



Gender Pay Gap Report 2022-23

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with 250 or more employees to publicly report their gender pay gap. At the snapshot date Children 1st had 299 employees¹.

The snapshot date of the data covered by this report is 21 March 2023.

The gender pay gap is the difference in pay levels between male and female employees, irrespective of the position held. This is different from equal pay - where organisations are required to ensure that men and women are paid the same for doing the same or similar roles. Our workforce is predominantly female. Women make up 86% of our staff. We remain confident that men and women are paid fairly and equally for the same or similar roles as supported by our role evaluation system.

Following current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women, and we are unable to report non-binary or other identities in this report. In this report we have used the terms 'gender', 'men', 'women', 'male' and 'female', although we recognise that, for some people, this will be referring to their biological sex. We recognise that there are many people who do not fit into these binary categories, for example non-binary or intersex people. We are also aware that some people's gender identity does not align with the sex they were assigned at birth.

Gender Pay Gap Figures

Children 1st figures for the key pay gap metrics are noted below:

- Difference in **mean** pay of men and women as a percentage:

2.27%

This is based on a mean pay of £17.12 per hour for men and a mean pay of £16.73 per hour for women.

¹ Employees under Gender Pay Gap Reporting legislation is interpreted using the wider definition of employees and therefore includes workers on sessional contracts

- Difference in **median** pay of men and women as a percentage

-2.83%

This is based on a median pay of £15.53 per hour for men and a median pay of £15.97 per hour for women.

- **Bonus data** - As part of the mandatory reporting process, employers are required to publish the gender pay gap within bonuses paid. Children 1st do not award bonuses, so this is not applicable.
- **Pay quartile analysis** - Proportion of men and women in each of the four quartiles:

<u>Lower Quartile</u>		<u>Upper middle Quartile</u>	
males	15%	males	9%
females	85%	females	91%
<u>Lower middle Quartile</u>		<u>Upper Quartile</u>	
males	15%	males	16%
females	85%	females	84%

Lower Quartile: contains employees across salary bands 2 and 3 (75 employees – 64 female, 11 male)

Lower middle Quartile: all employees in this quartile are in salary band 4 (75 employees – 64 female, 11 male)

Upper middle Quartile: contains employees across salary bands 4 and 5 (75 employees – 68 female, 7 male)

Upper Quartile: contains employees across salary bands 5 to 9 (74 employees – 62 female, 12 male)

These figures have been reached using the mechanisms set out in the gender pay gap reporting legislation.

Factors impacting on the Gender Pay Gap and Comments

- Low overall number of employees paid in the relevant pay period (299).
- Significant percentage of Children 1st employees are female (86%).
- Reduction of mean gender pay gap from 16.85% reported in 2021 to 2.27%.
- Although our upper quartile has a slightly higher average of men (16%) compared to the overall figure of men in the organisation (14%), it is a lower percentage than the comparative figure recorded 2 years ago (22%)
- In 2021, 12% of all Children 1st employees were male, however, 47% of these male employees were in the upper quartile. There has been a change with 16% of all Children 1st employees being male but with 29% being in the upper quartile.
- The split for men in the lower two quartiles to the higher two quartiles is 54:46%

The Children 1st gender pay gap comparison

Scotland's overall median gender pay gap in 2022 was **12.2%**. (Office of National Statistics, ASHE data). In comparison, the Children 1st overall median gender pay gap in 2022 was **-2.83%**.

While useful to look at comparators figures, it is important to note to the variety of factors that may have an impact on the gender pay gap, for example, the size or the organisation, the percentage of female and male employees, the diversity of the work undertaken, and the ability to attract and recruit a balance of female and male employees across all quartiles, for example, where an organisation has a variety of roles where the societal trend is towards men as the predominant gender.

Actions to address the gender pay gap

Since the COVID pandemic we have focused on promoting the benefits of flexible working, and with support from Flexibility Works we have worked with colleagues across the charity to develop a set of flexible working guidelines. As a result, we have seen examples where new colleagues have felt able to ask for flexibility around their working patterns at the recruitment stage, and other colleagues have been encouraged to apply for and take up promoted posts within the charity because of our approach to flexible working.

We clearly state the salary scale range on offer for any vacancy we advertised and no longer ask for past salary details in our application forms. These are both evidence-based actions that have been found to have a positive impact.

We have a good representation of female colleagues in senior management and operational management roles, that is close to the overall gender balance of the organisation.

	Female	Male
Executive & Senior Leadership Teams	80%	20%
Operational Managers	87%	13%

As part of our ongoing commitment to addressing our gender pay gap, we continue to review our current policies, procedures, and systems to understand how these might affect women or men, positively or negatively.

We have taken considerable strides in the last two years to reduce the gender pay gap by:

- Focussing on being an inclusive, welcoming, and relational workplace to help attract and retain people.
- Exploring steps we can take to improve gender diversity, with a particular focus on leadership gender diversity.
- Identifying bias and barriers to women joining or progressing to leadership roles.
- Taking evidence-based actions to improve recruitment and progression of women – including multiple women in shortlists for recruitment and promotions, using structured interviews, and ensuring transparency in promotion, pay, and reward processes.
- Exploring ways to improve progression opportunities, including initiatives to improve support for women returning from maternity leave, and reducing the number of location specific roles to enable movement between roles and to support career progression.
- Continuing to promote the benefits of flexible working and look at more ways this can be supported to suit both the needs of the children and families we work with and our employees.
- Exploring ways to support part-time employees with career progression.
- Exploring actions we could take to attract and recruit more men into frontline children's services roles.
- Refining our approach to pay practices which positively impact on our gender pay gap.