

## Gender Pay Gap 2019/2020

The Anna Freud Centre for Children and Families is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2019 with an update covering 2020.

- The mean gender pay gap for the Centre is 15.7%.
- The median gender pay gap for the Centre is 8%.
- The mean gender bonus gap for the Centre is 0%.
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The Centre does not pay bonuses.

A comparison across the years in which the gender pay has been reported looks like this:

|                                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2018/2019<br/>Difference</b> | <b>2020</b> | <b>2019/2020<br/>Difference</b> |
|--------------------------------------|-------------|-------------|-------------|---------------------------------|-------------|---------------------------------|
| <b>Mean<br/>gender pay<br/>gap</b>   | 24.49%      | 17.85%      | 15.7%       | -2.5%                           | 4%          | -11.7                           |
| <b>Median<br/>gender pay<br/>gap</b> | 24.11%      | 15.1%       | 8%          | -7.1                            | 5%          | -3%                             |

This compares with the UK mean gender pay gap for 2019 of 17.3%. It is too early for a 2020 average to be available.

### Why do we have a gender pay gap?

We are pleased that our mean gender pay gap has come down by 20.49% since the first report in 2017, and will continue to work to achieve an even lower gender pay gap.

It is important to note that a gender pay gap comparison is different to an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work. The Centre is committed to the principle of equal opportunities and has a policy of paying employees equally for the same or equivalent work. All external recruitment is done by anonymous application with all personal information withheld from the shortlisting panel, to ensure a fair recruitment

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process. Therefore, we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Our previous reports have explained the key reasons why a gender pay gap exists at the Centre, including a high representation of men in the highest paid salary range, our senior medical staff, which in 2018 was 80% male and in 2020 is 57% male. Our gender pay gap is also affected by a range of other factors, some of which are historical and will take time to address, while others are more able to be affected now, for instance by continuing to keep our promotions under review. We have increased the number of female employees in more senior positions since we started reporting and this is reflected in the improved numbers. Other factors stem from outside the Centre, such as stereotypical expectations of who works with children and families.

The Centre, as is typical across the charity sector, has a much higher representation of women across all salary ranges.

Compared with previous years, our staff numbers for this report are:

- 2017: 253 staff / 234 included in the report: 183 female (78%), 51 male (22%)
- 2018: 272 staff / 252 included in the report: 197 female (78%), 55 male (22%)
- 2019: 323 staff / 264 included in the report: 211 female (80%), 53 male (20%)
- 2020: 454 staff / 379 included in the report: 321 female (85%), 58 male (15%)

The table below shows the pay quartiles by gender. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile.

|                              | Men    |      |        | Women  |      |        |
|------------------------------|--------|------|--------|--------|------|--------|
|                              | 2018   | 2019 | 2020   | 2018   | 2019 | 2020   |
| <b>Top quartile</b>          | 62.5%  | 24%  | 13.83% | 37.5%  | 76%  | 86.17% |
| <b>Upper middle quartile</b> | 31.66% | 21%  | 21.88% | 68.33% | 79%  | 78.13% |
| <b>Lower middle quartile</b> | 20.33% | 17%  | 10.64% | 79.66% | 83%  | 89.36% |
| <b>Lower quartile</b>        | 14.29% | 18%  | 14.74% | 85.71% | 82%  | 85.26% |

We now have more women than men in the upper quartile, which shows a female/male split of 86.17% / 13.83%. However, as men are still over-represented in the highest paid medical roles, as they are in the wider UK healthcare sector, combined with more women

joining in the middle quartiles in 2019, our gender pay gap figures still leave room for improvement.

Having such a high percentage of female staff also means that not including staff on maternity leave has an impact on our gender pay gap. In April 2019, we had three senior women (£40k plus) on maternity leave, the same as in 2018, and in 2020 we had five senior women on maternity leave. As a small organisation, slight changes can have a big impact.

## What is the Centre doing to address its gender pay gap?

While the Centre's gender pay gap compares favourably with that of organisations across the whole UK economy, we are committed to further reducing the gap.

With this in mind, we continue to provide:

- a family friendly workplace that gives equal opportunities to all employees irrespective of gender;
- enhanced occupational maternity pay of eight weeks at 100% of the employee's average weekly earnings, followed by 18 weeks at 50% of their average weekly earnings, with the last 13 weeks of paid maternity leave at the statutory rate. Compared with statutory maternity pay of six weeks at 90% of the employee's average weekly pay, followed by 33 weeks at either £148.68 or 90% of the employee's average weekly earnings, whichever is the lowest;
- enhanced flexible working policies, extending flexible working requests to all staff, rather than just those with the statutory requirement of a minimum of 26 weeks' service;
- a high number of part-time roles. In April 2019, 66.35% of our roles were part-time and 81.39% of these were occupied by women. In April 2020, 74.9% of our roles were part-time and 79.36% of these were occupied by women.

## Conclusion

We are pleased that our work to improve our gender pay gap numbers has shown results year on year, as planned. However, we recognise that this is not simply about pay and will continue to keep our promotion and recruitment opportunities under review to ensure that our improved gender pay gap is not only maintained but further improved.