

NSPCC

Diversity Pay Gap report 2023



EVERY CHILDHOOD IS WORTH FIGHTING FOR

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Foreword

Through our people we deliver our mission of preventing child abuse and neglect. To ensure that our people can always be their best, we are committed to creating an environment where all our staff and volunteers feel valued for the individual they are and 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 this end, our Diversity Pay Gap reporting has been extended, year on year, to cover additional characteristics, well beyond the mandatorily required male/female gender pay gap reporting. We have expanded our reporting to cover ethnicity, disability, sexual orientation and religion.

And, this year, our pay gap reporting goes even further to look at the intersectionality of different factors and how they influence our gender pay gap. These steps enable us to better understand our pay gaps and help to better inform our actions.

This year our data is telling us:

- Our 2023 median ethnicity pay gap is 3.4%, a reduction of 3.5 percentage points marking a positive improvement since last year.
- Our 2023 median religion pay gap is -0.90%, similar to last year's and in absolute terms very small.
- Our 2023 median disability gap is 4.6%, and our median sexual orientation pay gap is 3.50%. This reflects a small increase since last year and results from increasing the representation of people at the NSPCC across all pay levels but at a slightly higher level proportionally in lower salaried posts.

Our 2023 median gender pay gap is 9.20%. This represents a small increase of circa 1 percentage point since last year resulting from a slight reduction in the number of women in our upper quartile salaries and an increase in the lower quartile. And although we have increased the representation of men at the NSPCC we've seen a larger proportion at the upper mid quartile. Despite this, the NSPCC gender pay gap remains significantly less than the national median pay gap of 14.3%.

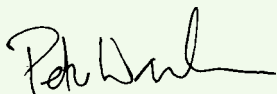
This year we have extended our reporting to understand better the factors that may be contributing to our gender pay gap and whether this varies according to working pattern (full time and part time) or age.

- Looking at the intersectionality between gender and working patterns, we can see that unlike many organisations, the NSPCC gender pay gap is not principally caused by different patterns of working between men and women and/or having less part time people in higher salaried roles. For example, we see that 86% of people working part time are women, which is comparable to the overall proportion of women across the organisation. We also see that 87% of part-time staff paid in the upper quartile are women and, regardless of working pattern, the gender pay gap is similar to the overall pay gap we see between men and women.
- Looking at the intersectionality of gender and age we see that the gender pay gap is generally lower across most age groups compared to our overall NSPCC gender pay gap of 9.2%. This is positive as it tells us that men and women are paid more similarly across most age groups. The exception is for the age bracket 45-55, where we see an increase in the gender pay gap, relative to the overall gender pay gap. We speak to this point more fully in this report.

As we continue to diversify our workforce, it is to be expected that our pay gaps may vary slightly, as we have seen this year with our gender, disability and sexual orientation pay gaps. However, we remain confident that through our commitment as recorded in our [EDI Charter](#) and our continued actions as outlined in our three-year EDI action plan we will see a reduction across all the pay gaps reported here.

I am proud of the progress we are making to be more inclusive, so that we are better placed to be there for every child. 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 NSPCC. We know that we have more to do, but we are fully committed on our path to create a working and volunteering environment that values everyone equally and fairly for who they are and 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.

Further information on our 2023 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 several 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 several different statistical measures of male/female gender pay on the snapshot date of 5 April each year. Since publishing our first Diversity Pay Gap report in 2021, we have extended our reporting to include pay gap reporting by ethnicity, disability, sexual orientation, and religion. This year our pay gap reporting goes even further to look at the intersectionality between age and working pattern on our gender pay gap.

To enable comparisons across all our pay gap reporting, 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 nonbinary 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 2023. 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, 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 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, and those who are Christian and those who have another belief.



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.

Intersectionality

Intersectional analysis provides a more nuanced approach to pay gap reporting and can better inform our strategies to address the underlying factors that may be contributing to NSPCC's pay gaps. These analyses look at the combination of features and their impact on pay gaps (e.g. does the gender pay gap vary according to someone's age).

Our findings and future plans

Enabled by several deliberate efforts¹ under the Equality, Diversity and Inclusion (EDI) action plan 2022-25, we continue to see promising progress on both attracting and recruiting a more diverse workforce. By embedding and building further upon these initiatives, we believe we will continue to see a broadly positive trend in our pay gap data.

We have seen in particular increased representation in our workforce of men and those who are from the Black, Asian and minoritised ethnicity community, those who self-declare as having a disability, those who hold a belief other than Christian, and those who are from the LGBTQ community.

We are encouraged that we are beginning to see a better balance of members of the Black, Asian and minoritised ethnicity community across **all** our pay levels, leading to a reduced pay gap for this community.

And in the case of religion, our religion pay gap remains 0%.

Whilst we have seen members from the LGBTQ community and those who self-declare as having a disability join us at all pay levels, a slightly larger proportion have joined us in more junior roles. This has led to a change this year in our pay gaps for these communities. In absolute terms the pay gaps we have remain small, and as we continue with our targeted actions to support these groups and diversify our workforce further, we anticipate seeing these reduce further as we achieve a more balanced representation across all our pay levels.

We have drilled into the detail of gender-based intersectionality and have looked specifically at any correlation between gender and working pattern, then age. From this analysis, see tables 13 & 14 – mean and median gender pay gap for part-time staff and tables 15 & 16 – mean and median gender pay gap by age group, we now know that the NSPCC gender pay gap is **not** because:

- women do more part-time work than men, and/or because
- part-time work is paid less hour for hour.

We have a similar proportion of women in part-time roles compared to the overall proportion of women employed by the NSPCC. We also see a comparable proportion of

¹ **Initiatives introduced include:** under the Disability Confident scheme, we guarantee an interview to any candidate self-declaring as having a disability who meets the minimum competence requirements; we have diversified the selection tools utilised in the recruitment process, we share the competency-based interview questions in advance with all short listed candidates, we have created an Inclusive Recruitment training programme for all recruiting managers.

part-time women in the upper quartile of our pay range. These are positive findings and are likely to be the outcome of actions we have taken over several years and continue to focus on to encourage part-time and flexible working at all levels of the organisation, and to provide a variety of leave options to support our people with children and caring responsibilities.

Looking at the gender pay gap across age groups, we can see that the gender pay gap within each age group is generally lower than our overall gender pay gap. This tells us that for most people of a similar age the average pay for men and women is much more similar. The exception to this is for women aged between 45 and 55, where the pay gap is considerably higher at 17.26%, compared to the overall gender pay gap of 9.2%.

We cannot tell from the pay data alone exactly why this is the case. Given, however, that many women within this age range experience menopause, we are determined to continue our efforts to better understand any menopause-related implications on our female colleagues and to support those affected as best we are able to. Examples of our recent efforts in this space include:

- setting up a menopause lived experience network providing support and friendship to colleagues who are experiencing the menopause and challenging the stigma associated with the menopause in the workplace
- creating a Menopause policy based on clear guidance and practical support;
- backed by our Patron, HRH Sophie, Duchess of Edinburgh, signing up to the [Wellbeing of Women Menopause Workplace Pledge](#).

We also continue our efforts to make sure our recruitment practices are as inclusive as they can be across all protected characteristics to ensure we are valuing the different skills and experiences people bring and removing any barriers.

We are hopeful that these and other related initiatives we will introduce will help us better understand and mitigate against issues relating to the pay gap for women in this age category.

Taken as a whole, we are pleased to see the positive impact of our Equality Diversity and Inclusion (EDI) programme of work reflected in our pay gap figures. We are mindful that some of our pay gaps may vary as we increase the representation of minority groups in our workforce as relatively speaking these increases are small and the balance of representation across the pay levels may not be perfect initially. However, we anticipate that with our continued efforts outlined in year 3 of our EDI action plan published on our website in April 2024 we will see even more improvements in future years.

As always, we remain committed to embedding EDI into everything we do and we will never become complacent in our efforts. We are on a journey. A journey to more fully reflect and represent the wider society around us. That remains our end goal, as without it we will not truly be able to be here for all children.

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%
2023	14.4%

Table 1: mean gender pay gap by year

Median gender pay gap

Year	Gender pay gap
2018	10.1%
2019	10.8%
2020	9.1%
2021	8.4%
2022	8.1%
2023	9.2%

Table 2: median gender pay gap by year

The mean and median gender pay gap for bonus pay:

Our mean bonus gender pay gap was -8.30%.

Our median bonus gender pay gap was 0%.

Proportion of men and women receiving a bonus payment

A total of 27 staff across the organisation received a recognition award within the 12-month period.

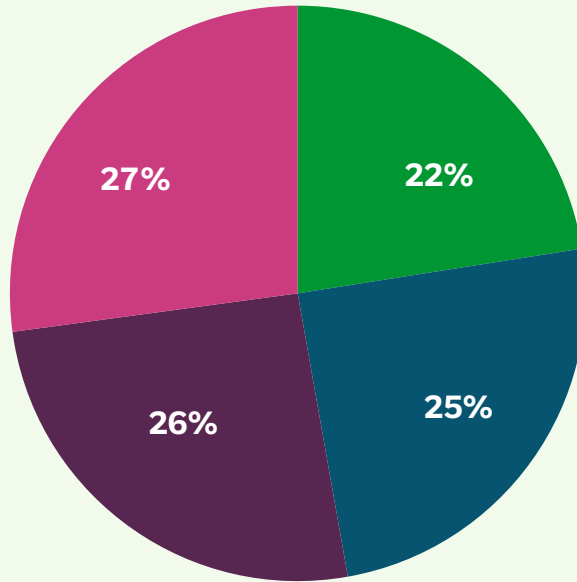
The proportion of men receiving a bonus payment was 1.7%.

The proportion of women receiving a bonus payment was 1.9%.

Pay quartiles

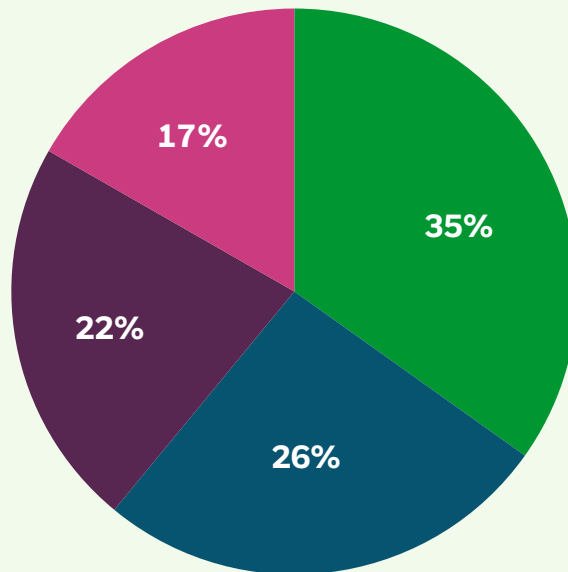
This shows the proportion of men and women in each pay quartile.

Women's distribution across the quartiles



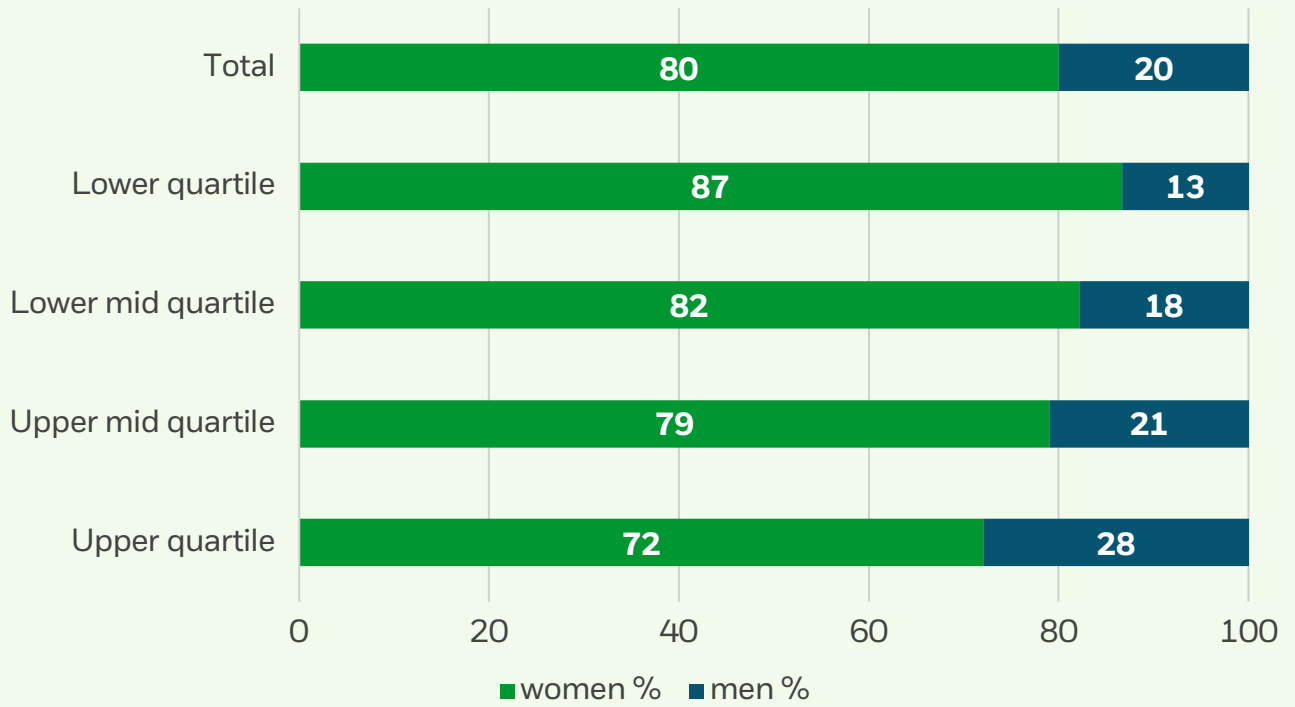
■ Upper quartile ■ Upper mid quartile ■ Lower mid quartile ■ Lower quartile

Men's distribution across the quartiles



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

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%
2023	3.8%

Table 3: mean ethnicity pay gap by year

Median ethnicity pay gap

Year	Ethnicity pay gap
2021	4.7%
2022	6.9%
2023	3.4%

Table 4: median ethnicity pay gap by year

The mean and median ethnicity pay gap for bonus pay

Our mean bonus ethnicity pay gap was **-11.60%**.

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

Note: a minus pay gap indicates that on average the proportion of staff from Black, Asian and minoritised ethnic (BAME) communities receiving a bonus is higher than that of white staff.

Proportion of staff receiving a bonus payment

A total of 27 staff across the organisation received a recognition award within the 12-month period.

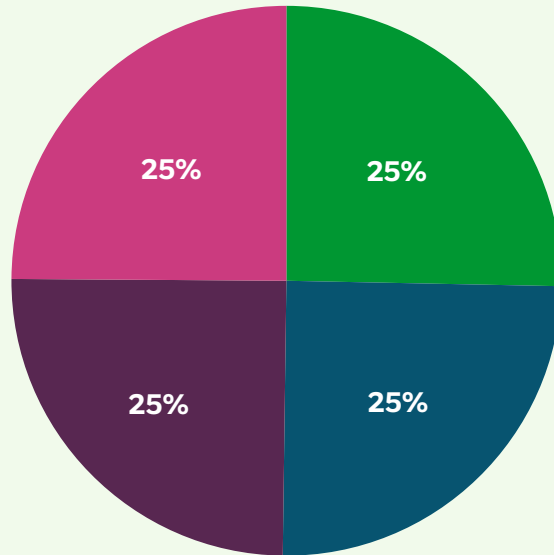
The proportion of white staff receiving a bonus payment was **1.8%**.

The proportion of staff from Black, Asian and minoritised ethnic communities receiving a bonus payment was **3.0%**.

Pay quartiles

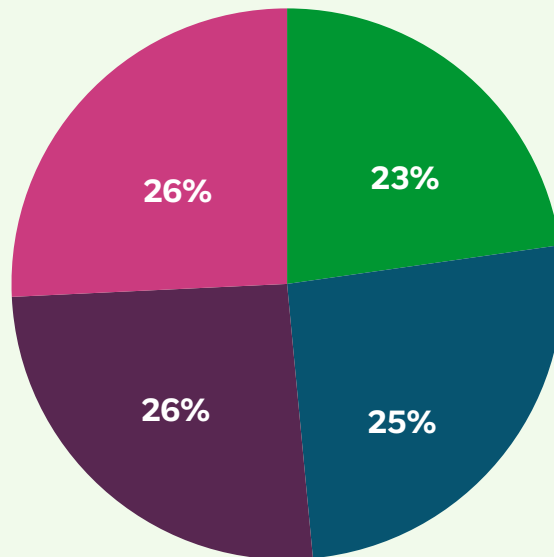
This shows the proportion of staff in each pay quartile.

Distribution of white staff across the quartiles



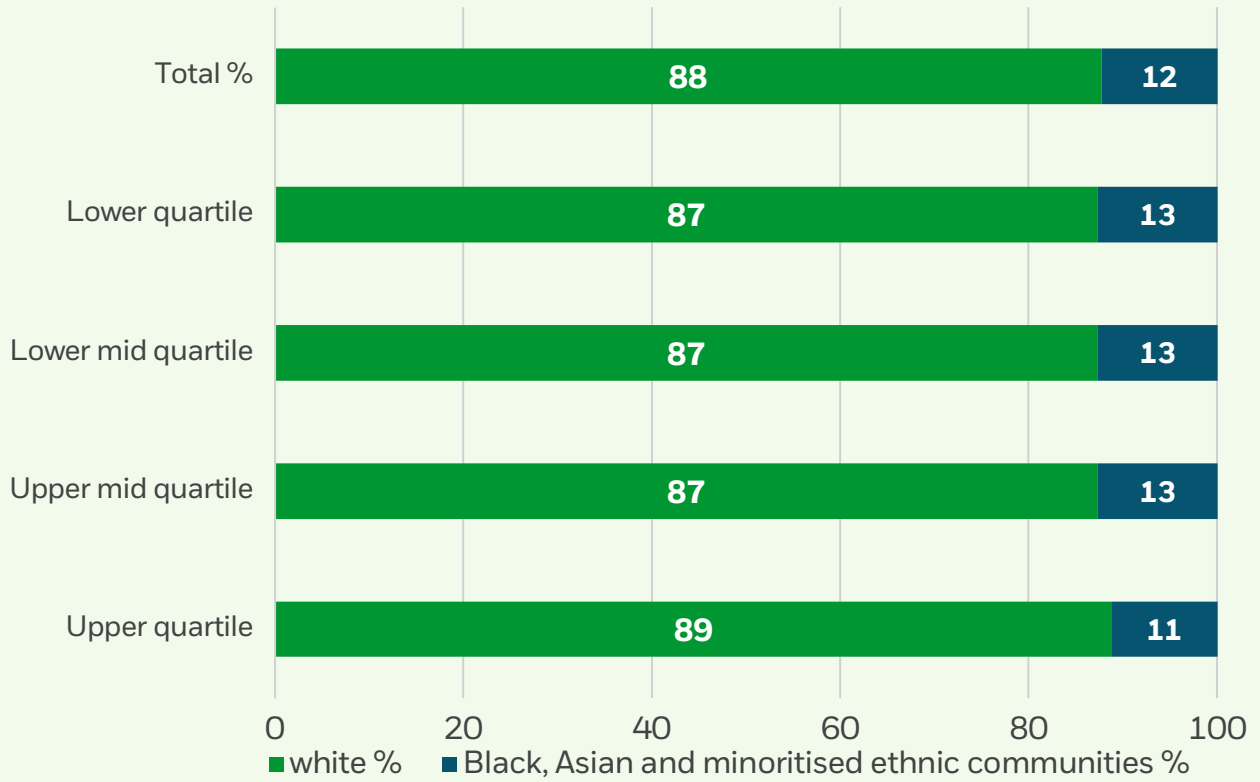
■ Upper quartile ■ Upper mid quartile ■ Lower mid quartile ■ Lower quartile

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



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

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



NSPCC disability pay gap data

Mean disability pay gap

Year	Disability pay gap
2021	3.8%
2022	1.72%
2023	4.00%

Table 5: mean disability pay gap by year

Median disability pay gap

Year	Disability pay gap
2021	3.2%
2022	0.0%
2023	4.60%

Table 6: median disability pay gap by year

The mean and median disability pay gap for bonus pay

Our mean bonus disability pay gap was 100%.

Our median bonus disability pay gap was 100%.

Proportion of staff receiving a bonus payment

A total of 27 staff across the organisation received a recognition award within the 12-month period.

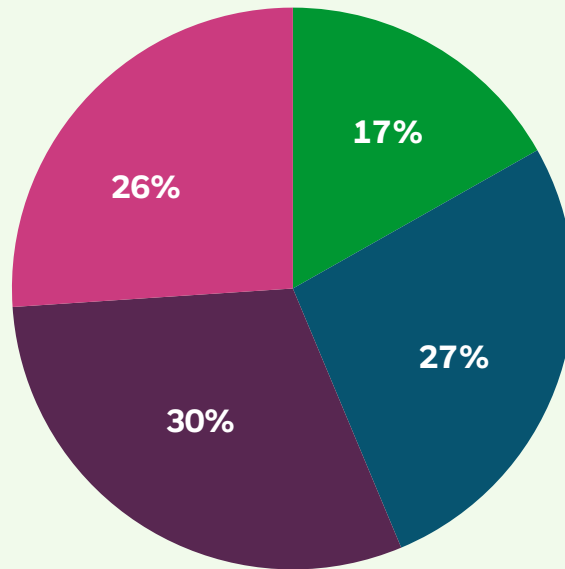
The proportion of staff with a disability receiving a bonus payment was 0%.

The proportion of staff without a disability receiving a bonus payment was 2.1%.

Pay quartiles

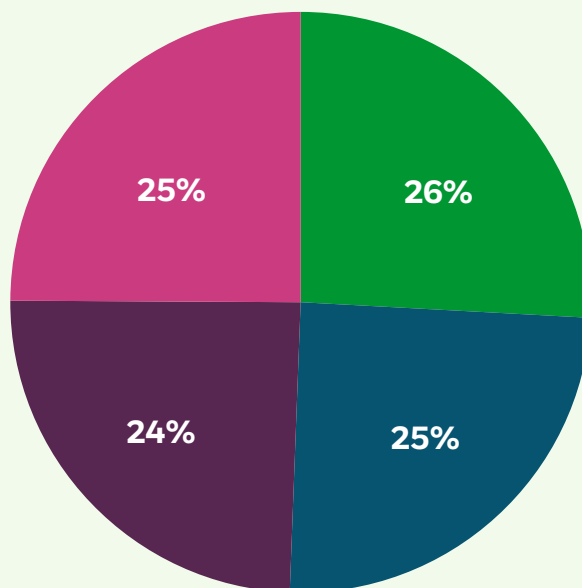
This shows the proportion of staff in each pay quartile.

Distribution of staff with a disability across the quartiles



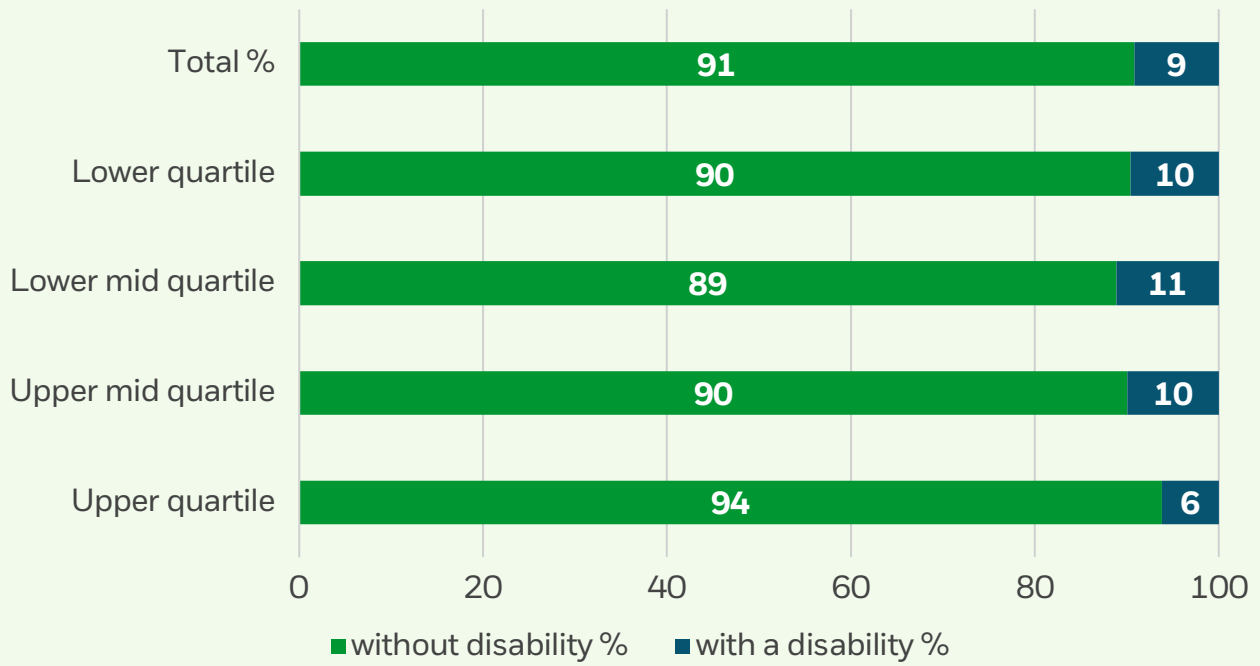
■ Upper quartile ■ Upper mid quartile ■ Lower mid quartile ■ Lower quartile

Distribution of staff without a disability across the quartiles



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

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%
2023	5.40%

Table 7: mean sexual orientation pay gap by year

Median sexual orientation pay gap

Year	Sexual orientation pay gap
2021	-3.8%
2022	-2.16%
2023	3.50%

Table 8: median sexual orientation pay gap by year

The mean and median sexual orientation pay gap for bonus pay

Our mean bonus sexual orientation pay gap was 8%.

Our median bonus sexual orientation pay gap was 0%.

Proportion of staff receiving a bonus payment

A total of 27 staff across the organisation received a recognition award within the 12-month period.

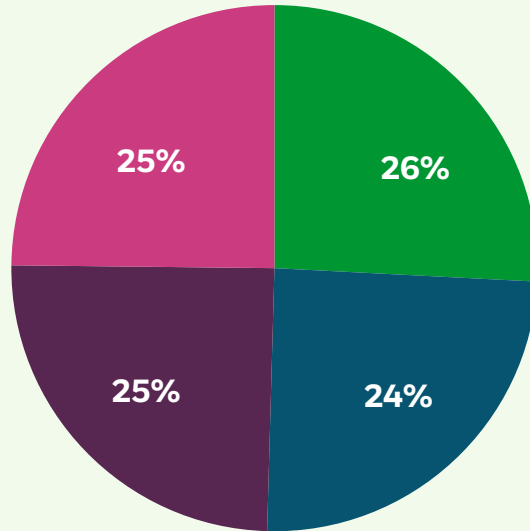
The proportion of **heterosexual staff** receiving a bonus payment was 2.1%.

The proportion of **LGBQ staff** receiving a bonus payment was 3.8%.

Pay quartiles

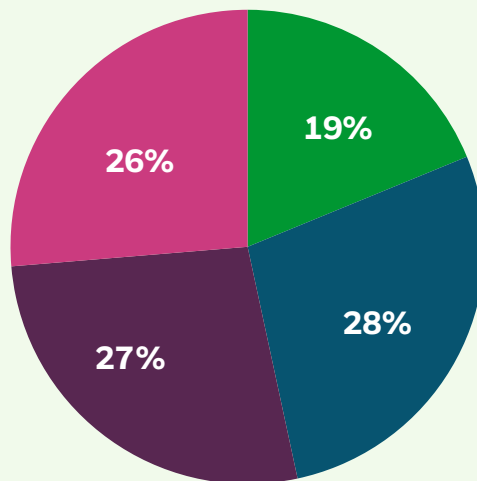
This shows the proportion of staff in each pay quartile.

Distribution of heterosexual staff across the quartiles



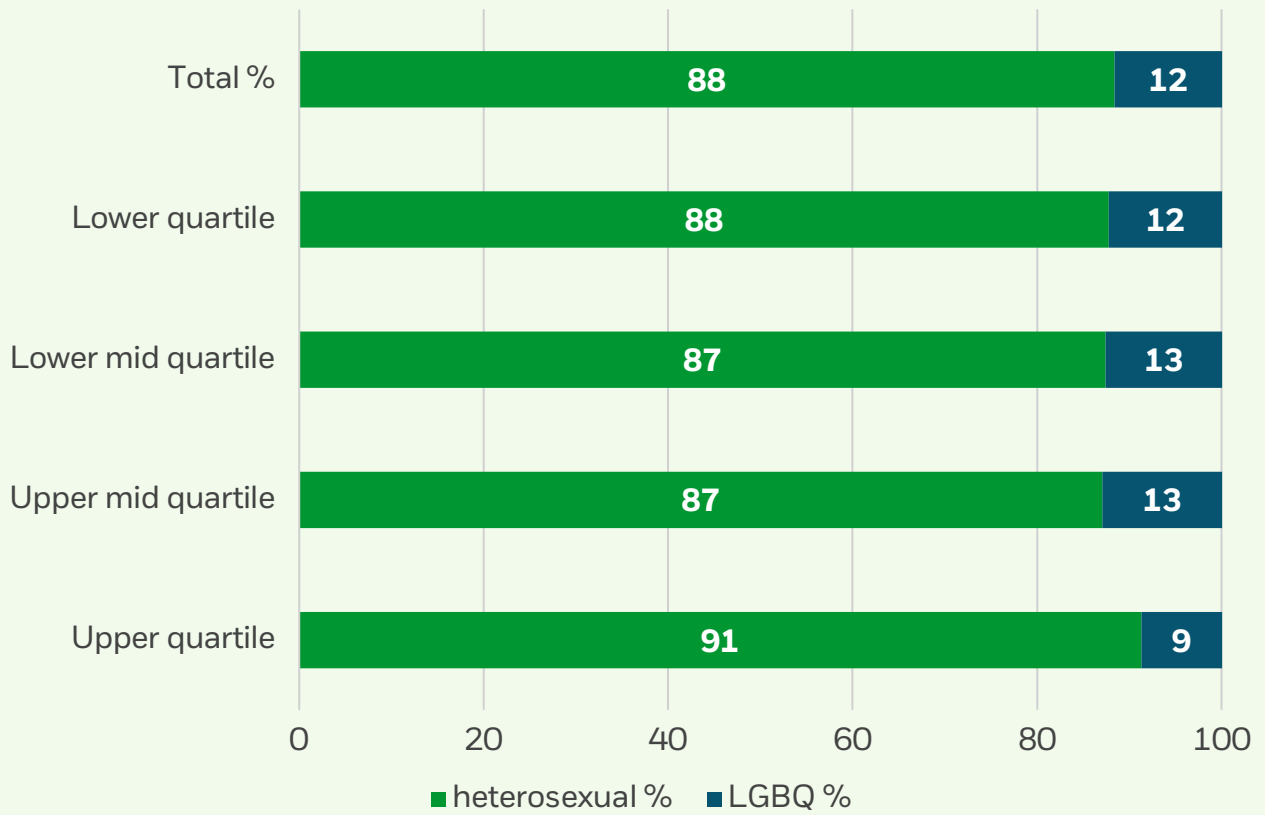
■ Upper quartile ■ Upper mid quartile ■ Lower mid quartile ■ Lower quartile

Distribution of LGBTQ staff across the quartiles



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

Distribution of heterosexual and LGBTQ staff within each quartile



NSPCC religion pay gap data

Mean religion pay gap

Year	Religion pay gap
2022	-1.90%
2023	0.10%

Table 9: mean religion pay gap by year

Median religion pay gap

Year	Religion pay gap
2022	-0.70%
2023	-0.90%

Table 10: median religion pay gap by year

The mean and median religion pay gap for bonus pay

Our mean bonus religion pay gap was -6.7%.

Our median bonus religion pay gap was -12.5%.

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

Proportion of staff receiving a bonus payment

A total of 27 staff across the organisation received a recognition award within the 12-month period.

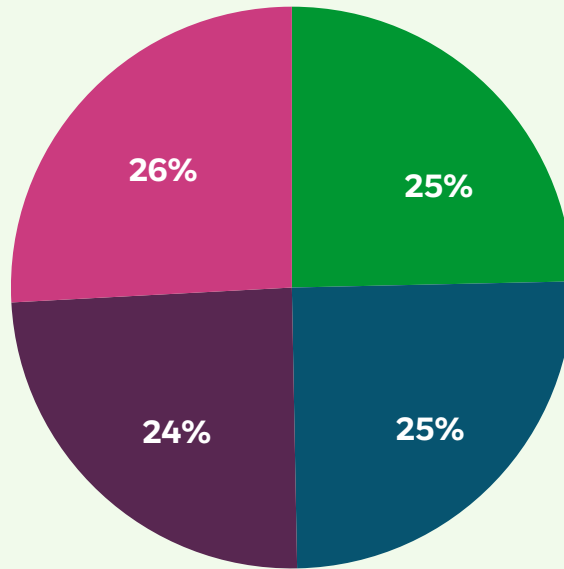
The proportion of **Christian staff** receiving a bonus payment was 1.20%.

The proportion of **staff with another belief** receiving a bonus payment was 2.10%.

Pay quartiles

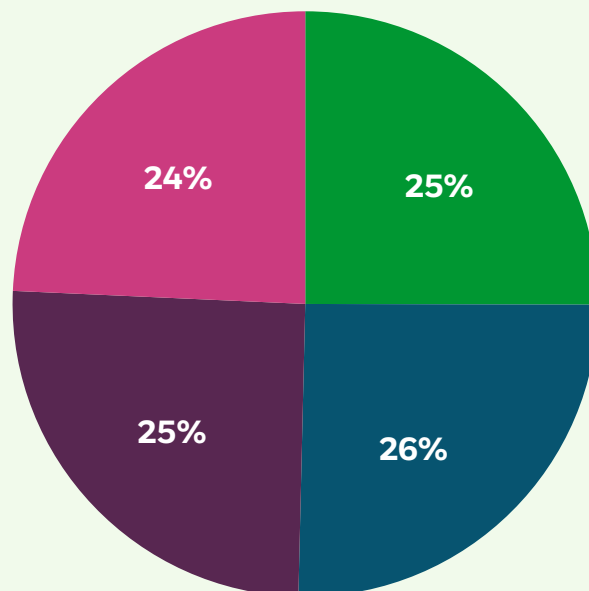
This shows the proportion of staff in each pay quartile.

Distribution of Christian staff across the quartiles



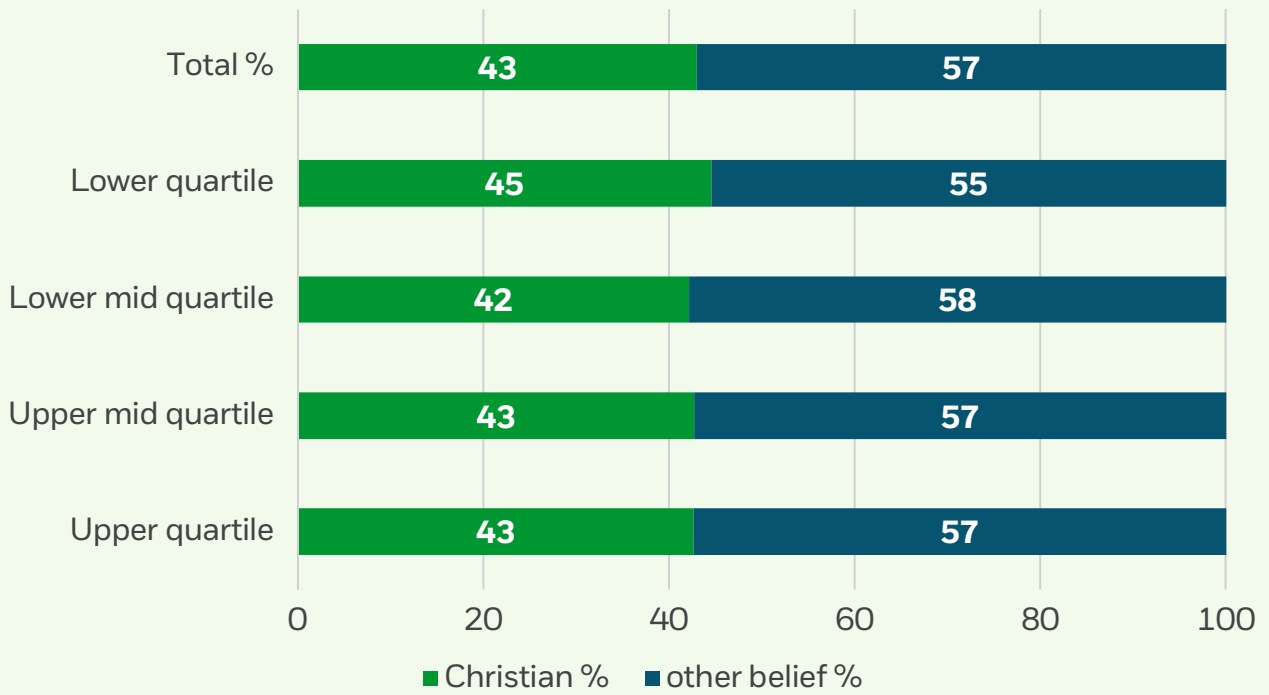
■ Upper quartile ■ Upper mid quartile ■ Lower mid quartile ■ Lower quartile

Distribution of staff with another belief across the quartiles



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

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



NSPCC Gender pay gap data by working pattern (full time)

Mean gender pay gap for full time people

Year	Gender pay gap for full timers
2023	14.25%

Table 11: mean gender pay gap for full time staff by year

Median gender pay gap for full time people

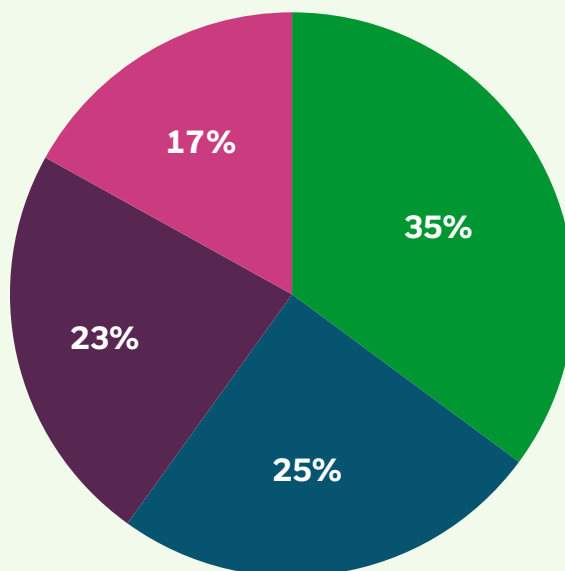
Year	Gender pay gap for full timers
2023	10.65%

Table 12: median gender pay gap for full time staff by year

Pay quartiles

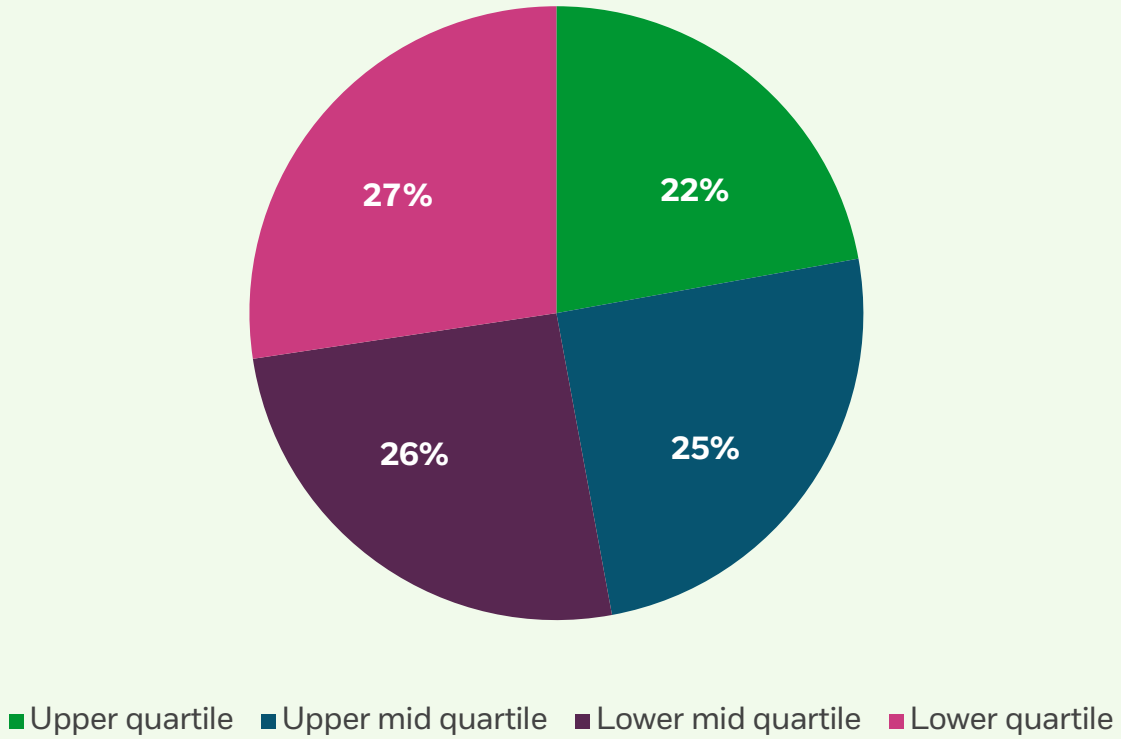
This shows the proportion of staff in each pay quartile.

Distribution of full-time men across the quartiles

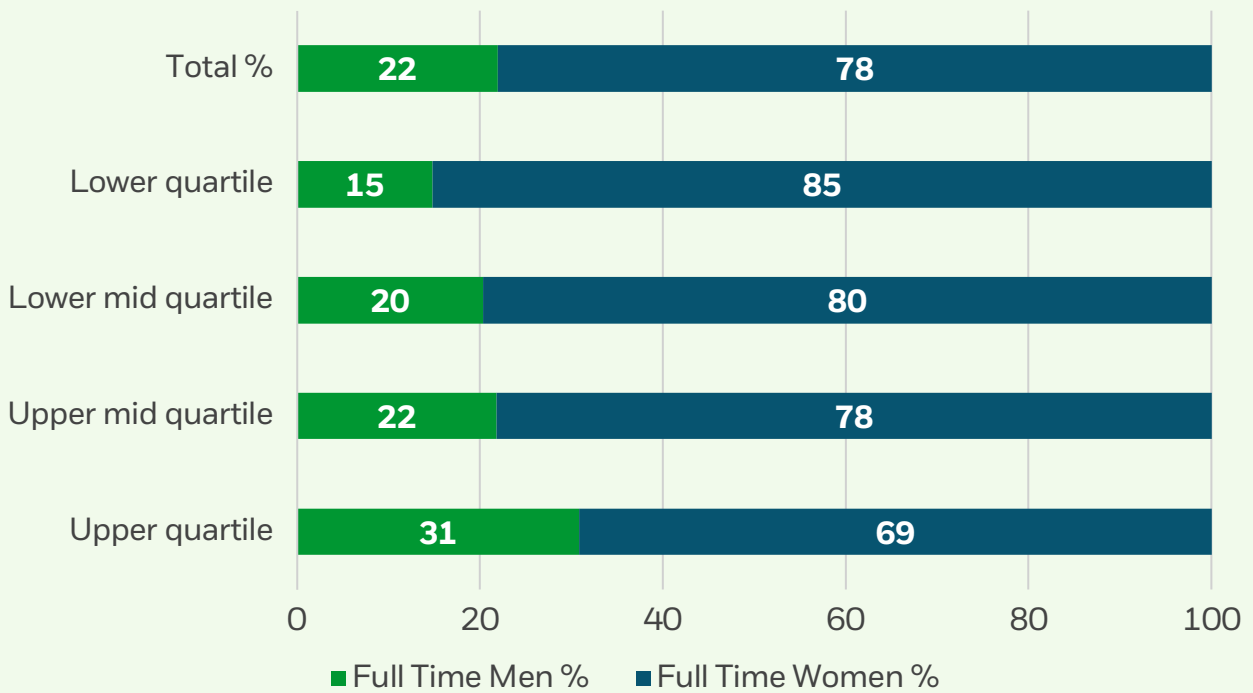


■ Upper quartile ■ Upper mid quartile ■ Lower mid quartile ■ Lower quartile

Distribution of full-time women across the quartiles



Distribution of full-time men and women within each quartile



NSPCC Gender pay gap data by working pattern (part time)

Mean gender pay gap for part time people

Year	Gender pay gap for part timer people
2023	7.85%

Table 13: mean gender pay gap for part-time staff by year

Median gender pay gap for part time people

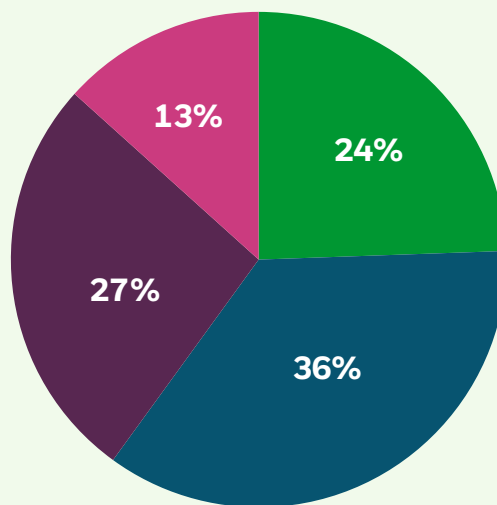
Year	Gender pay gap for part timer people
2023	7.25%

Table 14: median gender pay gap for part time staff by year

Pay quartiles

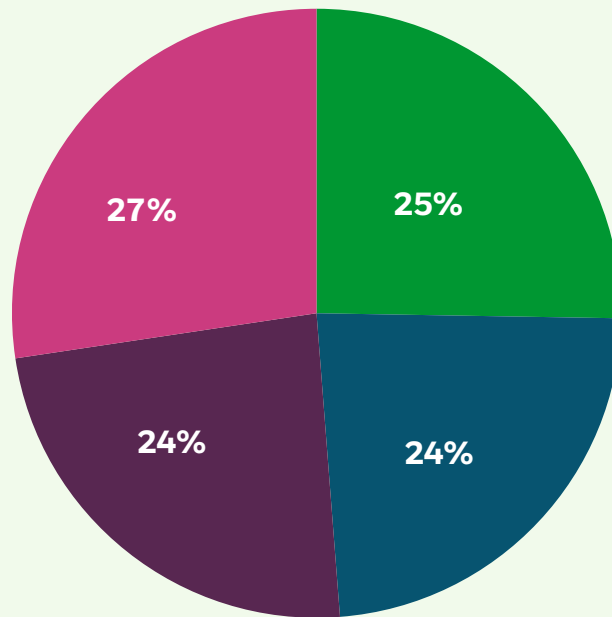
This shows the proportion of staff in each pay quartile.

Distribution of part time men across the quartiles



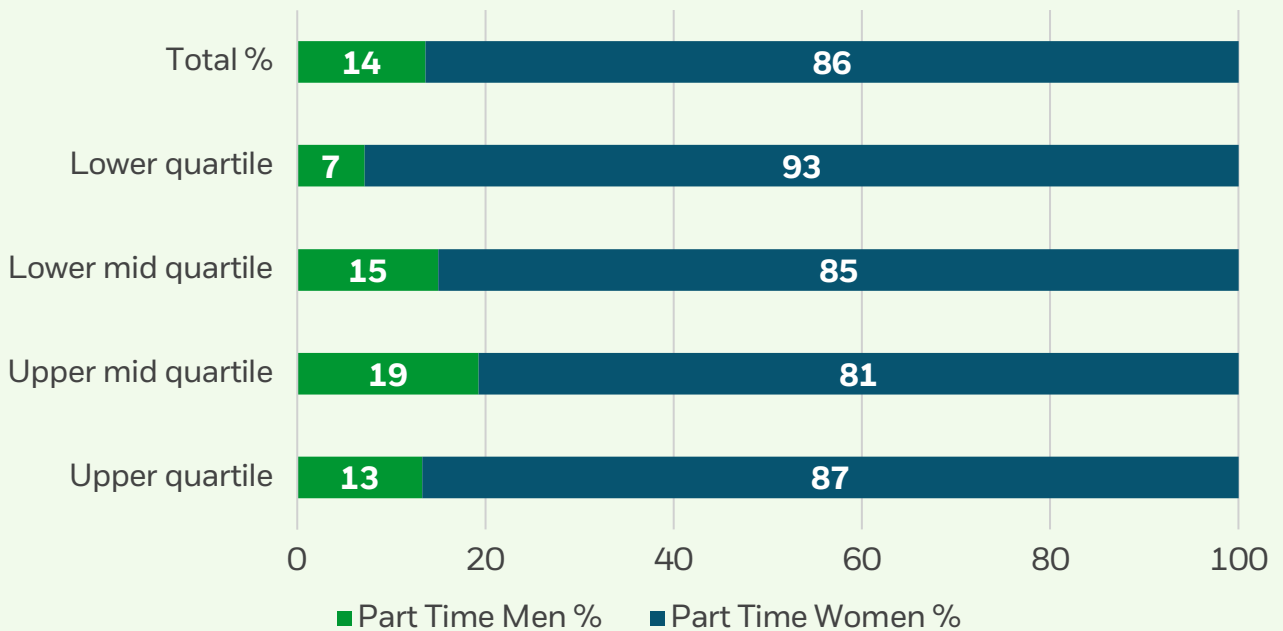
■ Upper quartile ■ Upper mid quartile ■ Lower mid quartile ■ Lower quartile

Distribution of part time women across the quartiles



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

Distribution of part time men and women within each quartile



NSPCC Gender pay gap by age

Mean gender pay gap by age group

Year	Age Groupings				
	Under 25	25 - 34	35 - 44	45 - 55	Over 55
2023	4.18%	7.00%	12.76%	18.75%	15.47%

Table 15: mean gender pay gap by age group per year

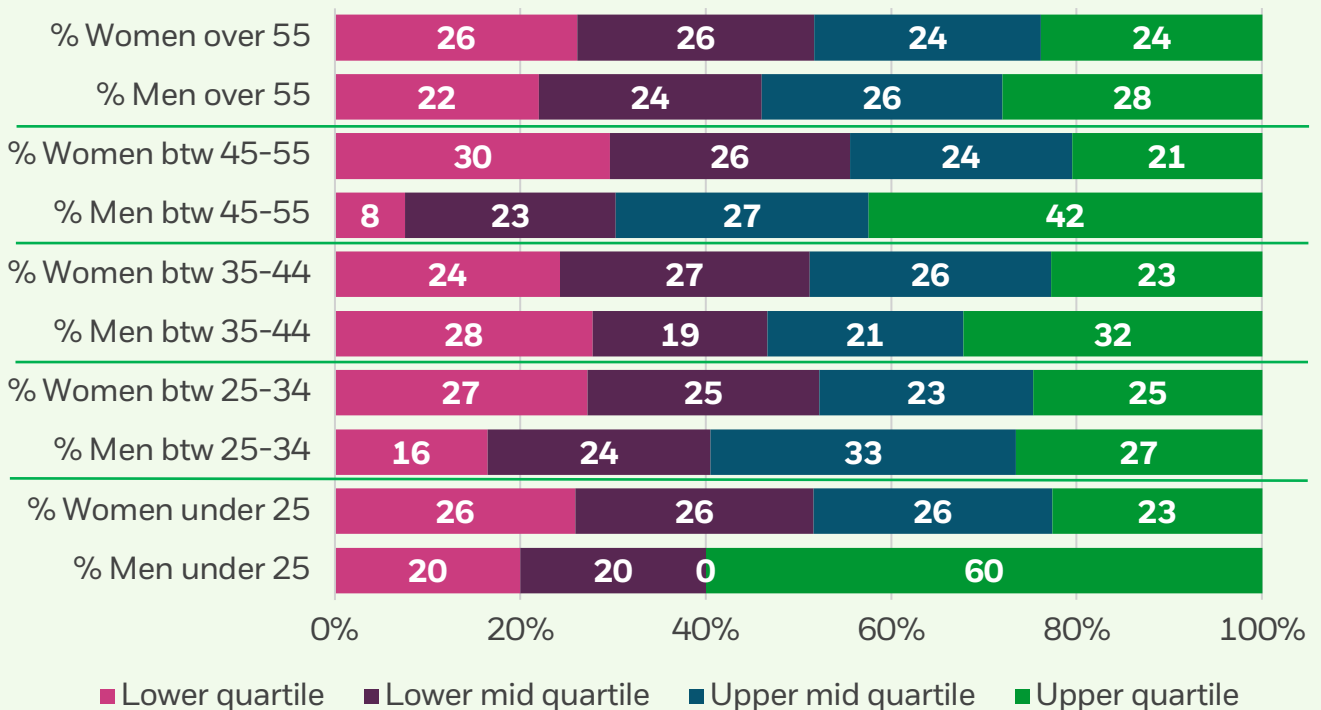
Median gender pay gap by age group

Year	Age Groupings				
	Under 25	25 - 34	35 - 44	45 - 55	Over 55
2023	9.09%	5.29%	6.02%	17.26%	5.62%

Table 16: median gender pay gap by age group per year

Pay quartiles

This shows the distribution of men and women across the quartiles within each age group.



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

EVERY CHILDHOOD IS WORTH FIGHTING FOR

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