



NOC Gender Pay Gap Report 2025

Statutory disclosure

NOC has one legal entity with at least 250 employees - National Oceanography Centre (NOC). Under statutory regulations we are required to report our gender pay gap data for this entity, as set out below:

NOC	
Female Staff (Full Pay Relevant)	256
Male Staff (Full Pay Relevant)	457
Median Gender Pay Gap	0.13%
Mean Gender Pay Gap	1.09%
Female Staff (Relevant)	266
Male Staff (Relevant)	462
Median Bonus Pay Gap	0.00%
Mean Bonus Pay Gap	-5.47%
Female Staff who received a bonus	80.08%
Male Staff who received a bonus	81.39%

We confirm that NOC’s gender pay gap calculations are accurate and meet the requirements of the regulations.

Proportion of Females and Males in each pay Quartile		
Lower Quartile	39.11%	60.89%
Lower Middle Quartile	37.08%	62.92%
Upper Middle Quartile	34.83%	65.17%
Upper Quartile	32.58%	67.42%

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Chair NOC Remuneration Committee