

# Ethnicity Pay Gap Report

Newable Partnership Limited

5th April 2025



**Newable**

# Background

This is the fourth year that we are voluntarily reporting on our Ethnicity Pay Gap.

**Newable Partnership Ltd (NPL) does not in itself meet the 250-headcount threshold; however, we are committed to taking a proactive approach and see this as an opportunity to build stronger relationships with our people and stakeholders through openness and transparency as well as demonstrating our desire to always improve and comply with our principles of diversity, inclusion, and equality.**

All the ethnicity pay information in this report relates to NPL and does not include other companies within the Group.

The report that follows shows the difference between the average earnings of people from an ethnic minority background expressed compared to earnings of people from a white background. There are six different measures to report on, based on a snapshot of pay data on a set date (5 April) set out by the Government Equalities office:

- **Median ethnicity pay gap** – the difference between the median hourly rate of pay of white full-pay relevant employees and that of ethnic minority full-pay relevant employees
- **Mean ethnicity pay gap** – the difference between the mean hourly rate of pay of white full-pay relevant employees and that of ethnic minority full-pay relevant employees
- **Median ethnicity bonus gap** – the difference between the median bonus paid to white employees and that paid to ethnic minority relevant employees
- **Mean ethnicity bonus gap** – the difference between the mean bonus paid to white employees and that paid to ethnic minority relevant employees
- **Bonus proportions** – the proportions of white and ethnic minority relevant employees who were paid a bonus during the relevant period
- **Quartile pay bands** – the proportions of white and ethnic minority full-pay relevant employees in the lower, lower-middle, upper-middle, and upper quartile pay bands.

Calculating the mean: We add together all the hourly pay rates that people from an ethnic minority background received. We divide the total by the number of people from an ethnic minority background working for NPL. We then repeat this calculation for people from a white background. The difference between these figures is the mean ethnicity pay gap.

Calculating the median: We first rank all our people by their hourly pay. We find what the person in the middle of the pay range for people from an ethnic minority background received. Then we compare it with what the person in the middle of our white population pay range received. The difference between these figures is the median ethnicity pay gap.

Headlines about the Ethnicity Pay Gap tend to focus on the median figure as it dampens the impact of extremes and therefore thought to be the most representative measure for ethnicity pay gap reporting; however, it is important to report all these measures as each one tells you something different about the underlying causes of the ethnicity pay gap. For example, if there is a significant difference between the mean and median pay gap, this shows the dataset is skewed by a group of very high earners (making the mean bigger than the median) or vice versa. Taking a snapshot of this data on a set date gives a level playing field for all organisations; although this can also hide the fluidity of ethnicity pay gaps which can fluctuate from month to month and across pay quartiles depending on changes to our headcount.

All figures calculated in this report are on the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

# The report

## Ethnicity pay gap by hourly rate

	White	All ethnic minority groups	Percentage Difference	5 April 2025 versus 5 April 2024
Mean	£34.93	£33.19	4.97%	1.23% points higher
Median	£30.65	£30.65	0%	0% points

This table shows the mean ethnicity pay gap figure has increased to 4.97% (1.23% points higher than FY24), while the median ethnicity pay gap figure shows there is no pay gap when compared to FY24.

## Ethnicity bonus gap

	White	All ethnic minority groups	Percentage Difference	5 April 2025 versus 5 April 2024
Mean	£6,259.82	£2,926.05	53.26%	8.19% points higher
Median	£2,734.00	£2435.00	10.94%	4.87% points higher

This table shows the mean ethnicity bonus gap for NPL has increased to 53.26% (8.19% points higher than FY24), the median ethnicity bonus gap has also increased to 10.94% (4.87% points higher than FY24).

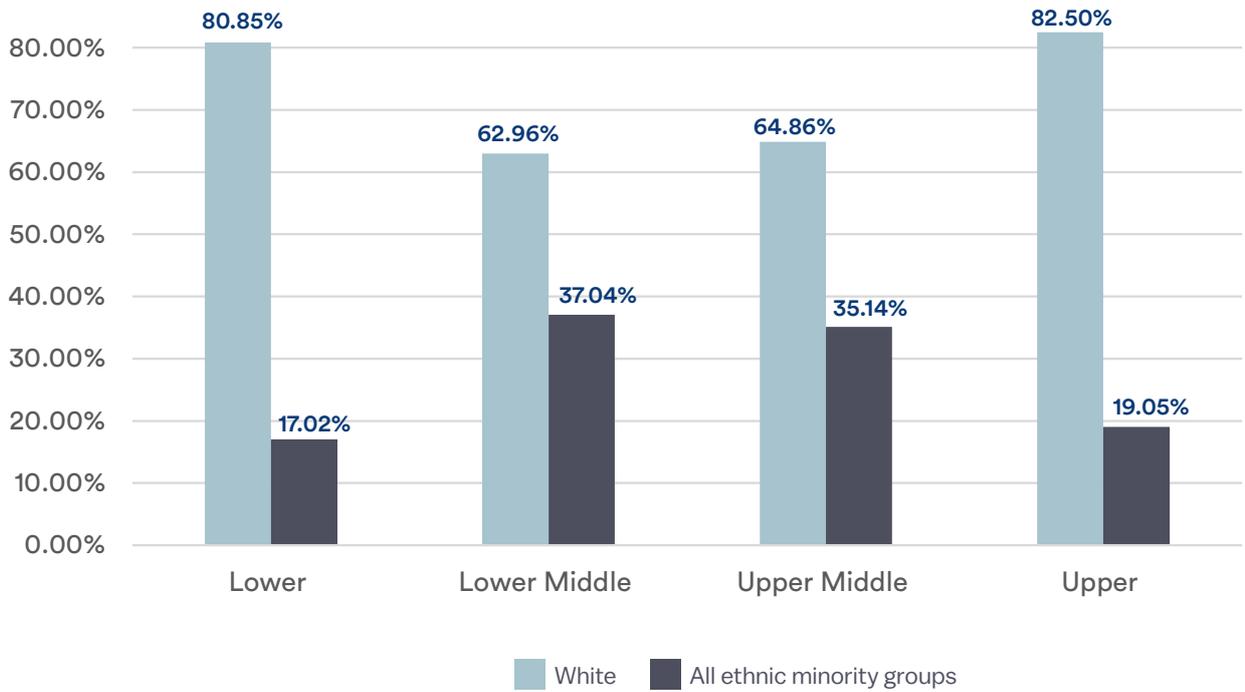
## Bonus Proportions

	White	All ethnic minority groups
Number receiving bonus	116 out of 129	45 out of 47
Proportion receiving bonus	89.92%	95.74%

This table shows the proportion of people from a white background who received a bonus for the FY25 was 89.92% while for people from an ethnic minority background this was 95.74%. It should be noted that these figures are influenced by people joining and leaving the business during the reporting period as everyone working for NPL is eligible to receive a bonus payment if the business can afford to do so. The only exception to payment is if an individual is in receipt of a disciplinary warning.

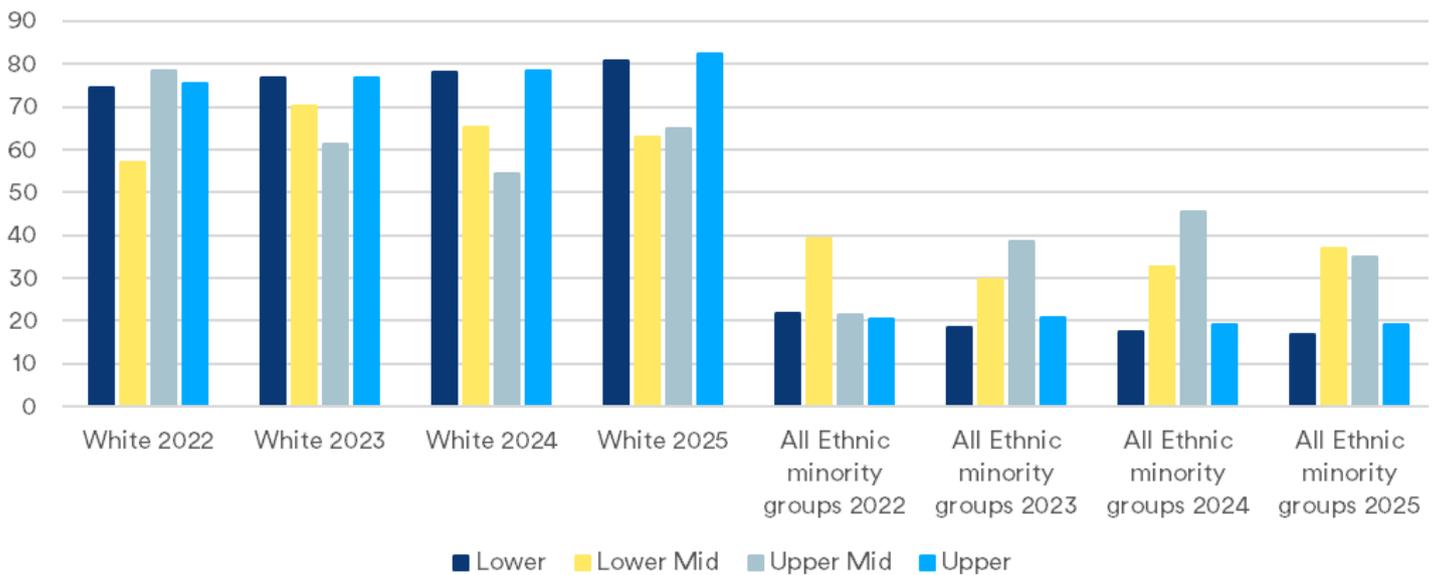
## Proportion of people from a white background compared to people from an ethnic minority background per pay quartile

		Lower		Lower Middle		Upper Middle		Upper		Head-count
White	38	80.85%	34	62.96%	24	64.86%	33	82.50%	129	72.50%
All ethnic minority groups	8	17.02%	20	37.04%	13	35.14%	6	19.05%	47	26.40%
Prefer not to answer	1	2.13%					1	2.50%	2	1.10%



This shows the ethnicity pay quartiles for people working at NPL based on hourly pay rates, with lowest-paid 25% of employees (the lower quartile) to the highest-paid 25% (the upper quartile). For there to be no ethnicity pay gap, there would need to be an equal ratio of people from a white background to people from an ethnic minority background in each quartile.

### Ethnicity pay gap quartiles comparison for the last four years



This graph shows NPL's ethnicity pay gap quartiles comparison for the last four years; you will see the percentage of people from a white background in the lowest paid and highest paid quartiles have increased year on year.

## Why do we have an ethnicity pay gap?

Our mean hourly ethnicity pay gap is primarily driven by a lack of representation of ethnically diverse people at our more senior job roles; however, when comparing the median hourly pay NPL has managed to cut any pay gap.

NPL is committed to the principle of equal opportunities and equal treatment for everyone, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment, or disability. It has a clear policy of paying individuals equally for the same or equivalent work, regardless of their race, sex (or any other characteristic set out above). As such, we:

- conduct regular pay and benefit reviews.
- review job roles and pay grades as necessary to ensure a fair structure.

We are therefore confident that our mean ethnicity pay gap and ethnicity bonus pay gaps do not stem from paying people from a white background compared to an ethnic minority background differently for the same or equivalent work.

## What is NPL doing to address its ethnicity pay gap?

NPL is committed to doing everything that it can to cut the mean ethnicity pay gap and reduce its ethnicity bonus pay gaps and we need to remember that this report is at a particular snapshot in time; on 5 April 2025.

The mean ethnicity pay gap as well as the mean and median ethnicity pay gap results for this financial year have increased slightly compared to last year. We believe the general trend is heading in the right direction as we continue to take the following steps to promote ethnic diversity at NPL:

- **Flexible working policy:** this allows people in all areas and levels of NPL to put forward a business case for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.
- **Family friendly policy:** enhanced family friendly policy to promote equality and inclusiveness to all parents.
- **Diversity and inclusion recruitment policy:** which has been in place since 2014 to end unconscious bias in the selection of candidates by ensuring personal details are removed from the application process.
- **Track potential:** at all levels of the organisation to see how people from an ethnic minority background progress in their careers. For example, tracking succession planning to promote leadership development.
- **Track candidate success rates:** regularly reporting on the success rate of people from an ethnic minority background who apply for positions at NPL both externally and internally.
- **'The Rooney Rule':** to ensure there is at least one candidate from an ethnic minority background who is invited to interview for any external job vacancies.
- **Internal mentoring programme:** an inclusive programme for everyone to support career development.
- **Unconscious bias training:** compulsory training for everyone to raise awareness about biases, stereotypes, and the importance of ethnic diversity at work.
- **Diversity and Inclusion policy:** zero-tolerance on discrimination, harassment and retaliation based on ethnicity.
- **Race at Work Charter:** signed up to the leadership commitment to promote ethnic diversity and inclusion

NPL continues to create an evidence base to find any barriers to ethnic equality and to inform future priorities for action. We can report on the following:

- **the proportion of people from a white background compared to an ethnic minority background applying for jobs and being recruited:**

Year	Number of people who applied from a white background	Number of people who applied from an ethnic minority background	Number of people recruited from a white background	Number of people recruited from an ethnic minority background
2021	45%	55%	61%	39%
2022	33%	67%	68%	32%
2023	30%	70%	71%	29%
2024	31%	69%	77%	23%

- the proportion of people from a white background compared to an ethnic background applying for and obtaining promotions:

Year	Number of people promoted from a white background	Number of people promoted from an ethnic minority background
2021	71%	29%
2022	67%	33%
2023	70%	30%
2024	100%	0%

- the proportion of people from a white background compared to an ethnic background leaving NPL:

Year	Number of people leaving from a white background	Number of people leaving from an ethnic minority background
2021	89%	11%
2022	79%	21%
2023	83%	17%
2024	68%	32%

- the take-up of flexible working arrangements by people from a white background versus an ethnic background and level of seniority within NPL:

Year	Total number of flexible working arrangements	Number of people from a white background	Number of people from an ethnic minority background	Level of seniority
2021	8	7	1	25% managerial, 75% admin
2022	7	5	2	29% managerial, 71% admin
2023	7	5	2	29% managerial, 71% admin
2024	8	7	1	38% managerial, 62% admin

- **the proportion of people from a white background compared to an ethnic background who return to their original job after a period of family/parental leave:**
  - 2021 - 60% of people from a white background compared to 40% from an ethnic minority background went on family/parental leave during 2021 and returned to NPL.
  - 2022 - 71% of people from a white background compared to 29% from an ethnic minority background went on family/parental leave during 2022 and returned to NPL.
  - 2023 - 100% of people from a white background compared to 0% from an ethnic minority background went on family/parental leave during 2023 and returned to NPL.
  - 2024 - 66% of people from a white background compared to 33% from an ethnic minority background went on family/parental leave during 2023 and returned to NPL.
  
- **the proportion of people from a white background compared to an ethnic minority background who are still employed a year on from a return to work after a period of family/parental leave:**
  - 100% of the people from an ethnic minority background who went on family/parental leave in 2021 are still employed one year on.
  - 0% of the people from an ethnic minority background who went on family/parental leave in 2022 are still employed one year on.
  - 100% of the people from an ethnic minority background who went on family/parental leave in 2023 are still employed one year on.

None of the above initiatives will, of itself, remove the ethnicity pay and bonus gaps – and it may be several years before some have any impact at all. In the meantime, NPL is committed to reporting on an annual basis on what it is doing to reduce the mean ethnicity pay gap and bonus ethnicity pay gaps and the progress that it is making.

NPL also recognises, that for all employees, working habits and conditions have changed post the pandemic. As we continue to be open and transparent to new challenges, we will need to continue to always bear in mind the goal of further reducing the ethnicity pay gap.

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An employee-owned company