

Gender Pay Report – 2023

1. Introduction

- 1.1 The Childcare Company and Impact Futures are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion, belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability. Our aim is to make the best use of the diverse backgrounds, skills, knowledge and experience of all those who work us, recognising that such diversity is a rich source of competitive advantage.
- 1.2 In line with the Government’s commitment to tackle gender equality, The Childcare Company / Impact Futures will publish data showing the pay gap between our male and female employees.

2. What is gender pay?

- 2.1 This shows the difference in average pay between all men and woman with the Company. It is about gender diversity across all levels, focusing on the diversity of the workforce rather than equal pay. This is not a measurement of whether people are paid the same for the same role.

3. Our gender split

- 3.1 As of the snapshot date (05 April 2023) we had a total of 253 employees.
- 3.2 Our gender split of our 253 employees as of the snapshot date were:



81.8%



18.2%

4. Our pay gap

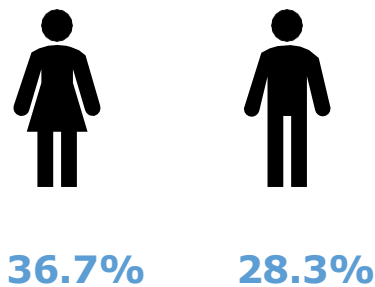
- 4.1 As of the snapshot date (05 April 2023) the table below shows the overall mean and median gender pay gap, based on hourly rates of pay.

	Median	Mean
Gender Pay	16.7%	16.5%

4.3 The percentage shown is the difference in overall mean and median pay between men and woman. A negative figure indicates a higher percentage paid to woman and a positive figure indicates a higher percentage paid to men.

5. Our bonus gap

5.1 The proportion of males and females receiving a bonus payment are:



5.2 The below table shows the overall mean and median gender bonus gap

	Median	Mean
Gender Bonus Gap	0.00%	72.6%

5.3 The percentage shown is the difference in overall mean and median bonus gap between men and woman. A negative figure indicates a higher percentage paid to woman and a positive figure indicates a higher percentage paid to men.

6. Quartile Comparison

6.1 As required by the regulations we have split our relevant paid employees into four quartiles based on their average total hourly rate of pay to show the gender distribution for each quartile:

Band	Males	Females	What is included in this band?
A	17.2%	82.8%	All employees whose standard hourly rate is within the lower quartile
B	10.3%	89.7%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	12.1%	87.9%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	34.5%	65.5%	All employees whose standard hourly rate is within the upper quartile

7. Understanding our data

- 7.1 Reviewing our data carefully we are confident that any gender pay gap does not stem from paying men and woman differently for the same or equivalent work.
- 7.2 Whilst our mean gender pay gap is higher in comparison to 2022, this is not as a result of a lack of fairness and consistency within our remuneration packages. Instead this is a reflection of our workforce consisting of a significantly higher proportion of woman in the workforce than men and due to the way the mean gender pay gap must be calculated.
- 7.3 Although our median bonus pay shows no difference between men and woman, the mean bonus pay % has increased. We continue our commitment to ensure that all employees are recompensed fairly, regardless of gender, and have recently introduced a bonus scheme that will benefit our largest population of employees (our Development Coaches). As a majority of our Development Coaches are female, we anticipate that this mean bonus gap will significantly decrease over time as more employees will be eligible to earn a bonus.

8. Our action plan

8.1 We continue our commitment to do everything that we can to continue to reduce any gap, which includes:

- (a) Continuing to ensure that we are monitoring our gender pay gap regularly across the business
- (b) Have a gender neutral approach to determine pay within roles and continue to benchmark, monitor and review salaries for equity and transparency.
- (c) Maintaining our approach to flexible working including continuing to offer all roles as hybrid and supporting our employees to establish a work-life balance and achieve what is important to them, inside and out of work.
- (d) Continue to invest in training and developing future talent during all employees, irrespective of gender, can reach their full potential
- (e) Remain committed to building a diverse and inclusive workplace as a high priority.

The data in this report is accurate and in line with Government reporting regulations.



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