

NSPCC

2021 Diversity Pay Gap Report



EVERY CHILDHOOD IS WORTH FIGHTING FOR

Contents

Foreword	2
Pay gaps vs equal pay	3
NSPCC pay gap data	4
NSPCC gender pay gap data	6
NSPCC ethnicity pay gap data	7
NSPCC disability pay gap data	8
NSPCC sexual orientation pay gap data	9
Actions taken so far and our future plans	10

Foreword

Through our people we deliver our mission of preventing child abuse and neglect. In order to ensure that our people can always be their best, we are committed to creating an environment where all our staff and volunteers feel included, respected, and valued for the crucial role they play in the fight for every childhood.

This year we are voluntarily publishing our first Diversity Pay Gap Report. This includes our mandatory male/female gender pay gap reporting which we do every year. In line with our published Equality Diversity and Inclusion (**EDI Charter**), we have expanded our reporting to provide a fuller pay gap report that extends to the protected characteristics of ethnicity, disability, and sexual orientation. And we will, by March 2023, extend the Pay Gap reporting to all protected characteristics we collect data on. This is important to us as we believe being open and transparent about our pay gaps is an essential step to help us achieve and embed a diverse and inclusive culture.

Our 2021 median gender pay gap is 8.4 per cent. This marks another positive year on year improvement for us since 2018 and our gender pay gap remains considerably less than the national median of 15.4 per cent.

We are proud of this reduction in the gender pay gap and we attribute it, in no small part, to the result of well-considered targeted activity over a number of years.

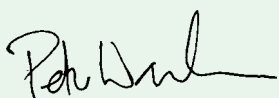
Our 2021 median ethnicity pay gap is 4.7 per cent, our median disability pay gap is 3.2 per cent, and our median sexual orientation pay gap is -3.8 per cent. As pay gap reporting by these protected characteristics is voluntary most organisations do not report on this, making comparison to others difficult. However, in absolute terms these gaps are small which we are pleased about.

While we are confident in our policies and procedures we already use to support gender equality, diversity, and inclusion, we remain committed to do more to reduce our pay gaps further. Our commitment is recorded in our **EDI Charter**, and using our data and insight we have also developed a new three-year EDI action plan which we will be publishing on our website in April 2022.

I remain pleased that we are making progress to be more inclusive so that we are better placed to be there for every child. To ensure that there are no barriers, real or perceived, for anyone who wishes to work for, volunteer with, support or benefit from the services of the NSPCC. We know that we have more to do, but we are fully committed to creating a working and volunteering environment that values everyone equally and fairly for the contribution they make. And I am confident that the specific pay-based actions we will undertake together with the wider EDI action plan will help us make purposeful and lasting strides towards genuine equality.

We are committed to remaining on that path.

Further information on our 2021 pay gaps is detailed in this report.



Peter Wanless
Chief Executive, NSPCC

Pay gap vs equal pay

Although equal pay and diversity pay gaps look at differences between people's pay, they are two different issues, and this is important to keep in mind when reading this report.

The NSPCC is an equal pay employer, following equal pay legislation, the Equality Act 2010, and equal pay practice.

Equal pay looks at differences in pay where people are doing the same work or work of equal value.

Pay gaps are a measure of the difference between people's average earnings across an organisation irrespective of whether they are doing the same work or work of equal value. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of that group's earnings.



This report is about our pay gaps.

Having a pay gap does not automatically mean that there is an equal pay issue within an organisation. There are a number of reasons for a pay gap, for example, an imbalance in the different levels of roles held by different groups of people or if particular types of roles are dominated by a single group of people.



NSPCC pay gap data

New regulations introduced in 2017 mean that we are required to report on a number of different statistical measures of male/female gender pay on the snapshot date of 5 April each year. This year we are extending our reporting to cover pay gap reporting by ethnicity, disability, and sexual orientation. To enable comparisons, we have chosen to report on the same statistical measures that are used for the male/female gender pay gap reporting.

As this report is produced in line with the current requirements for gender pay gap reporting as set out in the Equality Act 2010, gender is reported in a binary way, recognising only men and women, although we do understand that, for some people, this will be referring to their biological sex. We recognise that there are many people who do not fit into these binary categories, for example non-binary or intersex people. We are also aware that some people's gender identity does not align with the sex they were assigned at birth.

All data in this report is accurate as at 5 April 2021. Data is based on staff self-disclosed information recorded on our eHR system. As such disability covers mental, physical, and learning disabilities. Sexual orientation covers lesbian, gay, bisexual, heterosexual, and other sexual orientations.

A guide to the figures

For the purposes of illustration, the sections below use gender as the example. However, when reporting on the ethnicity pay gap, the disability pay gap, and the sexual orientation pay gaps comparisons will be made between those who are white and those who are from Black, Asian and minoritised ethnic communities, those who do not have a disability and those who have a disability, those who are heterosexual and those who are lesbian, gay, bisexual or another sexual orientation.



NSPCC pay gap data (continued)

Glossary

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.

We 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.

We 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.

Bonuses

Our bonus pay is made up of our recognition awards and non-consolidated payments made to our high-earning, top performers as part of our annual pay award.



We report:

- The difference between the mean bonus pay received by men and women, expressed as a percentage of the men's figure.
- The difference between the median bonus pay received by men and women, expressed as a percentage of the men's figure.
- The proportion of relevant male staff who were paid any amount of bonus pay, and the proportion of relevant female staff who were paid any amount of bonus pay within the 12-month period prior to the snapshot date.

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.

We report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.

NSPCC gender pay gap data

Mean gender pay gap

Year	Gender pay gap
2018	15.0%
2019	15.3%
2020	14.9%
2021	14.1%

Median gender pay gap

Year	Gender pay gap
2018	10.1%
2019	10.8%
2020	9.1%
2021	8.4%

The mean and median gender pay gap for bonus pay

Our mean bonus gender pay gap was **0%**.

Our median bonus gender pay gap was **0%**.

Proportion of men and women receiving a bonus payment

A total of 12 staff across the organisation received a recognition award within the 12-month period.

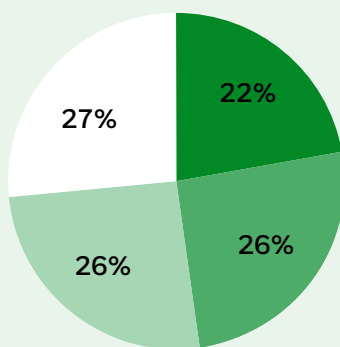
The proportion of **men** receiving a bonus payment was **0.93%**.

The proportion of **women** receiving a bonus payment was **0.62%**.

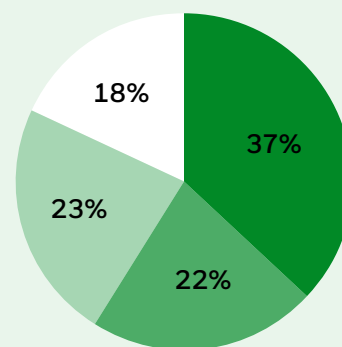
Pay quartiles

This shows the proportion of men and women in each pay quartile.

Women's distribution across the quartiles 2021



Men's distribution across the quartiles 2021



■ Upper quartile
 ■ Upper mid quartile
 ■ Lower mid quartile
 ■ Lower quartile

Note – the percentages in the above figure add up to more than 100% due to rounding.

NSPCC ethnicity pay gap data

Mean ethnicity pay gap

Year	Ethnicity pay gap
2021	4.1%

Median ethnicity pay gap

Year	Ethnicity pay gap
2021	4.7%

The mean and median ethnicity pay gap for bonus pay

Our mean bonus ethnicity pay gap was **0%**.

Our median bonus ethnicity pay gap was **0%**.

Proportion of staff receiving a bonus payment

A total of 12 staff across the organisation received a recognition award within the 12-month period.

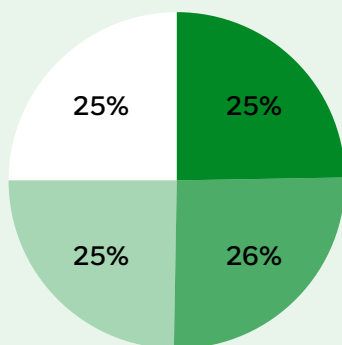
The proportion of **white staff** receiving a bonus payment was **0.77%**.

The proportion of **staff from Black, Asian and minoritised ethnic communities** receiving a bonus payment was **0.55%**.

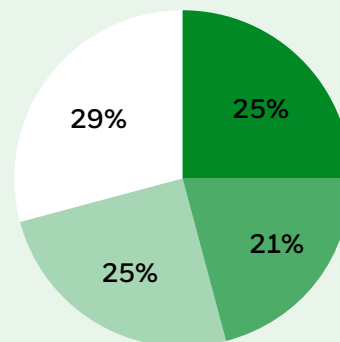
Pay quartiles

This shows the proportion of staff in each pay quartile.

Distribution of white staff across the quartiles 2021



Distribution of staff from Black, Asian and minoritised ethnic communities across the quartiles 2021



■ Upper quartile
 ■ Upper mid quartile
 ■ Lower mid quartile
 ■ Lower quartile

Note – the percentages in the above figure add up to more than 100% due to rounding.

NSPCC disability pay gap data

Mean disability pay gap

Year	Disability pay gap
2021	3.8%

Median disability pay gap

Year	Disability pay gap
2021	3.2%

The mean and median disability pay gap for bonus pay

Our mean bonus disability pay gap was **0%**.

Our median bonus disability pay gap was **0%**.

Proportion of staff receiving a bonus payment

A total of 12 staff across the organisation received a recognition award within the 12-month period.

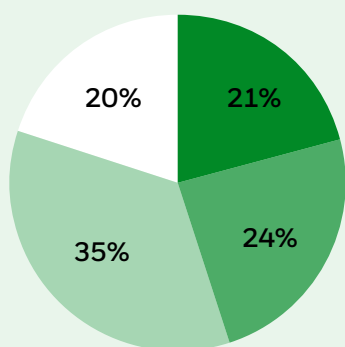
The proportion of **staff with a disability** receiving a bonus payment was **1.04%**.

The proportion of **staff without a disability** receiving a bonus payment was **0.64%**.

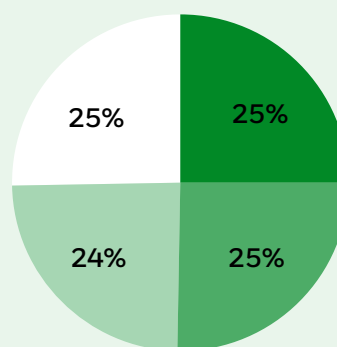
Pay quartiles

This shows the proportion of staff in each pay quartile.

Distribution of staff with a disability across the quartiles 2021



Distribution of staff without a disability across the quartiles 2021



■ Upper quartile
 ■ Upper mid quartile
 ■ Lower mid quartile
 ■ Lower quartile

Note – the percentages in the above figure add up to less than 100% due to rounding.

NSPCC sexual orientation pay gap data

Mean sexual orientation pay gap

Year	Sexual orientation pay gap
2021	-2.3%

Median sexual orientation pay gap

Year	Sexual orientation pay gap
2021	-3.8%

Note: a minus pay gap indicates that on average the hourly rate for staff identifying as heterosexual is lower than that of those identifying as lesbian, gay, bisexual or another sexual orientation.

The mean and median sexual orientation pay gap for bonus pay

Our mean bonus sexual orientation pay gap was **0%**.

Our median bonus sexual orientation pay gap was **0%**.

Proportion of staff receiving a bonus payment

A total of 12 staff across the organisation received a recognition award within the 12-month period.

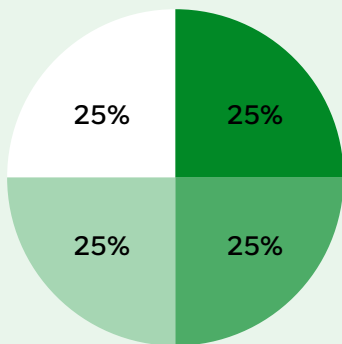
The proportion of **heterosexual staff** receiving a bonus payment was **0.67%**

The proportion of staff identifying as **lesbian, gay, bisexual or another sexual orientation** receiving a bonus payment was **0.81%**.

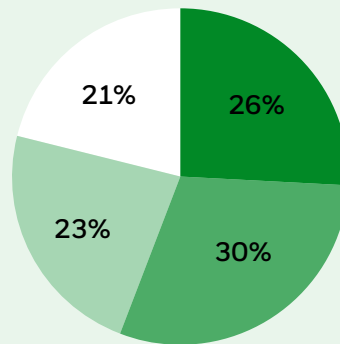
Pay quartiles

This shows the proportion of staff in each pay quartile.

Distribution of heterosexual staff across the quartiles 2021



Distribution of staff identifying as lesbian, gay, bisexual or another sexual orientation across the quartiles 2021



■ Upper quartile
 ■ Upper mid quartile
 ■ Lower mid quartile
 ■ Lower quartile

Actions taken so far and our future plans

We have taken several targeted actions over recent years which we believe have, and will continue to, contribute to a positive downward trend in our pay gaps.

We are pleased to see a further reduction this year in our gender pay gap and our commitment remains to reduce this further.

As we extend our reporting this year to cover other protected characteristics (ethnicity, disability, and sexual orientation) it is important to note that some of those same actions we have taken over the years to reduce the gender pay gap have also helped reduce or prevent pay gaps developing across other groups. Based on the small pay gap figures reported here we can see these actions have had a positive impact.

Some of these actions include:

- initiatives to remove bias from our recruitment practices,
- standardising our Recognition Award and non-consolidated performance related payments, which are classified as bonuses,
- continuing to refine our approach to pay practices which positively impact on our pay gaps.

Our recent wider EDI programme of work has also helped us to identify those specific initiatives to focus on to further reduce our gender pay gap and prevent pay gaps emerging for other groups. These actions and initiatives are detailed in our new EDI action plan which will be published on our website in April 2022. The plan will also include our commitment to expand our pay gap reporting further to cover more protected characteristics in our 2022 report. And beyond this, to look at intersectionality; the relationships between multiple dimensions of one's identity and the impact this has on pay gaps.

We feel confident that this will not only improve our pay gaps but will help us fulfil our wider commitment to creating a working environment where all our people feel valued, willing, and able to play their part in the fight for every childhood.

NSPCC

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.

But all this is only possible with your support. Every pound you raise, every petition you sign, every minute of your time, will help make sure we can fight for every childhood.

[nspcc.org.uk](https://www.nspcc.org.uk)

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