

Gender pay gap report

2024/25



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 make 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 to attract more men in childcare.

LEYF operates in the Early Years education and care sector, which is historically female-dominated and currently **98% of the sector remains female**. Our total workforce identifies as **8.2% male** and **91.8% female**.

LEYF continues to work 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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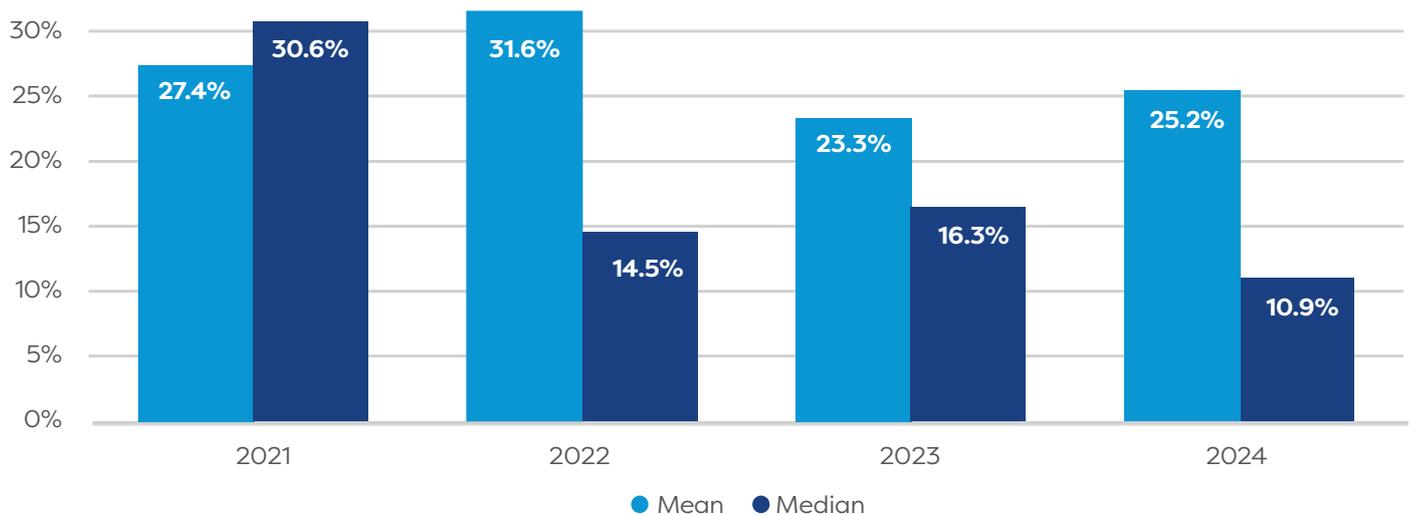
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Introduction

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 2024. Despite all the challenges to the workplace from COVID-19 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

Making steady, meaningful progress towards pay equity.

In 2024, our mean gender pay gap is 25.24% and our median gender pay gap is 10.93% with these averages showing higher rates for men. Data shows that there has been a closing of our gender pay gap over the past four years.

Our female colleagues are in the majority across the organisation, from Apprentices to CEO. Whilst we continue to focus on this because of the benefit it brings to LEYF, to our children, teams and communities, we have seen an increase in the percentage of women in the upper and upper middle quartiles, reflecting the success of increasing the number of women in leadership positions.

Driving this is the growth of our employees across the organisation, which has meant



that whilst the overall number of men has remained constant, the number of women has increased by 1.4% (93 in total). The Early Years sector has historically been female-dominated, and hasn't seen a significant change in the market.

However, we are proud to be leading the way in the number of men in childcare at LEYF, which is higher than the average across the Early Years sector.

We continually strive to increase this with recruitment and marketing efforts,

Our median gender pay gap

With more female representation in the Upper & Upper Middle quartiles, the median pay gap has dropped significantly.

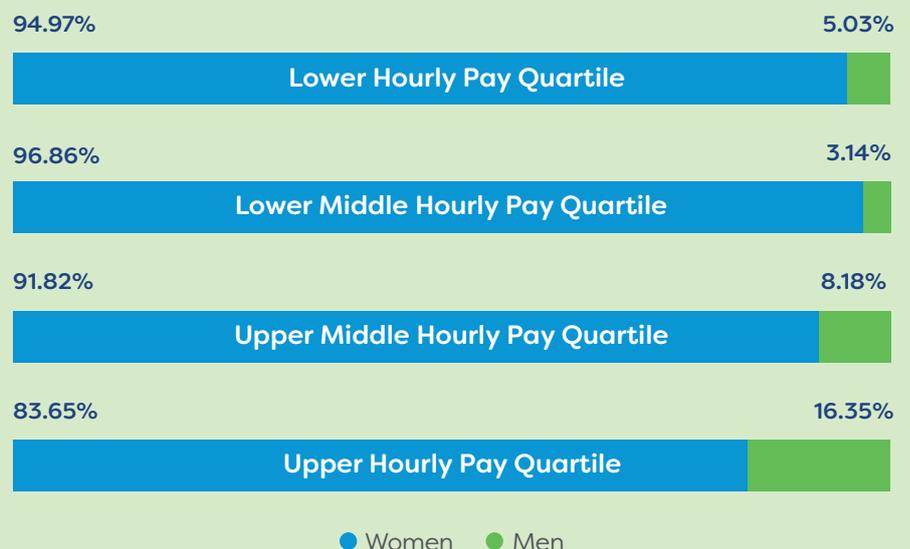


including our campaign film 'Men ARE in childcare' featuring amongst the finalists at the Smiley Charity Film Awards 2025.

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 significant 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 **8.2% of our staff are men compared to the national sector average of 2%** (DfE, online, 2024) and **46.7% 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 over ten years, LEYF has been campaigning to attract more men into childcare by challenging the gender stereotypes through a series of initiatives such as podcasts covering inspirational stories from men in childcare.

At LEYF, we believe that encouraging more men to join our sector as well as 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 offer a range of different working patterns to support those with caring responsibilities and to offer our people a more positive work-life balance.

We have also piloted a range of flexible working patterns to provide shifts that work for our children, LEYF and our staff. We hope that having more flexible working hours will continue to attract, support and retain staff, while encourage a continuous career progression.

References

1. Childcare and early years provider survey, reporting year 2024. [Online. Available at: <https://explore-education-statistics.service.gov.uk/find-statistics/childcare-and-early-years-provider-survey/2024> Accessed 24 April 2025].
2. LEYF Nurseries. (n.d.). Men in Childcare Page. [Online. Available at: <https://www.leyf.org.uk/our-nurseries/inclusion/men-in-childcare/> Accessed 24 April 2025].



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