

## Gender Pay Gap Report 2023/24

---

### 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** 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** 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

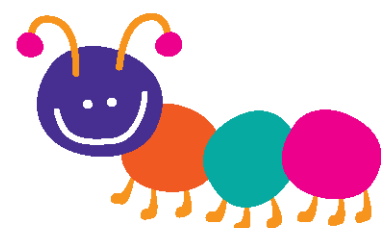
The Gender Pay Gap Regulations require that we report against the following metrics:

- 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: 50%
- the difference in the median pay of full-pay men and women, expressed as a percentage: 11%
- the difference in mean bonus pay of men and women, expressed as a percentage: 30%
- the difference in median bonus pay of men and women, expressed as a percentage: 18%
- the proportion of men and women who received bonus pay: Men 3.3%, Women 0.4%
- 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	13	87
Upper middle	7	93
Lower middle	4	96
Lower	5	95

## What does this mean?

The data tell us that our employees are predominately female (95% female 5% male) which is consistent with prior years.

Although there is a difference in the mean (50%) and median (11%) 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. This principal also applies to the ratios for male and female bonuses.

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

## Our direction for the future

For Just Childcare and the childcare sector in general, the challenge is to continue 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 continues to be 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.

## Declaration

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

Rick Smith  
CFO

