



Slough Children First Gender Pay Gap Report

Gender Pay Gap Report 2022-23

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Policy Summary:

This gender pay gap report is a snapshot as of 5th April 2023.

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Introduction

Organisations with 250 or more employees are mandated by the government to report annually on their gender pay gap.

The intention of the pay gap reporting is to focus organisational attention on taking action to reduce inequalities as evidence indicates that disparity in pay has a long-lasting socioeconomic impact on staff.

By identifying any issues and addressing them the intention is to address any inequalities, therefore improving staff experiences within our workplace. As a result, it is anticipated, that there will be positive impacts on retention and the reputation of Slough Children First.

This gender pay gap report is a snapshot as of 5 April 2023.

As of 5 April 2023, Slough Children First employed a total of 317 members of staff, with the data extracted from the Agresso HR System.

What is our gender pay gap?

As of 5 April 2023, Slough Children First employees comprised 83% women and 17% men. This is similar to previous years.

The mean gender pay gap for 2023 is 1.65% this a positive improvement on the previous year. The mean gender pay gap was 3.8% in March 2022, representing a reduction in the gap of 2.15% percentage points.

The median gender pay gap is 4.84% in March 2022. This is a significant change upon 2023 where there was no reported median pay gap.

Within Slough Children First women occupied 83.1% of the highest paid jobs and 85.4% of the lowest paid jobs. Men occupied 16.8% of the highest paid jobs and 14.3% of the lowest paid jobs.

A significant driver for the pay gap is having a smaller proportion of men in nearly all pay bands related to their share of the overall population.

Reducing our gender pay gap implies increasing the proportion of men in the organisation and continuing the focus on creating pay equity across pay bands.

What is the bonus gender pay gap?

Slough Children First does not have an established bonus scheme.

What is the proportion of men and women in each pay quartile?

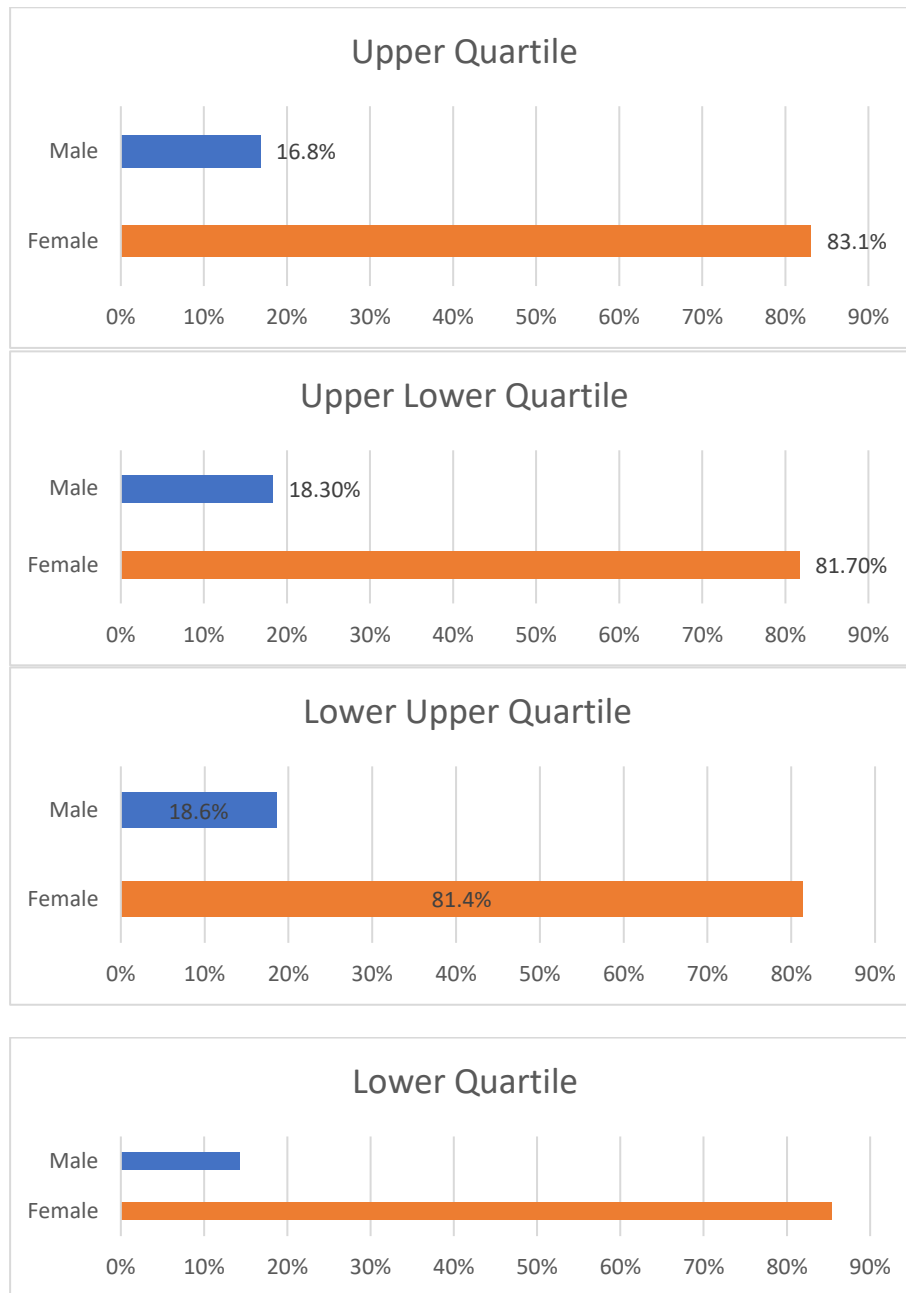
In Slough Children First, women occupied 83.1% of the highest paid jobs (upper quartile). The national population of women in England and Wales is 51%.

However, most (77.6%) employees in Slough Children First in lower quartile (lowest paid) jobs were women.

The table below show the proportion of males and females in each pay band (males are represented in blue and females in orange)

Image description:

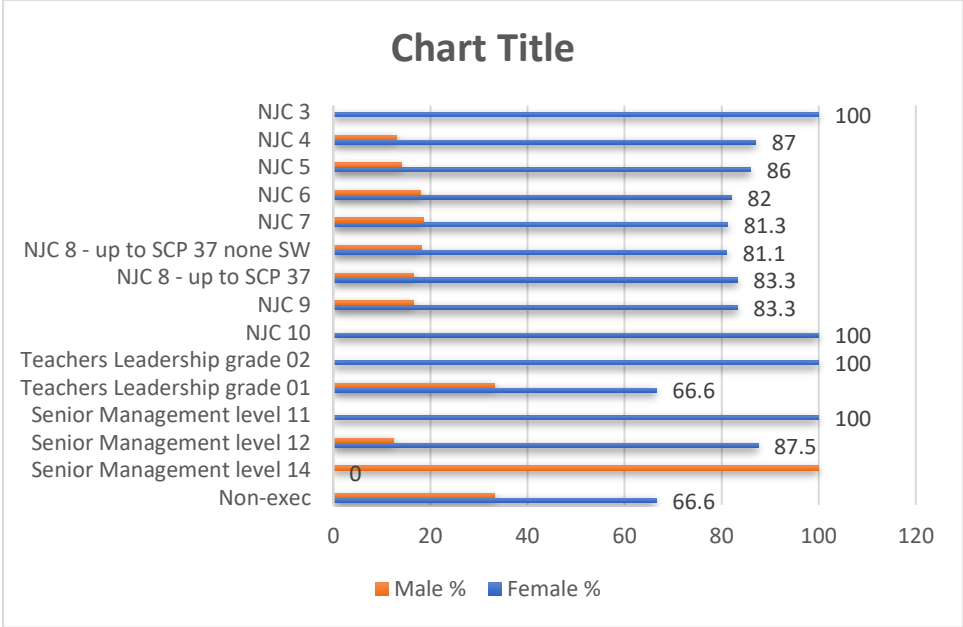
A graph showing the proportion of men and women in each pay quartile. The graph shows that female representation remains fairly static moving up each quartile:



- The upper quartile of the highest paid staff is 81.3% female and 16.8% male.
- The upper middle quartile is 81.4% female and 18.6% male.
- The lower middle quartile is 81.7% female and 18.3% male.
- The lower quartile of the lowest paid staff is 85.4% female and 14.3% male.

The below image identifies the gender breakdown by pay band (April 2023)

*Image description:
A graph showing the gender breakdown by pay band:*



Grade	Female %	Male %
NJC 3	100	0
NJC 4	87	15
NJC 5	86	14
NJC 6	82	18
NJC 7	81	19
NJC 8	81	18
NJC 8a	83	17
NJC 9	83	17
NJC 10	100	0
Teacher Leadership 2	100	0

Addressing the gender pay gap

We aim to continue to reduce our gender pay gap year on year, with the intention to create greater equality in our pay framework.

Reducing our gender pay gap implies increasing the proportion of men in the organisation and continuing the focus on creating pay equity across pay bands.

Effective policies for closing the gender pay gap seek to address factors and barriers common to all women (such as the number in lower-grade jobs with lower pay) as well as target inequalities faced by women belonging to specific groups, based on characteristics such as ethnicity, age and profession.

A number of actions taken over the last year have assisted in the reduction of the gender pay gap within SCF however, it is acknowledged that there is further work to be undertaken. This may include, but is not limited to: -

- Implementation of progression panels for individuals to move through the organisation via a simplified process.
- Inclusive and supportive management training, which is open to all, assisting in the development of skills for both those currently in post and those aspiring to be.
- Support for staff groups to champion the voices of the issues which are important to the members.
- Engaging with staff via a number of mediums to help us understand the challenges that are being faced and opportunities to address/support with these.

Assumptions and scope

All employee data in this report is extracted from the Agresso system, showing a snapshot as of 5th April 2023. The reporting period covers 6 April 2022 to 5 April 2023. Hourly rate is calculated using base pay.

The gender pay gap reporting is based on the government's methodology for calculating difference in pay between female and male employees, considering full-pay relevant employees of Slough Children First.

'Equal pay' means being paid equally for the same/similar work. 'Pay gap' is the difference in the average pay between two groups.