



The Children's Trust
Gender Pay Gap Report 2023

Introduction

The 'gender pay gap' is the difference in average earnings between women and men. Its goal is to create better pay equity through transparency of pay data. The Children's Trust is committed to paying staff fairly and our Gender Pay Gap Report is an essential part of our ongoing pay strategy.

We understand that an organisation such as ours, with a significantly female workforce, has a particular responsibility in relation to achieving gender pay equity. It is essential to ensure that we continue to attract, motivate, and engage all our staff, in common pursuit of our charitable objectives.

In this report we reflect on the pay gap identified in 2023 and address an update to our 2022 report.

We are pleased to see a continued trend in the reduction of the mean pay gap. The median pay gap is greatly reduced this year, reported in favour of women for the first time since 2018.

We remain committed to addressing imbalance whilst focusing on the service we provide to the children and young people that we support.

Mike Maddick
Director of Resources

Gender pay gap versus equal pay

Gender pay gap reporting

The aim of gender pay gap reporting is to show the difference between what women and men are paid at the same organisation, irrespective of their jobs.



Equal pay

Equal pay is not the same as the gender pay gap. Equal pay has been a legal requirement for over 50 years. It means that men and women are paid the same for like-for-like work.



Update – adjustment of 2022 Gender Pay Gap report

As we worked through the analysis of our gender pay gap reporting for 2023 it became clear that we had made some miscalculations on the groupings for staff and in the misapplication of a London weighting rate within our payroll for some roles, during our review of the pay data from 2022.

It was important for us to restate our gender pay gap figure to understand internally what our true pay gap is, as well as ensuring our legal obligation to report accurately. We have resubmitted revised figures for 2022 in accordance with the government reporting guidelines.

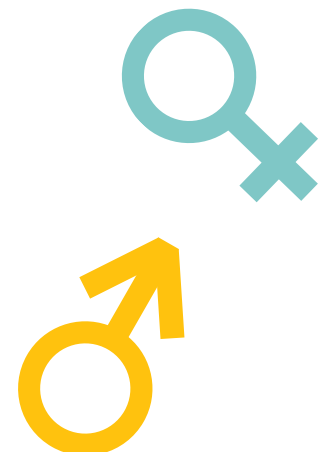
We recognise that gender pay gap reporting is complex and human error can cause discrepancies. As an organisation we would always seek to be open and transparent when these instances occur and make a correction as soon as possible.

We are confident that these errors have been addressed and we have restated our 2022 figures to the gender pay gap reporting service.

Our restated figures for April 2022 are:

	Previous published median	Previous published mean	New 2022 median	New 2022 mean
Percentage The percentage difference based on hourly pay	14.9%	7.87%	13.3%	15.6%
Hourly rate How much more men are paid than women per hour	£2.77	£1.71	£2.35	£3.28
Annual pay How much more men are paid than women per year (based on working 37.5 hours a week)	£5,401	£3,335	£4,583	£6,396

We have looked at these revised figures for 2022 as part of our overall analysis for 2023.



Overview of our gender pay gap 2023

The Children’s Trust – Gender Pay Gap Report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

It reports on the differences between men and women’s pay across the organisation based on data as of 5 April 2023.

The Children’s Trust uses several external pay scales and benchmarks, such as the NHS Agenda for Change, and Cendex Voluntary Sector Benchmarking to ensure pay is set fairly across the organisation regardless of gender. This report sets out our gender pay gap figures looking at

The Children’s Trust as a whole. When reporting on our gender pay gap, we are required to follow instructions set out by the Government Equalities Office, and report on the following:

Median gender pay gap
the ‘median’ figure is the difference between the midpoints in the ranges of men and women’s pay per hour.

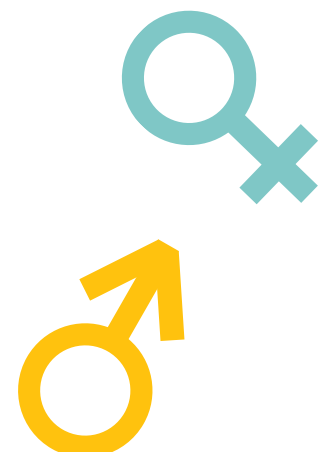
Mean gender pay gap
the ‘mean’ figure is the difference between the average men’s pay per hour and the average women’s pay per hour.

Our April 2023 Gender pay gap headlines	Median	Mean
Percentage The percentage difference based on hourly pay	-2.7%	14.2%
Hourly rate How much more men are paid than women per hour	-0.45	3.17
Annual pay How much more men are paid than women per year (based on working 37.5 hours a week)	-£878	£6,182

A negative figure demonstrates where female salary is greater than male salary.

Trend since 2020

Reporting year	Median pay gap	Mean pay gap
2020	21.3%	20.4%
2021	20.4%	22.4%
2022	13.3%	15.6%
2023	-2.7%	14.2%



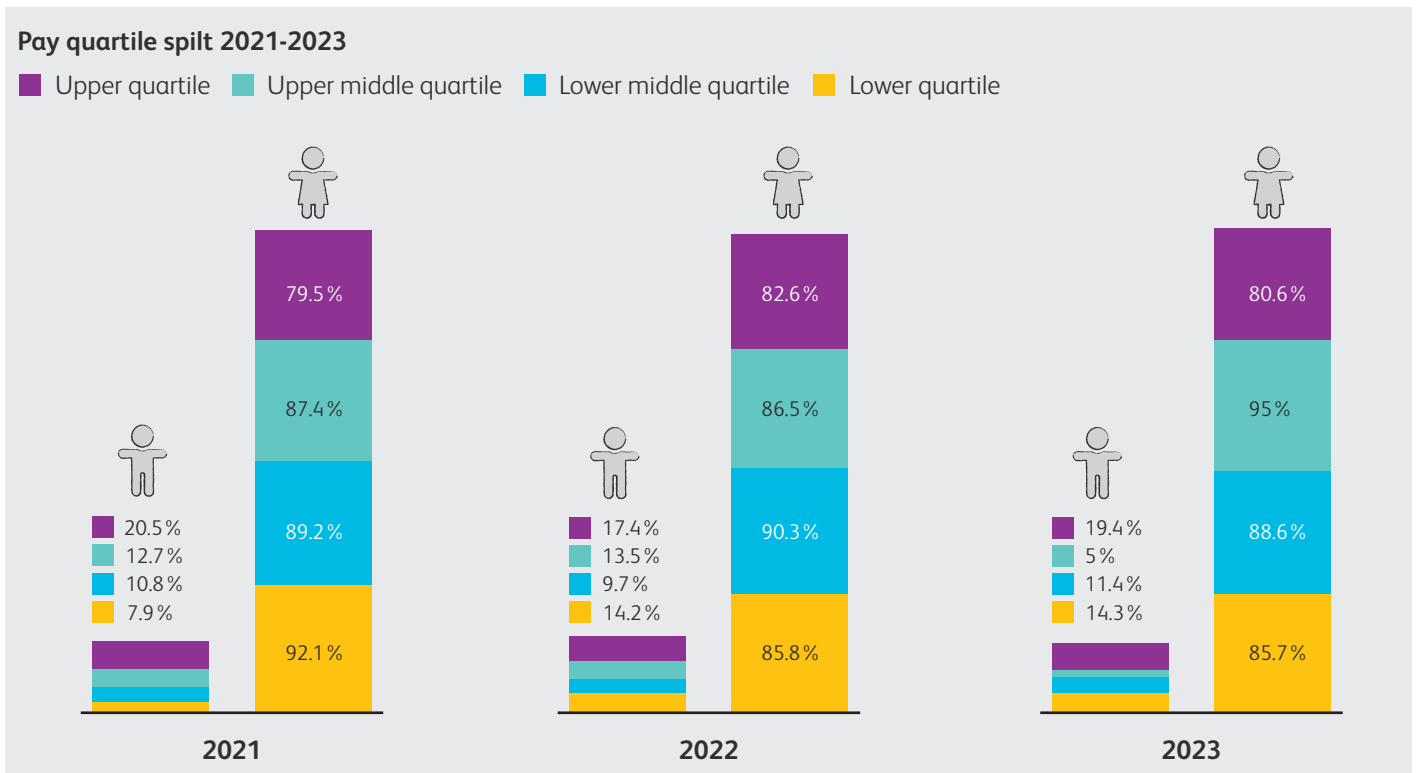
Why does The Children's Trust have a gender pay gap?

We understand that there are two fundamental factors leading to our gender pay gap:

Ratio of female and male workforce

We have previously reported how the makeup of our staffing group impacts our gender pay gap. A significant majority of the workforce at The Children's Trust are female (88% of the April 23 dataset). This is not unusual for an organisation such as ours where most staff are in health care roles.

This means that movement within the much smaller male workforce can have a significant impact on the gender pay gap and this can be seen within the breakdown into pay quartiles.



In 2021 the distribution of males and females within each pay quartile was not balanced. The number of female employees in the lower quartile was disproportionately higher to those in the upper quartile and vice versa for male employees. This was a significant factor in the high gender pay gap reported (22.4% mean and 20.4% median)

This began to improve in 2022 due to an increase of male employees in the lower quartile, which has continued into 2023. In April 2023, the distribution of males in the upper middle quartile has fallen with nine employees moving out of the

organisation and no new male starters falling within this quartile. Nine male new starters in 22/23 have moved into the lower quartile roles, assisted by our international recruitment into the carer role, as well as four in the upper quartile.

This shift in distribution of the male workforce assists in the reduction of our mean pay gap as well as impacting the median pay, with the median male salary now falling at the top of the lower middle quartile and the female salary at the bottom of the upper middle quartile.

Impact of highest paid roles

At the point of reporting in April 2023 our Senior Leadership Team consisted of two males and six females. The increasing number of females in the highest paid roles in the organisation has had a positive impact on our overall gender pay gap.

Senior hiring at The Children's Trust continues to focus on the best possible candidate regardless of gender. We use an external search partner for all SLT roles, who help us assess a range of external candidates alongside internal applicants.

Due to the nature of the services that we provide we also require a number of highly paid specialist roles, benchmarked to the relevant professional standards. The top two highest earners, in specialist roles, are currently male employees. As our male workforce is so much smaller than our female workforce, consequently the effect on the male mean pay is a significant factor in our mean pay gap. Excluding these two outliers from the dataset would reduce our mean pay gap to 4.9%, which evidences the point that small changes within a small male workforce can have a significant impact on our reported gap.

Gender bonus gap

Across the reporting period for this gender pay gap report The Children's Trust paid bonuses in the form of £1,000 'golden hello' payments to new members of staff, an incentive introduced in 2022 to help combat our recruitment challenges. These payments were paid in three instalments over the first year. 94 females and 14 males received these payments within the reporting period which is representative of our overall workforce gender split.

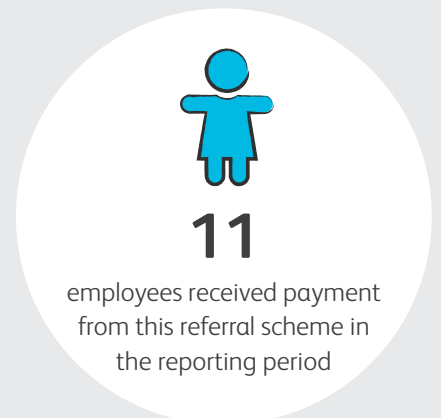
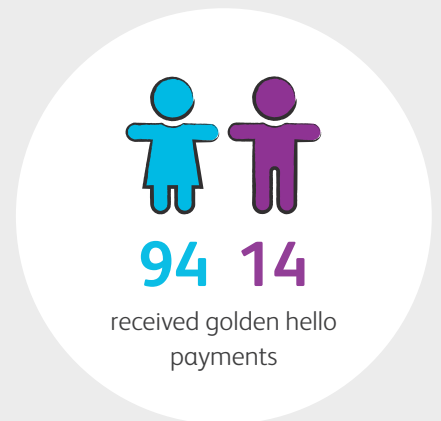
In addition, we also offer a bonus referral scheme where current employees refer candidates who are then successful in a recruitment process and join our organisation. In this reporting period the amount paid increased from £200 to £1,000, paid in two instalments.

11 employees received payment from this referral scheme in the reporting period. These were all female employees, which has significantly impacted the bonus gender pay gap.

As of April 23, our mean bonus pay gap was -27.2% and our median bonus pay gap was -29.4%

The proportion of women receiving bonuses was 18.5% (101 employees). The proportion of men receiving bonuses was 18.7% (14 employees).

Our bonuses are used for very specific reasons and are not performance related. For this reason this gap is not a concern and reflects the natural vagaries of new joiners and employees referring candidates to us.



Next steps

The organisation has faced significant financial challenges since July 2022, and whilst the results of the gender pay gap are reassuring, the focus for the next year continues to be on ensuring stability for the organisation for the future. As a result of organisational change there has been significant change in the workforce. We will ensure that we take the time early in the next financial year to assess the results of the 2024 iteration of the report, which will reflect more accurately the current make-up of our staff and organisational structure.

- ▶ We commit to preparing the gender pay report for 2024 in June to reassure ourselves that the post organisational change workforce continues to travel in a positive direction regarding gender pay.

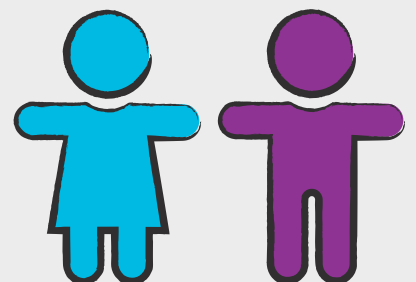
- ▶ We continue to commit to the changes we have implemented in recruitment and advertising practices which have been a successful influence in reducing in our gender pay gap, including:

- Continuing to ensure our recruitment process is open to all.
- Considering all males who apply for care roles, where they meet the minimum criteria.
- Focusing on other roles within the lower quartile and harnessing more targeted marketing campaigns, for roles such as Housekeeping, Retail and School Teaching Assistant.

Conclusion

Whilst we acknowledge that we have further progress to make, it is encouraging to note that our median pay gap has been reversed this year and that our mean pay gap continues to reduce.

We want to engage with all staff on this topic and therefore welcome feedback and suggestions on this report.



Gender identity and our commitment to equity, diversity and inclusion

The Children's Trust wholeheartedly supports and embraces gender equity and believes that for equal work, pay should also be equal.

Equal pay means that men and women are paid the same, for doing the same job – this has been the law since 1970.

Although government reporting regulations require all staff to be categorised as 'male' or 'female' for the purpose of calculating

our gender pay gap, we know that not everyone will fall within these binary gender categories. The Children's Trust is committed to EDI in everything that it does.

We've taken steps to create an inclusive culture for all our staff and will continue to build on this. Measures include encouraging staff to share their pronouns and capturing people's gender identity beyond what is required for gender pay gap reporting. We also have an employee network for LGBTQIA2S+ staff and allies.

