



NOMINET

Gender Pay Gap Report

April 2021

This is the first time Nominet has published its report on its Gender pay gap although we have been monitoring our progress over the last few years to ensure we focus on ways to help improve any gaps.

We recognise that to be able to reflect a strong inclusive culture and organisational approach to diversity, we need to continue to focus on addressing any key issues that our data and insights present.

We are pleased to say that we have lessened the pay gap this year although the reduction may have been influenced by changes in our leadership team, it is fair to say that it is also as a consequence of positive actions already taken.

We're improving how we recruit, attracting a wider range of candidates, especially for our technical roles by understanding key market factors. By listening to our teams in meetings, focus groups and engagement survey feedback has helped us to respond to issues and concerns that might affect our culture and ability to drive a difference in this area. We also continue to review pay to ensure teams are paid consistently and fairly in terms of experience, skills and knowledge.

We are committed to continuing to improve our progress although we know that with the current climate, this will be a challenge especially when many of our roles tend to be in technical fields where women are currently underrepresented. However, by learning from other organisations and listening to different perspectives from within, we will continue to create a diverse and inclusive workplace.



I can confirm that the information contained herein is accurate

A handwritten signature in blue ink, appearing to be 'BHB' followed by a flourish.

Beverley Hamblet-Bowes
HR Director of Nominet



Our figures:

Total Number of employees 5 April 2021:

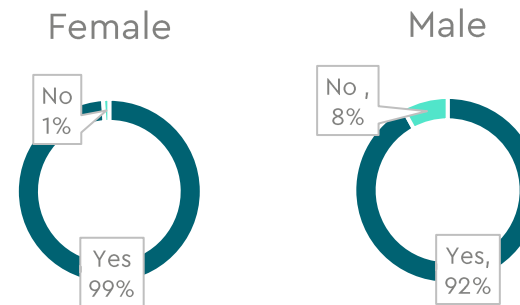
- 261 – 99 Women (37.9%), 162 Men (62.1%)

Mean and Median pay / bonus gap between men and women

Nominet	Mean	Median
Gender Pay Gap	16.2	20.5
Gender Bonus Gap	9.1	28.8

- When comparing mean hourly rates, women earn 83.80p for every £1 that men earn
- When comparing median hourly rates, women earn 79.54p for every £1 that men earn

Bonus Pay proportion – proportion of men and women receiving a bonus



Quartile pay band proportions – proportion of men and women in each band

	M %	F %
Lower Quartile	42%	58%
Lower Middle Quartile	57%	43%
Upper Middle Quartile	74%	26%
Upper Quartile	75%	25%



What we have been doing

Employer Branding - Our revised approach helps to position roles differently to a wider audience and support the widening of the talent pipeline with a broader focus on our existing team members and the language used to attract others.

Manager Training and Support - We continue to provide training and support to educate managers on the recruitment process with an additional focus on interview techniques and unconscious bias.

Proactive reward strategy and benchmarking - Regular focus on benchmarking is ensuring we take a proactive approach to reward for all roles and address salary drift for key critical roles across the wider organisation ensuring a balanced approach is taken focused on experience, skills and contribution.

Flexible / Agile Working - Introduced improved technology which facilitated and enabled a greater degree of increased flexibility in the way we work across the organisation.

Pay Review analysis – We regularly review pay levels to ensure our approach to pay is not exacerbating and extending the pay gap any further.



What we are doing next

Data and Insight - Improving our data and analysis on both external and internal talent pools means we will be better informed of our market and determine where the challenges remain and need focus.

Tech Talent Charter - Further collaboration with the Tech Talent Charter will help us focus and improve our approach and learn from other organisations that are making clear progress in reducing their gender pay gap.

Future talent strategy - Focus on developing our own future talent pipeline which will in turn provide potential opportunities to increase the level of diversity across the organisation, which in turn will support our ability to address the gender pay gap.

Continuation of Manager Training and Support - Coach managers to help focus better conversations with team members, encourage a growth mindset and resilience to build confidence and changes to the way we problem solve and drive change.

Flexible / Agile Working - Our Covid response and subsequent shift towards greater flexibility, hybrid working and wider focus on location for recruitment will further reinforce and support our ability to attract and retain a diverse team.

