

24 February 2023

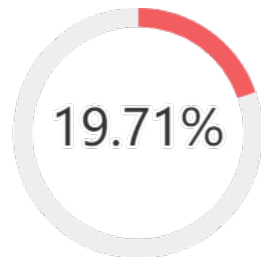
# Gender Pay Gap 5 April 2022

Presented by  
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National Centre for  
Children and Families

## Mean Scores



Men's mean hourly rate is 30.75

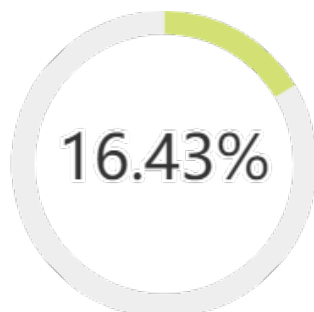
Women's mean hourly rate is 24.68

Difference in pay 6.06

This equates to a pay gap of 19.71% less

Pay gap in 2021 was 20% - this is a slight decrease

## Median pay gap



Median hourly rate for men is 27.44

Median hourly rate for women is 22.93

Difference in pay is 4.51

This equates to a pay median pay gap of 16.43% less

This is an increase on 2021 median pay which was 13%

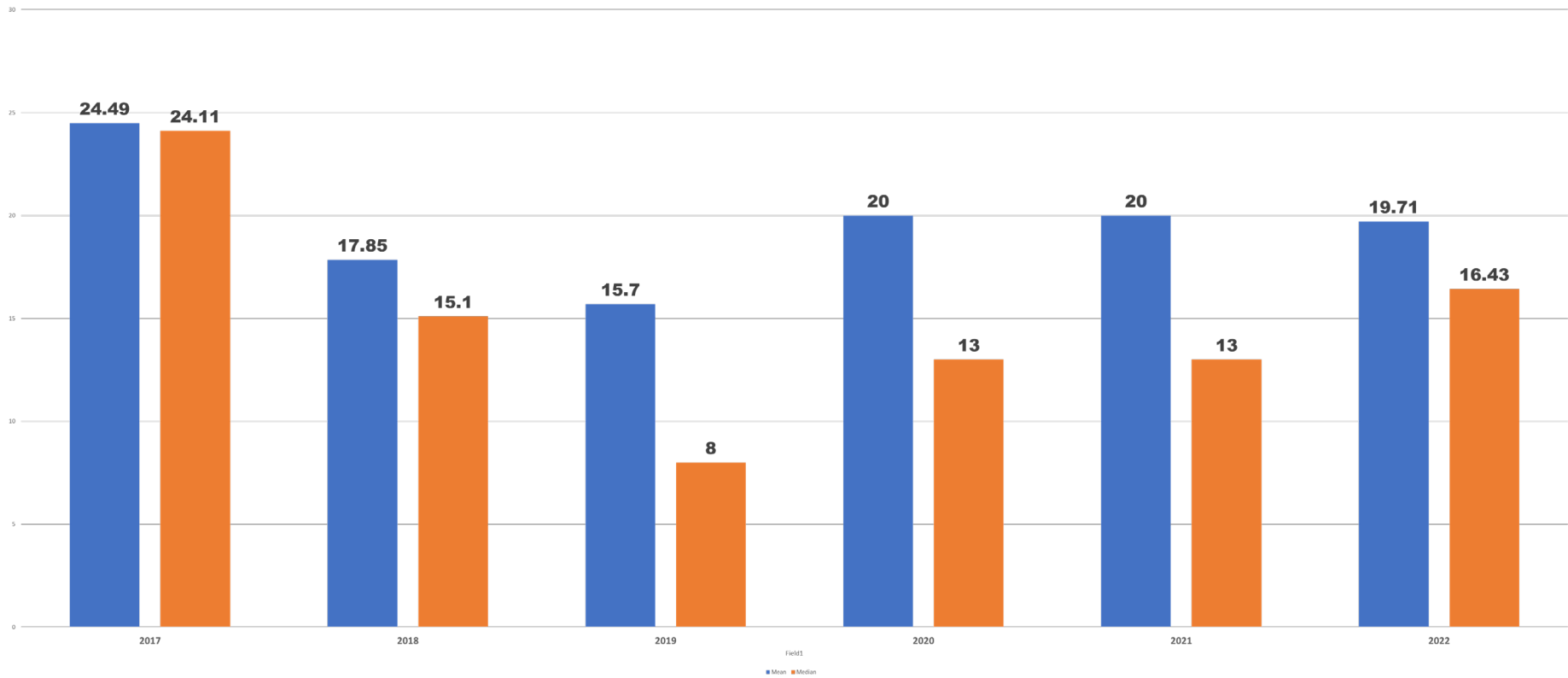
## Figures for UK Gender Pay gap 2022

The average gender pay gap reported by ONS for the UK is 12.9.

Anna Freud Centre is significantly above the average UK pay gap as our mean gender pay gap is 19.7%

# Year on year analysis 2019 - 2023

Gender Pay Gap comparison from 2017 - 2022

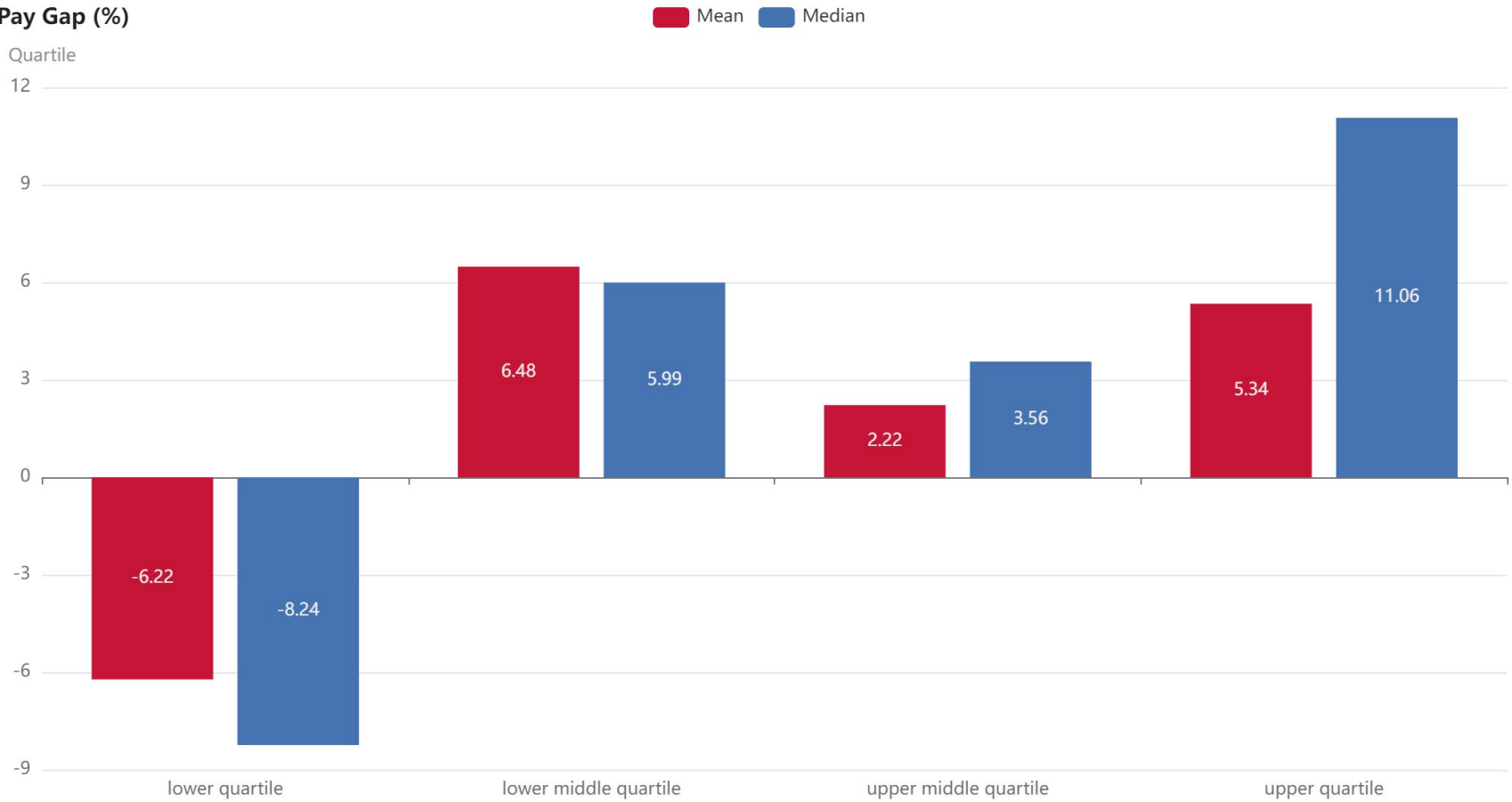


# Detailed Report Analysis by Quartiles

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	14.46	15.36	-6.22%	-8.24%	8.57%	91.43%	-6.68%
Lower middle quartile	22.19	20.75	6.48%	5.99%	10.58%	89.42%	-4.88%
Upper middle quartile	26.31	25.72	2.22%	3.56%	14.42%	85.58%	-0.27%
Upper quartile	42.13	39.88	5.34%	11.06%	25.96%	74.04%	31.54%

# Pay Gap by Quartile

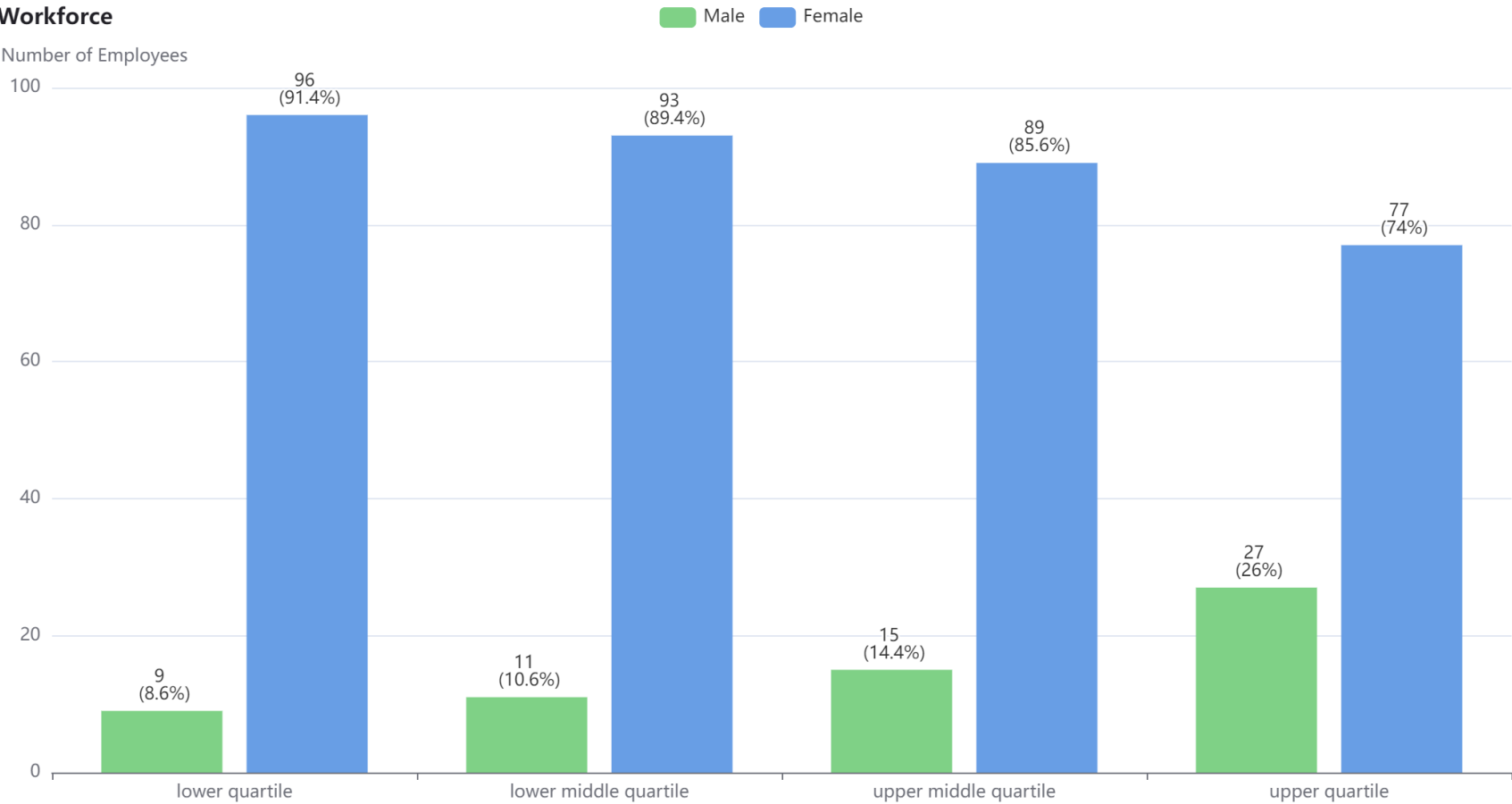
Pay Gap (%)



# Workforce quartile by gender

## Workforce

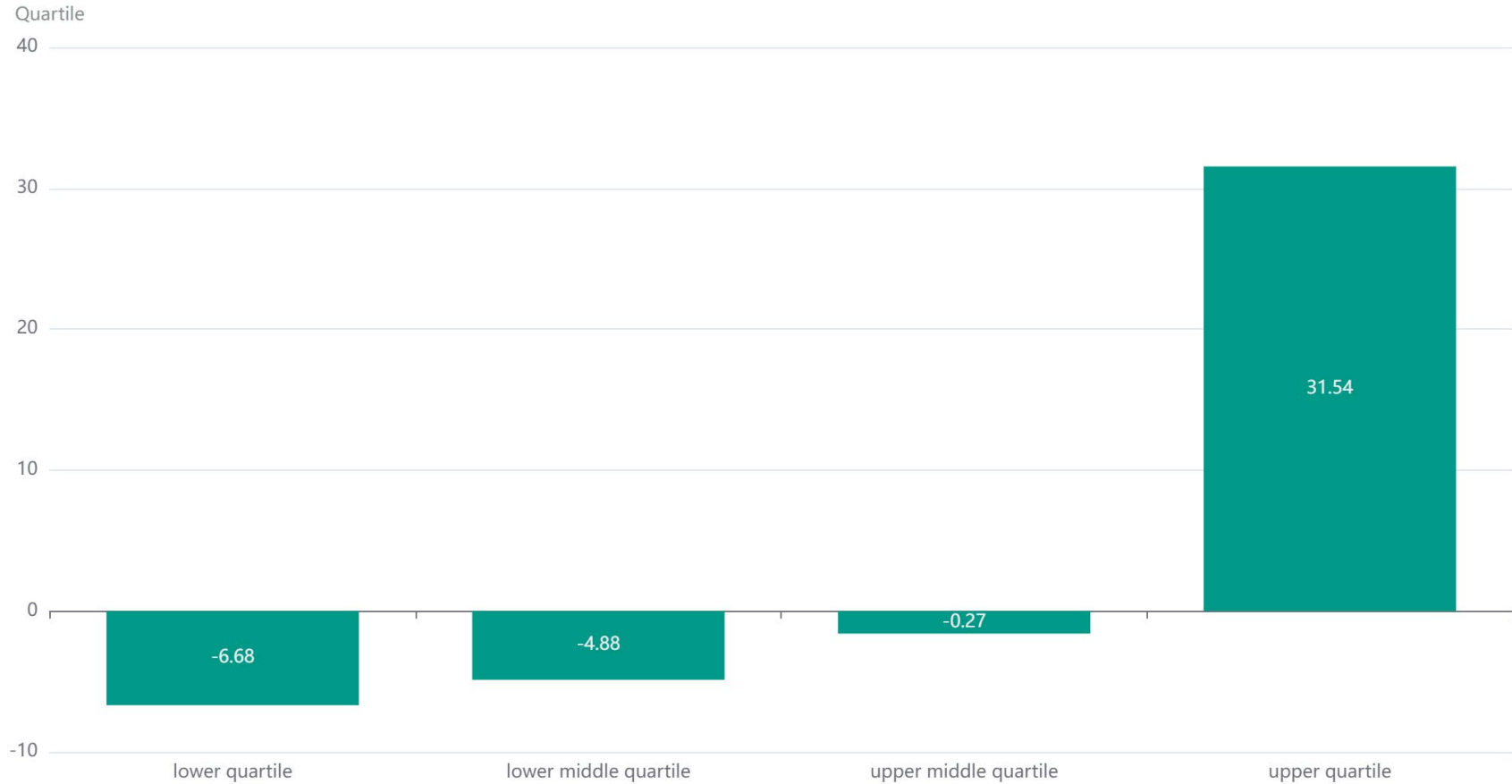
Number of Employees



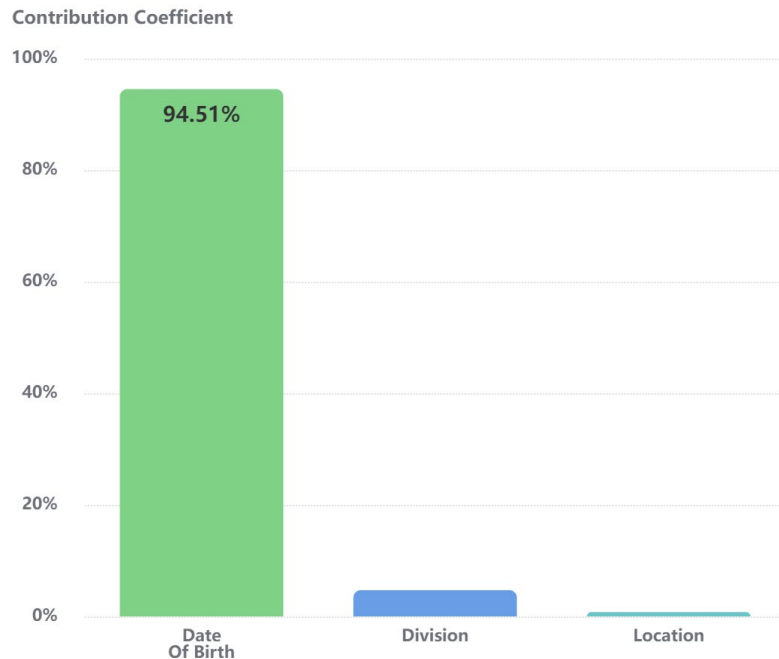


# Contribution quartile

## Contribution



## Adjusted pay gap – Date of birth has most impact



The adjusted pay gap is the pay gap after adjusting for factors that influence the pay gap – the determining characteristics.

Our adjusted pay gap is 12.91%.

This equates to 3.97

**For every £ earned by a man a woman earns 87p**

# Distribution of salaries by age

Salary regression

