



Gender Pay Gap

Report 2021



[children1st.org.uk](https://www.children1st.org.uk)



Registered Scottish Charity No: SC016092



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 298 employees. For Gender Pay Gap reporting purposes Children 1st had 277 employees who were paid in the relevant pay period and were included in the report. The snapshot date of the data covered by this report is 5 April 2021.

The gender pay gap is the difference in pay levels between male and female employees across an organisation, irrespective of the position held, and is expressed as a percentage of men's earnings. 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 (88%) and 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



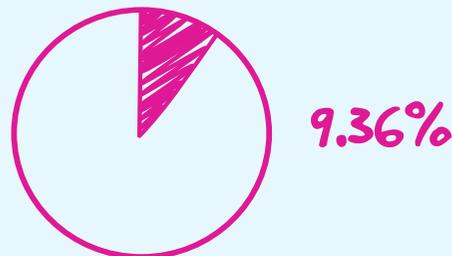
These figures have been reached using the mechanisms set out in the gender pay gap reporting legislation. Children 1st figures for the key pay gap metrics are noted below:

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



The mean pay gap is the difference between the average salaries of females and males across the whole Charity. Our mean pay gap is based on an average hourly rate of £20.00 per hour for men and an average hourly rate of £16.63 for women.

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



This is the percentage difference between the midpoints in ranges of hourly pay of female and male employees and is calculated by taking the hourly pay for employees and lining them up from lowest to highest. The midpoint for female employees and male employees is then compared. Our median pay gap is based on a median pay of £17.62 per hour for men and a median pay of £15.97 per hour for women.

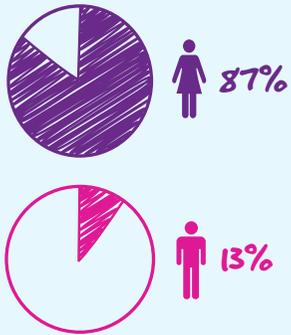
Bonus data

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.

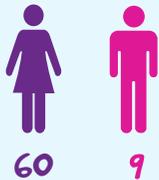
Pay quartile analysis

Proportion of men and women in each of the four quartiles:

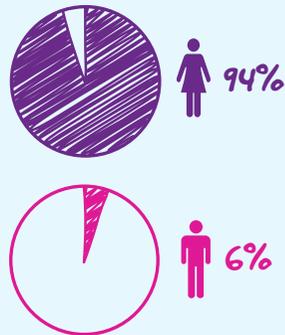
Lower quartile



Contains 69 employees across salary bands 2, 3 and 4



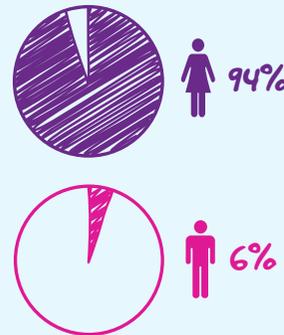
Lower middle quartile



Contains 70 employees across salary band 4



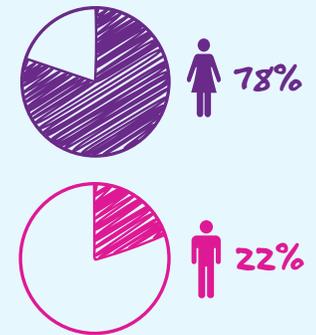
Upper middle quartile



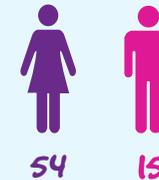
Contains 69 employees across salary bands 4 and 5



Upper quartile



Contains 69 employees across salary bands 5 to 9





Factors impacting on the Gender Pay Gap

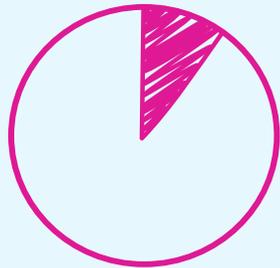
The main factors impacting on our gender pay gap and other key points to note are as follows:

- ♥ Low overall number of employees paid in the relevant pay period (277).
- ♥ Significant percentage of Children 1st employees are female (88%).
- ♥ 80% of Children 1st employees are employed in our Children and Family Services directorate but only 63% of our male employees are employed in roles in this directorate.
- ♥ Our upper quartile has a notably higher percentage of male employees than all other quartiles, 22% compared with 78% female employees.
- ♥ 12% of all Children 1st employees are male, and 47% of these male employees are in the upper quartile.
- ♥ 34% of all men employed at the snapshot date were employed in roles in Finance and Corporate Services and Fundraising, with 22% of all males employed in Finance and IT roles.
- ♥ Our lower middle quartile and upper middle quartile have the same percentage breakdown of male and female employees, with low male representation of 6% in these quartiles. Many of the roles within these quartiles are frontline children's services roles where there is a societal trend towards women as the predominant gender.
- ♥ Our higher salary bands, where fewer employees within these bands are engaged in part time working, have more male employees than other salary bands in the charity.



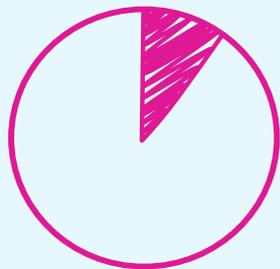
The Children 1st gender pay gap comparison

Scotland's overall median gender pay gap in 2020 was 10.9%



Office of National Statistics, ASHE data

In comparison, the Children 1st overall median gender pay gap in 2021 was 9.36%



Other comparators
(2020 GPG figures)

| | Mean GPG | Median GPG |
|--|----------|------------|
| UK all employees | 14.6% | 15.4% |
| UK health and social care associated professionals | 26.5% | 14.6% |

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

Both prior to and during 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.

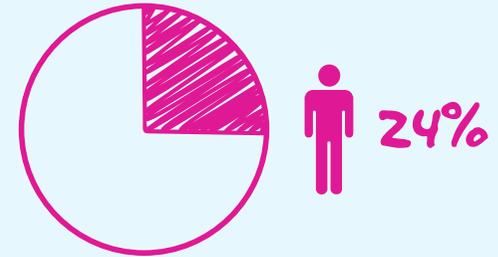
We clearly state the salary scale range on offer for any vacancy we advertise and no longer ask for past salary details in our application forms. These are both evidence-based actions that have been found to have a positive impact.

We have a good representation of female colleagues in senior management and operational management roles:

Executive and senior leadership teams



Operational managers



As part of our ongoing commitment to addressing our gender pay gap, we will review our current policies, procedures, and systems to understand how these might affect women or men, positively or negatively. We will develop an action plan and take positive steps to address any identified issues. We will:

- ♥ Continue to focus on being an inclusive, welcoming, and relational workplace to help attract and retain people.
- ♥ Explore steps we can take to improve gender diversity, with a particular focus on leadership gender diversity.
- ♥ Identify bias and barriers to women joining or progressing to leadership roles.
- ♥ Take evidence-based actions to improve recruitment and progression of women – including multiple women on shortlists for recruitment and promotions, using structured interviews, and ensuring transparency in promotion, pay, and reward processes.
- ♥ Refine our approach to pay practices which positively impact on our gender pay gap.
- ♥ Explore 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.
- ♥ Continue 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.
- ♥ Explore ways to support part-time employees with career progression.
- ♥ Explore actions we could take to attract and recruit more men into frontline children's services roles.



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