

Together for Children Gender Pay Gap – 5 April 2024

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 954 employees working on the snapshot date of 5 April 2024. The gender pay gap analysis is based on headcount which showed 805 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 of 4.76% in favour of men.

Our 4.76% gender pay gap persists due to a small overrepresentation of men pro rata in the salary bandings within team management and senior management roles. There is also a larger under representation of men pro rata in lower salary bandings and roles, which also affects our pay gap aspirations. Other salary bandings and roles are reflective of a balanced gender composition.

Overall Mean 2024	Hourly Rate Total	Emp Nos	Mean	%Gap
Overall	£18595.16	954	£19.49	4.76
Female	£15569.32	805	£19.34	
Male	£3025.84	149	£20.31	
Overall Mean 2023	Hourly Rate Total	Emp Nos	Mean	%Gap
Overall	£17589.07	950	£18.51	3.28
Female	£14695.02	798	£18.41	
Male	£2894.05	152	£19.04	

Comparison of median pay in the Company shows a gap 0.99% in favour of men.

Median 2024	Female	Male	%Gap
Overall	£18.06	£18.24	0.99
Median 2023	Female	Male	%Gap
Overall	£16.97	£17.06	0.53

Pay by quartiles: hourly pay quartiles.

Quartile	Highest Hourly Rate	Lowest Hourly Rate
1	£59.98	£22.71
2	£22.70	£18.06
3	£18.06	£15.29
4	£15.28	£7.50

91% of people in the lower pay quartile are women.

Work on eradicating the Gender Pay Gap

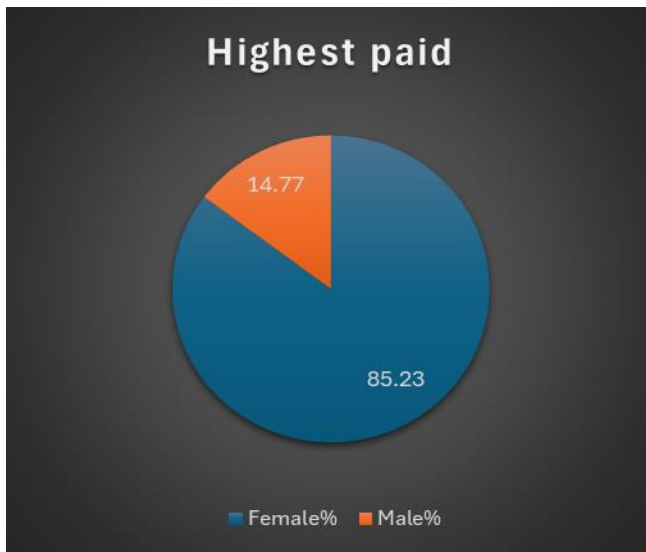
The Company workforce is predominantly female; even in the highest paid quartile 85% of employees are female, showing that there are strong career progression opportunities for women.

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 including flexible retirement in place to enable them to fulfil their caring responsibilities.
- Establishing 3 routes into Management & Leadership for the TfC workforce from Aspiring Manager through to established Leader.
- Continuous improvements for the recruitment process: the Company has modernised recruitment procedures and practices eliminating potential for unconscious bias.
- TfC has a committed and established approach to the promotion of a fair, equitable and inclusive workforce where everyone has a sense of belonging. TfC has an established EDI Board, a number of supportive networks and has recently appointed an EDI Lead to champion this key area on behalf of the Company.

Gender Pay Gap info graphic.

This illustrates the gender distribution across four equally sized quartiles, each containing approximately 238 employees.



Overall TfC workforce profile breakdown

