

NCCN Gender Pay Gap Report

Proportion of Males and Females by pay quartile

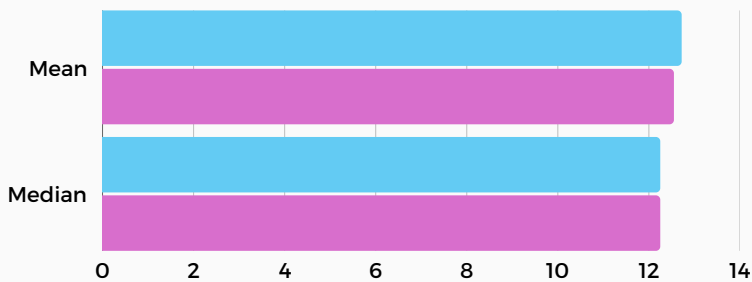
This is the percentage of male and female employees in 4 quartile pay bands



Women occupy a higher percentage of roles in all pay quartiles.

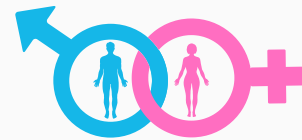
Mean and Median Highlights

Men Women



Mean Gender Pay Gap for hourly pay - Men earn slightly more (1.34%) on average in mean hourly pay compared to women.

Median Gender Pay Gap for hourly pay - Men and women earn the same on average in median hourly pay - **(0% difference in pay)**.



Bonus Pay

Percentage of men vs. women receiving bonus pay: 78.72% vs 47.97%
A higher percentage of **Men (78.72%)** received bonus pay compared to **Women (47.97%)**

Mean (average) Gender Pay Gap for bonus pay: **Men £112.16 vs. Women £173.67**
Gender Pay Gap: -54.84%) Women, on average receive 54.84% more in bonus pay compared to men

Median Gender Pay Gap for Bonus Pay: **Men £100.00 vs. Women £50.00** (Gender Pay Gap: 50%), -this is due to being awarded upon hours worked men working more hours on average.

Summary

Women hold a significantly higher proportion of roles across all four pay quartiles. While median hourly pay is equal between men and women, the mean hourly pay is slightly higher for men. On average (mean), women receive higher bonus pay, with the median bonus pay gap favoring women by 50%. This difference is primarily due to bonuses being awarded based on hours worked.

Review

Bonus pay was calculated based on hours worked. As more men work full-time compared to part-time, this resulted in a 50% higher average bonus for men. We will review this approach to ensure bonus distribution is fair and equitable. Additionally, we will focus on talent management strategies to attract more male candidates and support pathways for women into senior roles.

As of 31 March 2025, NCCN employs over 330 staff. This Gender Pay Gap Report has been prepared in accordance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, providing an analysis of pay disparities within our workforce.

We remain committed to closing the gender pay gap and promoting fairness across our organization. While progress has been made, we know there's more to do—and we're dedicated to taking meaningful action to drive lasting change.

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