

What is the gender pay gap?

The Gender Pay Gap Regulations Act 2010 requires 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 (full details of reporting requirements in Annex One below). 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, business sector, industry or the economy as a whole.

The Anna Freud National Centre for Children and Families (the Centre) has the following gender pay gap:

	2017	2018	Difference
Mean gender pay gap	24.49%	17.85%	-6.65%
Median gender pay gap	24.11%	15.1%	-9.01%

While this is an improvement on our previous figures and we have come down to the 2017 average, we are disappointed that there is still a significant pay gap. We are fully committed to reducing this and are working with staff to make continuous improvements year by year.

Why do we have a gender pay gap?

The Centre is committed to the principle of equal opportunities and has a policy of paying employees equally for the same or equivalent work. Therefore, we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries associated with these roles.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in administrative roles at the lower end of the organisation. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children.

This pattern from the UK economy as a whole is reflected in the make-up of the Centre's workforce, where the majority of lower paid roles are occupied by women:

- Administrators: 100% female
- Research Officers: 100% female
- Research Assistants: 94% female
- Clinical Assistants: 91% female

Our Senior Leadership Team is 50/50 women to men. However, the highest paid salary range is our senior medical staff, which are 80% male.

In addition, the gender makeup of our workforce is partly a reflection of societal norms as the children and families' mental health sector typically attracts female staff. Staff numbers on the snap shot dates were:

- 2017: 253 staff / 234 included in report: 183 female, 51 male
- 2018: 272 staff / 252 included in report: 197 female, 55 male

Having such a high percentage of female staff also means that not including staff on maternity pay has an impact on our gender pay gap. In April 2018, we had three senior women (£40k plus) on maternity pay, down from 11 in 2017.

This can be seen below in the table depicting pay quartiles by gender. This shows the Centre's workforce divided into four equal-sized groups based on annual salary pay rates. 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. Within the Centre, 85.71% of the employees in the bottom quartile are women and 14.29% are men. The percentage of male employees increases throughout the remaining quartiles, from 20.33% in the lower middle quartile to 62.5% in the top quartile.

	Men		Women	
	2017	2018	2017	2018
Top quartile	67.8%	62.5%	32.2%	37.5%
Upper middle quartile	30.51%	31.66%	69.49%	68.33%
Lower middle quartile	13.56%	20.33%	86.44%	79.66%
Lower quartile	11.86%	14.29%	88.14%	85.71%

What we have done so far

Recruiting more women into senior roles. We have replaced a number of outgoing senior male staff with women. A comparison of our recruitment numbers across the two years for roles at £40,000 or more shows:

- 31 March 2016 to 01 April 2017: 60% were occupied by women.
- 31 March 2017 to 01 April 2018: 82% were occupied by women.

Gender diversity across roles. We have reviewed our job titles and made a trial adjustment to an administrator title. This resulted in an increase in male applicants from 12% to 26%. We will look to roll out similar changes across other lower paid roles at the Centre.

Supporting families. The Centre provides enhanced family leave and flexible working policies, for example, extending flexible working applications to all staff, rather than those with a minimum of 26 weeks' service, which is the statutory limit. We also offered childcare vouchers until the government scheme closed in October 2018. In April 2018, 69% of our roles were part-time and 73% of part time roles were occupied by women.

Consultation. We are working with staff to address our gender pay gap figures, this has included talking to all staff, as well as a smaller representative consultation group. This has helped us to gather a broad range of staff improvement suggestions, for example enhancing training and progression opportunities for women and benchmarking our salaries against other similar organisations.

Sector comparison

In order to benchmark our gender pay gap figures, we looked at the academic and education sectors, as well as the charity sector.

The 2018 average gender pay gap figures will not be available until after April 2019, when all organisations will have reported. However, looking at 2017 reports, the mean gender pay gap for the University sector was, on average, 15.9%, and the average median pay gap was 16.5%, with the largest mean pay gap being 45% and the second largest 30%.

Research in early April 2018, showed that 201 of 220 NHS organisations had reported median gender pay gaps, from 0.1% to 52.5%. The Department of Health and Social Care noted a mean pay gap of 23% for NHS staff. For example, NHS England had a mean pay gap of 21.2% and a median pay gap of 21.5%.

Based on an April 2018 review of 568 charities, the charity sector had an average gender gap of about 8%.

Conclusion

Although we are encouraged by the improved figures compared to 2017, we recognise that we need to do more and are committed to making change happen. It is clear from our discussions with staff that this is not just about pay but also about providing promotion and development opportunities and this will be evidenced when the number of men and women in the top pay quartile are equal. We recognise that this will not be a change we can demonstrate in just a couple of years but we hope to show a year on year improvement.

Annex One

Gender pay gap reporting requirements

A gender pay gap comparison is not 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.*

*The Centre does not pay bonuses.