



NOMINET

Gender Pay Gap Report

April 2023

Foreword and reasons for our results

We want to bring more diversity into our organisation, including taking steps to attract more women into technology roles. Our gender pay gap reporting informs our approach. We are pleased to report a decrease in our gender pay gap, but acknowledge it is still more than the national average and higher than the tech industry average.

Our gender pay gap stems from three factors:

- The existing gender imbalance across the tech sector in specific roles and skills.
- Competition in the external market for niche and scarce skills, which are having an inflationary impact on pay levels across the tech sector.
- We have recruited a higher number of men into technology and senior roles.

Whilst 50% of the Board and 57% of the direct reports to the CEO are women, we want to increase diversity in other areas, specifically within the technology functions (where we have increased our team size and capabilities), alongside inspiring future generations into the tech sector.

To achieve this, we are continuing to focus on improving our Employee Value Proposition, candidate, and colleague experience. Our recruitment process aims to position opportunities in a way that attracts a wider range of diverse candidates to consider a career at Nominet, especially for our technical roles.

We are also doing more to retain our existing employees by increasing awareness of the breadth and flexibility of our employee proposition. We are listening to our teams through focus groups and regular engagement surveys, so that we can respond to issues and concerns and improve our employee experience.

We track and review pay in line with relevant benchmarking to ensure teams are paid consistently and fairly in terms of experience, skills, and knowledge. This has been more challenging within the context of a volatile recruitment market and the cost-of-living crisis.

While we will still face a particular challenge of recruiting a scarce resource – female technologists - we are committed to the goal of attracting and retaining a diverse team here at Nominet.



Paul Fletcher
Chief Executive Officer, Nominet

Our figures

273

TOTAL NUMBER OF EMPLOYEES
AS OF 5TH APRIL 2023



81 WOMEN
(29.7%)

192 MEN
(70.3%)

When comparing **mean** hourly rates, women earn 82.70p for every £1 that men earn

When comparing **median** hourly rates, women earn 75.10p for every £1 that men earn

Nominet	Mean	Median
Gender Pay Gap	17.3	25.9
Gender Bonus Gap	10.5	26.2

BONUS PAY PROPORTIONS

Proportion of men (86%) and women (94%) receiving a bonus



QUARTILE PAY BAND PROPORTIONS

Proportion of men and women in each band

	M %	F %
Lower Quartile	41%	59%
Lower Middle Quartile	69%	31%
Upper Middle Quartile	88%	12%
Upper Quartile	79%	21%

Our Key Priorities

We are committed to improving our progress although we know that with the current climate, this will continue to be challenging. Our key priorities are as follows:



Encouraging diversity

We want to play our part to ensure Nominet is an attractive employer for everyone. We are addressing this by focusing on our recruitment, creating a welcoming employee experience, and by investing in programmes that help and encourage and more people to pursue a career in technology.



Attracting a diverse candidate pool

- Our primary focus is on recruitment, the candidate experience and onboarding changes to make the employee journey as positive as possible. We are supporting our managers by giving them a more informed understanding of the market and training them on best practice in selection processes, unconscious bias and changing candidate expectations.
- We have invested in data and analytics tools to challenge shortlisting of candidates with our hiring managers and partners. We use a gender decoder to reduce unconscious language bias in adverts and job descriptions.
- We are working closely with our hiring partners to ensure they understand our talent requirements and our desire to build a more diverse organisation.
- As part of our longer-term workforce planning, we will begin developing our own future talent pipeline with the introduction of apprenticeship level roles to support critical / niche skillsets.



Inspiring a future generation

- Sponsoring and funding public benefit initiatives remains a key priority for us, and we are committed to taking positive action to encourage more women into tech roles.
- We have funded a major initiative, ClickStart, to bring training opportunities to marginalised groups, in partnership with the Institute of Coding.
- We have funded the donation of Micro:bits to every primary school in the UK, giving every child the opportunity to develop digital skills and confidence.



Building a great place to work

- We are committed to encouraging equality, equity, diversity and inclusion in the workplace, and support this through progressive, inclusive policies and practices
- We aim to maintain a welcoming and inclusive culture, reinforced at each touchpoint of the employee experience. Communicating who we are, what we do, how we work and what life is like inside Nominet is a key part of our approach to recruitment and onboarding
- If an employee becomes disabled, every effort is made to provide continuity of employment in the same role or a suitable alternative. The same principles are applied when an employee is affected by long-term illness, where we provide support to help their return to work
- Wellbeing is a key priority, and we have a comprehensive wellbeing strategy that includes body, mind, spirit, and financial aspects
- We continue to focus on flexibility through our hybrid working offer, the introduction of regional hub spaces where needed, and the development of new flexible options to improve our ability to attract and retain a diverse team



Raising awareness and developing skills

Our new Diversity and Inclusion Group brings together employees with a shared interest in advancing diversity, whether as a member of a diverse community or as an ally. It aims to:

- Support the diversity and inclusion agenda at Nominet and become allies for others;
- Raise awareness of why diversity and inclusion is important within Nominet, with the aim of creating greater trust and inclusion;
- Increase the disclosure of diversity data by explaining why it is important, and create trust in how the data will be used.

We are also coaching our managers to build an inclusive culture through better conversations with team members, aimed at increasing everyone's confidence so that we can problem solve and drive change together.