

# LEYF Gender Pay Gap Report 2018

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## Introduction

Under the new legislation which came into force in April 2017 UK, employers with 250 or more employees must report whether they have a gender pay gap in their company.

Each company must report using its own calculation which reflects the workforce. For example, LEYF is a childcare organisation which would mean that traditionally most LEYF teachers are women paid sector rates reflecting their experience and qualifications. Although, we have campaigned for and continue to actively recruit more male teachers to work in childcare to address that gender imbalance. In Central Office (COT) we have a more even balance of men and women employees, although it's important to note that the COT support roles are varied and specific including finance, HR, marketing, operations and IT. COT staff are remunerated within sector appropriate reflecting their experience. Our CEO is female.

The LEYF data indicates that we do have a gender pay gap, although this is much lower than the UK pay gap. The largest contributor to the gap is the gender profile of the different types of roles within our organisation.



### Our Calculation.

We have calculated using the mean hourly rate across the organisation. This is the average hourly wage so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; the median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle paid man).

This is somewhat skewed at LEYF because of the difference in pay linked to the specific COT roles. In addition, 14% of the staff work part time to meet family commitments, of whom 94% are female. All LEYF staff have a 7% employer pension contribution and we aim to ensure a family friendly workplace which includes benefits such as 50% discount to staff on their childcare fees.

The LEYF women's mean hourly rate is **24.2% lower** than men. In other words when comparing mean hourly rates, women earn 76p for every £1 that men earn. Of course, this calculation does not take into account the different roles. Staff in the same role are paid on the same band irrespective of gender.

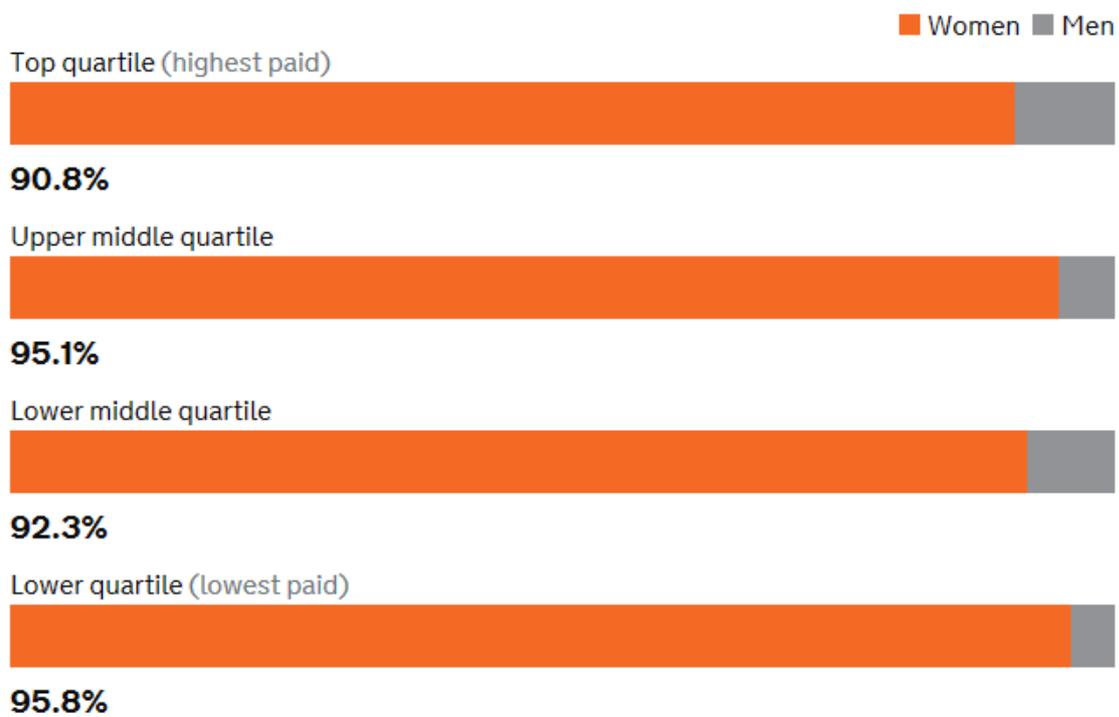
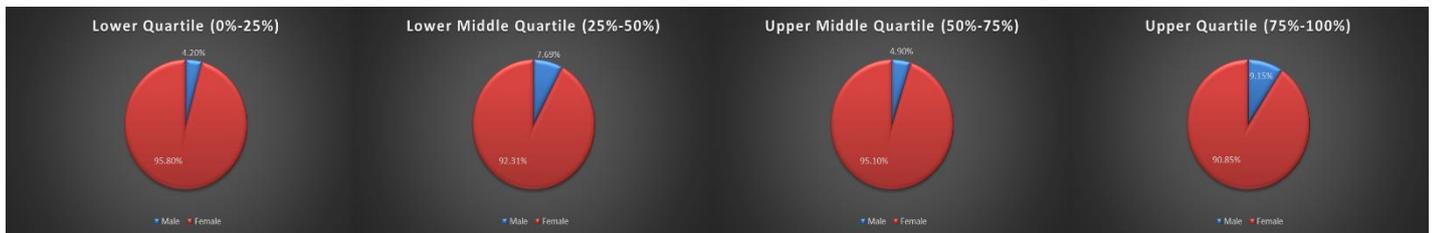
Women's median hourly rate is **5.2% lower** than men. In other words when comparing median hourly rates, women earn 95p for every £1 that men earn. As with the information above, staff in the same role are paid on the same band irrespective of gender.

## Proportion of women in each pay quartile

### ▼ About quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

- Women's hourly rate is 24.2% lower (mean) and 5.2% lower (median).
- Top salary quartile has 9.2% men and 90.8% women
- Upper middle salary quartile has 4.9% men and 95.1% women
- Lower middle salary quartile has 7.7% men and 92.3% women
- Lower salary quartile has 4.2% men and 95.8% women
- Women's bonus pay is 0% lower (mean) and 0% lower (median)
- 0% of men and 0% of women received bonus pay



### Who received bonus pay?

No bonuses were paid.

## Declaration

We confirm that LEYF gender pay gap calculations are accurate and met the requirements of the regulations.

June O'Sullivan	CEO
Lorenzo Chiozzi	Director of People