



Date	17 th March 2025
Report	Gender Pay Gap Report
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1. 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 31st March 2024.

As of 31st March 2024, Slough Children First employed a total of 272 members of staff, with the data extracted from the Agresso HR System.

2. What is our gender pay gap?

As of 31st March 2024, Slough Children First employees comprised **83%** women and **17%** men. This is similar to previous years.

The mean gender pay gap for 2024 is **2.5%** this a change on from the previous year, where the gap was **1.65%**. This evidences an increase in the pay gap of **0.85%**. The change in temporary to permanent personnel, in some of our most senior roles, is a major contributory factor in this.

The median gender pay gap is **9.59%** in March 2024. This is a significant change from March 2023, where the reported median gap was **4.84%**.

Within Slough Children First women occupied **81%** of the highest paid jobs and **87%** of the lowest paid jobs. Men occupied **19%** of the highest paid jobs and **13%** of the lowest paid jobs.

A significant driver for the pay gap is having a smaller proportion of men in nearly all pay bands. This is representative of the Social Care as a whole with Gov.uk reporting a **87.5%** female workforce in 2024.

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.

3. What is the bonus gender pay gap?

Slough Children First does not have an established bonus scheme.

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

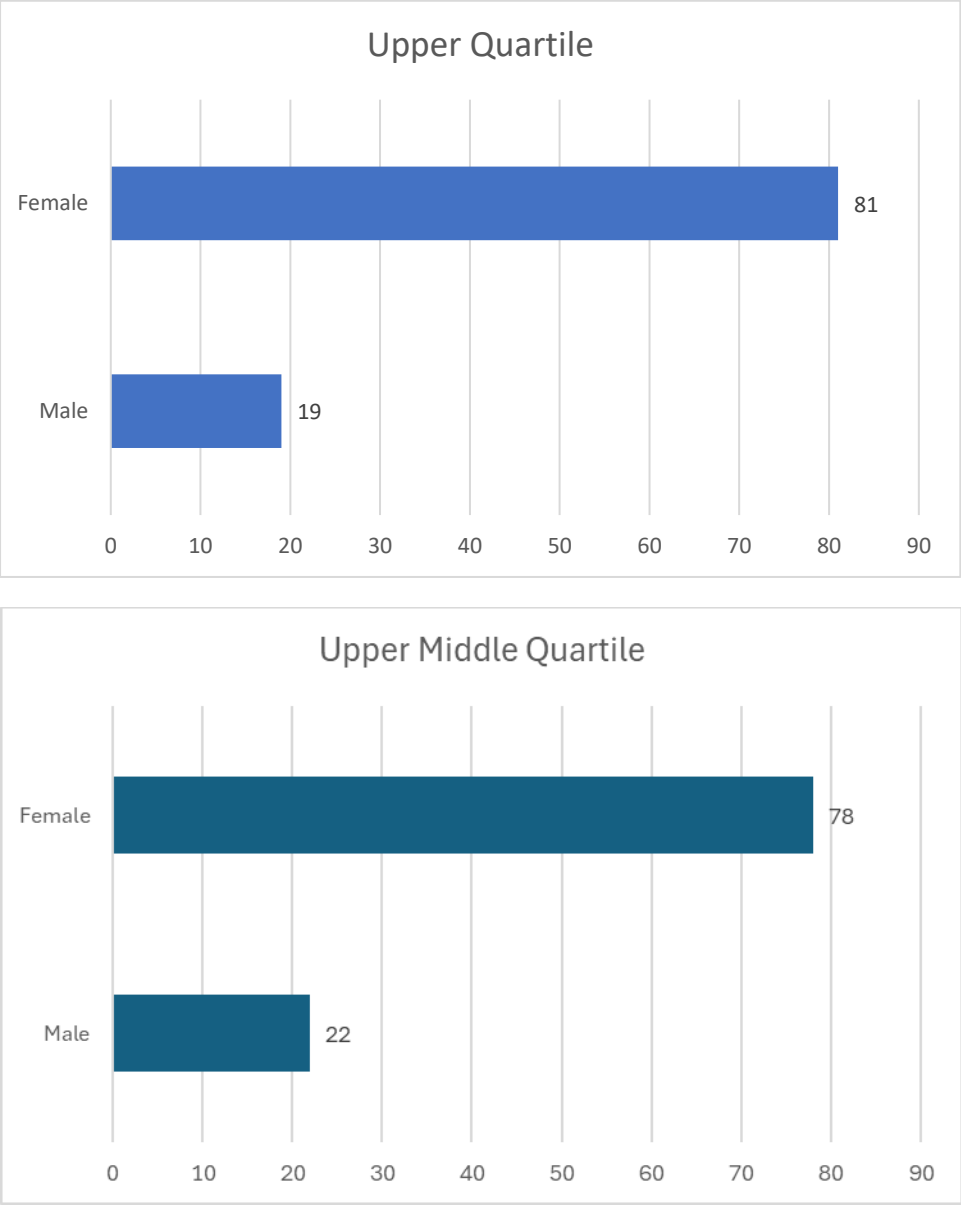
In Slough Children First, women occupied 81% of the highest paid jobs (upper quartile). The national population of women in England and Wales is 50.75%.

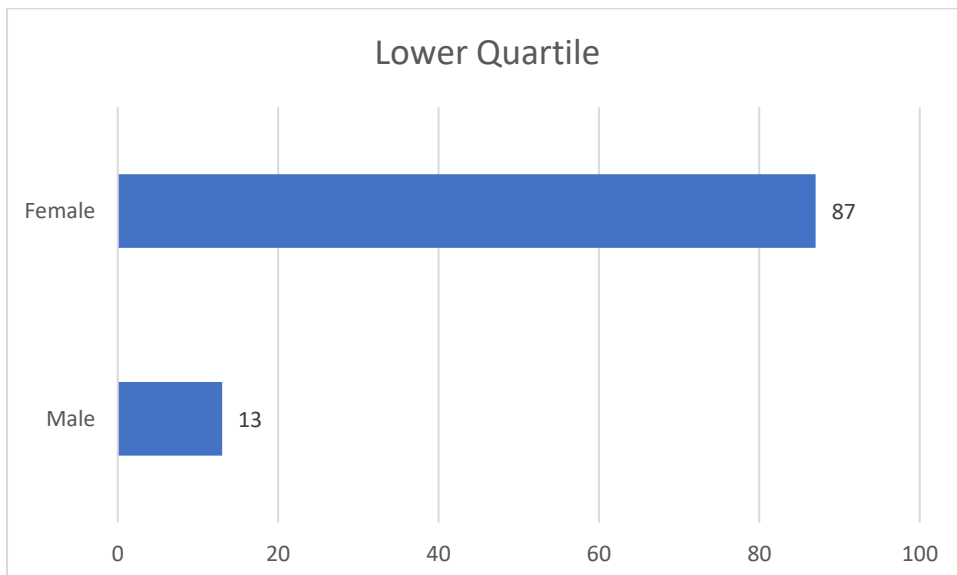
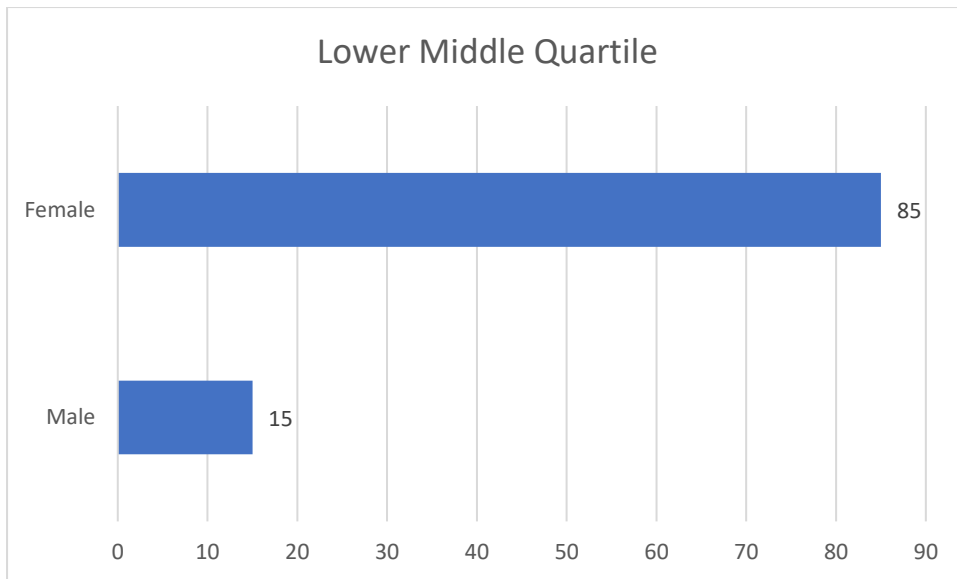
However, most (87%) employees in Slough Children First in lower quartile (lowest paid) jobs were women.

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:



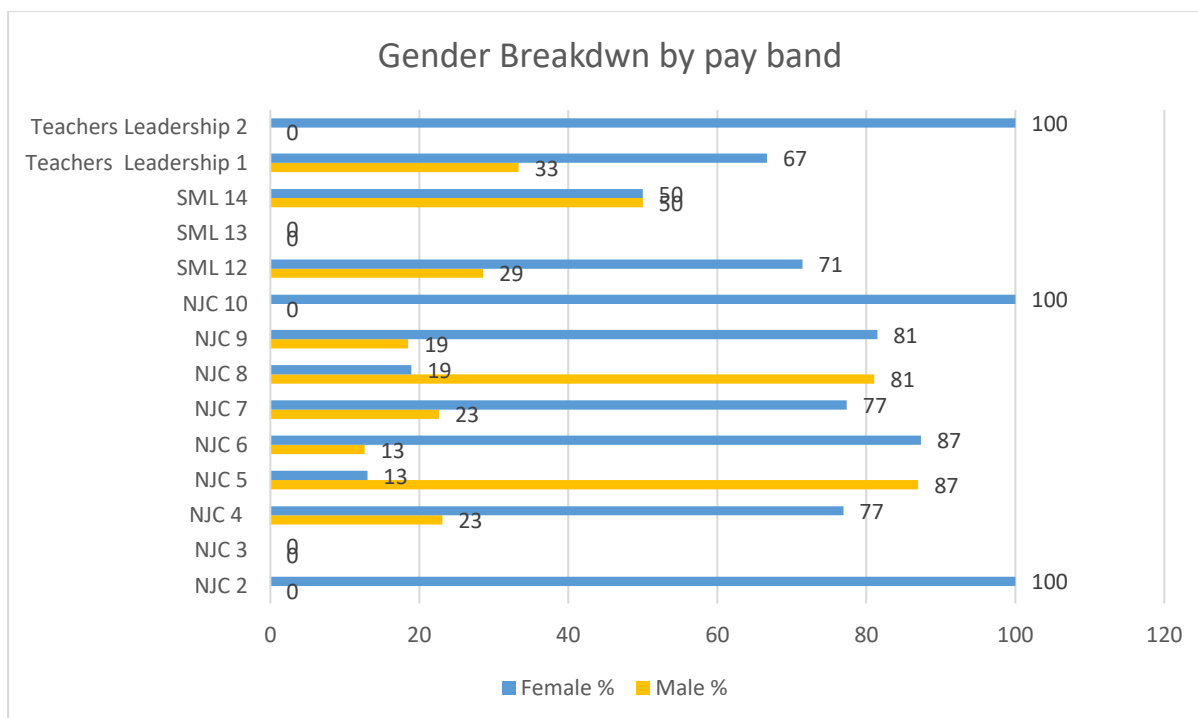


- The upper quartile of the highest paid staff is 81% female and 19% male.
- The upper middle quartile is 78% female and 12% male.
- The lower middle quartile is 85% female and 15% male.
- The lower quartile of the lowest paid staff is 87% female and 13% male.

The below image identifies the gender breakdown by pay band (March 2024)

Image description:

A graph showing the gender breakdown by pay band:



	Male %	Female %
NJC 2	0	100
NJC 3	0	0
NJC 4	23	77
NJC 5	87	13
NJC 6	13	87
NJC 7	23	77
NJC 8	81	19
NJC 9	19	81
NJC 10	0	100
SML 12	29	71
SML 13	0	0
SML 14	50	50
Teachers Leadership 1	33	67
Teachers Leadership 2	0	100

5. 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 an interim workforce, however, this has had a less positive impact on the gender pay gap within SCF. SCF is proud to have an Apprenticeship Programme in place, however, for new entrants to the organisation in this programme, this has mainly been females, this has impacted the gender pay gap by increasing the distance between the lowest paid female and highest paid male.

SCF continues to look at ways it can address the gender pay gap, this may include, but is not limited to:-

- Inclusive and supportive management training, which is open to all, assisting in the development of skills for both those currently in post and those with aspiration to progress within SCF
- 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
- Wider engagement with the community to allow for a wider representation of both genders within the entrance level apprenticeship scheme.
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6. Assumptions and scope

All employee data in this report is extracted from the Agresso system, showing a snapshot as of 31st March 2024. Hourly rate is calculated using base pay, local weighting and market supplement.

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.