

A photograph showing a man and a woman from the side, both looking down at computer monitors. They appear to be in an office environment. The man is on the left, wearing a grey shirt. The woman is on the right, wearing a light blue blouse.

NSPCC

Gender pay gap report

EVERY CHILDHOOD IS WORTH FIGHTING FOR

National Society for the Prevention of Cruelty to Children. ©NSPCC 2017. Registered charity England and Wales 216401. Scotland SC037717. J20171363. The adults pictured are volunteers. Photography by Tom Hull.

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Foreword

Together we can help children who've been abused to rebuild their lives. Together we can protect children at risk and, together, we can find the best ways of preventing child abuse from ever happening.

We change the law. We visit schools across the country, helping children understand what abuse is. And, through our Childline service, we give young people a voice when no one else will listen.

All of this is only possible thanks to our supporters, volunteers and staff.

As part of our commitment to ensure diversity and inclusion in our services and in our workforce, we have signed up to work with the Employer Network for Equality and Inclusion (ENEI). Our aim is to review our working practices and further the work we have already been doing in employee diversity and inclusion through the Equality Champions and the Equality and Diversity subgroups.

Gender equality is just one part of this, but we welcome the insight that has been provided by the gender pay gap reporting regulations. It has helped to give us a good picture of where we are now, and think about ways we can improve.

At the NSPCC, the nature of the work we do attracts a high number of female employees and our gender split is roughly 80 per cent female and 20 per cent male. Women are well represented across all levels of the organisation, with half of our eight-person executive board being women we compare favorably to the national average of 26% female board membership.

Our gender pay gap is 9.2% (median). This is considerably less than the national median published by the Office of National Statistics of 18.4% (ASHE, Oct 2017). While we are confident in the policies and procedures we already operate to support diversity and inclusion on a gender basis, we are still committed to do more and will strive to reduce our gender pay gap.

Further analysis on what may be creating this gap is detailed in this report, along with the first steps we intend to take in order to work towards reducing the gap even further.



Peter Wanless
Chief Executive, NSPCC

Gender pay gap vs equal pay

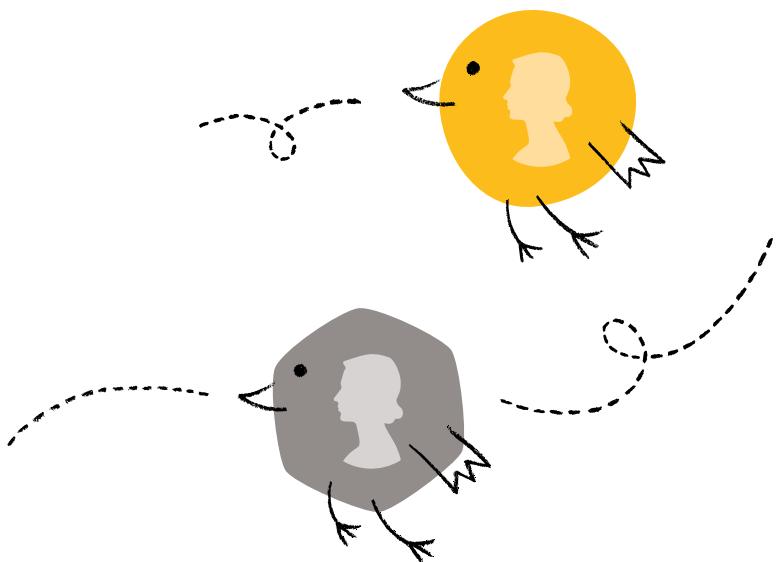
Although equal pay and the gender pay gap look at differences between women's and men's pay, they are two different issues and this needs to be remembered when reading this report.

Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. This is a legal requirement.

Gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men's earnings.

This report is about our gender pay gap

Having a gender pay gap does not automatically mean that there is an equal pay issue within an organisation. There are a number of reasons for a gender pay gap, for example, a gender imbalance in the different levels of roles or if particular types of role are dominated by a single sex. The NSPCC is an equal pay employer, having regard to equal pay legislation and adhering to an equal pay practice



NSPCC gender pay gap data

New regulations were introduced in 2017 which mean that employers are required to report on a number of different statistical measures of gender pay on the snapshot date of 5th April each year for non-public sector employers with more than 250 employees. We welcome these changes and have included the measures in this report along with other information which we hope will be helpful.

A guide to the figures

Mean

The average of a set of numbers. All numbers are added together and divided by the number of numbers put into the calculation.

For example, taking 5, 8, 12, 26, and 40, the sum of the numbers is 91. Dividing this by five (the number of figures) gives you a mean of 18.2.

The regulations require us to report the difference between the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure.

Median

The middle value of a list of numbers. If the list has an odd number of entries, the median is the middle entry after sorting the list into increasing order. If the list has an even number of entries, the median is halfway between the two middle numbers after sorting.

For example, taking 5, 8, 12, 26, and 40, the median value is 12.

The regulations require us to report the difference between the median hourly rate for men compared to the median hourly rate for women, expressed as a percentage of the men's figure.



Pay quartiles

Rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles). Each quartile will contain the same number of individuals.

The regulations require us to report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.

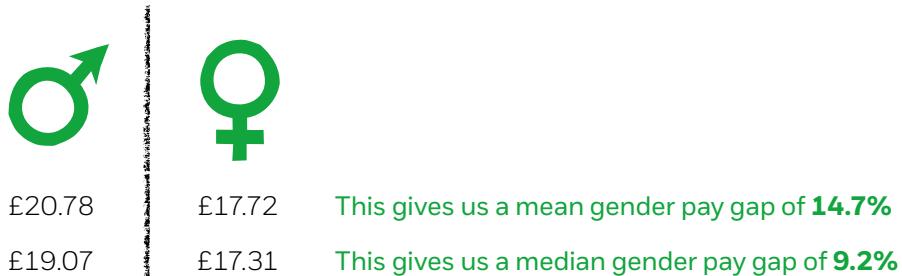
Bonus

The regulations also require us to publish the same measures as above on bonus payments, but as the NSPCC does not make any bonus payments our figures will be zero in this category.

Gender Pay Gap Report

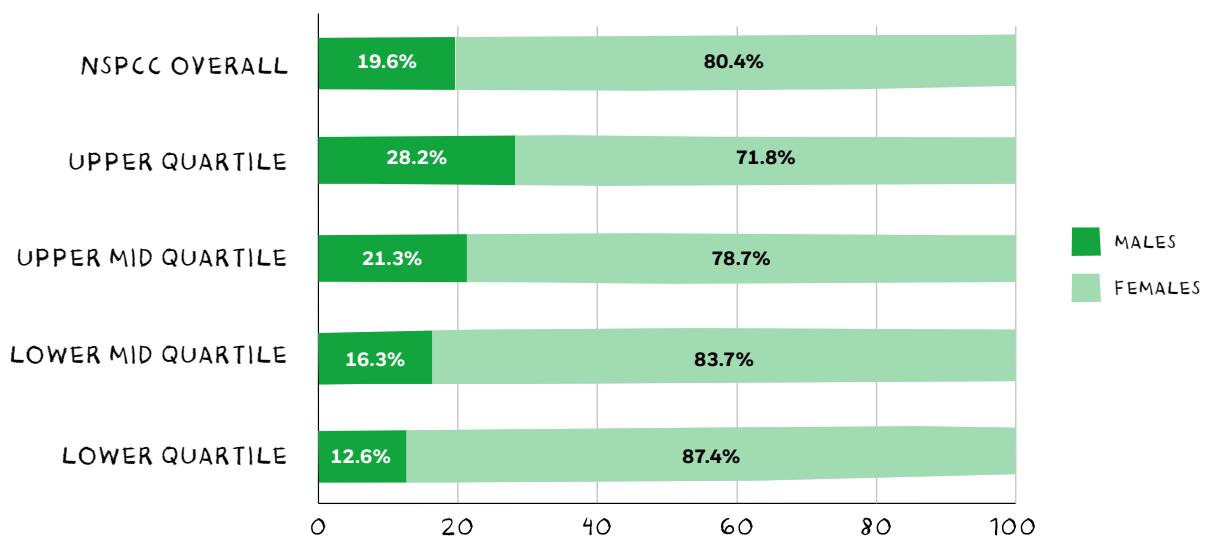
The figures

Mean and Median hourly rates



Pay quartiles

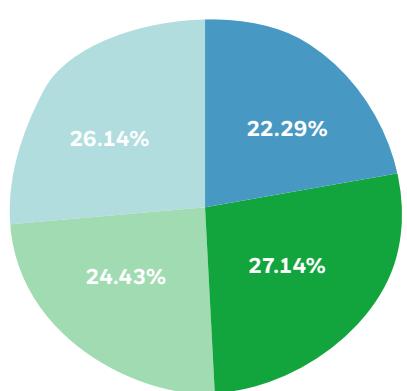
This shows the gender split within each pay quartile



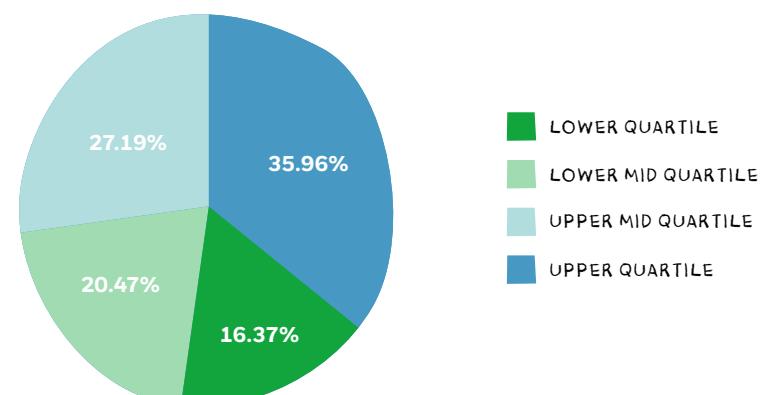


In addition to looking at the distribution within pay quartiles, we also looked at how our male and female populations were distributed across the pay quartiles:

Female distribution across quartiles



Male distribution across quartiles

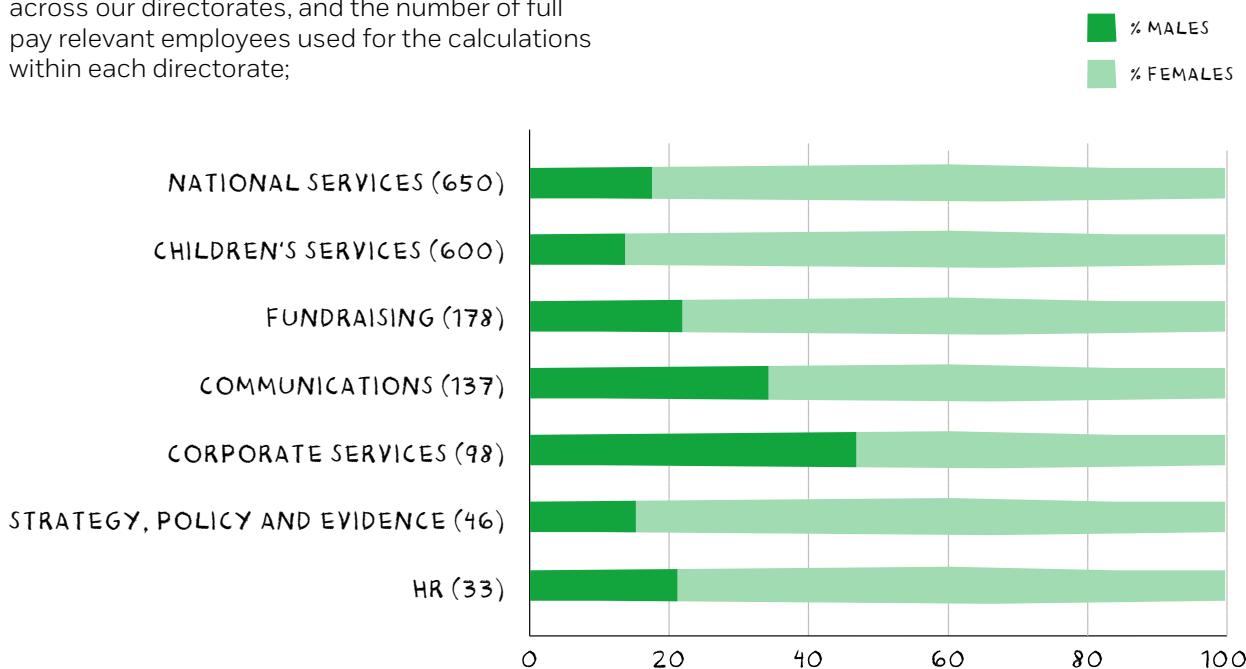
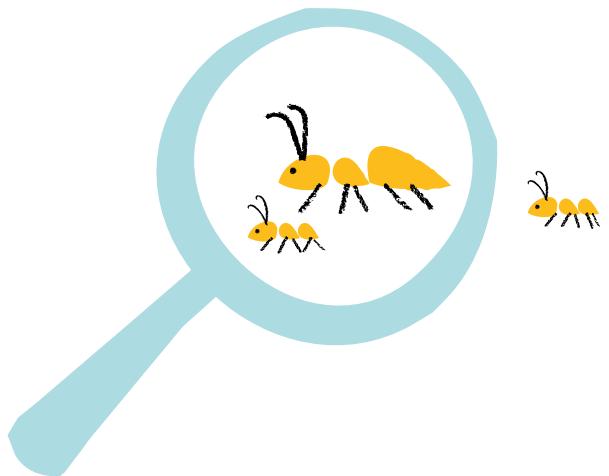


Understanding our figures

80 percent of our staff are female, which is roughly in line with the sector-wide average of 77.9% (ONS Employment by Industry report, April-Sept 2017). Where organisations are predominantly one gender or the other, gender pay gaps can easily arise and relatively small changes in the balance of genders can have a significant impact.

From the data on how our women and men are distributed across the pay quartiles you can see that women are quite evenly spread across the quartiles, however men are more highly represented in the upper two quartiles and only 16.37% of men sit in the lower pay quartile. This distribution is what causes the median hourly rate to be higher for males.

The graph below shows how the genders are split across our directorates, and the number of full pay relevant employees used for the calculations within each directorate;



If we look a little deeper we can see that most of our frontline roles working with children are predominantly done by women and market rates for this kind of role tends to be in the lower quartiles (84% of our frontline services employees are women). This group of staff make up just over 70% of our employees and therefore has a big influence on our overall figures.

Actions

There are a number of things that need to change in order to reduce or eradicate the gender pay gap in the UK, which are outside the control of employers. These will involve long-term plans to address cultural biases – starting in early education with gender biases towards certain professions and roles in society. However, the NSPCC is committed to ensuring we are doing what we can to address our Gender Pay Gap.

The Equality and Human Rights Commission has identified ways in which employers may seek to address pay gaps. Having reviewed these, we have developed the following action points:

- Encourage applicants from genders not typical to the role, such as more men into social worker roles and more women into IT.**

We will review our recruitment materials, sources and practices to reduce any gender bias within the recruitment process.

- Ensure flexible working practices we already have in place are applied fairly across all levels of roles, subject to fulfilling the organisation's needs. Generally speaking the majority of people requesting flexible working are women with caring responsibilities.**

We will look at how our flexible working practices operate across the organisation and address any barriers that are identified.

- Review policies and practices that support childcare or other caring responsibilities to ensure equal support is available to men and women to undertake them.**

We will keep our family-friendly policies under regular review and ensure that men are not overlooked as potential carers outside of the workplace.

- Unlock the potential opportunities to upskill or retrain available through apprenticeships – both with internal applicants and recruitment into apprentice roles.**

Whilst this is a new initiative and is still being developed, we hope this will also support internal promotions and open up more opportunities in the lower quartiles.

- Review working practices in our lowest paid jobs.**

Addressing the gender pay gap is about creating balance at both ends of the pay distribution and we have a low percentage of male workers in the lower quartile. We will investigate if there are any factors that are preventing men entering these roles – such as high levels of part time roles which tend to attract more female workers – and consider if we can break down any barriers.