

NSPCC

Gender pay gap report



EVERY CHILDHOOD IS WORTH FIGHTING FOR

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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.

Our 2020 median gender pay gap is 9.1 per cent. This marks a positive improvement in relation to the 2018 and 2019 gap and our gender pay gap remains considerably less than the national median of 17.3 per cent, published by the Office of National Statistics (ASHE, Oct 2019).

We are proud of this reduction in the gender pay gap and we attribute it, in no small part, to the result of deliberate and well considered, targeted activity over the past two years. We believe that we are now beginning to see the impact of that focussed endeavour which includes but is not limited to having moved all roles, wherever possible, to being suitable for flexible working in order to encourage applications from women. We know that circa 15 per cent of the UK workforce is part time and within this population, more than 80 per cent are women. Flexible and part time working is available to everyone, with senior role modelling to encourage take-up. A move towards the removal of location specific roles, again wherever possible, also helps enable movement between roles and promotion.

All that said and while we are confident in the policies and procedures we already operate to support gender diversity and inclusion, we remain committed to do more to reduce our gender pay gap further. As well as going even further, in our published [EDI Charter](#), we have committed to publish not only the gender pay gap as required by law but also a fuller pay gap report. By March 2022 we will publish a pay gap report that extends to the protected characteristics of disability, sexual orientation and ethnicity. We will, by March 2023, extend the Pay Gap reporting to all protected characteristics and we will publish the full report annually thereafter.

I am proud that we are progressing in our efforts to be fully inclusive and 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 NPSCC. But to achieve that state and in so doing create a working and volunteering environment that values everyone equally and fairly for the contribution they make, we need to do more. We need to keep listening and learning and, crucially, holding ourselves to account in delivering the actions that continue us on the path that leads us closer towards genuine equality.

We are committed to remain resolutely on that path.

Further information on our 2020 gender pay gap is detailed in this report.



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 work or work of equal value. This is a legal requirement.

The 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 roles are dominated by a single gender. The NSPCC is an equal pay employer, having regard to equal pay legislation and adhering to an equal pay practice.

Following current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women, and we are unable to report non-binary or other identities in this report. For the purpose of this report, we have used the terms 'gender', 'men' and 'women', although we understand that, for some people, this will be referring to their biological sex. However, 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.



NSPCC gender pay gap data

New regulations introduced in 2017 mean that we have to report on a number of different statistical measures of gender pay on the snapshot date of 5 April each year. This year marks our third gender pay gap report, and we are again including the required measures along with other information that we hope will be helpful in clarifying our position.

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.



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.

In line with the bonus pay requirements of the regulations, we are reporting:

- 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 employees who were paid any amount of bonus pay, and the proportion of relevant female employees 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.

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.

The figures

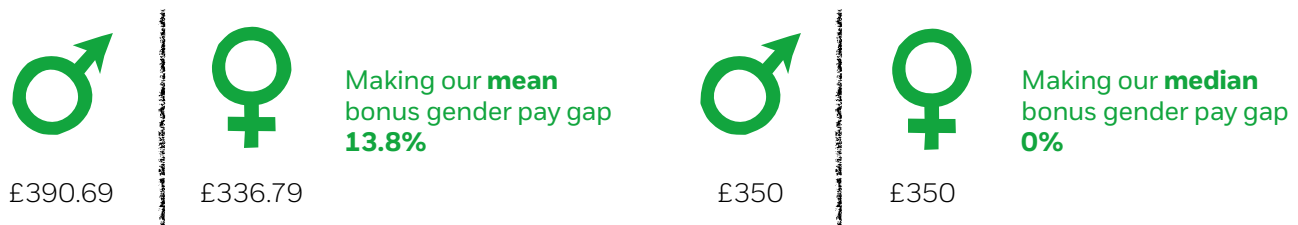
Mean gender pay gap

| Year | Men | Women | This gives us a mean gender pay gap of |
|------|--------|--------|--|
| 2018 | £20.20 | £17.18 | 15.0% |
| 2019 | £20.45 | £17.32 | 15.3% |
| 2020 | £20.55 | £17.48 | 14.9% |

Median gender pay gap

| Year | Men | Women | This gives us a median gender pay gap of |
|------|--------|--------|--|
| 2018 | £18.79 | £16.90 | 10.1% |
| 2019 | £18.90 | £16.87 | 10.8% |
| 2020 | £18.92 | £17.19 | 9.1% |

The mean and median gender pay gap for bonus pay



Our mean has been affected by outlier payments of our recognition awards - which this year happened to be in favour of men whereas last year it was women. These have subsequently been standardised to a fixed amount.

Proportion of men and women receiving a bonus payment

Only 135 relevant employees received a recognition award within the 12-month period.

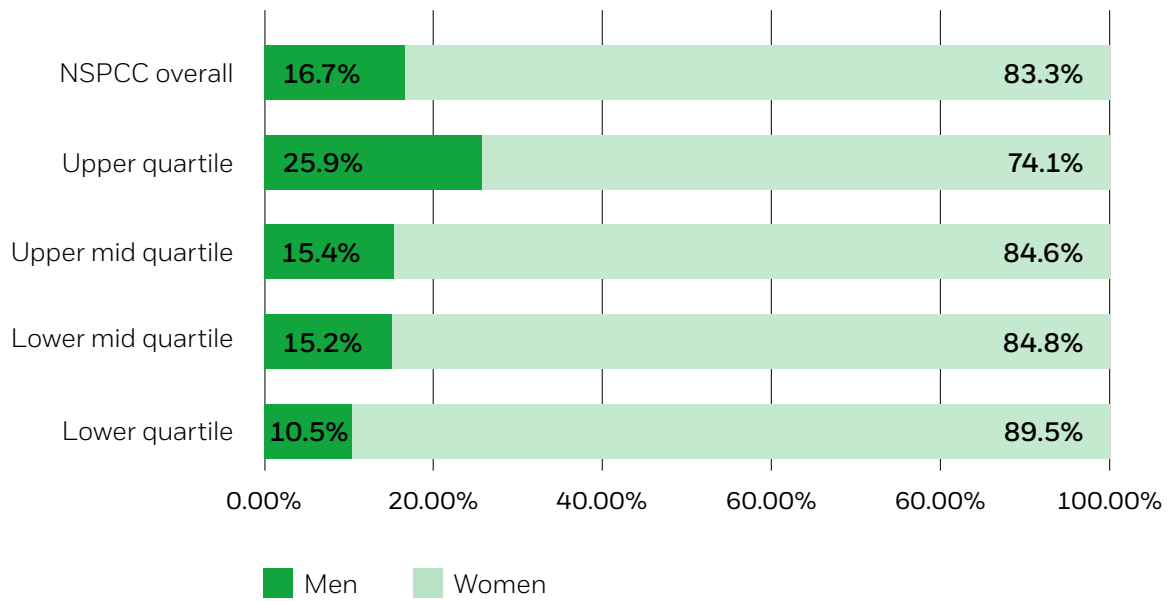
The proportion of **men** receiving a bonus payment was **8.8%**.

The proportion of **women** receiving a bonus payment was **6.7%**.

The figures (continued)

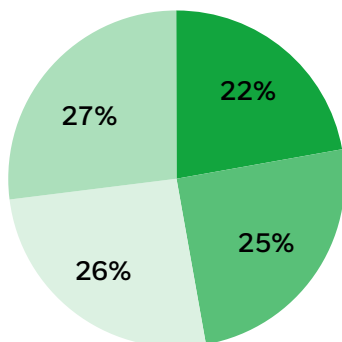
Pay quartiles

This shows the gender split within each pay quartile

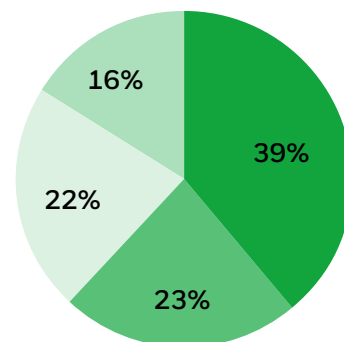


In addition to looking at the distribution within pay quartiles, we also looked at how men and women were distributed across the pay quartiles:

Women's distribution across quartiles 2020



Men's distribution across quartiles 2020



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

Actions taken so far and our future plans

We have taken a number of targeted actions over recent years which we believe have, and will continue to over time, contributed to the move to a positive downward trend in our figures this year.

These include:

- initiatives to remove bias from our recruitment practices
- standardising our Recognition Award and non-consolidated performance related payments, which are classified as bonuses
- continued refining of our approach to pay practices which positively impact on our gender pay gap
- ensuring all roles, wherever possible, are suitable for flexible working in order to encourage applications from women
- Ensuring flexible and part time working is available to everyone, with senior role modelling to encourage take-up.

Looking ahead, we will seek to create internal development, coaching and mentoring programmes which focus on women in leadership. And we will be using expert independent organisations to assess our recruitment and advancement policies and processes in order to identify any bias or barriers for women joining or progressing in the NSPCC, and/or being able to be and give of their best in the fight for every childhood.

Alongside the above, our wider EDI programme of work over the last 18 months has helped us to identify those initiatives to focus on to further positively impact the gender pay gap. These actions and initiatives will be detailed in our EDI action plan which is due to be published in autumn 2021. These actions will cover a wide range of initiatives but will also include our commitment to expand our pay gap reporting to cover other protected characteristics for 2022 and beyond.

We feel confident that this will not only improve our gender pay gap 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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