

Gender Pay Report

What is the Gender Pay Gap and why must we publish it?

All businesses employing 250 or more staff are required by law to publish details annually of their gender pay gap and report this information to Government.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. It is different to equal pay, which is concerned with the difference in actual earnings of men and women doing equal work (or work of equal value.)

The **mean (average)** gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The **median (mid-point)** gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The six metrics required by the legislation

The Gender Pay Gap Regulations require that we report against the following metrics:

- ★ the difference in the mean pay of full-pay men and women, expressed as a percentage
- ★ the difference in the median pay of full-pay men and women, expressed as a percentage
- ★ the difference in mean bonus pay of men and women, expressed as a percentage
- ★ the difference in median bonus pay of men and women, expressed as a percentage
- ★ the proportion of men and women who received bonus pay
- ★ the proportion of full-pay men and women in each of four quartile pay bands

Our Results

In producing the figures below we have used the mechanisms that are set out in the gender pay gap reporting legislation. Our results are as follows:

- ★ the difference in the mean pay of full-pay men and women, expressed as a percentage: **44%**
- ★ the difference in the median pay of full-pay men and women, expressed as a percentage: **21%**
- ★ the difference in mean bonus pay of men and women, expressed as a percentage: **0%**
- ★ the difference in median bonus pay of men and women, expressed as a percentage: **0%**
- ★ the proportion of men and women who received bonus pay: **Men 0%, Women 5%**
- ★ the proportion of full-pay men and women in each of four quartile pay bands.
As an example the lower band will include younger staff and apprentices.

Quartile	Males %	Females %
Upper	12	88
Upper middle	2	98
Lower middle	2	98
Lower	5	95

What does this mean?

The data tells us that our employees are predominately female.

Although there is a difference in the **mean** (44%) and **median** (21%) hourly pay of men and women, this is because relatively more of the males we employ are in senior management positions reflecting competitive salaries for their individual professions.

In terms of bonus, no males received one in the period, but 5% of our female staff did. This is mainly due to a bonus scheme being available to Nursery Managers, none of which are currently male.

The difference in distribution of males amongst the top three quartiles is so low as to bear limited significance.



A photograph of a brick building with large windows. The words "Just Childcare" are mounted on the wall in large, colorful letters. The letters are purple, teal, pink, and blue. The building is set against a clear blue sky.

Just Childcare

Our Direction for the Future.

For Just Childcare and the childcare sector in general, the challenge is to attract more male practitioners into the industry.

Just Childcare is an equal opportunities employer. Unlike many sectors our workforce and management is predominately female. So our 'gender challenge' is to attract more male workers into childcare, although the best talent is always encouraged regardless of gender.

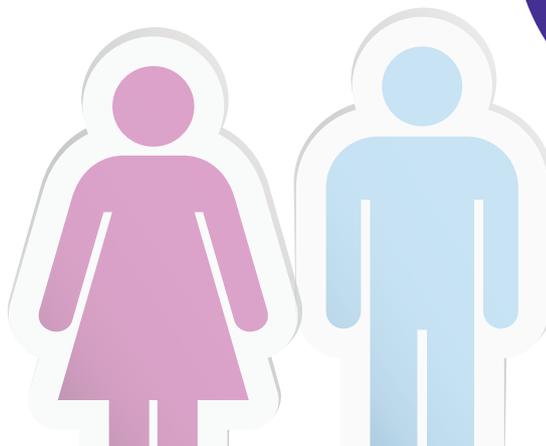
Just Childcare is committed to working with our sector to change this imbalance and is passionate about providing a fulfilling, diverse and inclusive place to work, with equality and fairness remaining at the heart of our business.

We are confident that we pay men and women equally in equivalent job roles across the business.

I confirm that these calculations are accurate, and that they comply with statutory requirements.

A handwritten signature in black ink that reads "D. Johnson".

David Johnson
Chief Executive - Just Childcare Ltd



Just Childcare

