



Gender pay gap report 24/25



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NWS gender pay gap data 5 April 2025

Number of employees	% male employees	% female employees
969	49%	51%

Pay gap	% mean pay gap	% median pay gap
Gender pay gap	14.1%	11.4%
Gender bonus gap	26.6%	44.2%

Proportion of employees receiving a bonus	% male employees	% female employees
	92.7%	94.9%

Pay by quartiles

Quartile	% male	% female
Lower quartile	33%	67%
Lower middle quartile	46%	54%
Upper middle quartile	50%	50%
Upper quartile	65%	35%

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We have continued to make progress in narrowing our gender pay gaps most notably with a reduction from 14.1% in 23/24 to 11.4% in our median pay gap.

The mean gap has reduced from 14.8% to 14.1%

In the reporting period, we have seen increasing representation of women in higher pay quartiles. In the upper quartile, women now make up 35% of employees, up from 34% in 23/24. The upper middle quartile saw a notable increase from 43% to 50%.

The lower quartile remains largely unchanged, with women accounting for 67%, this overrepresentation of women in lower quartiles continues to contribute to the overall pay gap both mean and median.

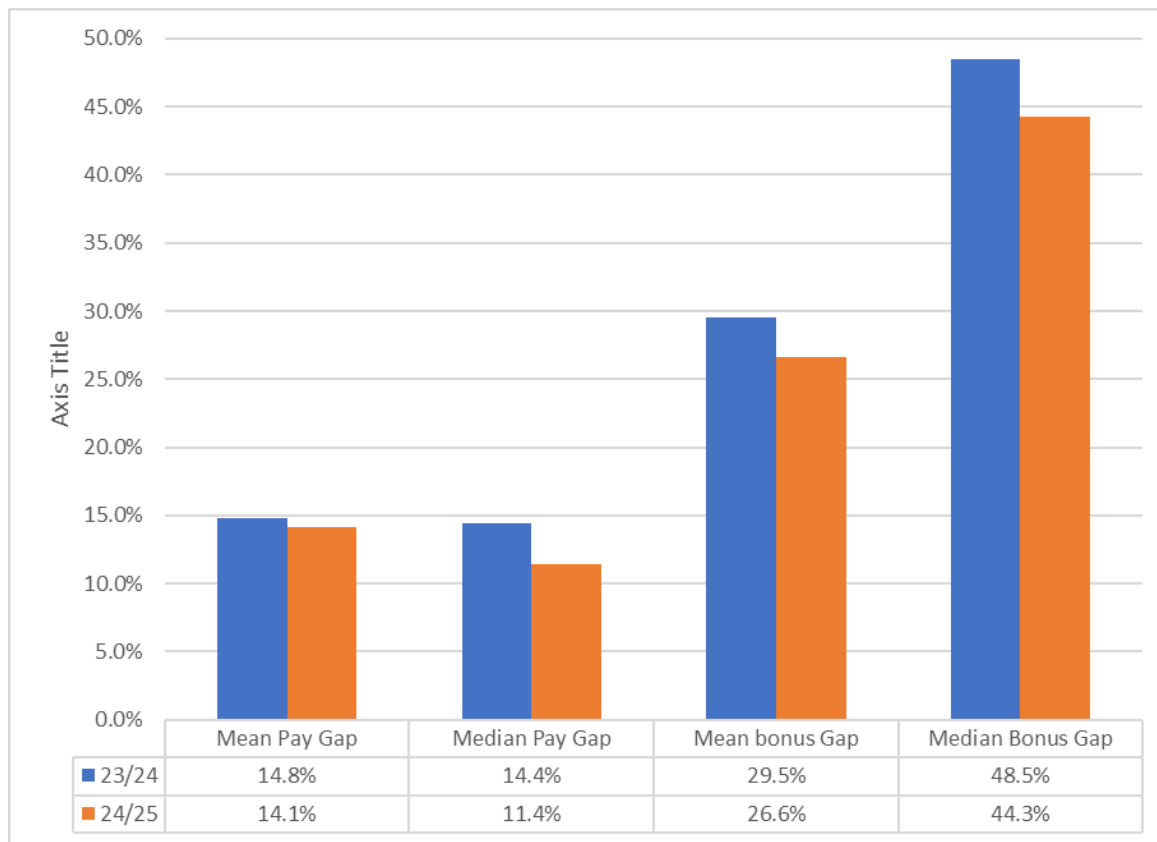
According to the office of national statistics the national average Gender Pay gap for 'all employees' in April 2025 was 12.8% median down from 13.1% in 2024. [Gender pay gap in the UK - Office for National Statistics](#)

I, Shameem Akhtar, HR Director, confirm that the information in this statement is accurate.

Shameem Akhtar

25 March 2026

Year on year gender pay gap data 23/24 – 24/25



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Our focus on gender balance in NWS

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Our representation of women at board and exec is 38% (Sep 2025), this is a reduction from the previous year at 44%.

Recruitment and Retention 24/25

- Appointment of 99 women compared to 94 men (including 8 apprentices - 5 female and 3 male). In year leavers for 24/25 were 44 men compared to 25 women.
- In year, in level promotions of 21 women alongside 17 men.
- 25 women had maternity leave during 24/25, all of them returned to their roles in NWS with 9 of them adjusting their working patterns on return.
- NWS hosted 7 women on secondment from other NDA group companies.

Flexible Working and Parental Leave 24/25

- Supported 13 men to take paternity leave from work and 7 men and 1 woman exercised their legislative right to take shared parental leave.
- 85% of our part-time workers are women compared to 15% men.

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Our focus on gender balance in NWS cont...

[The Times Top 50 Employers for Gender Equality Insights 2025](#) latest report from October 2025 noted key trends for employers focussing on gender balance:

Employer action to prevent and address Sexual Harassment emerged as the highest-performing theme for the first time in the award's history aligned to the Worker Protection Act 2023.

NWS published their own Sexual Harassment policy in October 2025, and this has been used as a benchmark policy across other NDA group companies. Supporting the policy, we have online training and current figures tell us 70% of the organisation have completed.

NWS joined the Employers Initiative on Domestic Abuse (EIDA) in Q1 24/25 - collaborating with other Opco's to compile a policy statement and workplace guidance in 25/26.



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Supporting Women to thrive at work in NWS

Working alongside and supporting our Gender Balance Network, enables us to hear voices from our employees and learn about different experiences in the workplace.

We play an active part in Women in Nuclear to support their aims to achieve gender balance, supporting both local and national events to drive gender balance in and across the nuclear sector. We are proud that representatives from our network were highly commended in the WIN UK 2025 awards for Ally of the year and Mission Impossible.

We have embedded our 2024 accreditation as a menopause friendly employer and continue to ensure everyone, no matter their gender can thrive in work and stay in work.



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Developing Women in NWS

Women in NWS have been supported through several learning and development interventions.

Women have made up 38% of our total number of places within the NDA group's leadership academy and 60% of our NWS places in the NDA group's future leader's programme.

In house and as part of our accredited Institute of Leadership and Management (ILM) programmes 17 Women from NWS have attended and obtained either a level 5 or 3 ILM qualification.

Whilst it was in programme, 50+ women from NWS were supported through the NDA group's women's leadership development programme.



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Early careers in NWS

Our apprenticeship cohort in 24/25 was evenly distributed at 50% women and 50% men.

We are proud in NWS of our thriving Young Persons Network which is helping to support those in their early careers and opportunities to network and connect wider across NDA group and the nuclear sector.

As a STEM ambassador employer, we have many examples of support to local schools including representatives from our site flying the flag for careers in Engineering and our involvement in Bright Stars an initiative for primary school children across Cumbria.

A young female apprentice from NWS was recognised as Business Apprentice of the Year 2025 with Lakes College.



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