

Closing the gap



**Action for Children's Gender
Pay Gap Statement 2019**



Action for Children

Our vision is that every child and young person in the UK has a safe and happy childhood, and the foundations they need to thrive. We do this by working closely with children and their families, from before they're born until their twenties.

Our work is split into three main areas:



Best start in life

We know how important the early years are - and we're here to help. From parenting advice to education and early intervention, we focus on improving children's life chances.



A safe and loving home

We make sure more children feel part of a family that cares for them. We find homes for those without, protect children who have been abused or neglected, and help ensure young carers don't miss out on a childhood.



Good mental health

Everyone has ups and downs in life. Our mental and emotional wellbeing experts work with families and schools to make sure children and parents feel able to cope with challenges when they arise.

We are committed to creating a culture of mutual trust and respect. By putting our belief in diversity and equality into practice every day and by ensuring everyone gets the chance to progress and achieve great things.

Action for Children Developments Ltd

Following the same format as last year Action for Children Developments Ltd is reported separately, as it is a separate limited company. Action for Children Developments Ltd provides solutions for today's families to improve family health and wellbeing, reduce isolation and loneliness, and provide safe spaces for children and young people to develop resilience.



Gender pay gap statement



Building a diverse workforce and creating an inclusive workplace remain key elements in relation to achieving our vision, mission and values.

At Action for Children, we are committed to ensuring that all our employees are treated fairly, with dignity and respect, and have equal opportunity to progress their careers with us. Measuring, understanding and reporting our gender pay gap are important steps to achieve our commitments.

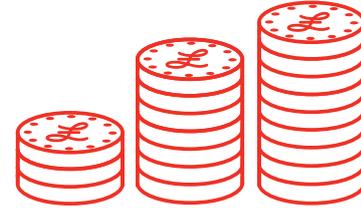
The gender pay gap is defined as the relative difference in the average earnings of women and men, normally reported as a percentage of men's pay.

At Action for Children, we remain committed to reducing our median pay gap by 50% within the next 3 years.

We are required to provide an annual report on the gender pay gap. This reporting takes place every year, as at 1 April, with details on mean and median average pay differences between male and female staff. This statement includes summaries and actions that are applicable to both Action for Children and Action for Children Developments Ltd.



Mean and Median Pay gap – statutory information



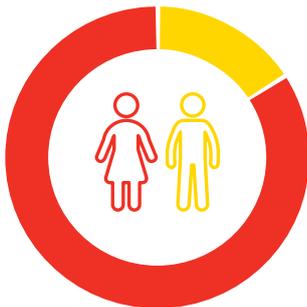
The mean and median differentials are based on hourly rates of pay for full and part time staff. The use of hourly rates of pay enables a consistent measure across organisations. The tables below show the mean and median gender pay gaps as of April 2019 for our staff.

	Mean	Median
Hourly pay difference for Action for Children	14.88%	10.29%
Hourly pay difference for Action for Children Developments Ltd	-9.07%	-1.73%

Pay Quartiles – statutory information for Action for Children

Gender headcount %

● 84.1% ● 15.9%



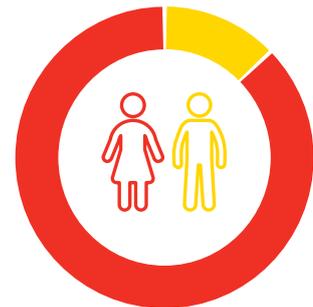
Quartile 1 - Lowest paid

● 87.6% ● 12.4%



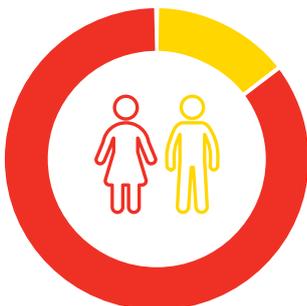
Quartile 2

● 87.6% ● 12.4%



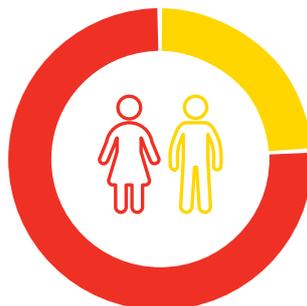
Quartile 3

● 85.3% ● 14.7%



Quartile 4 - Highest paid

● 76% ● 24%



Pay Quartiles – statutory information for Action for Children Developments Limited

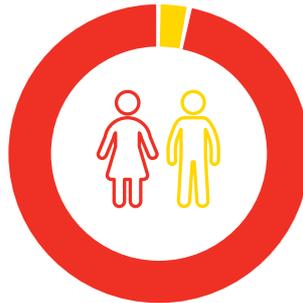
Developments gender headcount %

● 96.9% ● 3.1%



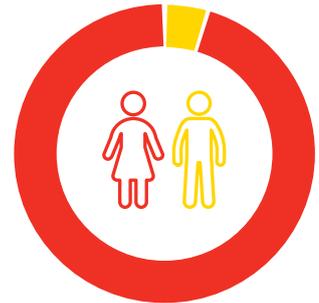
Quartile 1 - Lowest paid

● 96.7% ● 3.3%



Quartile 2

● 95.3% ● 4.7%



Quartile 3

● 96.5% ● 3.5%



Quartile 4 - Highest paid

● 98.7% ● 1.3%



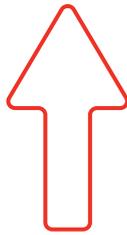
The charts on pages 4 and 5 show the pay distribution by gender across Action for Children and Action for Children Developments Ltd (applied by quartile).

Understanding our pay gap outcomes and taking action

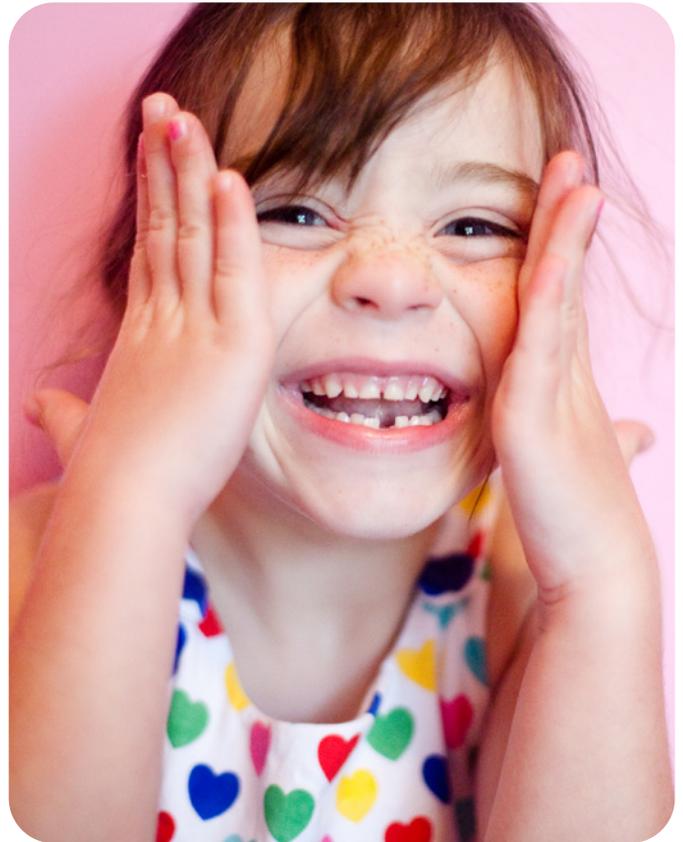
Action for Children's mean average pay differential between men and women has marginally improved from April 2018, **14.98% to 14.88%.**



The median outcome has increased between **April 2018, 9.73% and April 2019, to 10.29%**, although this is still a favourable position compared to the **UK median average (2019 ONS) of 17.3%.**



We have a positive outcome within Action for Children Developments, with the median gender pay gap closing from **5.35% in April 2018 to -1.73% in April 2019.**



These outcomes need to be considered against the context of our workforce within Action for Children of 84% women and 16% men and Action for Children Developments Ltd of 97% women and 3% men.

Closing the gender pay gap at Action for Children

We remain committed to improving our gender pay gap at all levels and are applying strategies to achieve this. Our target is to reduce the median pay gap by 50% at Action for Children and to maintain a neutral position in Action for Children Developments Ltd. We have greater expectations for our future returns, as we have worked on attracting more men into social care roles and women into more senior roles across Action for Children.

Work is underway to address the gender pay gap through an action plan, which includes the following points:

- Developing strategies to increase representation of women in senior roles that are usually filled by men, for example in finance and technology.
- Recruiting more men into operational social care roles.
- Promoting family friendly policies that encourage the retention and progression of women when they return from maternity leave.
- Actively involving internal staff networks, including the Gender Empowerment Network and The Diversity and Inclusion Advisory Group in the development of policies and initiatives.



Melanie

Melanie Armstrong

Interim Chief Executive, Action for Children

Safe and happy childhood



Action for Children protects and supports children and young people, providing practical and emotional care and support, ensuring their voices are heard, and campaigning to bring lasting improvements to their lives.

Action for Children

3 The Boulevard
Ascot Road
Watford
WD18 8AG

[actionforchildren.org.uk](https://www.actionforchildren.org.uk)



[/actionforchildren](https://www.facebook.com/actionforchildren)



[@actnforchildren](https://twitter.com/actnforchildren)



[@actnforchildrenUK](https://www.instagram.com/actnforchildrenUK)