

Gender pay gap report 2023-2024



Summary

At London Early Years Foundation (LEYF), we are strong on teamwork and live our values, which are to be inspiring, brave, nurturing and fun. We rely on each other and are united by our social purpose to change the world one child at a time.

Diversity and inclusion are at the heart of who we are. We strive to foster belonging and empowerment at work. We know that having different perspectives makes us stronger and we value every individual for what they bring to our community.

LEYF is proud to be an organisation which champions and pioneers programmes and initiatives that have a positive impact, not just for LEYF, but across the Early Years sector. This includes our Early Years Chef Academy, Green LEYF - our sustainability initiative and campaigning for more men in childcare.

LEYF operates in the Early Years education and care sector, which is historically female-dominated and currently **97% of the sector remains female**. Our total workforce identifies as **9.6% male** and **90.4% female**.

Over the past years, LEYF has worked hard to promote career development for all employees, to grow our own, and conduct regular pay reviews to ensure that our salaries remain competitive.



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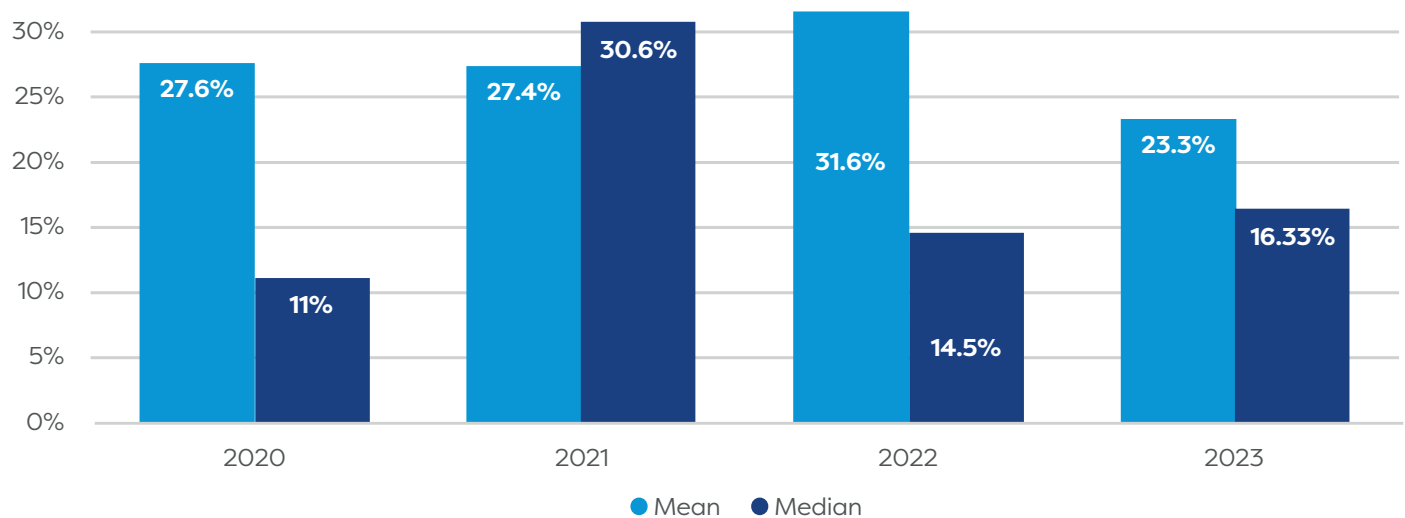
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Introduction

Since April 2017, businesses in the UK employing 250 or more employees are required by law to publish details of their gender pay gap and annually report this information to the Government.

Graph 1: Gender pay gap in the last 4 years



Our gender pay gap figures are based on a snapshot date of April 2023. Despite all the challenges to the workplace from COVID-19 and Brexit, and the steep increase in costs due to high inflation, LEYF has consistently provided a total reward package to our employees and ensures that men and women across the

organisation have equal access to our many different career development opportunities and award-winning training.

The gender pay gap is the difference between the hourly pay rate of male employees and female employees as set out in the Equality Act 2010. It is reported on both a mean and a median basis.

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Our data

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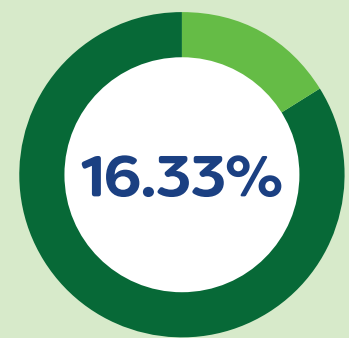
At LEYF, our mean gender pay gap is 23.32% and our median gender pay gap is 16.33% with these averages showing higher rates for men. This is lower than the gender pay gap in the past 2 years.

Our female colleagues are in the majority across the organisation, from Apprentices to CEO. While we are making a concerted effort to bring more men into early years at LEYF, where we are market leading in our gender balance, it will take some time to shift the dial even further in the sector.



Although our lower paid roles are primarily occupied by women, in the past year LEYF has increased the number of women in senior positions through new appointments and internal career progression, which has resulted in the overall reduction of the gender pay gap across the organisation.

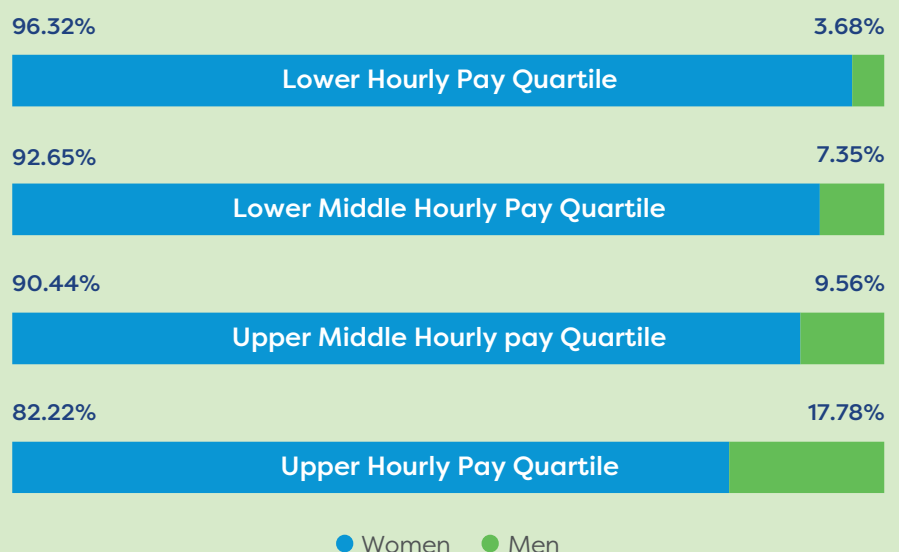
Our median gender pay gap is



Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in the organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of female representation at different seniority levels within the organisation (please see Graph 2).

Graph 2: Percentage of men and women between the quarters



Our commitment to gender equality

At LEYF, we value our staff and are committed to making sure that men and women are paid equally for doing the same jobs across the organisation.

Both men and women at LEYF are entitled to the same benefits, including a 7% employer pension contribution, a discount on childcare fees in our nurseries, and a wide range of benefits. We regularly conduct pay reviews to ensure that our salaries are competitive.

We are proud that **9.6% of our staff are men compared to the national sector average of 3%** (DfE, online, 2019) and **46% of our staff are from ethnic minorities**.

LEYF regularly runs recruitment marketing campaigns to attract a diverse range of employees to join the organisation and work in the Early Years sector.

We believe that a diverse workforce encourages positive opportunities and experiences for our employees, for the children attending the nurseries and for the communities in which we operate.

Children want to engage in activities with teachers who are passionate pedagogues and who make the interaction

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fun and enjoyable – in effect children select the ‘best person for the job,’ and that is effectively what we aim to replicate in our work environment.

As a result, this can reduce gender stereotypes and change perceptions of the childcare industry.



For the last ten years, LEYF has been campaigning to recruit more men in childcare including, running a male-only apprentice cohort, and challenging the gender stereotypes through a series of initiatives such as podcasts covering inspirational stories from successful men in childcare.

At LEYF, we believe that encouraging more men to join our sector and providing the support and development opportunities for all our staff to advance and grow in their careers will result in a more equal distribution of men and women across all levels of the organisation.

LEYF offers a variety of award-winning training and development programmes aiming to provide equal opportunities for all our staff to progress.



In addition, we have a range of different shift patterns and hours to support those staff with caring responsibilities and to offer staff a more positive work-life balance. For example, we offer full time, part time, term time and flexible employment to our staff.

We are also piloting a range of flexible working patterns in some of our settings to provide shifts that work for our staff. We hope that having more flexible working hours will attract, support and retain staff and encourage a continuous career progression.

References

1. GOV.UK. 2021. Calls for more men to work in the early years. [online] Available at: <https://www.gov.uk/government/news/calls-for-more-men-to-work-in-the-early-years> [Accessed 1 June 2021]
2. LEYF Nurseries. (n.d.). Men in Childcare Apprenticeship Page. [online] Available at: <https://leyf.org.uk/careers-at-leyf/apprenticeships-2/> [Accessed 7 Jun 2021].



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London Early Years Foundation
121 Marsham Street, London, SW1P 4LX
www.leyf.org.uk

 02078348679

 info@leyf.org.uk

   @leyfonline

Company no: 02228978 Charity no: 299686