



ACHIEVING FOR CHILDREN

Gender Pay Gap Report

5 April 2023

Executive summary

The Gender Pay Gap Information Regulations require organisations with 250 or more employees to publish their gender pay gap data annually on the snapshot date of 5 April.

As of 5 April 2023, the Achieving for Children's mean pay gap is -3.89% (in favour of women). The mean gender pay gap has moved to favour women slightly more since the previous reporting period, April 2022 (-2.32%). The percentage of women in the upper quartile is 82.7%, compared to 82.1% in 2022.

Measuring the gender pay gap

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what on average, men earn and what, on average, women earn (gender gap). The Gender Pay Gap Information Regulations require organisations with 250 or more employees to publish their gender pay gap data annually on the snapshot date of 5 April.

Organisations are required to measure their gender pay gap in several different ways. The measures used are consistent with those being used to report on the gender pay gap at national level.

The gender pay gap measures being used are:

- Mean
- Median
- Quartile pay bands
- Bonus pay measure - not applicable

Each of the measures give a slightly different perspective on the gender pay gap. However each measure is more meaningful if read alongside the others and in the context of an organisation's overall HR and payroll policies and practices.

In terms of the gender pay gap, a positive pay gap indicates that men are paid more, whilst a negative pay gap indicates women are paid more.

- A positive percentage figure reveals that typically or overall, female employees have lower pay or bonuses than male employees.
- A negative percentage figure reveals that typically or overall, male employees have lower pay or bonuses than female employees.
- A zero percentage figure (which is highly unlikely, but could exist for a median pay gap where a lot of employees are concentrated in the same pay grade) would reveal no gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

Source : http://m.acas.org.uk/media/pdf/m/4/Managing_gender_pay_reporting_04_12_17.pdf

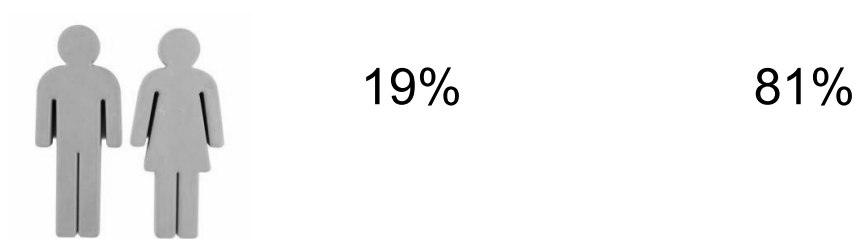
Scope

This data is based on all employees who were employed on 5 April 2023. For calculation purposes, only full-pay relevant employees have been included.

A full-pay relevant employee is an employee who is paid their full usual pay during the pay period on the snapshot date i.e. 5 April 2023. If the employee is paid less than their usual rate because of being on leave for that period, they are not counted as a full-pay relevant employee.

For example: If an employee is on any kind of leave and not being paid their full usual amount in the pay period for reasons such as Statutory Sick Pay or Statutory Maternity Pay then they are not full-pay relevant employees.

Workforce split of those included in gender pay gap reporting as at 5 April 2023



| | Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay) |
|---------------------------|---|
| Mean hourly rate | -3.89% |
| Median hourly rate | 0% |

Median

The difference between the median hourly rate of pay of male full-pay relevant employees and the median hourly rate of pay of female full-pay relevant employees. The median is the middle figure and by identifying the wage of the middle earner, the median is the best representation of the 'typical' gender difference.

Source : <https://www.gov.uk/government/news/view-gender-pay-gap-information>

For both men and women, the median falls on our Kingston and Richmond scale point 28, meaning as of April 2023 AfC has a median pay gap of 0%. Previously, more men were on 28 than would be expected compared to women on scale point 27(our median), leading to a difference of 2.42%.

Mean

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The mean is calculated by the sum of all hourly rates divided by headcount of employees (men or women).

By taking into account the full earnings distribution, the mean takes into account the low and high earners in an organisation – this is particularly useful as women are often over-represented at the low earning extreme and men are over-represented at the high earning extreme.

Source: <https://www.gov.uk/government/news/view-gender-pay-gap-information>

As of April 2023, the AfC's mean pay gap is -3.89% which means the gap is in favour of women.

Quartiles

The chart below illustrates the gender distribution across AfC in four equally sized quartiles based on hourly pay rates, with the lower quartile including the lowest-paid 25% of employees and the upper quartile covering the highest-paid 25%.

Table 1 - Proportion of men and women employees in each quartile

| | Lower quartile* | Lower middle quartile | Upper middle quartile | Upper quartile |
|--------------|-----------------|-----------------------|-----------------------|----------------|
| | % | % | % | % |
| Men | 25% | 13% | 20% | 17% |
| Women | 75% | 87% | 80% | 83% |

Formula: Number of female employees in a quartile / Number of employees in a quartile * 100

*Quartile pay bands - the proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands. All full-pay relevant employees are divided into 4 quartiles.

At AfC there is a higher concentration of women in the three upper quartiles.

Bonus pay reporting

AfC does not pay bonuses. Therefore this element of the pay gap reporting does not apply.