



Gender Pay Gap Report

2023

n.
family
club



At N, we are creating a culture of belonging, connection and community. We know that being part of a diverse, equitable and inclusive environment is integral to people being their best, so we're striving to be a workplace where people can be themselves and reach their potential, irrespective of their gender, socio-economic levels, race, age, disability, religion and sexual orientation.

Fair treatment, pay and opportunities are integral parts of who we are and our B Corp values. We pay equally, provide flexible working options for all and offer enhanced maternity, paternity, adoption and share parental leave.

One way of showing we respect everyone who works for us is to tackle our gender pay gap.

The gender pay gap is the difference between the average pay for men and women in a business, based on a snapshot date of 5th April 2023. It doesn't directly compare the salaries of men and women doing the same job, but measures the average salary across all roles in the company.

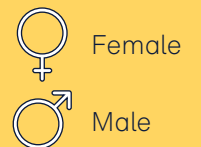
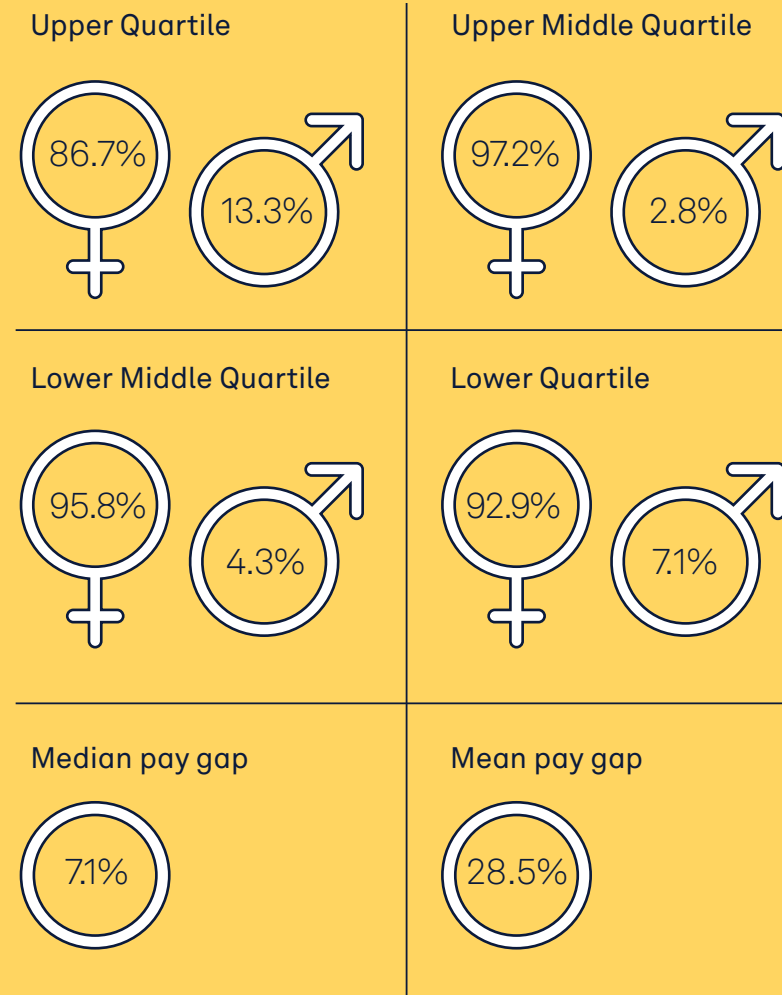
We report on our GPG every year to keep an eye on how we're doing. We've grown a lot since last year. We now have over 800 people working across N, in 25 nurseries and our support office.

Summary of our results

This information is based on hourly pay rates (including salaries converted into hourly rates) as a snapshot from the 5th April 2023 as required by the Gender Pay Gap legislation. The reporting below is the gender pay gap data for those who identify as male and female in our UK-based team. It's important to say that it does not currently represent the spectrum of gender identities and expressions that we recognise at N.

Our gender pay gap is 7.1%. The bad news is we still have a pay gap. The good news is it is lower than the ONS reported 2023 national average of 14.3%.

These figures show that our team demographic is still largely female.





Summary of our results

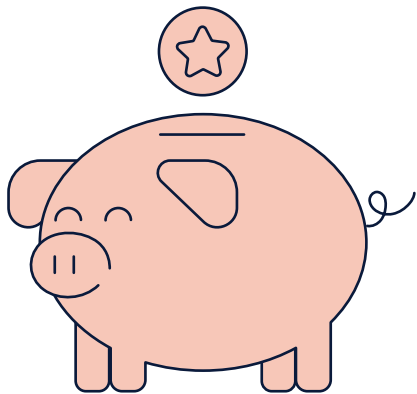
We are proud to be an inclusive and flexible employer. We are committed to offering the same rates of pay regardless of gender for all our roles across all areas of our business. With a predominantly female workforce in our nurseries, we are realistic and know that our results will often be influenced by this. Our aim has always been to try and employ a diverse team across our business and increasing the number of male team members across our nurseries has always been, and will continue to be a part of this.



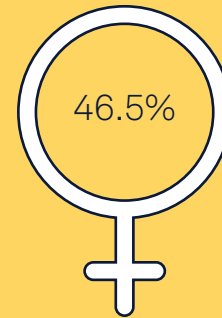
At N we have created a high performing team culture, underpinned by kindness, warmth and belonging.

Bonuses

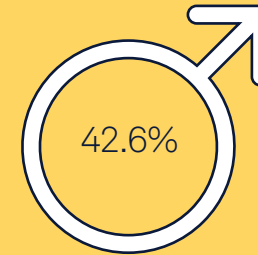
Under the GPG regulations, all bonuses are included. We award bonuses for performance, long service and to encourage recruitment. Everyone is eligible for a bonus and we are delighted that so many of our team were awarded one. As our team is predominantly female, the impact on the gender bonus gap is significant.



Female bonuses



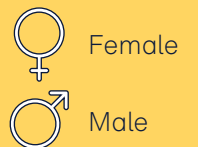
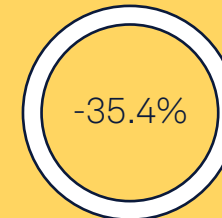
Male bonuses



Bonus median



Bonus mean





Final words

Over the last year we have reviewed and enhanced all of our salaries and benefits, to support our team members during their career at N Family. We conduct an annual benchmarking exercise on all salaries for all roles and this information is used to inform our pay review process to ensure our rates of pay remain competitive. In 2023 due to pay or benefits we have continued our annual full review and competitor analysis to ensure that we remain highly competitive as an employer in this respect.

To help us bring the pay gap down, we'll continue to focus on creating progression and development plans for everyone at N Family Club. We are realistic that our predominantly female, nursery based workforce will always impact our gender pay gap, but we'll continue in our efforts to make N Family Club a place where everyone feels welcome, safe and able to achieve their dream.

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