

NSPCC

2022 Diversity Pay Gap Report



EVERY CHILDHOOD IS WORTH FIGHTING FOR

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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	8
NSPCC disability pay gap data	10
NSPCC sexual orientation pay gap data	12
NSPCC religion pay gap data	14
Actions taken so far and our future plans	16

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Foreword

Through our people we deliver our mission of preventing child abuse and neglect. To make sure that our people can always be their best, we're 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.

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. To help us do this, last year we published our first Diversity Pay Gap Report. This included our mandatory male/female gender pay gap reporting, which we do every year. We expanded on this to cover ethnicity, disability, and sexual orientation. This year we have extended our reporting to include pay gap reporting by religion, and next year we will expand our reporting further to look at some of the intersectionality of these characteristics. These steps allow for fuller pay gap reporting and help to better inform our actions.

This year our data is telling us:

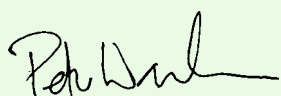
- Our 2022 median gender pay gap is 8.17%. This marks another positive improvement for us since 2018 and our gender pay gap remains considerably less than the national median of 14.9%. We are proud of this reduction in the gender pay gap and we attribute it, in no small part, to the result of well-considered targeted activity over multiple years.
- Our 2022 median disability gap is 0%, and our median sexual orientation pay gap is -2.16%. This marks a positive improvement since last year.
- Our 2022 median ethnicity pay gap is 6.9%. This is an increase of 2.2% since last year which is disappointing.
- Our 2022 median religion pay gap is -0.70% which, in absolute terms, is small.

While we are confident in our policies and procedures, we remain committed to do more to reduce any pay gaps further. Our commitment is recorded in our [EDI Charter](#), and our actions are outlined in our new three-year EDI action plan. But as we did in developing our plan, we will use data (including pay gap data) and insight to further refine the actions we need to take to reduce the pay gaps reported here. The year two actions in our EDI action plan will be published in April 2023.

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 make sure 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 2022 pay gaps is detailed in this report.



Peter Wanless
Chief Executive, NSPCC

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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.



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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. In our 2021 report we extended our reporting to cover pay gap reporting by ethnicity, disability, and sexual orientation. This year we have extended this further to include pay gap reporting by religion. To allow for 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. This will usually be referring to people's biological sex. We recognise that some people 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 of 5 April 2022. 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 sexualities.

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, the sexual orientation pay gap, and the religion pay gap, comparisons will be made between those who are white and those who are from Black, Asian and ethnically minoritised 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; and those who are Christian and those who have another belief.



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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.

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%
2022	12.63%

Median gender pay gap

Year	Gender pay gap
2018	10.1%
2019	10.8%
2020	9.1%
2021	8.4%
2022	8.1%

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 15 staff across the organisation received a recognition award within the 12-month period.

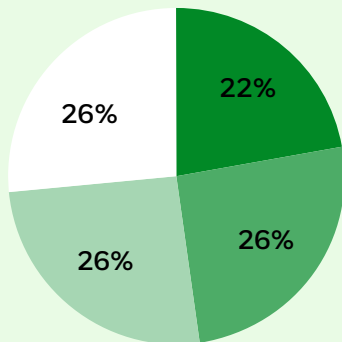
The proportion of **men** receiving a bonus payment was **0.72%**.

The proportion of **women** receiving a bonus payment was **1.05%**.

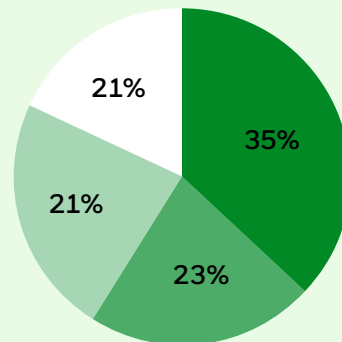
Pay quartiles

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

Women's distribution across the quartiles



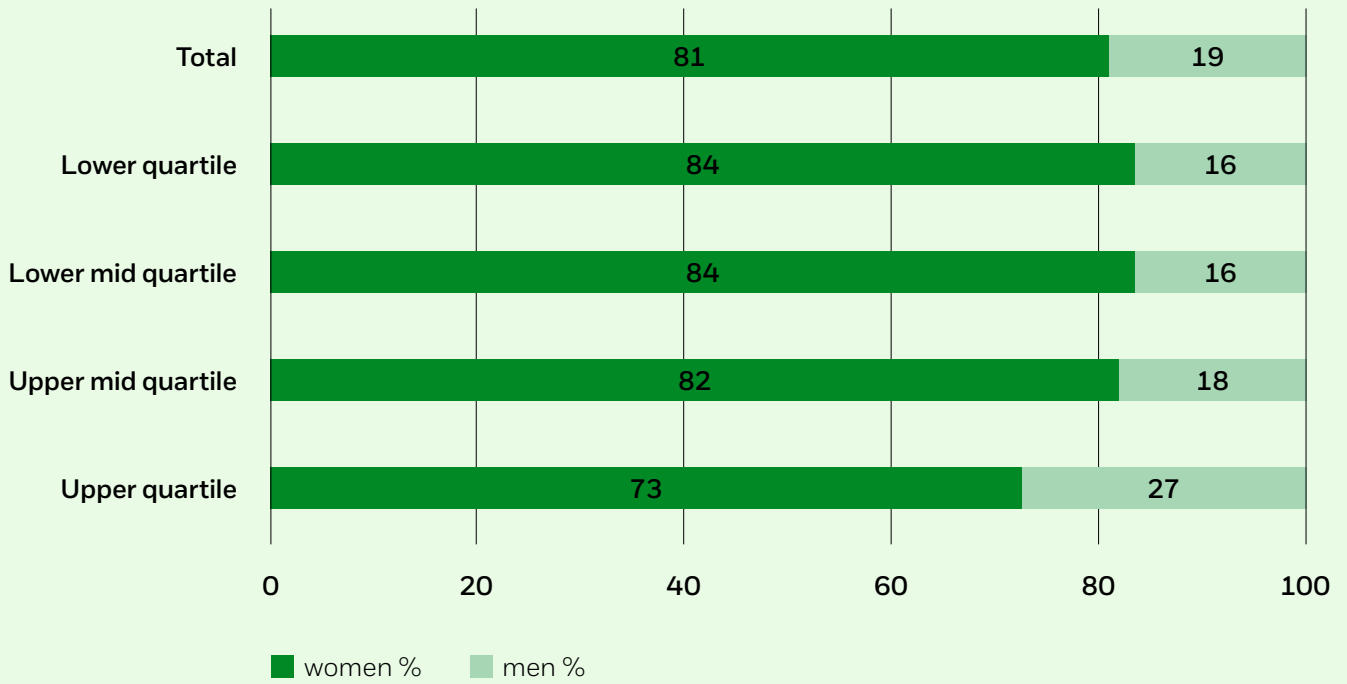
Men's distribution across the quartiles



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

NSPCC gender pay gap data

Distribution of men and women within each quartile



NSPCC ethnicity pay gap data

Mean ethnicity pay gap

Year	Ethnicity pay gap
2021	4.1%
2022	4.1%

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%**.

Median ethnicity pay gap

Year	Ethnicity pay gap
2021	4.7%
2022	6.9%

Proportion of staff receiving a bonus payment

A total of 15 staff across the organisation received a recognition award within the 12-month period.

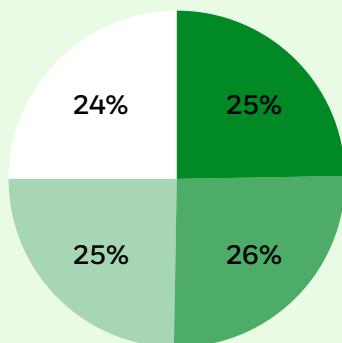
The proportion of **white staff** receiving a bonus payment was **1.3%**.

The proportion of **staff from Black, Asian and ethnically minoritised communities** receiving a bonus payment was **0%**.

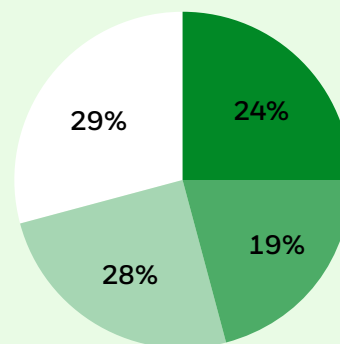
Pay quartiles

This shows the proportion of staff in each pay quartile.

Distribution of white staff across the quartiles



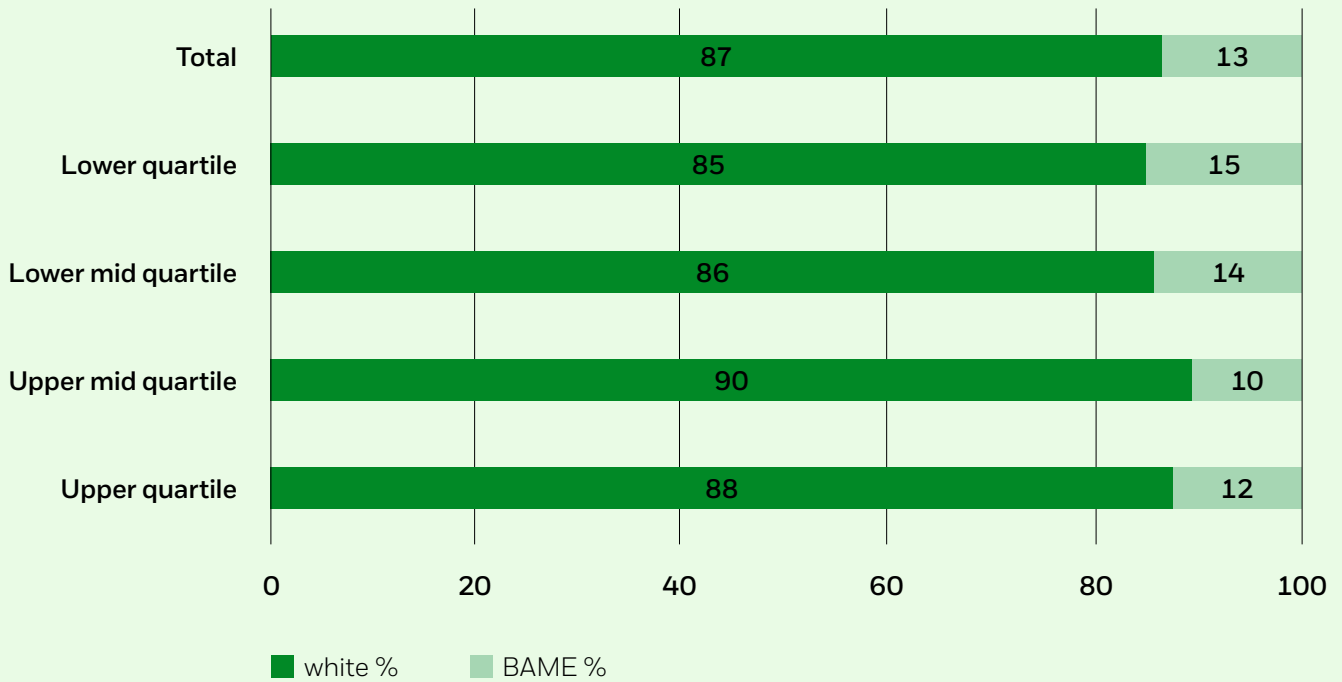
Distribution of staff from Black, Asian and ethnically minoritised communities across the quartiles



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

NSPCC ethnicity pay gap data

Distribution of white staff and staff from Black, Asian and ethnically minoritised communities within each quartile



NSPCC disability pay gap data

Mean disability pay gap

Year	Disability pay gap
2021	3.8%
2022	1.72%

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%**.

Median disability pay gap

Year	Disability pay gap
2021	3.2%
2022	0.0%

Proportion of staff receiving a bonus payment

A total of 15 staff across the organisation received a recognition award within the 12-month period.

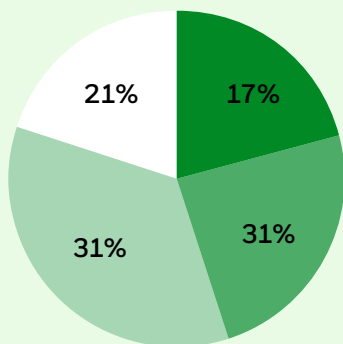
The proportion of **staff with a disability** receiving a bonus payment was **0%**.

The proportion of **staff without a disability** receiving a bonus payment was **1.3%**.

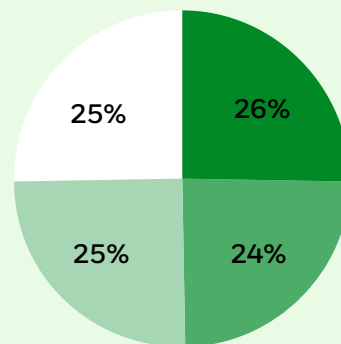
Pay quartiles

This shows the proportion of staff in each pay quartile.

Distribution of staff with a disability across the quartiles



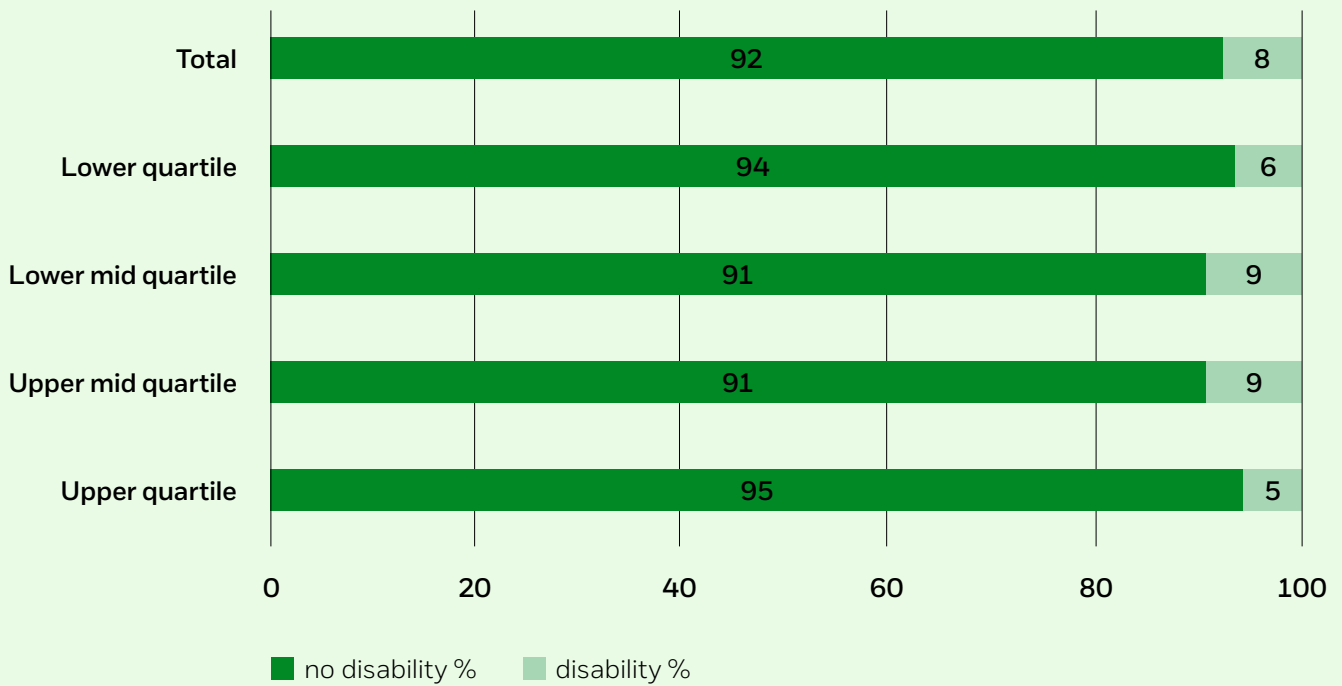
Distribution of staff without a disability across the quartiles



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

NSPCC disability pay gap data

Distribution of staff with a disability and with no disability within each quartile



NSPCC sexual orientation pay gap data

Mean sexual orientation pay gap

Year	Sexual orientation pay gap
2021	-2.3%
2022	1.59

Median sexual orientation pay gap

Year	Sexual orientation pay gap
2021	-3.8%
2022	-2.16%

Note: a minus pay gap indicates that on average the mean hourly rate for LGBQ staff is higher than that of heterosexual staff.

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 15 staff across the organisation received a recognition award within the 12-month period.

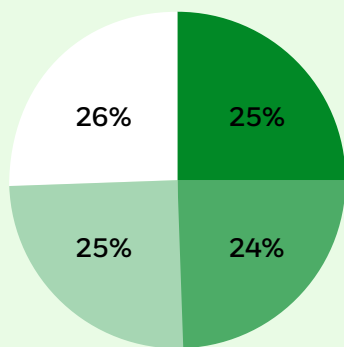
The proportion of **heterosexual staff** receiving a bonus payment was **1.3%**

The proportion of **LGBQ staff** receiving a bonus payment was **0.90%**.

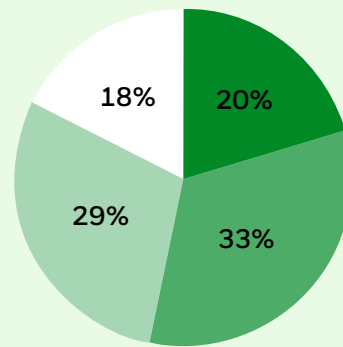
Pay quartiles

This shows the proportion of staff in each pay quartile.

Distribution of heterosexual staff across the quartiles



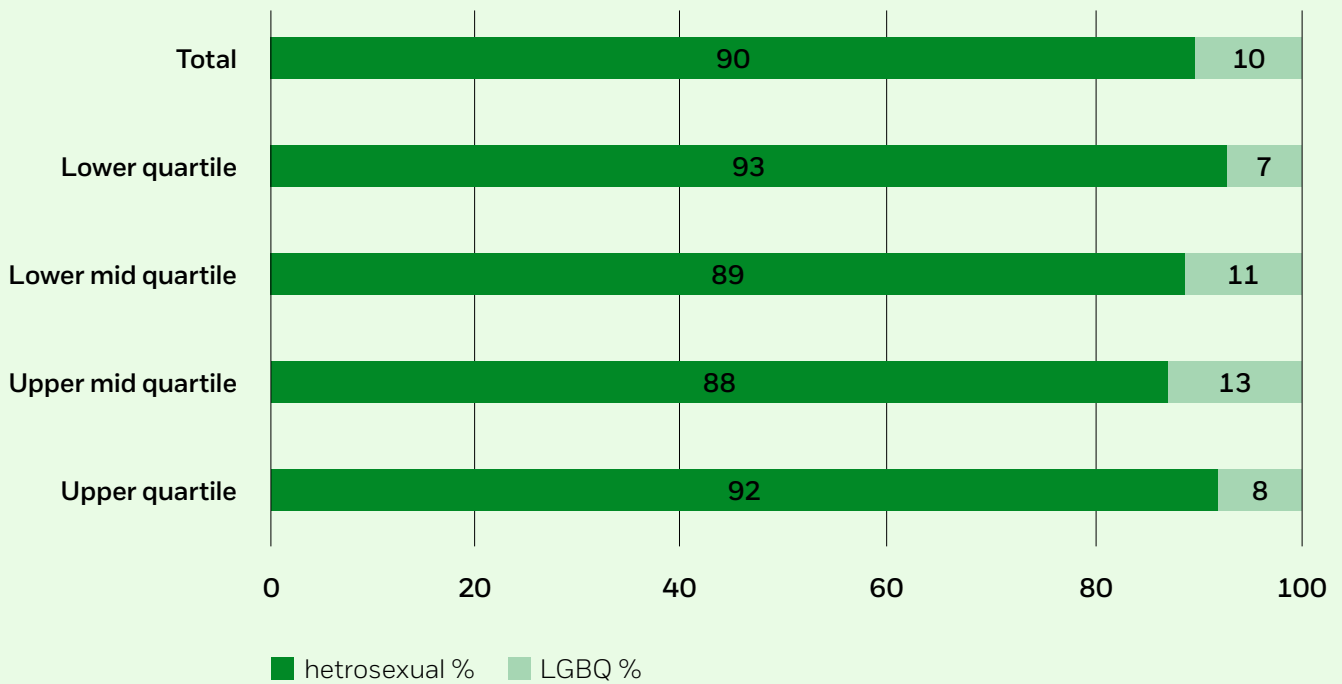
Distribution of LGBQ staff across the quartiles



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

NSPCC sexual orientation pay gap data

Distribution of heterosexual and LGBQ staff within each quartile



NSPCC religion pay gap data

Mean religion pay gap

Year	Religion pay gap
2022	-1.90%

Median religion pay gap

Year	Religion pay gap
2022	-0.70%

Note: a minus pay gap indicates that on average the mean hourly rate for Christian staff is higher than for those with other beliefs.

The mean and median religion pay gap for bonus pay

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

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

Proportion of staff receiving a bonus payment

A total of 15 staff across the organisation received a recognition award within the 12-month period.

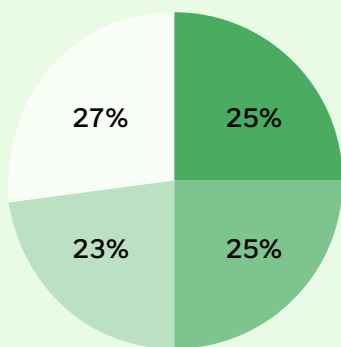
The proportion of **Christian staff** receiving a bonus payment was **1.20%**

The proportion of **staff with another belief** receiving a bonus payment was **1.30%**.

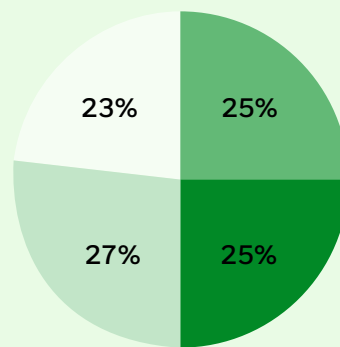
Pay quartiles

This shows the proportion of staff in each pay quartile.

Distribution of Christian staff across the quartiles



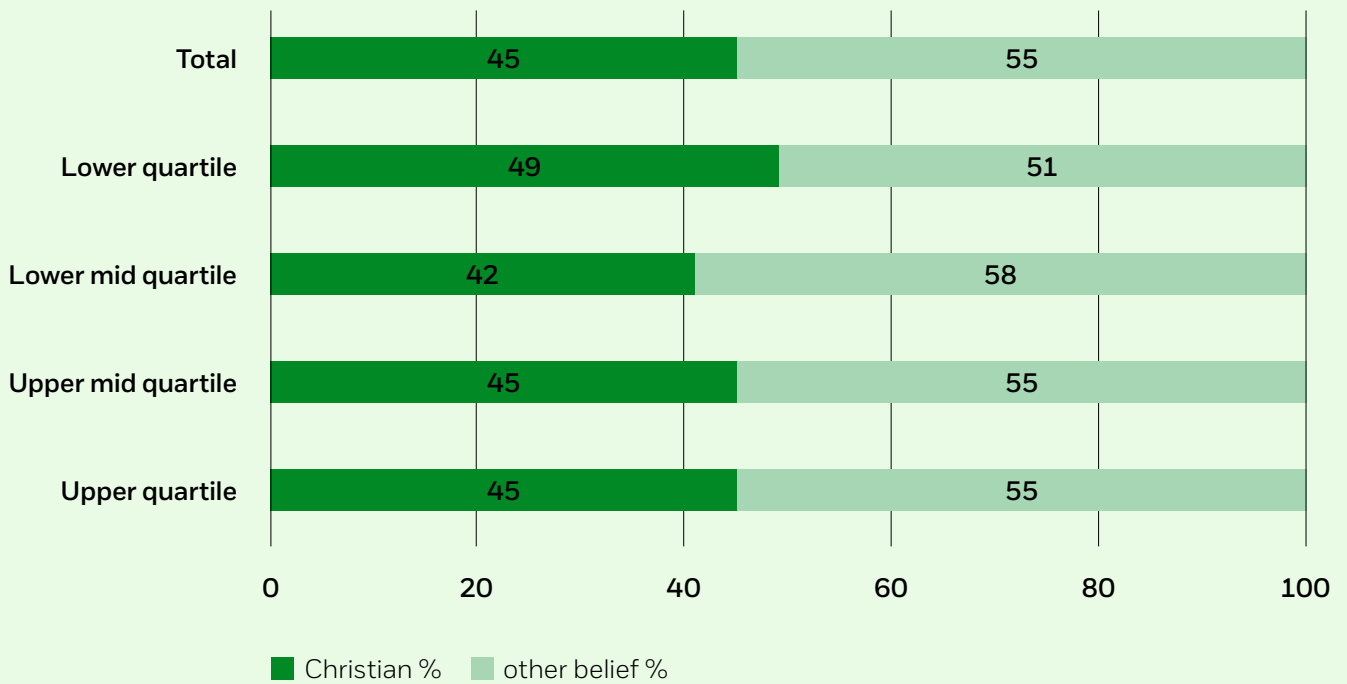
Distribution of staff with another belief across the quartiles



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

NSPCC religion pay gap data

Distribution of Christian staff and those with another belief within each quartile



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Actions taken so far and our future plans

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

We are pleased to see a further reduction this year in our gender pay gap and our commitment remains to reduce this further. We are also pleased to see that the small pay gaps reported last year for disability and sexual orientation have also reduced. These, along with our religion pay gap (which we have reported on this year voluntarily) are, in absolute terms, small.

As we have commented previously, 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. And the small pay gap figures reported here show these actions have had a positive impact.

However, we recognise that more work is still needed to reduce the gender pay gap, as well as the ethnicity pay gap. As we have done through our wider EDI programme of work, we will identify those specific initiatives that we need to focus on to further reduce these pay gaps.

For example, for year two of our EDI programme we have already made a commitment to increase our efforts to further diversify our senior leadership team. We will also launch an accelerator development programme focused on supporting our underrepresented colleagues from Black, Asian and ethnically minoritised communities to progress at the NSPCC into management and leadership positions.

These actions and our wider programme of initiatives will be detailed in our EDI action plan which will be published on our website in April 2023. Our EDI action plan will also include our commitment to continue to expand our pay gap reporting to look at some of the intersectionality of these characteristics -- the relationships between multiple dimensions of one's identity and the impact this has on pay gaps.

We feel confident that our full programme of EDI focused actions and initiatives will improve our pay gaps but will also 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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