



The Children's Trust
Gender Pay Gap Report 2024

Introduction

The 'gender pay gap' is the difference in average earnings between women and men. The goal of the report 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.

Both our mean and median pay gap has increased in 2024 compared to 2023, in this report we outline the trends we have

seen over the last few years and our analysis of the reasons contributing to this gap.

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



Overview of our gender pay gap 2024

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’s pay and women’s pay across the organisation based on data as of 5 April 2024.

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 fairly set 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’s 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 2024 Gender Pay Gap headlines	Median	Mean
Percentage The percentage difference based on hourly pay	11%	20.6%
Hourly rate How much more men are paid than women per hour	2.15	5.08
Annual pay How much more men are paid than women per year (based on working 37.5 hours a week)	£4,193	£9,906

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%
2024	11.0%	20.6%

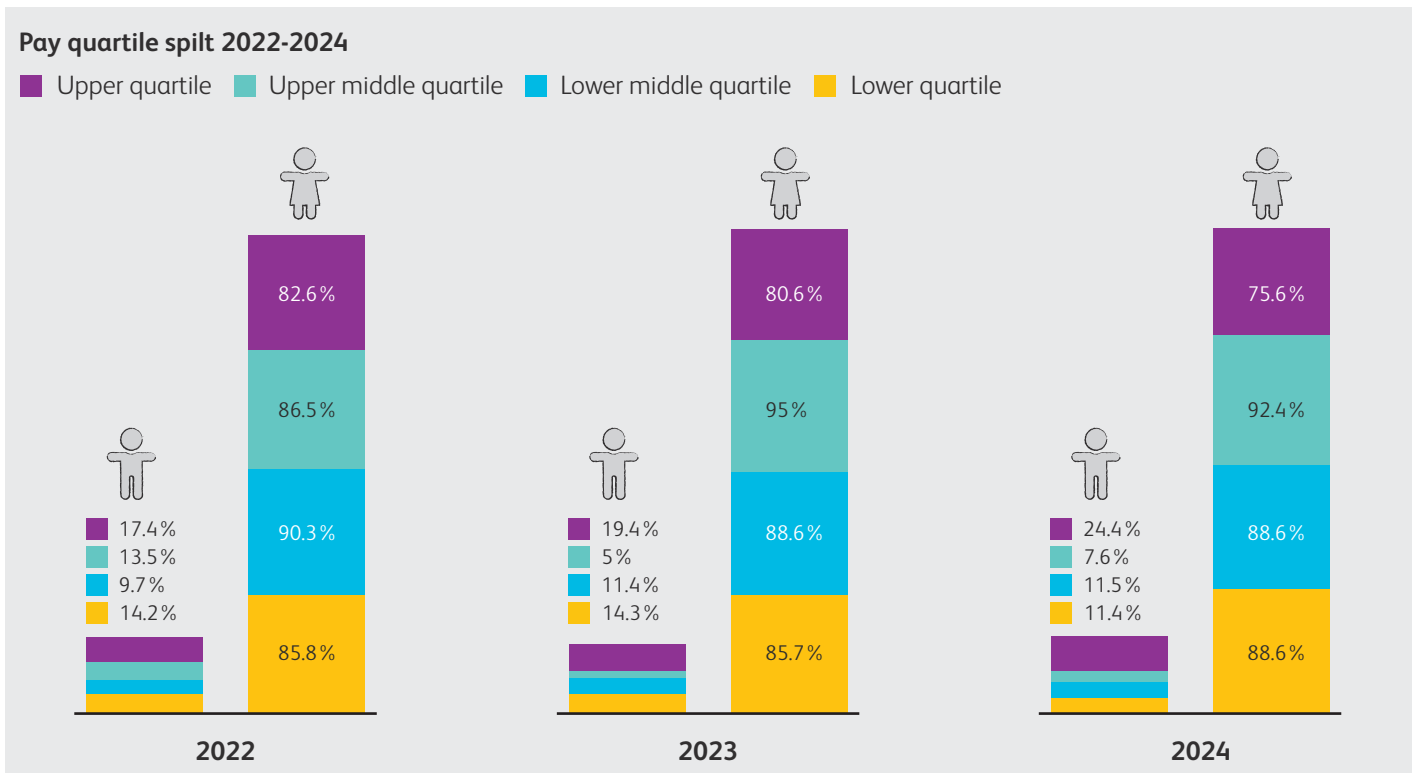
Why does The Children's Trust have a gender pay gap?

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

Ratio of female and male workforce

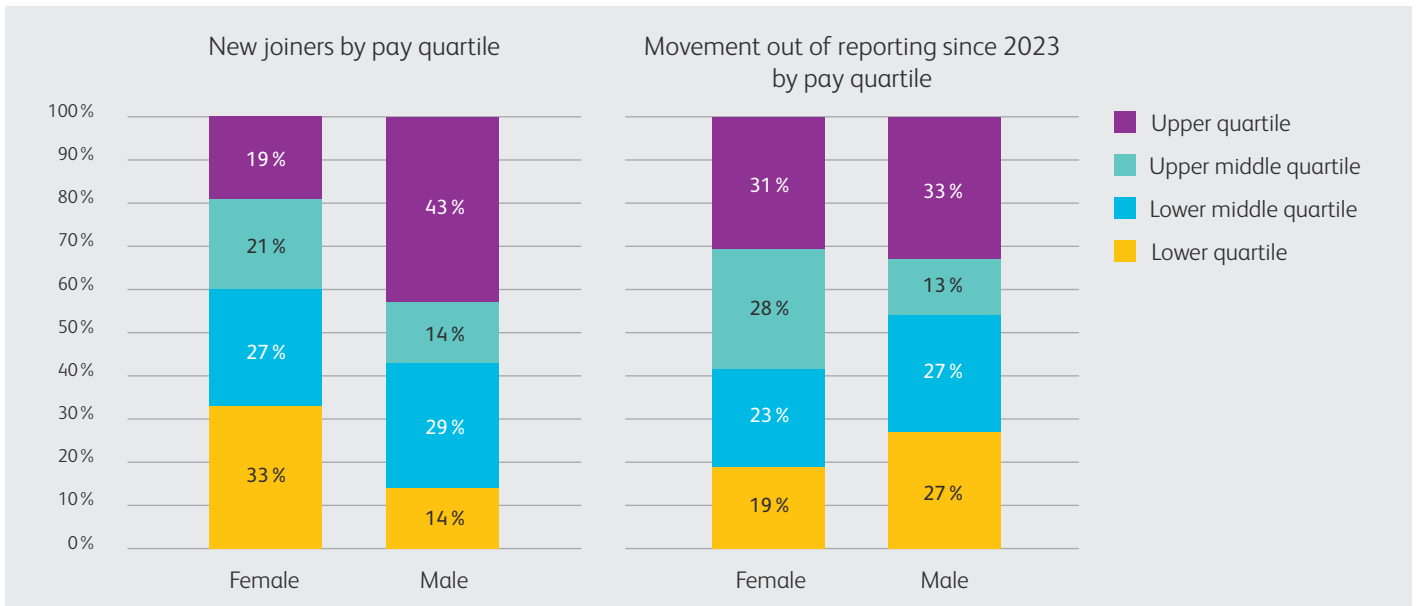
The makeup up of our staffing group impacts our gender pay gap. A significant majority of the workforce at The Children's Trust are female (86% of the April 24 dataset, 88% of dataset in 2023). This is not unusual for an organisation such as ours with most staff in health care roles.

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



Since the 2023 report, the distribution of males within the pay quartiles has shifted which impacts the pay gap. With an increase in the % of males in the upper quartiles against a reduction in the lower, both the mean and median averages are increased against female pay.

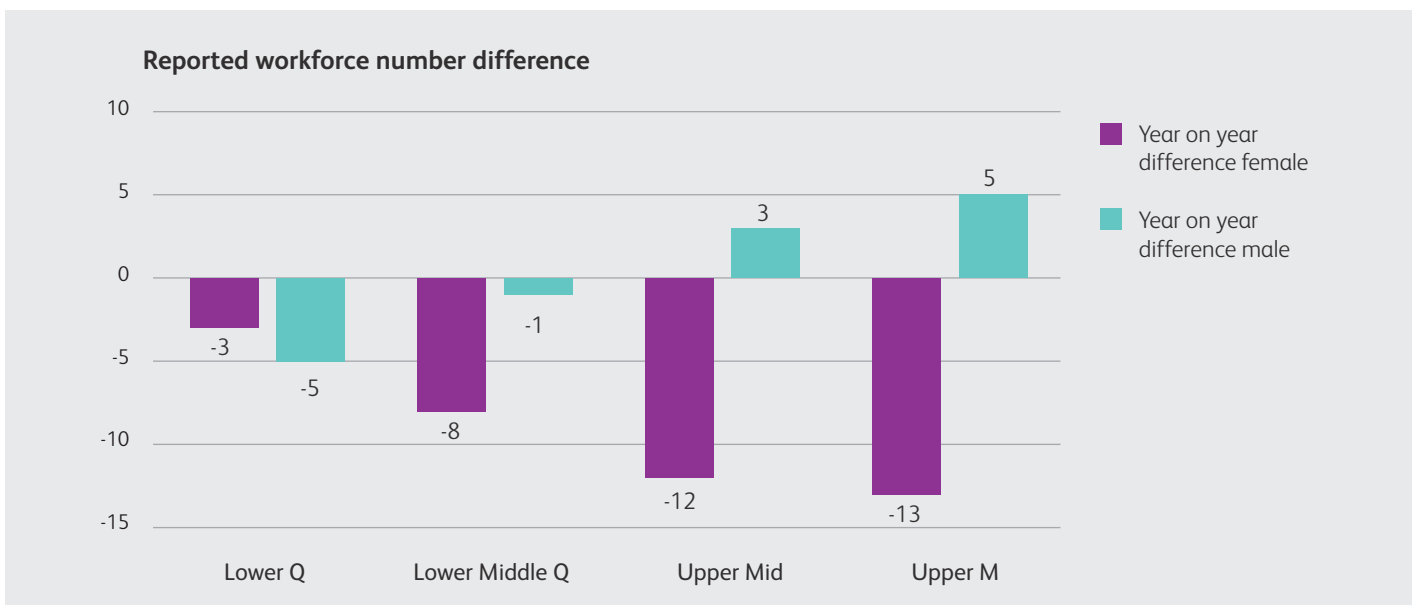
There are 87 relevant full pay employees who have joined the organisation since the 2023 reporting, 14 of these were male and 73 female. While the majority of female new starters joined in the lower/lower middle quartiles, the majority of male new starters joined the upper/upper middle range.



This movement of new joiners into the organisation is in comparison to those that were included in 2023 reporting period but have since left The Children's Trust or are not applicable under Gender Pay Gap reporting guidance for 2024 (i.e. pay impacted by an in-month adjustment). This accounts for 159 employees, 15 male and 144 female. Here most of the female movement is from the upper/upper middle and the male from the lower/lower middle.

Due to the male workforce being significantly smaller than our female workforce, the percentage difference is more sensitively impacted by a relatively small number of changes.

The graphic below illustrates the net impact of staff movement between the last two reported years, the actual number of males impacting the change is very small, a reduction of only six males from the lower quartiles and an increase of eight in the upper quartiles. The impact of these changes has been further compounded by the movement in the female workforce, while being a consistent reduction in number, this is higher within the upper quartiles in direct contrast to our male workforce.



This shift in distribution of the workforce moved the median male salary from the lower middle quartile to the upper middle, while the female median salary falls back into the lower middle quartile from the upper middle. Therefore, moving the median male salary above the female salary and reversing the effect seen in 2023.

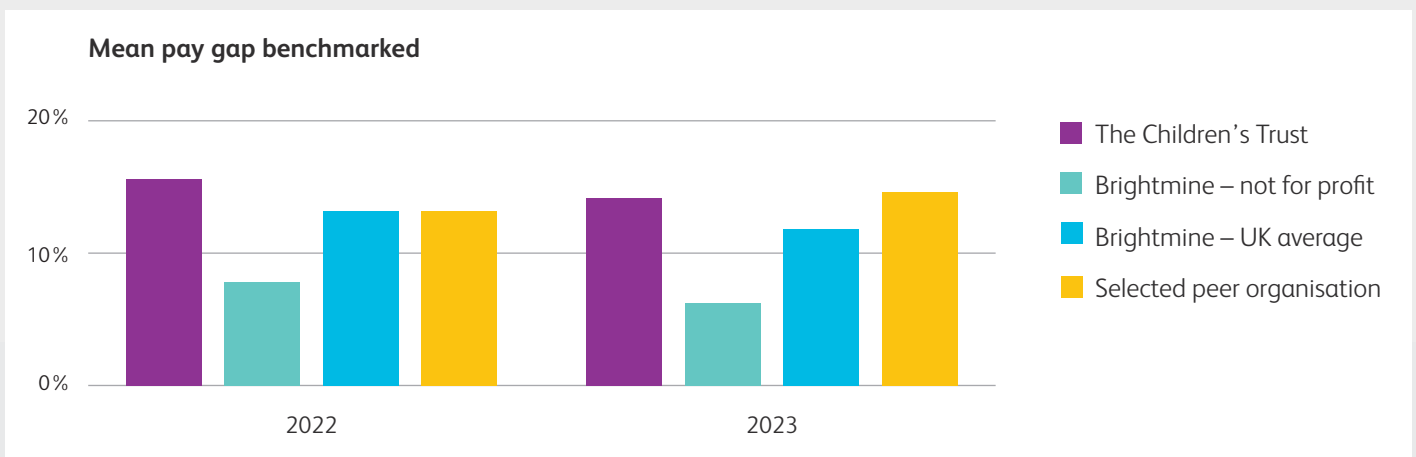
Impact of highest paid roles

At the point of reporting in April 2024 our Senior Leadership Team (SLT) was gender balanced, consisting of four males and four females. This is compared to 2023 when six females and two males were part of Senior Leadership.

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, they 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 their 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 12.8%, which evidenced the point that small changes in a small male population can have a significant impact on our reported gap.

How do we compare with other organisations?



We have explored some relevant benchmarking for comparing our gender pay gap data. Due to data availability, we have reviewed 2022 and 2023.

Benchmark data provided by Brightmine is based on official Government data for organisations that had reported their mean gender pay gap by

reporting deadlines. In addition, a 'peer organisation' benchmark related to similar organisations to The Children's Trust¹ is also used.

We acknowledge that while The Children's Trust gender pay gap is similar to peer organisations, we remain above the UK average and out of

keeping with the Not-for-Profit sector and recognise that we have further work to do to close the gap.

¹ Comprises of GPG data from Chailey Heritage Foundation, Great Ormond Street Hospital, CSH Surrey, Epsom and St Helier Hospitals NHS Trust.

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 available to all members of staff and are paid in three instalments over the first year. Fifty-four females and nine males received elements of golden hello payments in the reporting period which is representative of our overall workforce gender split.

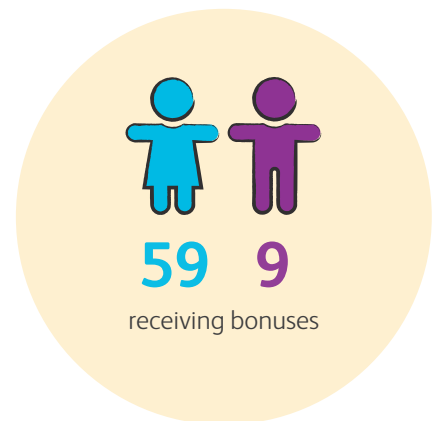
In addition, we also offered a bonus referral scheme where current employees refer candidates who are then successful in a recruitment process and join our organisation. Five employees received

payment from this referral scheme in the reporting period. These were all female employees.

As of April 24, our Mean Bonus Pay Gap was -11.66% and our Median Bonus Pay Gap was 0%.

The proportion of women receiving bonuses was 11% (59 employees). The proportion of men receiving bonuses was 11% (9 employees).

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



Next steps

As a result of organisational change there has been significant change in the workforce between the 2023 and 2024 reporting periods, the focus for the organisation remains the long-term sustainability of the organisation.

Whilst it is disappointing that the gender pay gap has increased over the period, we are committed to taking the following actions to address this in future.

We understand that we need to address the imbalance of males and females across our pay quartiles.

The focus going into 2025 is to;

- continue to ensure our recruitment process is open to all
- focus on all roles within the lower quartile to ensure more targeted marketing campaigns, such as for housekeeping, Retail, Children Support Assistants and School Teaching Assistant roles to attract more male applicants
- understand the gender balance of applicants and hires made for roles in both upper and lower quartiles and note what can be learnt to support future balance of our gender pay gap
- review our internal progression practices to ensure these support internal talent to progress (as our upper middle quartile is predominantly female this is to provide assurance that females are supported to progress to upper quartile roles)
- continue to support the revival of our Equity, Diversity and Inclusion agenda, including focused effort on increasing data capture of diversity information in order to provide future analysis of diversity of senior leaders vs the organisation as a whole.

Conclusion

We have identified and acknowledged the impact the gender makeup of our organisation has on our gender pay gap overall and that we have progress to make to improve the gender equity in the organisation.

We want to continue 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 equity, diversity and inclusion 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.

