

Gender Pay Gap

The Gender Pay Gap Regulations fall under the Equality Act 2010 and require all organisations which employ more than 250 employees to report annually on their gender pay gap at a set date in the year; for all charities that date is 5th April.

The Anna Freud National Centre for Children and Families is committed to providing a fair working environment for staff, and that includes ensuring that staff are paid an objective rate of pay for the work that they do.

What is the gender pay gap?

The gender pay gap is a measure of the difference in the average pay of men and women, regardless of the nature of their work, across an entire organisation. The Regulations require organisations to look at the salaries of staff on normal pay only, on the snapshot date of 5th April 2017. This means for example, that staff on zero hours contracts who did not work that month or staff on maternity leave, are not included in the data. Therefore, it can be affected by the number of women within the organisation. The Centre's workforce consists of significantly more women than men; this profile reflects the children and families' mental health sector. On 5th April 2017, the Centre employed 253 staff, 234 of whom were included in our gender pay gap data: 183 female and 51 male.

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

Employers are required to publish as a percentage figure:

- a) the difference in mean hourly rate of pay between male and female employees;
- b) the difference in median hourly rate of pay between male and female employees;
- c) the proportions of male and female employees in each quartile of their pay distribution.
- d) the difference in mean bonus pay between male and female employees;
- e) the difference in median bonus pay between male and female employees;
- f) the proportions of male and female employees who were paid bonus pay.

Figures d) to f) are not relevant to the Centre as we do not pay bonuses.

The information in response to a) and b) for our employees as at 5th April 2017 is as follows:

1. Our mean gender pay gap was 24.49%.
2. Our median gender pay gap was 24.11%.

The below chart illustrates the gender distribution across the Centre in four equally sized quartiles.

	Men	Women
Top quartile	32.2%	67.8%
Upper middle quartile	30.51%	69.49%
Lower middle quartile	13.56%	86.44%
Lower quartile	11.86%	88.14%

As is clear from the chart, there is a significant variance in the proportion of males and females in the top pay quartile, compared to that in the lowest pay quartile - this is the main reason for our gender pay gap. As with most large organisations, there are significantly fewer senior roles and the turnover at this level is much lower than at more junior levels. For instance, the Centre employs a small number of psychiatrists, these posts are all in the top quartile of our salary distribution and significantly impact the data.

Behind the data

We are confident that women and men are paid equally for doing equivalent jobs across the Centre. In some activities there is a higher proportion of women in senior roles than men. As an of example of this, we employed 16 Practice Tutors in April 2017, 5 male and 11 female, and the salary breakdown looked like this:

	Men	Women
Top quartile	25%	75%
Upper middle quartile	25%	75%
Lower middle quartile	25%	75%
Lower quartile	50%	50%

We ensure fair recruitment by using an online recruitment portal which enables us to send only anonymous applications with all personal information withheld, to the shortlisting panel. We further support our staff by providing a number of family friendly working policies:

- flexible working policy applied to all staff, not just those with the statutory 26 weeks' service;
- childcare vouchers;
- enhanced Occupational Maternity Pay.

What we will do

We want to ensure that there are no barriers to internal progression for women. We will do this by:

- Examining our existing and future pay practices for all staff, including part-time employees and those on fixed term contracts;
- Raising awareness of flexible working options for all staff, at all levels.
- Considering using the 'happy to talk flexible working' logo on all our recruitment advertisements.
- Reviewing our senior job descriptions and person specifications to remove unnecessary criteria that may be indirectly disadvantaging female applicants or dissuading them from applying.
- Developing an action plan for this work which will be monitored by the Senior Leadership Team.

Conclusion

We believe that Centre staff are paid at a rate that rewards them for their professional expertise and their level of experience and that male and female staff at the Centre are treated equally on appointment and throughout their careers at the Centre. Therefore, the

gap in pay detailed above is mainly a reflection of the nature of our staff and the field in which we work but we will review our current recruitment and employment practices in order to identify actions we can take to encourage female employees to progress to more senior roles.

I confirm that the calculations are an accurate representation of the Centre's gender pay gap figures at 5th April 2017.

Peter Fonagy
Chief Executive
Anna Freud National Centre for Children and Families