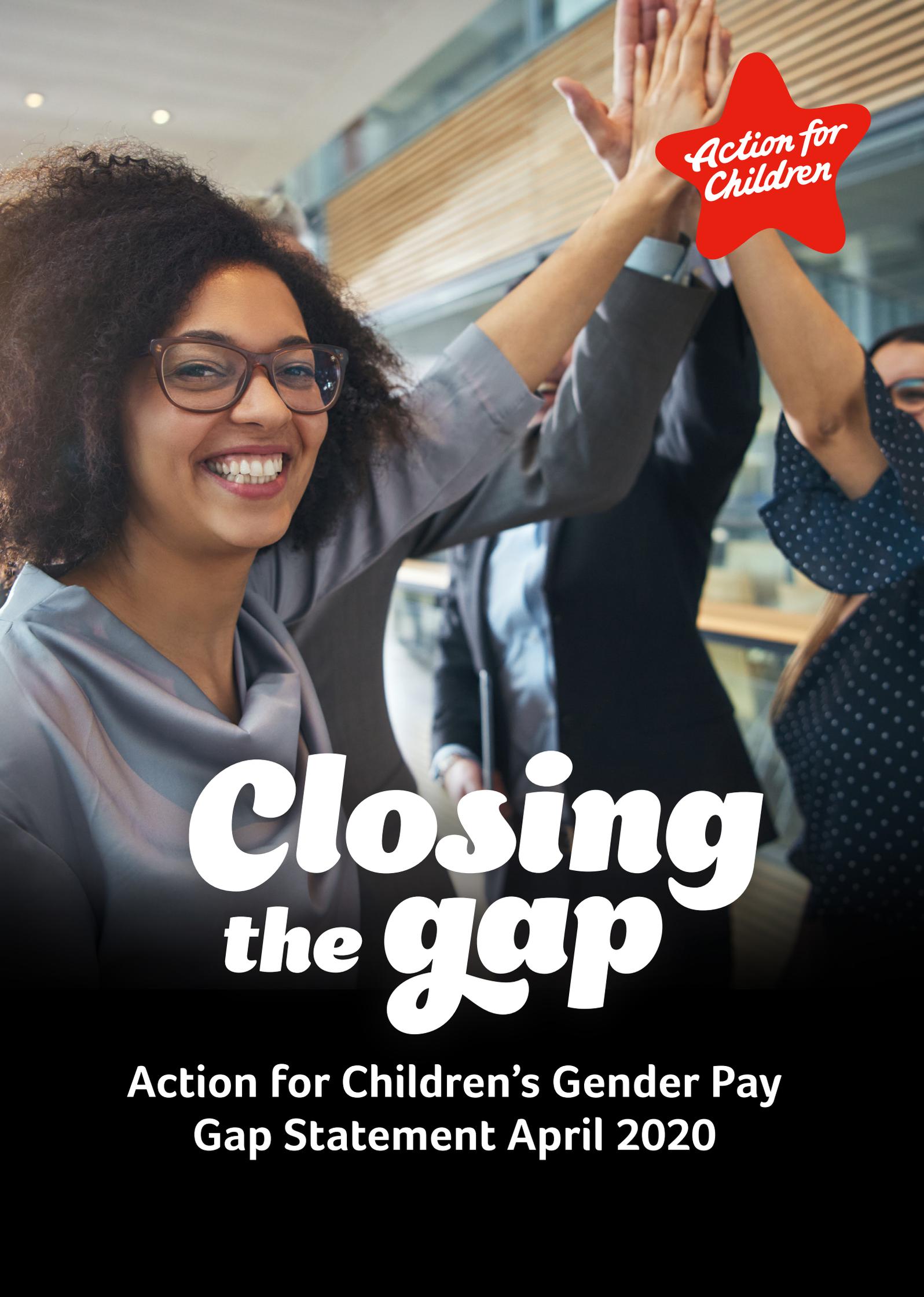


A red five-pointed star containing the text "Action for Children" in white cursive font.

Action for  
Children

A group of diverse people in an office setting, with several individuals high-fiving. In the foreground, a woman with dark curly hair and glasses is smiling broadly, wearing a light blue blouse. Other people in business attire are visible in the background, some with their arms raised in celebration.

# Closing the gap

Action for Children's Gender Pay  
Gap Statement April 2020

# Action for Children

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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.



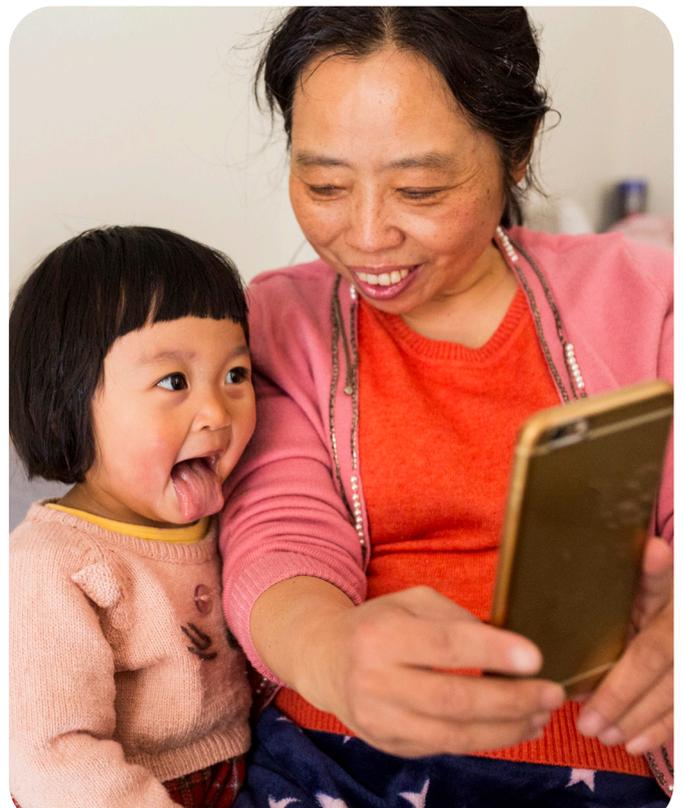
## Good mental health

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.

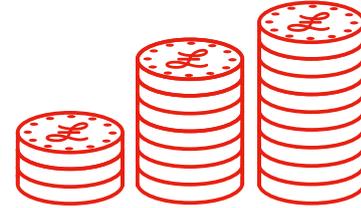
The gender pay gap is defined as the relative difference in the average earnings of women and men, normally reported as a percentage of men's pay.

**At Action for Children, we remain committed to reducing our median pay gap by 50% by next year, April 2022.**

We are required to provide an annual report on the gender pay gap. This reporting takes place every year, as at 5 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 2020 for our staff.

	Mean	Median
Hourly pay difference for Action for Children	11.42%	5.06%
Hourly pay difference for Action for Children Developments Ltd	-8.23%	-2.18%

## Pay Quartiles – statutory information for Action for Children

### Gender headcount %

● 83.9% ● 16.1%



### Quartile 1 - Lowest paid

● 84.9% ● 15.1%



### Quartile 2

● 87.2% ● 12.8%



### Quartile 3

● 86.2% ● 13.8%



### Quartile 4 - Highest paid

● 77.4% ● 22.6%



## Pay Quartiles – statutory information for Action for Children Developments Limited

### Developments gender headcount %

● 97.1% ● 2.9%



### Quartile 1 - Lowest paid

● 96.5% ● 3.5%



### Quartile 2

● 97.9% ● 2.1%



### Quartile 3

● 96.2% ● 3.8%



### Quartile 4 - Highest paid

● 99.2% ● 0.8%



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

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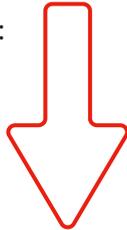
Action for Children's mean average pay differential between men and women has improved:

**April 2020: 11.42%**



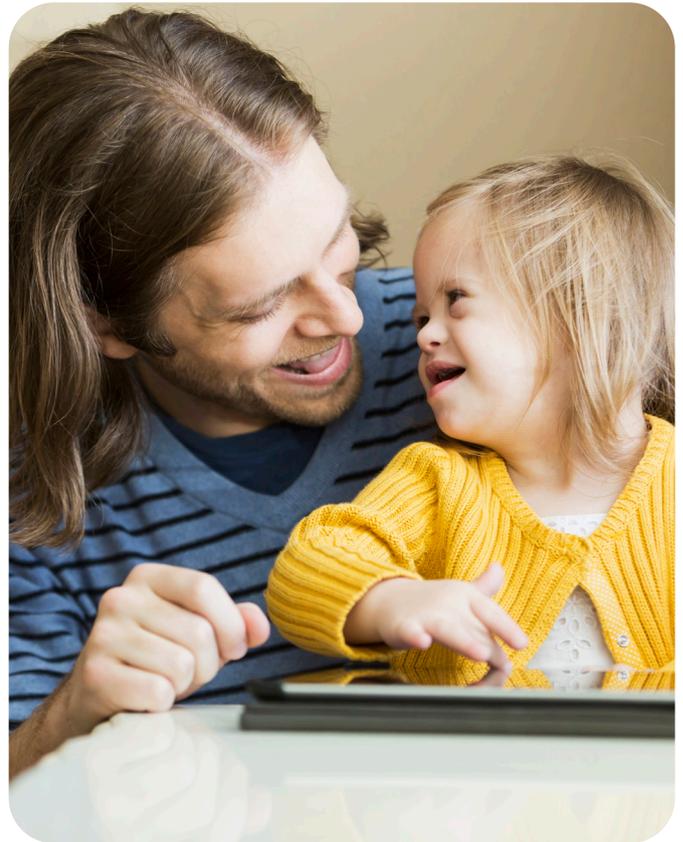
The median outcome has reduced:

**April 2020: 5.06%**



At Action for Children Developments, the pay gap has widened in favour of women, which is something we'll be monitoring.

**April 2020: -2.18%**



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

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I'm extremely proud that we are well on the way to achieving our target of halving the median gender pay gap at Action for Children by 2022 from 9.80% in 2017 to 4.90%. Our April 2020 median gender pay gap is very close to this target at 5.06%. Over the course of the last couple of years we have been successful in attracting more men into social care roles and more women into senior roles across Action for Children and we expect this will continue to bring future returns, helping to close that gap still further.

We also report on Action for Children Developments, as a company with more than 250 staff, where the median pay gap has changed in the other direction slightly to -2.18%. This indicates that women are paid more than men, although the workforce is 97% female. It is possible we may see this trend for a period of time, as we strive to grow male nursery practitioners by recruiting at entry level and training through to managers. This is something we will monitor closely.

Our action plan to address the gender pay gap has been the driving force behind the overall positive change we are seeing. We are benefitting from our managers having an increased awareness when it comes to their pay decisions and we expect to continue to progress improvements to close the gap.

## The key points of this action plan are:

- Developing strategies to increase representation of women in senior roles that are frequently filled by men, for example in areas of our organisation such as finance and technology.
- Recruiting more men into operational care roles to offer a greater range of role models for our children and young people.
- Promoting family friendly policies such as flexible working, which encourage the retention and progression of women when they return from maternity, adoption or parental leave. These policies also enable staff to manage work alongside caring responsibilities.
- Actively involving our staff networks in the development of policies and initiatives. Both our Gender Empowerment Network and The Diversity and Inclusion Advisory Group play important roles in this piece of work.

Our aim now is to keep building on the increasingly positive outcomes we are seeing, with the aim of achieving our current target completely by April 2022.



Melanie

**Melanie Armstrong**  
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

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