

# Gender Pay Report 2024

**Nottingham**  
Building Society

## Our Progress and Commitment to Gender Equality and an Inclusive Workplace

At Nottingham Building Society, we are committed to ensuring a fair and equitable workplace where all colleagues can perform at their best.

In this report, we outline the steps we're taking to continue to build an equitable workplace, alongside publishing our gender pay gap figures for 2024.



## Our 2024 gender pay gap

In April 2024, **65% of our colleagues eligible for gender pay gap reporting were women** – demonstrating that we have more women than men employed in our organisation overall.

As in previous years, our gender pay and bonus gap figures reflect the demographic profile and the distribution of roles that we have within our workforce, with a higher number of men in senior management positions.

This year we have seen a slight increase in our overall gender hourly rate pay gap. April 2024 data shows **71% of our entry-level, customer facing roles were held by female colleagues**, a slight increase from the previous year (70%). Bonus gap figures remain comparable to recent years. We are disappointed in these figures but remain committed to our targets and putting in place measures that will enable us to attract and retain more women within the organisation – particularly in senior management roles.

Like many other service organisations, we have a high proportion of women working in customer-facing roles, including in our branch network and customer support teams, which tend to be lower paid roles. In addition, many of these roles are held on a part time basis. 20.4 per cent of our workforce are women employed on a part time basis while 1.4 per cent of the workforce are men employed part time. While this is another factor that contributes to our gender pay gap, we are proud to offer quality, flexible employment opportunities, which allow colleagues to balance work and life.

**65%** of colleagues measured for gender pay gap reporting were women

**95%** of part time workers at Nottingham Building Society are women



## Taking action to address our gender pay gap

We recognise that closing our gender pay gap is a long-term effort, and while we are committed to making meaningful progress, the initiatives we are implementing today will take time to drive measurable change in future outcomes.

We have made good progress in the last 12 months as we have seen our representation of **females at senior management level increase from 32% in 2023 to 35% in 2024**. This reflects our ongoing efforts to increase female representation in leadership roles.

### Our priority actions include:

- We completed a review of our family-friendly policies and were proud to be able to move to a gold-standard offering for parental leave as well as deepening our support for colleagues undergoing fertility treatment and partners attending antenatal appointments. This is a key improvement to our colleague proposition and will support our talent attraction and retention strategy going forward.
- We committed to working towards becoming a menopause and menstruation friendly employer in collaboration with our 'Menopause and Me' inclusion network and accreditor 'Henpicked'.
- We focused on diversity in succession planning and recruitment, strengthening our internal talent pipeline, and embedding a culture of inclusion through awareness and education initiatives.
- Our approach to providing flexible and hybrid work patterns has supported our efforts to attract and retain diverse talent.
- We committed in our 2023 report to provide greater opportunity for our emerging talent across the Society - to ensure that women in our Society have a variety of tools and resources available to support their career development in ways that work for them.
- Our Women in NBS colleague network was launched in 2023 to provide a focal point for women across the organisation.
- In 2024 we launched several initiatives in collaboration with the network including a mentoring programme, carefully matching people across the business to receive mentorship from a colleague.
- We also held a networking event, to enable colleagues across the Society to network and build positive working relationships.
- We introduced a new digital learning platform, to enable self-led education and development, something colleagues can access at any time and covering a broad variety of topics.

## Our Gender Pay Gap data 2024

### Overall pay gap

NBS mean

**40.8%**

(40.5% in 2023)

NBS median

**47.4%**

(44.8% in 2023)

### Bonus figures

NBS mean

**58.6%**

(52.2% in 2023)

NBS median

**52.2%**

(49.3% in 2023)

### Proportion of colleagues receiving bonus pay

86.4%

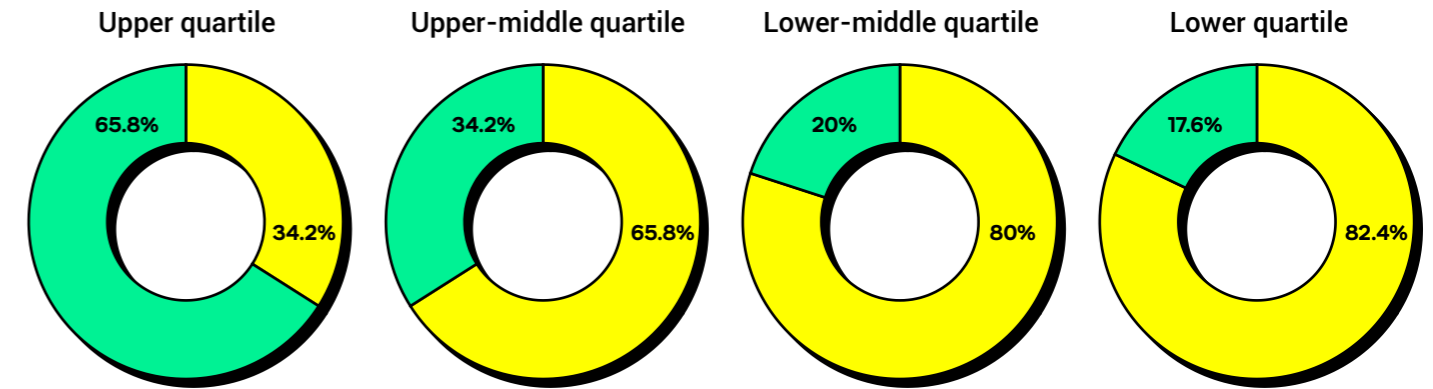
80.2%

Male Female

## Our Gender Pay Gap data 2024

### Quartile figures

Male Female



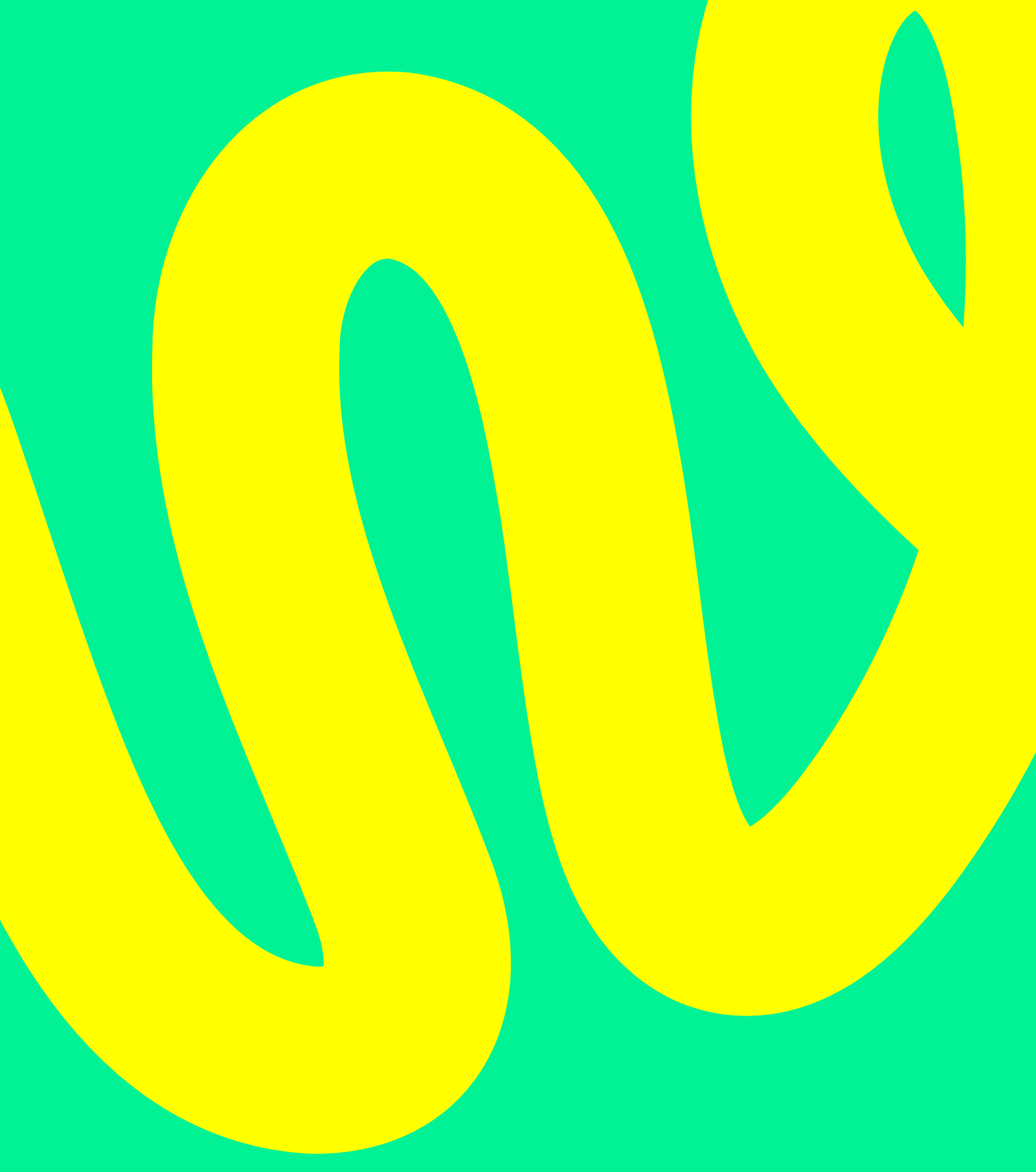
We are proud signatories of **HM Treasury's Women in Finance Charter** and remain committed to the targets set out in this report. In 2025 our 'Women in NBS' network will keep delivering valuable insight and voice from our colleagues as we continually strengthen the opportunities and support on offer for women within the Society.

We remain confident that our commitment to support and develop women in our workplace and maintain an equitable and inclusive culture will lead to meaningful progress over time. We are proud of the steps we have taken so far and remain dedicated to improving all aspects of diversity across our Society.

I confirm that the gender pay gap reporting data in this document is accurate.

**Lisa Winnard**, Chief People Officer, Executive Sponsor and Co Chair of the Women's Network





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