

Brighter Futures for Children

Gender Pay Gap Report 2022

1 Purpose of the report

- 1.1 Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees must publish gender pay gap information every year.
- 1.2 To make the calculations, data must be gathered from the company's payroll from a specific date. This date is called the 'snapshot date', which is 31 March for public sector organisations. Data for agency workers is not included in this report as they are not on the company's payroll.
- 1.3 The calculations for 31 March 2022 will be published on the company's website and the Government Equalities Office website (this must be done by 30 March 2023). This report sets out the figures that will be published and the plans for improving the company's small gender pay gap.

2 Introduction and background

- 2.1 The averages used in this report are mean and median. A mean average is calculated by totaling all the values in a dataset; this total is then divided by the number of values that make up the dataset. The median of a group of numbers is the number in the middle, when the numbers are in order of magnitude.

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees (FPREs) ¹ and that of female full-pay relevant employees.
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median gender pay gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

¹ See the [Gov.uk website](https://www.gov.uk/government/guidance/gender-pay-gap-reporting) for a definition and examples of full-pay relevant employees (FPREs)

- 2.2 The number of full-pay relevant employees (FPREs) at the ‘snapshot date’ of 31 March 2022 was 517, which is made up of 444 (86%) women and 73 (14%) men. The proportion of men and women has not changed since the last Gender Pay Gap Report.
- 2.3 The figures in this report have been calculated in accordance with the Government’s guidance by Reading Borough Council who provide payroll and HR data services on the company’s behalf.
- 2.4 If an employee does not self-identify as either male or female, the individual would be omitted from the calculations in accordance with the Government’s guidance. For the company, 100% of employees had disclosed their sex so there was no requirement to omit any data for this reason.

Table 1 - Mean and median gender pay gap

	Men	Women	Women’s earnings are:
Mean Hourly Rate	£20.00	£18.90	5.5% lower
Median Hourly Rate	£18.32	£17.00	7.2% lower

Table 2 – Mean and median gender pay gap in bonus payments

	Men	Women	Women’s bonuses are:
Mean amount of bonus	£0	£1,000	100% higher
Median amount of bonus	£0	£1,000	100% higher

Table 3 - Proportion of men and women who received a bonus

	Men		Women	
FPREs Total	73		444	
Proportion of all those receiving a bonus	0	0%	4	0.9%

3 Analysis

- 3.1 There has been an improvement in the company’s gender pay gap compared to 31 March 2021, when the mean was 8.5% and the median was 14.8%. The 2022 figures also compare favourably with the national average gender pay gap figure for 2021 (the latest data available) for full and part time employees which was 15.4% (up from 14.9% in 2020)².
- 3.2 **Tables 2 and 3** reflect 4 people who received “bonuses” in the relevant period. These are exclusively long service awards in the form of money, which meet the government’s definition of “bonus”. The company does not pay any other type of bonus.
- 3.3 Long service awards are in recognition of achieving 20 years’ continuous service. The company is currently running two long service schemes with varying cash values:

² ONS data – [Gender pay gap in the UK: 2021](#)

- A one-off money award of £1,000 for those achieving long service with the company or a combination of the company, Reading Borough Council and Berkshire County Council, with the provision for employees to “trade in” all or part of the award for additional days’ leave, currently at the rate of £100 per day; or;
- £573 plus double leave for achieving 20 years’ service for employees appointed by the Council before 1 April 1999 who subsequently transferred to the company.

3.4 Four employees, all women, received long services awards, and in all cases, this was a one-off award of £1,000. This translates into a 100% pay gap in the favour of women, as shown in Table 2. However it should be born in mind that all employees are eligible for this payment once they have reached the necessary service related requirements.

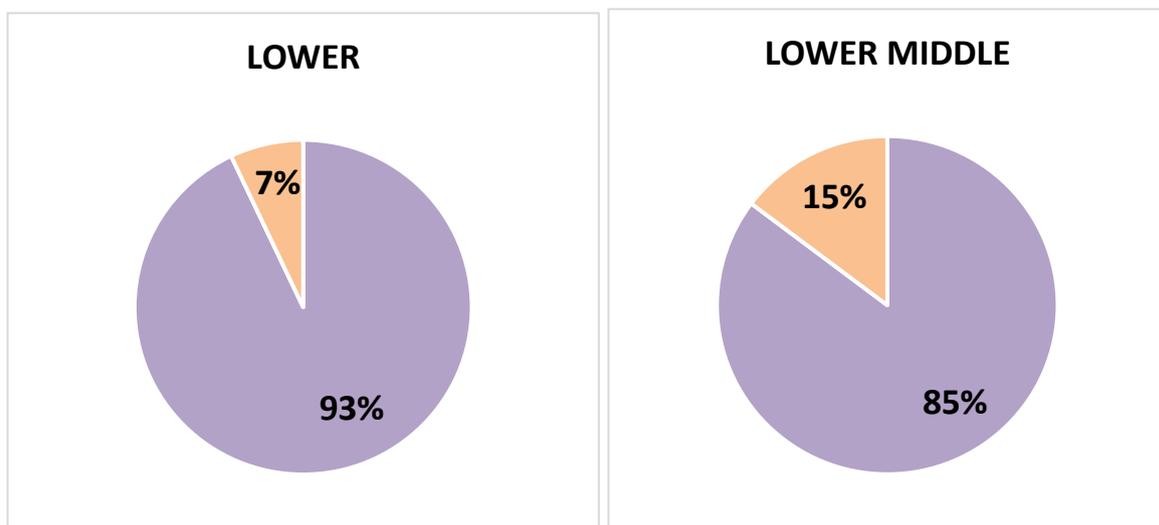
3.5 Based on how the gender pay gap is calculated, a gap exists within the company as its workforce is predominantly women (86%). There are more women than men at every pay quartile (see **Figures 1 and 2** below).

3.6 **Figure 3** illustrates the breakdown of men and women in each pay band. There are 2 bands that are made up entirely of women (RG2 and apprentice grades). However there are only 4 people in grade RG2 and 4 apprentices. Grades RG3, RG4, RG5 and RG9 all have higher proportions of women than the overall proportion employed at the company (86%).

3.7 The proportion of women on the most senior grades (i.e. earnings above £62,621 per annum) is 83% which is slightly lower than the overall proportion of women employed.

Figure 1 - Proportion of men and women in pay quartiles on 31 March 2022

Men Women



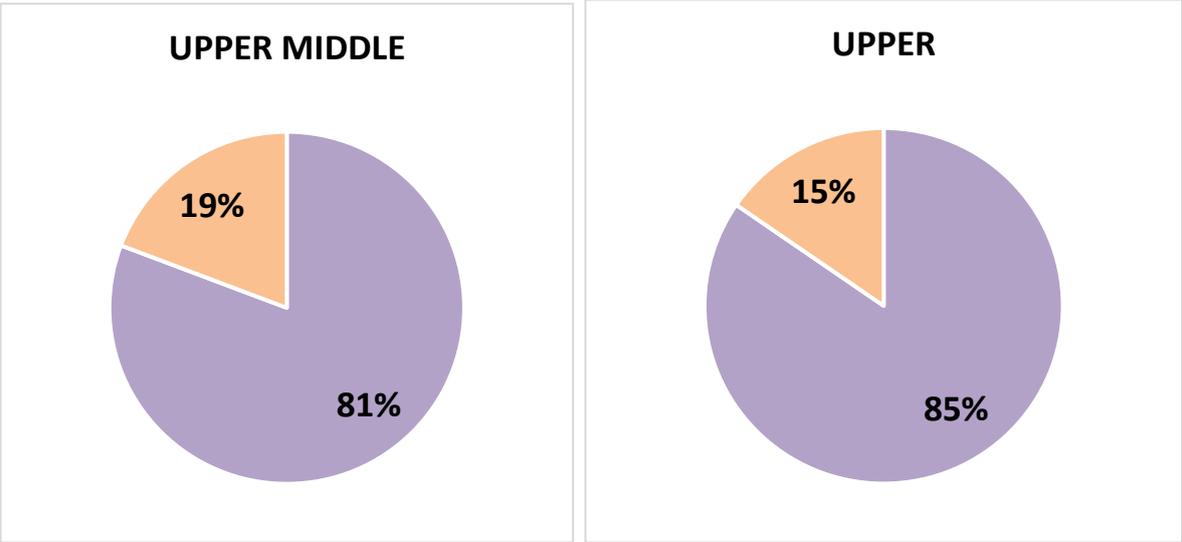


Figure 2: Number of men and women in each pay quartile on 31 March 2022

Men ■ Women ■

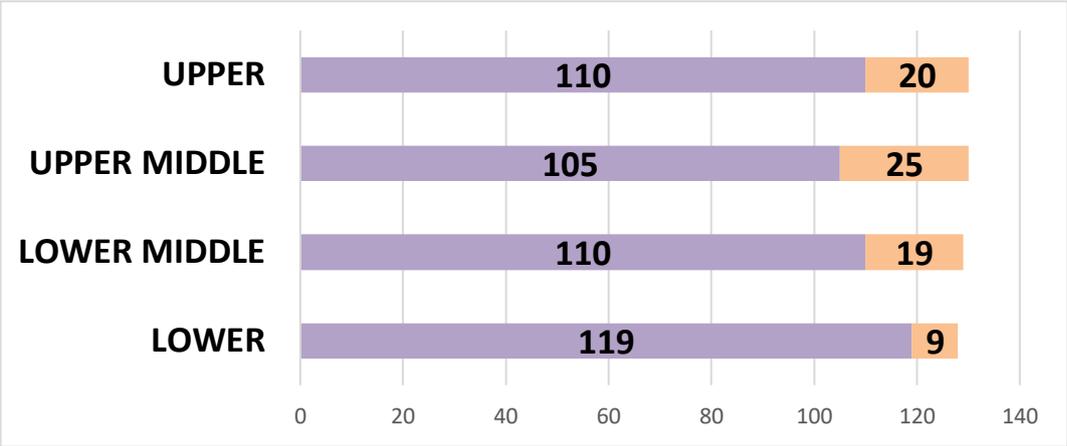
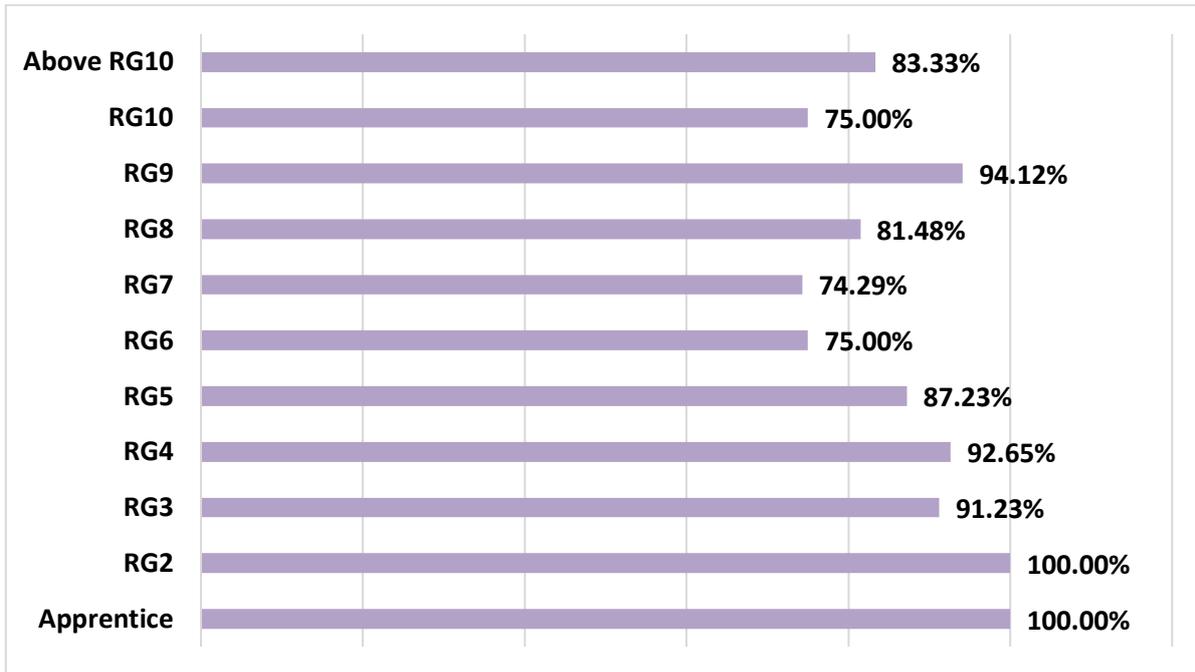


Figure 2 - Proportion of women in each pay band on 31 March 2022



4 Conclusions

4.1 The company's gender pay gap is primarily due to the over representation of women in lower graded roles. These roles are, in the main Residential Child Care Officers, Nursery staff and Business Support Roles.

4.2 In order to further reduce our gender pay gap the following measures are in place:

- Promoting and supporting flexible working policies for all employees, irrespective of gender and length of service, including job share, part time working and term time working. This also includes our agile working framework which is focused on giving our staff the flexibility to choose, where feasible, where they do their work, whether that's in the office or working remotely.
- Promote our policy of paying employees equally for the same or equivalent work, regardless of gender, and carrying our equality audits every year to check this is happening.
- Formal authorisation process for any changes in pay, including accelerated increments, market supplements and pay at starting appointments.
- Enhanced Shared Parental Pay to mirror contractual Maternity Pay.
- BFFC is an accredited "Living Wage Employer" paying the Living Wage set by the Living Wage Foundation (currently £9.90 per hour) as a minimum to all employees at the lower level of the pay structure.
- We will promote the benefits of working for the company both internally and externally, such as apprenticeship opportunities, flexible working arrangements, diversity commitments etc.
- Continue to ensure that recruiting managers use structured interviews as this is more effective at guarding against unconscious bias by ensuring that all candidates are asked the same questions and are assessed using pre-specified, standardised criteria.
- Increase awareness about apprenticeship schemes to encourage more employees to improve their skills and experience giving them the opportunity to progress their career.

