NWM Gender Pay Gap Report

NWM Contracting Ltd | Snapshot date 5 April 2026
Reporting year 2026 to 2027 | Website edition November 2026

Umbrella employees

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 for NWM. The calculations are based on pay data as at 5th April 2026 and will show how large the pay gap is between male and female employees.

Hourly pay

Measure	Published result
Mean hourly pay	Women’s hourly pay was 19.63% higher than men’s
Median hourly pay	Women’s hourly pay was 2.46% higher than men’s

Expressed using the standard gender pay gap calculation, the mean gap is -19.63% and the median gap is -2.46%. A negative figure indicates higher hourly pay for women in the relevant employee population.

Bonus pay

Measure	Result
Mean bonus pay gap	Not applicable - no bonuses paid
Median bonus pay gap	Not applicable - no bonuses paid
Men receiving bonus pay	0.0%
Women receiving bonus pay	0.0%

Bonus figures relate to the reporting period associated with the 5 April 2026 snapshot.

Pay quartiles

Pay quartile	Men	Women
Upper	94.51%	5.49%
Upper middle	93.48%	6.52%
Lower middle	94.51%	5.49%
Lower	93.55%	6.45%

Quartiles divide the relevant employees into four groups from lowest to highest hourly pay. The percentages show the representation of men and women within each group.

Written statement

NWM engages with thousands of contractors on assignments across the UK within a range of sectors, from construction to IT. Our Umbrella solution directly employs the workers on contract assignments most of which are found through recruitment agencies.

Our Gender Pay results are reflective of the construction sector that NWM operates in. This sector is heavily male dominated which can be seen in the results of the pay quartiles where the percentage of men in each quartile is very high. A large part of this construction workforce consists of labourers who are lower paid and dominated by male workers. The rate of pay for the women that we employ is typically higher than many of these labourers which is why women's earnings are higher overall.

Our commitment

We are proud to report that NWM provides equal opportunities and I can confirm that NWM does not discriminate when taking on employees and establishing pay rates, NWM provides equal opportunities for men and women and talent is recognised and rewarded at all levels.

Questions about this report

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