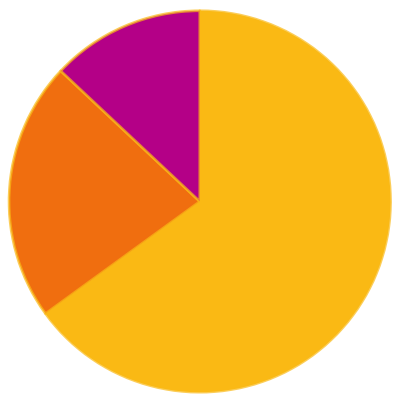




NS&I Equality and Diversity data 2017-18

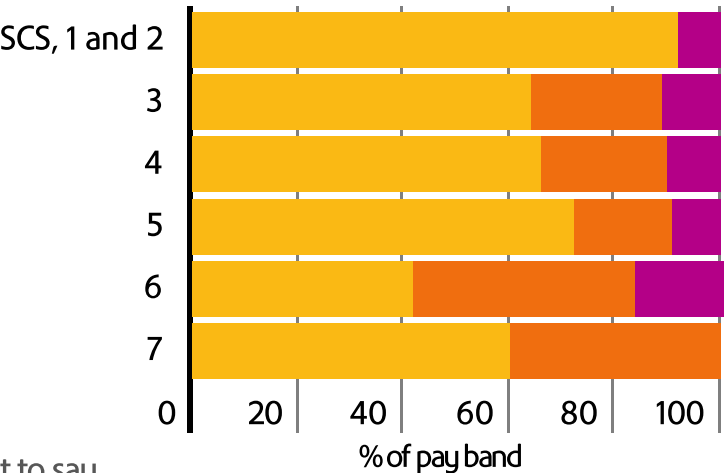
All data rounded to the nearest 1%
Data correct as of 31 March 2018

Overall ethnicity



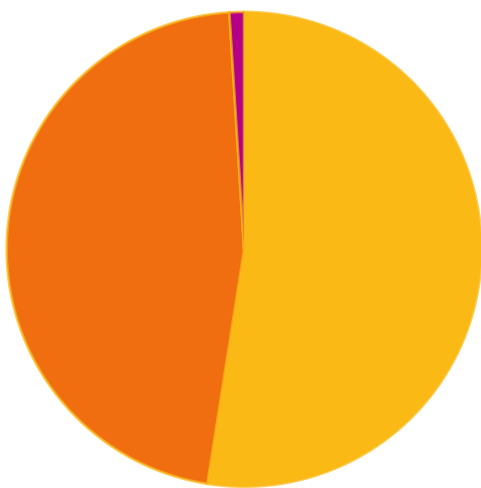
White BAME Prefer not to say

Ethnicity by pay band

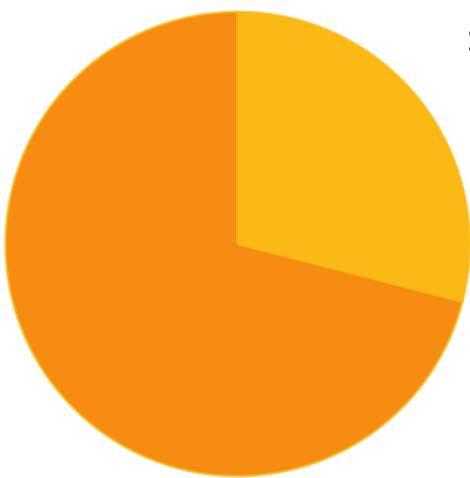


65% of employees at NS&I are of white ethnicity. 22% have identified as Black, Asian, or a Minority Ethnicity, and 13% have chosen not to disclose an ethnicity.

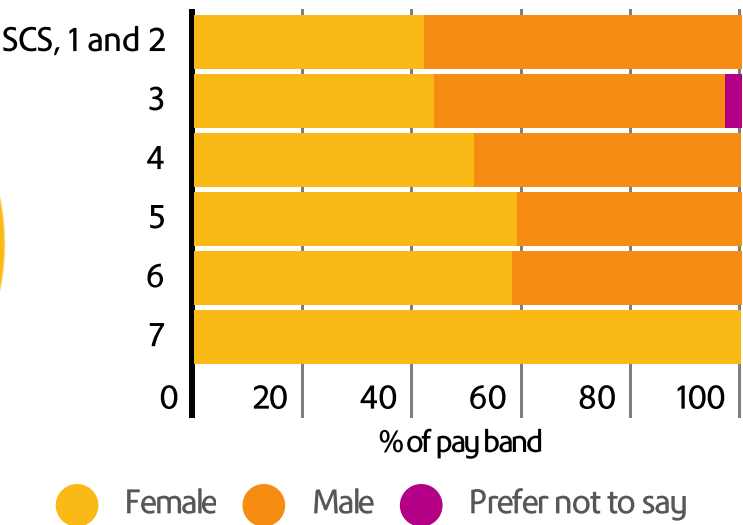
Overall gender



Gender at ExCo



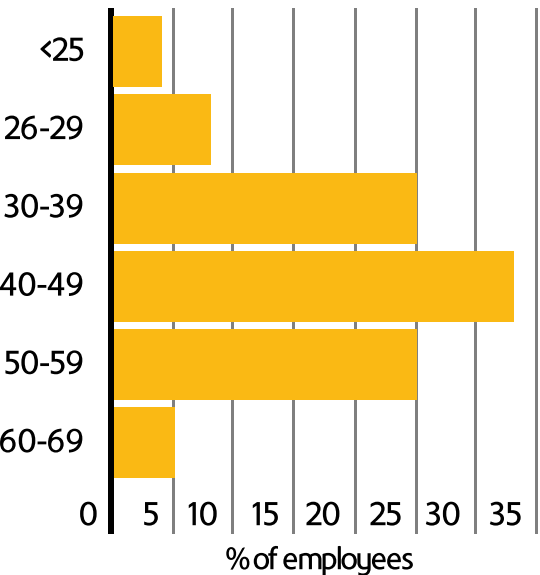
Gender by pay band



Female Male Prefer not to say

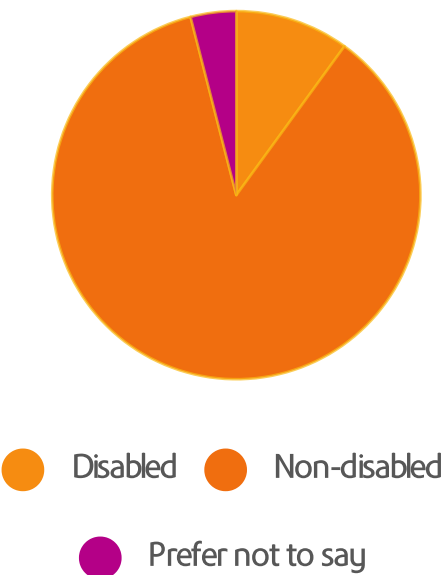
53% of employees throughout NS&I have identified as female, while 71% of the Executive Committee are male. 100% of employees in Pay Band 7 are female, and 58% of employees in Pay Bands 1, 2 and SCS are male. Gender distribution in Pay Bands 3, 4, 5, and 6 is more equal, within the range of 41- 59% either way.

Age



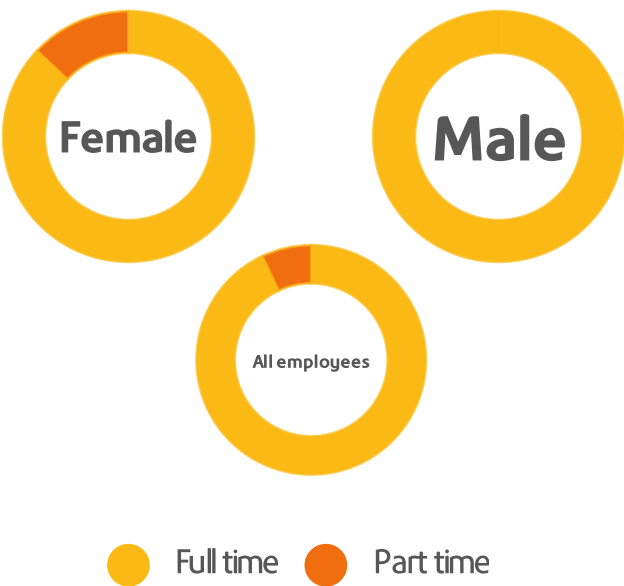
Nearly a third (33%) of employees are aged between 40 - 49. Only 4% of employees are aged 25 or under, and 5% are aged 60 or over.

Disability



There is 96% disclosure of disability status at NS&I, with 10% of employees disclosing a disability.

Working patterns



7% of employees throughout NS&I work part time. All of these employees are female, and the part time workers make up 13% of the female workforce overall.