



Our **gender pay gap** report



2022

Our gender pay gap statement



Our diversity and inclusion strategy is a vital part of how we do things at Action for Children. We want everyone to feel they can be their authentic selves at work, so we build and develop a positive, safe and fair culture that focuses on wellbeing and opportunities for everyone. One way we do that is to measure, understand and report on our gender pay gap. For us, it's not just a legal requirement – it's part of our meaningful and committed focus on this area.

The gender pay gap is defined as the relative difference in the average earnings of women and men and is reported as a percentage of men's pay. For this statement, we're applying the statutory reporting requirements, which only uses these two genders. But we acknowledge that some of our staff won't identify as either male or female.

The reporting of the data takes place every year, and for this report, we're using data as of 5 April 2022. The data shows the mean and median average pay differences between male and female staff. You can read more about what this means and how it is calculated on **page 4**. We submit data for Action for Children and Action for Children Developments Ltd, as they are registered as separate companies.¹

We're pleased to report that our current median gender pay gap figure is 4.43%, which is within our target of 5% either side of a 0% gender pay gap (which would be where men and women earn the same across both averages). We can also report it has been another great year for Action for Children Developments Ltd, which achieved a 0% gender pay gap.

As you'll see detailed within this report, most of our staff across both Action for Children and Action for Children Developments Ltd, are women. This wide variance between our male and female headcount causes our mean average to be skewed, which is why we focus on reporting the median average.

Our gender pay gap figure shows average pay for men has increased slightly since last year. So it's important we explain why within this report.

Firstly, as we mention above, employing a higher percentage of one gender, especially with a wide pay dispersal, makes achieving a 0% gender pay gap challenging.

And secondly, we've seen salaries increase at a faster and higher rate within sectors such as IT and Finance, which has also impacted the salaries of these roles within Action for Children.

Historically and currently, within these sectors (and within Action for Children), there remains a greater proportion of men, who are benefitting from the higher and faster rate of pay change, leading to higher than average salaries being applied. This rate of change is also impacting starting salaries for new recruits to these roles.

At the same time, pay within the public sector, and in particular social care, is not increasing at the same rate. Across the public sector and within Action for Children, there remains a greater number of women working within these areas, which means more women are seeing their pay increase at a slower and lower rate, than those working in sectors like IT and Finance, which is dominated by men.

We're proud of the number of women holding senior leadership roles within our organisation, and this is something we want to build on, as well as exploring how we could recruit more men into our frontline social care roles and more women into senior IT and Finance roles.

Because it isn't just about pay – we believe that a diverse workforce in all areas of our work will help us have a greater impact for vulnerable children, young people and families across the UK.

¹ Action for Children Developments Ltd is a trading company of Action for Children (the parent company/Charity). Its role is to provide the delivery of 34 high quality early years settings, predominantly in England, with one nursery in Scotland and one in Wales, and is a multi-award winning provision for children from birth to their fifth birthday. Out of School Scotland is a trading subsidiary company of Action for Children. It provides out of school childcare for children across 25 clubs, predominantly in Edinburgh with 6 in England.

Our strategic aim is to:

Keep our gender pay gap within 5% either side of a 0% target.



Here's our long-term strategic plan:

Planned strategy

- 1** Target services and departments where the gender pay gap is higher than our median average. Starting with Corporate Shared Services, we'll work together to find solutions and improve their results in the coming years.
- 2** Develop short, medium and long term actions and strategies to bring more women into senior professional and management roles, particularly focusing on female progression within Technology and Property departments.
- 3** Report quarterly to our Executive Leadership Team (ELT) on our progress towards achieving our agreed targets.

Specific actions

- 1** Talk more about our work and progress internally to raise awareness, specifically with our Senior Leadership Teams and cascade this through the management chain.
- 2** Include highlights of our gender pay gap report in our relevant staff webinars, to make sure the staff and managers know where things are going well and where action needs to be taken.
- 3** And we'll spotlight female senior managers and professionals throughout the year via blogs, at events, during relevant awareness moments like International Women's Day, and through other methods, to share experiences and representation in these roles, especially in areas that have more male staff than women.

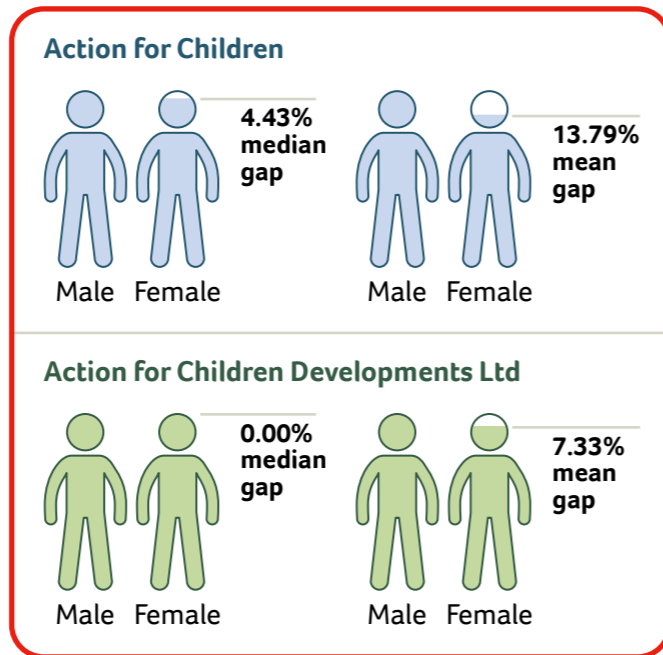
Our mean and median pay gap

For this report we rank all our people by their hourly pay. Then we compare what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is the **median gender pay gap**.

We also add together all the hourly pay rates that women receive, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the **mean gender pay gap**.

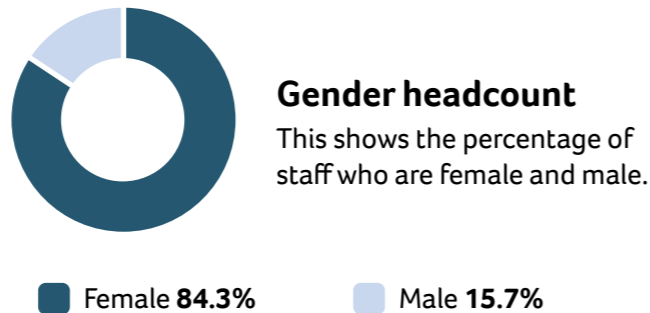
The graphic to the right shows the mean and median pay gaps as of 5 April 2022.

Using both methods for calculating these averages gives us a clearer picture of our gender pay gap.



Pay quartiles for Action for Children

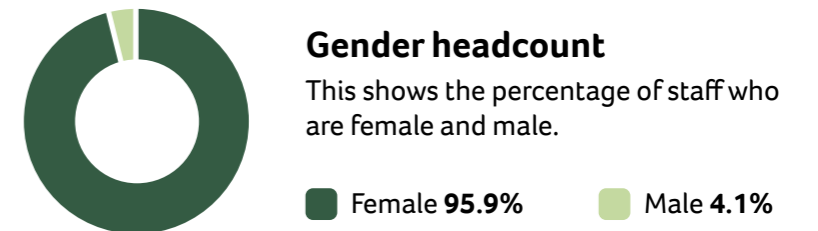
The following charts on pages 4 and 5 show the pay distribution by gender across Action for Children and Action for Children Developments Ltd (applied by quartile). That means it shows how many female and male staff we have, and how women’s pay compares to men at the lowest, middle, and highest ranges of pay within our organisation.



Pay quartiles	Female	Male
Quartile 1 – Lowest paid: This shows what percentage of our lowest paid staff are female and what percentage are male.	85.9%	14.1%
Quartile 2 – Lower middle paid: This shows what percentage of staff in the lower middle paid group are female and what percentage are male.	87.9%	12.1%
Quartile 3 – Upper middle paid: This shows what percentage of staff in the upper middle paid group are female and what percentage are male.	84.7%	15.3%
Quartile 4 – Highest paid: This shows what percentage of our highest paid staff are female and what percentage are male.	78.8%	21.2%



Pay quartiles for Action for Children Developments Ltd



Pay quartiles	Female	Male
Quartile 1 – Lowest paid: This shows what percentage of our lowest paid staff are female and what percentage are male.	97.5%	2.5%
Quartile 2 – Lower middle paid: This shows what percentage of staff in the lower middle paid group are female and what percentage are male.	94.2%	5.8%
Quartile 3 – Upper middle paid: This shows what percentage of staff in the upper middle paid group are female and what percentage are male.	94.9%	5.1%
Quartile 4 – Highest paid: This shows what percentage of our highest paid staff are female and what percentage are male.	96.3%	3.7%

Our commitment to making positive change

In my new role as Chief Executive, I'm pleased to be reporting on our gender pay gap – a key indicator of where things are going well and where there's still work to do.

It's important to acknowledge that our gender pay gap is slightly higher than last year, for the reasons we've explained on **page 2**. However I'm pleased we have kept within 5% either side of a neutral gender pay gap, as per our target. We're proud that for Action for Children Developments Ltd, our median gap has been maintained at 0%. And, when we look at the data in more detail for our service areas, we're pleased to see a median gap of 0% for Children's Services Scotland, and below 1% for Children's Services England.


We're also pleased that, when compared to median ONS data on wider Finance, Insurance, Science and Technology sectors across the UK, we're performing significantly better. And we're also performing well compared to other children's charities.

Keeping within our target range means taking a strategic approach to how to address our gender pay gap. We approach this with specific and targeted actions like reviewing pay decisions, providing flexible working, and looking at the recruitment and retention of women into departments and services historically occupied by men.

We recently appointed and welcomed two women to the Executive Leader Team to lead on key corporate and strategic functions. We know that further work is necessary to recruit women into senior leadership positions in our corporate services.

Both our Gender Empowerment Network and The Diversity and Inclusion Advisory Group play important roles in the development of policies and initiatives in this area, as well as helping raise awareness of gender issues for all staff.

I look forward to reporting our progress again next year.



Paul Carberry
Chief Executive, Action for Children



Safe and happy childhood



Action for Children protects and supports children and young people, providing practical and emotional care and support, ensuring their voices are heard, and campaigning to bring lasting improvements to their lives.

 /actionforchildren

 @actnforchildren

 @actionforchildreuk

 /actionforchildreuk

Get in touch

Action for Children
3 The Boulevard
Ascot Road, Watford
WD18 8AG

0300 123 2112

[actionforchildren.org.uk](https://www.actionforchildren.org.uk)