

# Gender Pay Report – 2024

## 1. Introduction

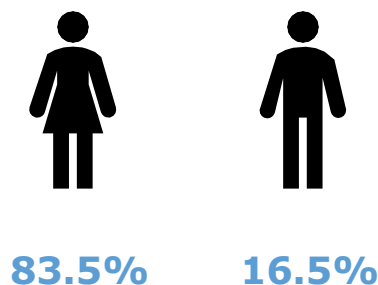
- 1.1 The Childcare Company, Impact Futures are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion, belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability. Our aim is to make the best use of the diverse backgrounds, skills, knowledge and experience of all those who work us, recognising that such diversity is a rich source of competitive advantage.
- 1.2 In line with the Government’s commitment to tackle gender equality, The Childcare Company / Impact Futures will publish data showing the pay gap between our male and female employees.

## 2. What is gender pay?

- 2.1 This shows the difference in average pay between all men and woman with the Company. It is about gender diversity across all levels, focusing on the diversity of the workforce rather than equal pay. This is not a measurement of whether people are paid the same for the same role.

## 3. Our gender split

- 3.1 As of the snapshot date (05 April 2024) we had a total of 254 employees.
- 3.2 Our gender split of our 254 employees as of the snapshot date were:



## 4. Our pay gap

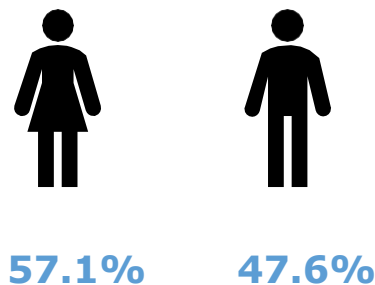
- 4.1 As of the snapshot date (05 April 2024) the table below shows the overall mean and median gender pay gap, based on hourly rates of pay.

4.2	Median	Mean
<b>Gender Pay</b>	14.3%	19.7%

4.3 The percentage shown is the difference in overall mean and median pay between men and woman. A negative figure indicates a higher percentage paid to woman and a positive figure indicates a higher percentage paid to men.

## 5. Our bonus gap

5.1 The proportion of males and females receiving a bonus payment are:



5.2 The below table shows the overall mean and median gender bonus gap

	Median	Mean
<b>Gender Bonus Gap</b>	20.0%	25.7%

5.3 The percentage shown is the difference in overall mean and median bonus gap between men and woman. A negative figure indicates a higher percentage paid to woman and a positive figure indicates a higher percentage paid to men.

## 6. Quartile Comparison

6.1 As required by the regulations we have split our relevant paid employees into four quartiles based on their average total hourly rate of pay to show the gender distribution for each quartile:

Band	Males	Females	What is included in this band?
A	7.1%	92.9%	All employees whose standard hourly rate is within the lower quartile
B	17.5%	82.5%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	16.1%	83.9%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	28.6%	71.4%	All employees whose standard hourly rate is within the upper quartile

## 7. Understanding our data

- 7.1 Reviewing our data carefully we are confident that any gender pay gap does not stem from paying men and woman differently for the same or equivalent work.
- 7.2 There is a slight increase in our mean gender pay gap and a decrease in the median gender pay gap compared to 2023. This is not as a result of a lack of fairness and consistency within our remuneration packages. Instead this is a reflection of our workforce consisting of a significantly higher proportion of woman in the workforce than men and due to the way the mean gender pay gap must be calculated.
- 7.3 The introduction of a bonus scheme for our largest population of employees (our Development Coaches) has had a significant impact on the number of females receiving a bonus, with over 20% more receiving a bonus in comparison to 2023. We anticipate to continue to increase over time.
- 7.4 However as a consequence, our median bonus pay has increased slightly but our mean bonus pay has had a significant decrease from 2023 of almost 50%.

## 8. Our action plan

- 8.1 We continue our commitment to ensure that all employees are recompensed fairly, regardless of gender, and to do everything that we can to continue to reduce any gap.
- 8.2 We have recently introduced a compensation strategy in which we commit to completing a benchmarking exercise twice a year to ensure that we are offering a competitive and fair compensation package which aligns with industry standards, supports employee retention and reflects the value of our colleagues contributions.
- 8.3 Our Family Friendly policies have all received improvements to our payments for maternity, adoption and paternity to include Company financial contributions. We have also launched a 'Grandparents' leave to expand our commitment to supporting families during key milestones.
- 8.4 We revised our flexible working policy to make changes inline with the Government requirements and we have made it clear that we will consider requests from all employees to work flexibility, regardless of their role and level of seniority.
- 8.5 In addition to the above, we commit to
- (a) Continuing to ensure that we are monitoring our gender pay gap regularly across the business
  - (b) Have a gender neutral approach to determine pay within roles and continue to benchmark, monitor and review salaries for equity and transparency.
  - (c) Maintaining our approach to flexible working including continuing to offer all roles as hybrid and supporting our employees to establish a work-life balance and achieve what is important to them, inside and out of work.
  - (d) Continue to invest in training and developing future talent during all employees, irrespective of gender, can reach their full potential
  - (e) Remain committed to building a diverse and inclusive workplace as

a high priority.

The data in this report is accurate and in line with Government reporting regulations.



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