

## Appendix 2

### Together for Children

#### Gender Pay Gap – 5 April 2022

The Equality Act 2010 Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 introduced requirements for companies with more than 250 employees to publish annually certain, specific information about the pay of their male and female employees. The date on which the data snapshot is taken is 5 April.

#### Together for Children's Gender Pay Gap

There were 891 employees working on the snapshot date of 5 April 2022. The gender pay gap analysis is based on headcount which showed 742 female employees and 149 male employees.

The Company operates a graded salary structure of incremental salary scales with a range of spinal column points (pay points), using the nationally negotiated pay spines as the basis for its local pay structures, together with some locally determined rates. The Company does not operate a bonus scheme.

Comparison of mean pay in the Company shows a gap in favour of men.

Overall Mean 2022	Hrly Rate Total	Emp Nos	Mean	%Gap
Overall	16067.48	891	18.03	<b>3.34</b>
Female	13303.58	742	17.93	
Male	2763.90	149	18.55	
Overall Mean 2021	Hrly Rate Total	Emp Nos	Mean	%Gap
Overall	15287.31	857	17.84	<b>3.97</b>
Female	12484.29	705	17.71	
Male	2803.02	152	18.44	

Comparison of median pay in the Company shows a gap in favour of men.

Median 2022	Female	Male	%Gap
Overall	16.24	16.53	<b>1.75</b>
Median 2021	Female	Male	%Gap
Overall	15.97	16.25	<b>1.72</b>

#### Pay by quartiles: hourly pay quartiles

Quartile	Highest Hrly Rate	Lowest Hrly Rate
1	£56.96	£22.10
2	£22.10	£16.24
3	£16.24	£13.44
4	£13.44	£9.73

90% of people in the lower pay quartile are women.

### Work on eradicating the Gender Pay Gap –

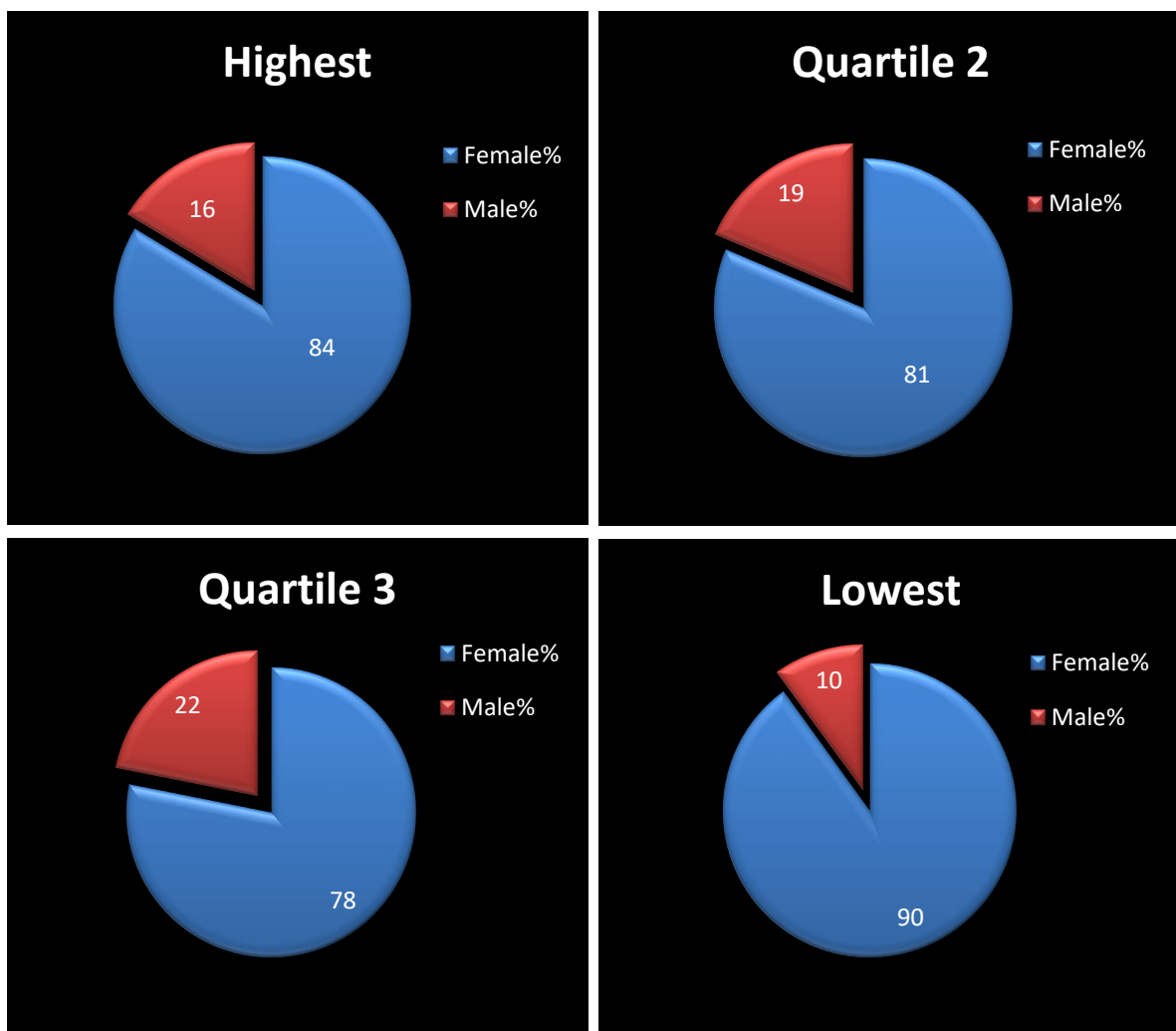
The Company workforce is predominantly female; even in the highest paid quartile 84% of employees are female, showing that there are strong career progression opportunities for women.

Measures which are being used include:

- Support for women returning to work – through shared parental leave, job sharing, compressed hours, part-time, and term-time opportunities alongside new modernised agile working practices established across the Company.
- Encouraging all the Tfc workforce to take advantage of the flexible and agile working arrangements in place to enable them to fulfil their caring responsibilities.
- Continuous improvements for the recruitment process: the Company has modernised recruitment procedures and practices eliminating potential for unconscious bias.
- Tfc has established an Equity and Diversity network and forum in order to promote and ensure inclusivity across the workforce

### Gender Pay Gap info-graphic

This illustrates the gender distribution across four equally sized quartiles, each containing approximately 220 employees.



Overall workforce profile breakdown

