

Gender Pay Report 2025



Nottingham
Building Society

Our Progress and Commitment to Gender Equality and an Inclusive Workplace

At Nottingham Building Society, we believe an equitable workplace is essential to delivering our purpose and supporting our colleagues to perform at their best.

This report highlights the steps we are taking to build greater fairness and inclusion, alongside the publication of our 2025 gender pay gap figures and our ongoing commitment to improvement.

Gender pay gap reporting

The gender pay gap is the difference between the average earnings of men and women across an organisation, expressed as a proportion of men's average earnings. UK employers with more than 250 employees are required to publish gender pay gap data annually for their UK workforce, reporting on:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of female and male employees who received a bonus
- Proportion of female and male employees in each of the four pay quartiles

A gender pay gap is not the same as equal pay and does not indicate that men and women in similar positions earn different amounts, which would contravene the Equality Act 2010. We are confident that men and women are paid equally for equivalent work at Nottingham Building Society.



Our gender pay gap

	2024		2025	
	Mean	Median	Mean	Median
Gender pay gap Female hourly rate is	40.8% lower	47.4% lower	35.93% lower	38.18% lower
Gender bonus gap Female bonus pay is	58.6% lower	52.2% lower	47.32% lower	48.96% lower

Our gender pay gap figures reflect the distribution of men and women across roles and levels within the organisation, rather than unequal pay for the same or similar work. We are confident that male and female colleagues are paid equally for equivalent roles; however, the overall pay gap continues to be influenced by structural factors, including representation at senior and higher paid levels.

The 2025 gender pay gap results represent 524 employees, with a 64.5% female and 35.5% male split.

Gender Pay Gap (Hourly Pay)

We are pleased to report the **mean gender pay gap** reduced from **40.8%** in 2024 to **35.9%** in 2025, representing an improvement of nearly **5 percentage points**.

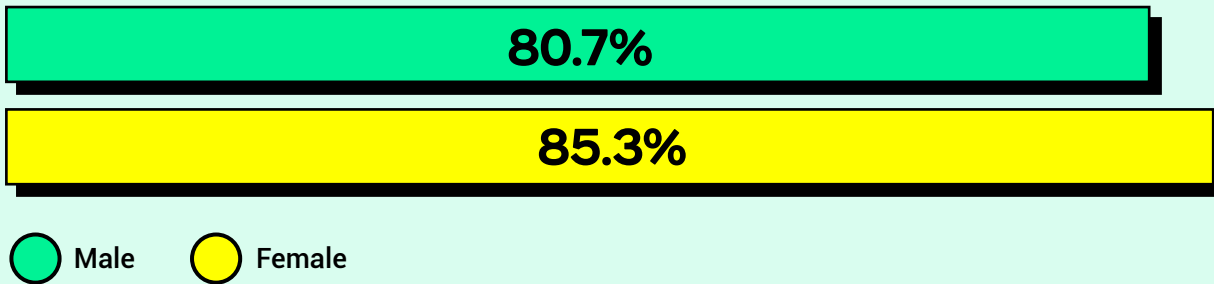
The **median gender pay gap** also reduced significantly, falling from **47.4%** in 2024 to **38.18%** in 2025.

The reduction indicates positive movement in the overall pay distribution and reflects changes in workforce composition and progression across the organisation.

The reduction is reflective of the reward strategy to award higher pay increases to the lower paid roles in the business, which hold a higher proportion of female colleagues.

The gender pay gap remains driven by fewer females in senior roles and a higher proportion of females in junior positions.

Proportion of colleagues receiving bonus pay



Gender Bonus Pay Gap

80.7% of male and 85.3% of female colleagues received a bonus in the reporting period.

The **mean gender bonus pay gap** reduced from **58.6%** in 2024 to **47.32%** in 2025, while the **median gender bonus pay gap** also reduced slightly, from **52.2%** in 2024 to **48.96%** in 2025.

These improvements reflect a more balanced distribution of bonus payments between men and women during the year and again show a positive shift compared with 2024. However, the bonus gap continues to be influenced by lower representation of women in senior roles.

Overall Assessment

The consistent improvement across all pay and bonus measures in 2025 is encouraging and demonstrates a positive direction of travel. While the gender pay and bonus gaps remain significant, the changes between 2024 and 2025 indicate that actions being taken to improve representation, progression and opportunity are beginning to have an impact.

Closing the gender pay gap will require sustained effort, and we remain committed to continuing this progress through targeted, long-term actions.

Like many service organisations, we employ a high proportion of women in customer facing roles, including within our branch network and customer support teams, which tend to be lower paid roles. Many of these roles are also held on a part time basis. 29% of our female workforce work part time, compared with 4% of our male workforce. While this contributes to our gender pay gap, we are proud to offer quality, flexible employment opportunities that support colleagues in balancing work and home life.



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 35% in 2024 to 40% in 2025. This reflects our ongoing efforts to increase female representation in leadership roles.

Actions to Support the Progression of Female Colleagues

We have taken several targeted actions to support the progression of female colleagues across the business and within the wider community:

Strengthening inclusion networks:

We have continued to build an inclusive environment in which our six Inclusion Networks have an increased and influential voice in shaping policy, reward, and learning. This includes our **Women in NBS network** and the **Hormonal Health Hub**.

External development and networking:

We sponsored ten female colleagues to become members of **Women in Banking and Finance**, providing access to exclusive learning opportunities, mentoring, and professional networks.

Expanding family and care support:

We have recently launched a **Family and Carers Inclusion Network** to better support colleagues with parent and caring responsibilities.

Health and wellbeing advocacy:

We introduced **Menopause Advocate Training** through our Hormonal Health Hub Inclusion Network to raise awareness and strengthen workplace support.

Inclusive recruitment practices:

We actively promote diverse candidate pools throughout our recruitment processes to support fair and balanced representation. We will also be introducing diverse hiring panels and new Line Manager training.

Financial wellbeing coaching:

We have introduced one-to-one financial coaching, aimed at helping colleagues organise their money, plan life goals and reduce financial stress.

Targeted talent development:

We launched two talent development programmes with strong female representation:

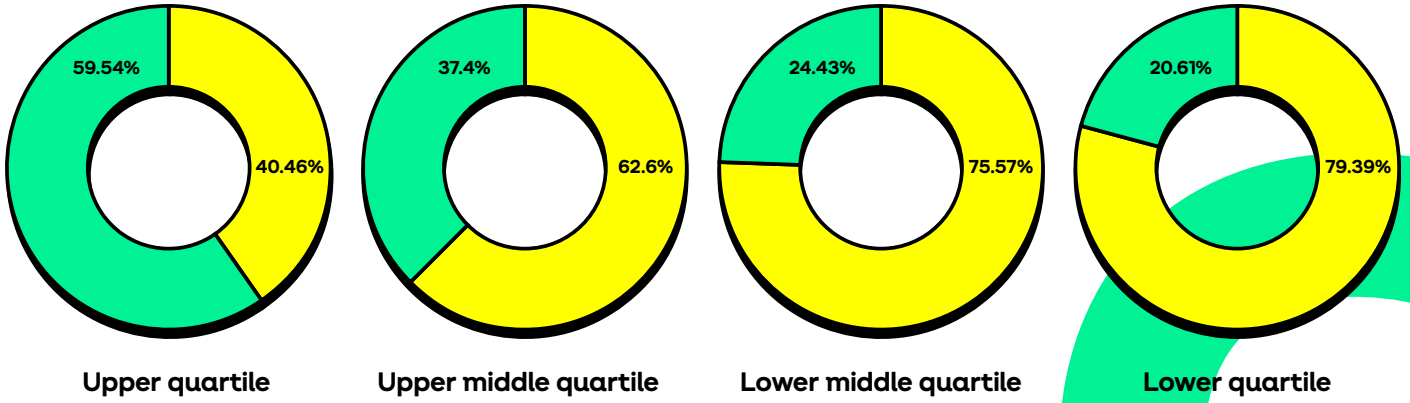
- 74% of delegates on the **Management Development Programme** are women
- 75% of delegates on the **Aspiring Leaders Programme** are women

Community engagement:

Through our strategic charity partner **ThinkForward**, we will actively support the **She Speaks** programme, delivering events for 50 young women in Nottingham to explore career pathways and what it means to be a woman in business.

Quartile figures

Male Female



Women In Finance

We remain proud signatories of HM Treasury's Women in Finance Charter and remain committed to achieve a target of 50% of females in Leadership roles.



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.

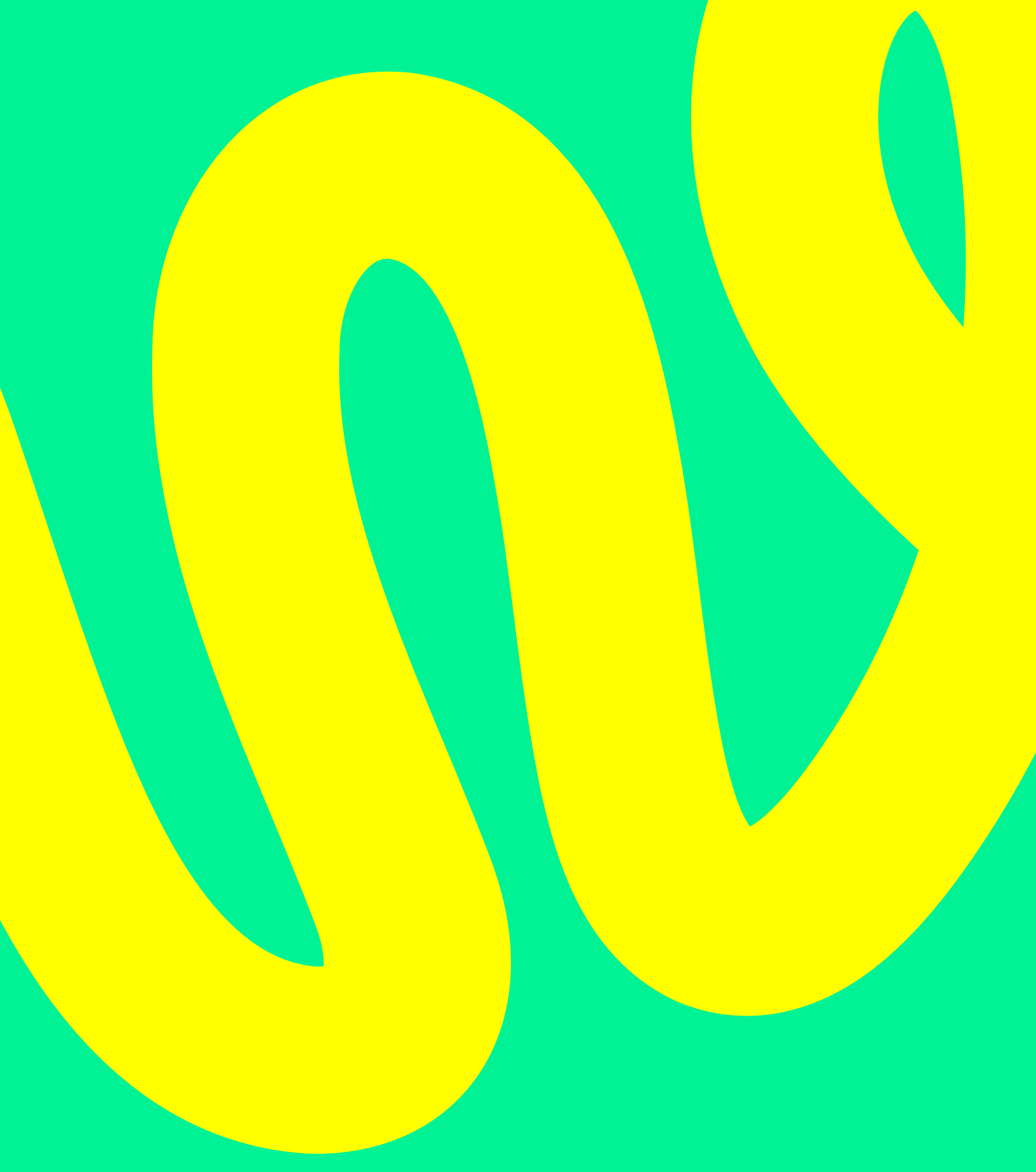
Lisa Winnard, Chief People Officer





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