gender pay gap is calculated by listing all the men's salaries by size and selecting the middle salary, then listing all the women's salaries by size and selecting the middle salary. The median gender pay gap is the difference between these two figures.

The median ethnicity pay gap is calculated by listing all white British and white Irish colleagues' salaries by size and selecting the middle salary, then listing all ethnically diverse colleagues' salaries by size and selecting the middle salary. The median ethnicity pay gap is the difference between these two figures.



## Notting Hill Genesis's gender pay gap

The median gender pay gap at Notting Hill Genesis is 10.7%, which is very close to the 2023 figure of 10.2%.

The mean gender pay gap at Notting Hill Genesis is 12.3%, which is very close to the 2023 figure of 14.1%.

Our pay gaps have remained fairly static between 2023 and 2024, as we did not see significant changes in the make-up of our staff between the two relevant reporting dates.

## Notting Hill Genesis's ethnicity pay gap

The median ethnicity pay gap at Notting Hill Genesis is 11.1%, which is very close to the 2023 figure of 10.1%.

The mean ethnicity pay gap at Notting Hill Genesis is 13.3%, which is very close to the 2023 figure of 14.0%.

As with our gender pay gaps, our ethnicity pay gaps have remained fairly static between 2023 and 2024, as we did not see significant changes in the make-up of our staff between the two relevant reporting dates.

## Bonus gender and ethnicity pay gaps

Notting Hill Genesis pays a flat rate bonus to all qualifying staff on a pro-rata basis linked to their hours and length of time in post over the previous year. This approach to bonuses is reflected by our median bonus gender and ethnicity gaps, which are both 0%, as they were in 2023.

A small number of staff receive performance related pay, which is treated as a bonus for the purpose of our pay gap calculations. These are mainly staff in sales roles, reflecting the market norms around sales pay packages. This is the main driver behind our mean bonus pay gaps. We occasionally pay a one-off bonus to staff

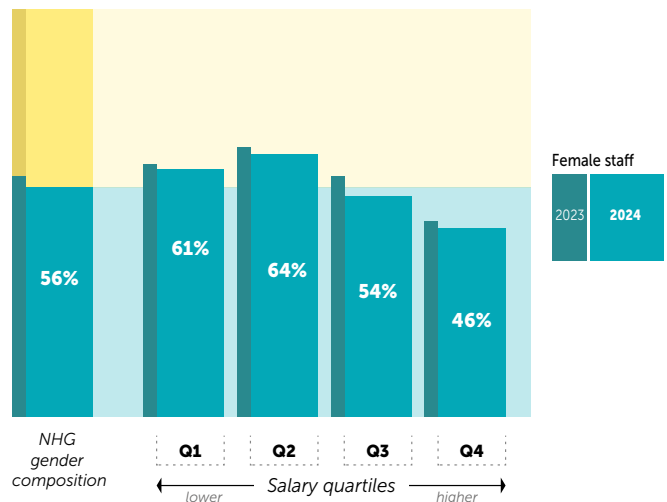
in other roles, but this is rare and only under a limited range of circumstances.

Our mean gender bonus pay gap is 5.6%, which is almost identical to the 2023 figure, which was 5.4%. Our mean ethnicity bonus pay gap has increased slightly to 8.9%, from 4.8% in 2023, although it remains lower than the 2022 figure, of 10.6%.

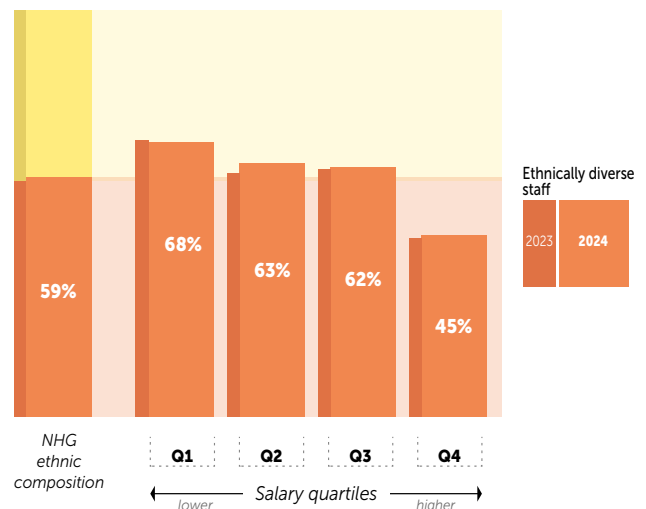
88.9% of our female staff received a bonus in the 2024 reporting period, compared to 81.6% of our male staff. 87.8% of our white staff received a bonus in the same period, compared with 84.3% of ethnically diverse staff.

## Representation across quartiles

To calculate representation of gender across quartiles, we list all the men's and women's salaries by size and then divide them into four equal groups, from the lowest paid quarter (or quartile) to the highest paid quartile. We then look at the proportion of men and women in each quartile. Notting Hill Genesis's workforce is 56.3% female and 43.7% male, and is split into the following quartiles.



To calculate representation of ethnicity across quartiles, we list all the ethnically diverse salaries, and all the white British and Irish salaries by size and then divide them into four equal groups, from the lowest paid quartile to the highest paid quartile. We then look at the proportion of ethnically diverse staff, and white British and Irish staff, in each quartile. Our workforce is 59.0% ethnically diverse and 41% white, and is split into the following quartiles.



## Addressing our gender and ethnicity pay gaps

NHG remains committed to reducing both the gender and ethnicity pay gaps, and our ED&I Action Plan sets out a range of business as usual activities and targeted objectives that will drive equality in all areas of our organisation and across all diversity strands, and will, over time, contribute to the narrowing of our pay gaps.

Whilst the pay gaps can be a useful tool for drawing attention to high-level issues, further analysis is required in order to understand the more detailed picture, and the drivers of pay gap inequality. We are committed to carrying out deep dive analysis of our pay data so that we can understand the experiences of different staff groups, including those from different ethnic backgrounds, and how gender and ethnicity interplay to impact our pay gaps. With this richer level of data, we will be better placed to identify and remove barriers to progression for different staff within our organisation, allow us to continue to move towards our goal of being an inclusive workplace where all staff are empowered to achieve their full potential.



**Craig Wilcockson**  
Chief people officer  
31 March 2025