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**NNL**  
Gender Pay  
Report  
2017

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# INTRODUCTION

At NNL we take equality extremely seriously. We are fully compliant with the Equality Act 2010, which states that men and women in the same job performing equal work must receive equal pay. We are confident that at NNL men and women are paid equally for doing equivalent jobs across our business. The gender pay gap is distinct from equal pay in that it measures the difference between men's and women's average earnings across our organisation. It is expressed as a percentage of men's earnings.

## Context

The issue of attracting women into Science, Technology, Engineering and Mathematics (STEM) careers is widely recognised. As an organisation working at the cutting edge of the STEM sector, we recognise the value of a diverse workforce, particularly when it comes to creative problem solving and innovation. Furthermore, a more diversified team will not only be more innovative, but will make better quality decisions. We also recognise there is a shortage of skilled and trained people in STEM related subjects and therefore it is strongly in our interest to ensure we are attracting as many people as possible from a diverse background into the nuclear industry given the competitive market environment for talent. It is essential that NNL's workforce mirrors that of the general population in terms of diversity given the importance of ensuring people can understand and engage with the work of the nuclear industry as a whole.

We strongly believe we are making our contribution to achieving a better balance by:

- joining and actively supporting special interest groups such as Women in Nuclear (WiN). Indeed we acted as one of the founding members of WiN (UK) providing significant resource support.
- promoting flexible working practices
- encouraging diversity on all interview panels where feasible
- sponsoring the Girls In Engineering initiative, to promote engineering to a new generation of women
- encouraging interest in STEM for girls leaving school through the Dream Placement scheme, which highlights NNL activities working alongside the CEO

We are working to increase female representation at senior levels, including board level, by implementing a talent management programme to support development of our next generation of female leaders. In addition, we continue to support part-time working, job-sharing and flexible working. At the highest level we are supporters of the Women on Boards scheme providing additional female representation on the NNL Board. We also support the personal development of senior females in NNL to gain Board experience outside of the organisation. Within the NNL Executive there are three women of which two are Executive Directors sitting on the NNL Board.

## Findings

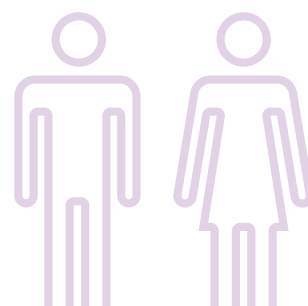
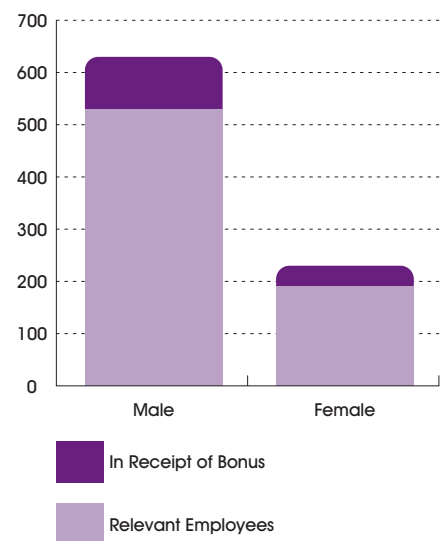
	Mean	Median
Hourly Pay	9.2%	18.0%
Bonus	6.8%	0.00%

The table shows our mean and median hourly gender pay gap and bonus gap.

**Salaries** - our current gender pay gap is 18%, meaning women at NNL are paid on average 18% less than men. Since we are confident that people working at the same level receive equal pay, this number suggests a higher number of women in lower paid roles and a higher number of men in higher paid roles.

**Bonuses** - NNL awards a company-wide bonus, paying the same amount to all employees. We also pay a personal bonus at senior levels in the organisations, where we have considerably more men. As a result, our bonus pay gap is 6.8%.

We will continue to ensure we monitor our gender pay gap relative to the industry average so our ability to attract, motivate and retain talent irrespective of gender is not compromised.

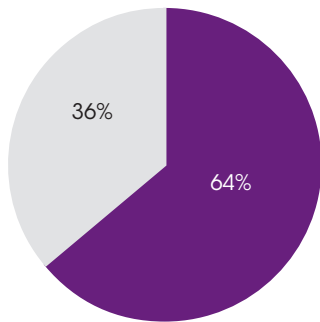


## Pay quartiles

- The charts below illustrate the proportions of men and women in four quartile pay bands, created by dividing the workforce into four equal parts. Quartile one represents the lowest paid bands, while quartile four represents the highest paid quarter of our employee population.
- The purpose is to assess how the levels of equality differ from the lowest to the highest paid roles.
- These quartiles show that we have a larger weighting of female employees in the lower quartile of our organisation

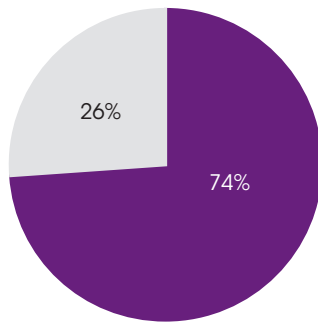
This supports our analysis that it's the under-representation of women in highly skilled/paid roles that is the main source of our gender pay gap. At NNL, roles within the corporate functions, where salary levels are lower, are heavily represented by women. Men tend to fulfil more of our technical and operational roles which have higher salaries plus additional allowances for working in the active areas.

### Quartile 1



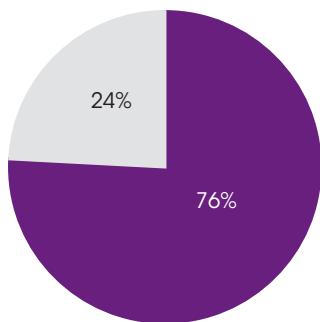
● Female  
● Male

### Quartile 2



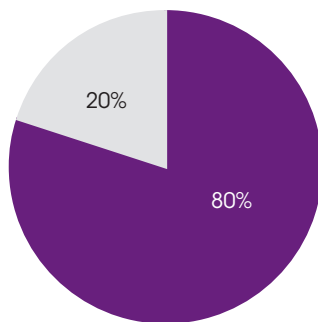
● Female  
● Male

### Quartile 3



● Female  
● Male

### Quartile 4



● Female  
● Male

## Reducing our gender pay gap

We have participated in a series of initiatives to close our gender pay gap and address the issue of under-representation of women in highly skilled roles. These include:

- Participation on Women on Boards scheme
- Engagement with schools to progress the girls into STEM agenda
- Supporting Women in Nuclear UK at all organisational levels, including the attraction and retention agenda
- An approach to recruitment that enables us to attract talent from a broader base than just nuclear



## **Building the future of women in STEM by engaging young minds**

Over the past ten years, NNL has worked closely with the Smallpeice Trust, an independent educational charity that runs hands-on STEM residential courses. The courses, held over three to five days at UK universities, give Year 9 and 10 students the opportunity to attend lectures and work on projects related to STEM subjects while getting a taste of what life after the classroom might look like.

A key component of the course is a 'design and make' project in which students are placed in small groups and given roles as part of an engineering team. The students work to solve a real problem, such as how to clean out a fuel storage pond which contains radioactive sludge. Following an initial design and development phase the teams take their idea to a 'dragons den' style panel to gain funds to buy building materials which they then use to realise and demonstrate the effectiveness of their design in a simulated setting.

Some of the courses we have participated in have been 'girls only' courses such as Girls in Engineering.

Having conducted our gender pay gap analysis and understood the reasons why it exists, we will seek to close the gap over the coming years. We are developing an action plan to help us to reduce the gender pay gap in our workforce. This plan will be overseen by a senior management team from across NNL to ensure actions are implemented, monitored and evaluated. It is also important we update any policies that may be affected by proposed actions prior to publication. We will publish our action plan in financial year 2018/19. Our objective is to reduce our gender pay gap year on year with a view to ultimately eliminating it.

