



Gender Pay Gap 2024 Report

Introduction

Under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Worcestershire Children First (WCF) is required to publish Gender Pay Gap data annually. The data provided must be based on pay as at 31st March from the preceding year (i.e. 31st March 2024 for the 2025 submission).

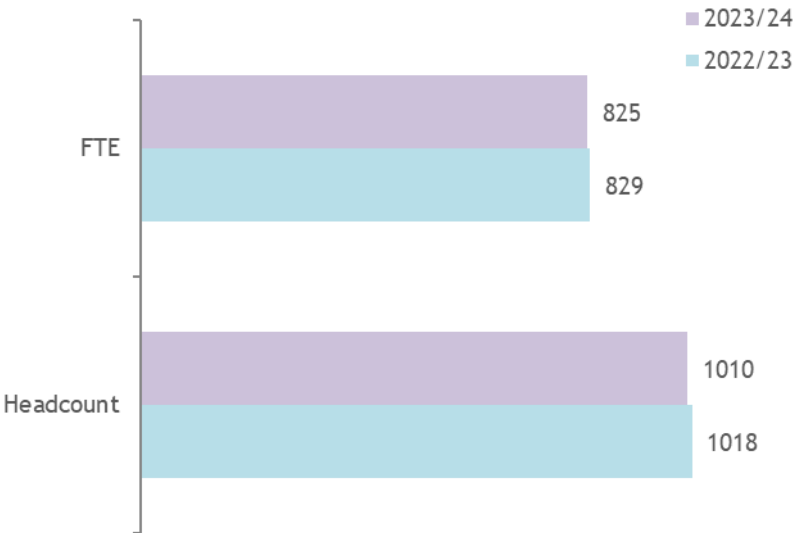
A Gender Pay Gap (GPG) is the difference between the average earnings of men and women, expressed relative to men's earnings, for example, 'women earn 15% less than men'. It is an indicator of the differences in opportunity and choices of men and women within the workplace. It is not a measure of equal pay i.e., whether men and women receive equal pay for equal work. A GPG does not necessarily mean an organisation has acted inappropriately or discriminatorily.

The Government state that gaps exist nationally for many complex and overlapping reasons, including:

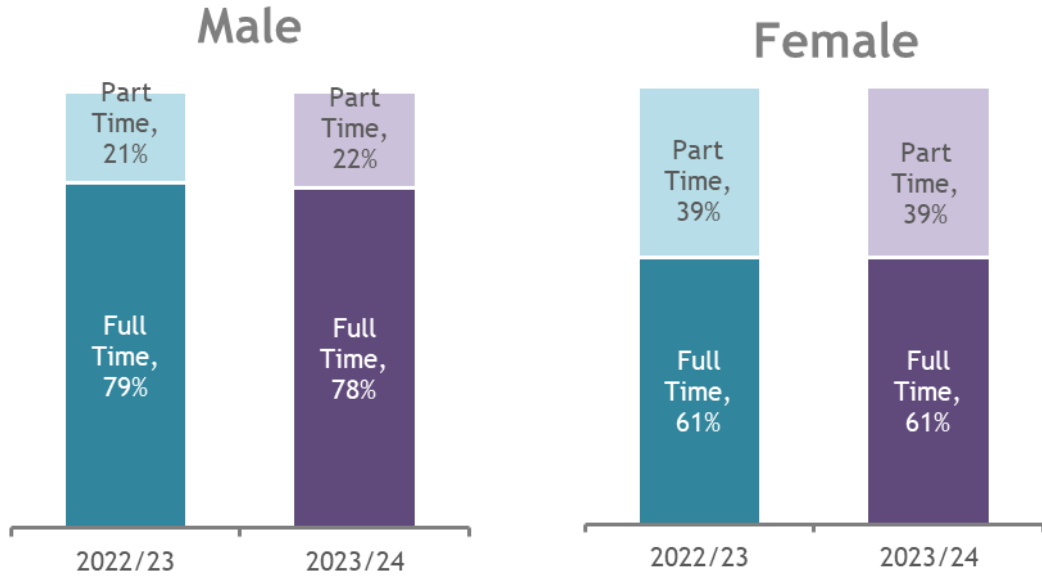
- A higher proportion of women choose occupations that offer less financial reward (e.g., administration). Many high paying sectors are disproportionately made up of male workers (e.g., information and communications technology).
- A much higher proportion of women work part-time, and part-time workers earn less than their full-time counterparts on average.
- Women are still less likely to progress up the career ladder into high paying senior roles.

The following pages of this report detail the 2024 update for WCF. Page two provides the details on the overall size and profile of the WCF workforce to give context to the gender pay data that follows.

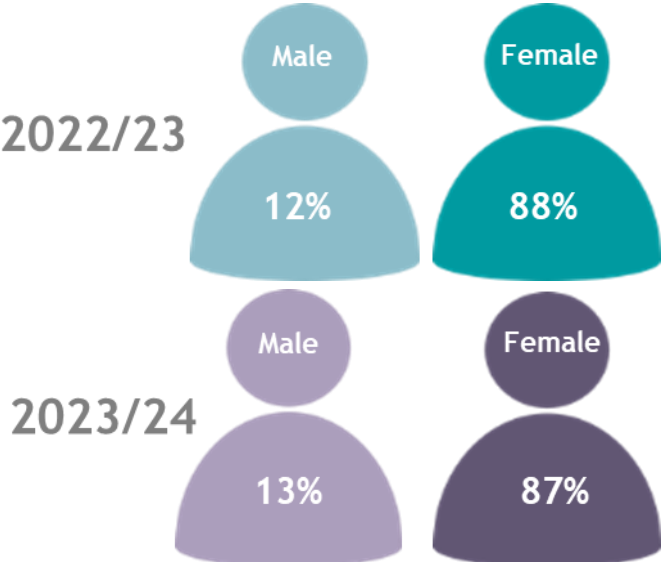
FTE/Headcount



Full/Part Time



Gender



Age

	2022/23		2023/24	
	Male	Female	Male	Female
18-24	0%	3%	0%	3%
25-34	2%	17%	2%	17%
35-44	4%	26%	4%	24%
45-54	3%	24%	3%	25%
55-64	3%	17%	3%	17%
65-74	0%	1%	0%	1%

Overall Gender Pay Gap - Hourly Pay Rates

Gender pay gap is an equality measure to show the difference in average earnings between men and women.

Gender pay gap differs from equal pay; it is unlawful to pay people who perform the same (or similar) duties differently because they are male or female.

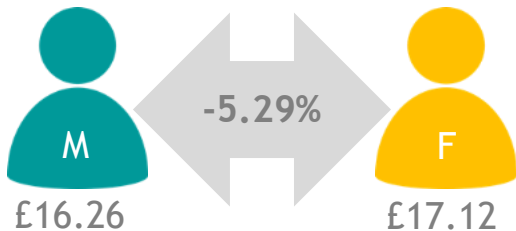
Everyone performing the same role at Worcestershire Children First is paid the same grade irrespective of their gender.

Mean (average hourly rate of pay)



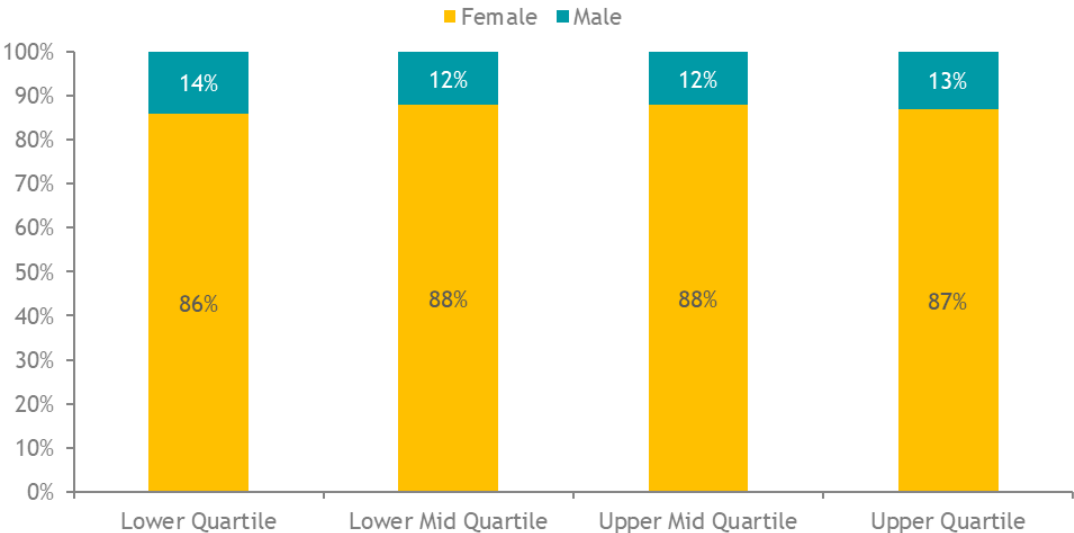
There is a 0.20% (£0.04) pay gap between the mean hourly rate of men and women.

Median (middle hourly rate of pay)



There is -5.29% (-£0.86) pay gap between the median hourly rate of men and women. The inclusion of the retention allowance in pay calculations has increased the pay of more women than men.

Proportion Male/Female by Pay Band Quartiles



There are more female than male employees and the percentage split is even across all quartiles, reflecting Worcestershire Children First’s overall workforce demographic.

Bonus Pay Gap

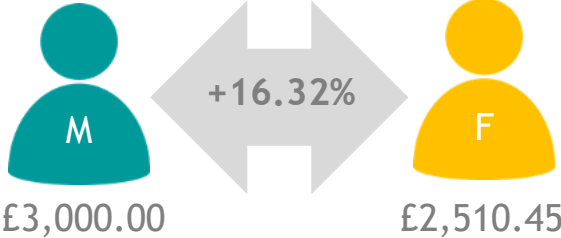
It is important to note that the Worcestershire Children First does not operate any performance related pay or bonus scheme.

However, in accordance with guidance for bonus definitions in the gender pay gap regulations and ACAS advice, our ‘bonus’ measure includes welcome payments in hard to fill roles such as social workers and long service awards (generally paid in the form of vouchers).

Our Welcome payment was removed on 1st November 2023. At the same time our retention payment policy was updated so that it was more akin to an allowance than a bonus and is therefore now included in pay calculations.

The mean average bonus involves adding up the ‘bonus’ paid to males and females in the preceding 12 months and then dividing the relevant totals by the number of males and females who received bonus pay.

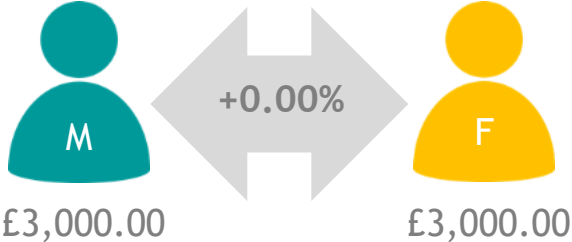
Mean (‘bonus’ average payment)



There is a +16.32% (+£489.55) gap between the mean bonus pay of men and women.

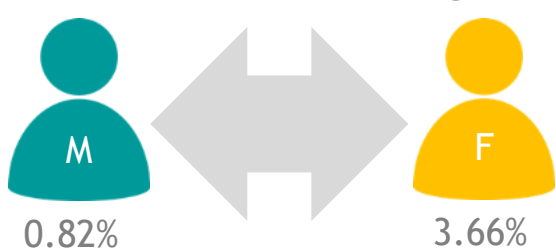
Several women received a long service award, reducing the average overall value of the bonuses.

Median (‘bonus’ middle payment)



There is a 0.00% (£0.00) gap between the median bonus pay of men and women.

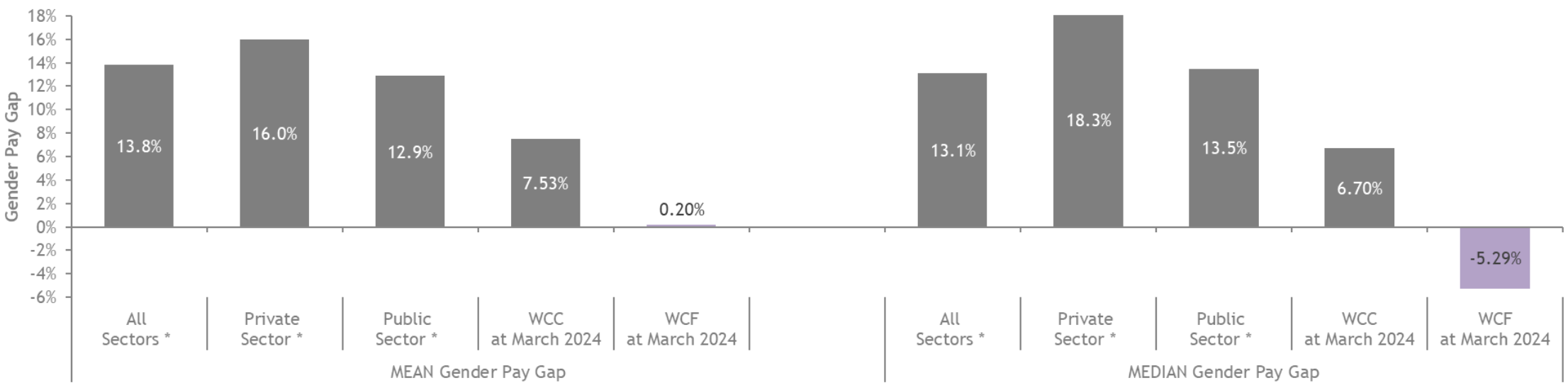
Bonus Proportions (percentage of men and women receiving a ‘bonus’)



0.82% of men and 3.66% of women received a bonus.

There were more women social workers recruited than men which is where the majority of bonuses are paid.

Pay Gap Benchmarking



* Source: Annual Survey of Hours and Earnings (ASHE), Office for National Statistics. October 2024 (Provisional)

Other Organisations Averages

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation.

Worcestershire Children First data compares favorably when benchmarked against the 2024 national gender pay gap of 13.8%*(mean) and 13.1%*(median), and the public sector where the gender pay gap was 12.9%*(mean) and 13.5%*(median).

Summary

As an organisation we are committed to creating an inclusive working environment, we are pleased to show that:

- Our mean (0.2%) and median (-5.29%) pay gaps are significantly below the national average.
- Our workforce across all services and across male and female workers can access part time working.
- Of our Management roles 15% were males and 85% were females.
- Of our Senior Management roles 15% were males and 85% were females.
- Of our top 20 highest paid employees at WCF in March 2023, 15 were female.

This continues to be achieved through:

- Our recruitment and selection procedures are designed to ensure that applicants are not discriminated against and that we recruit from as wide a pool as possible. This inclusive approach helps to ensure we receive as many applications as possible from women at all levels of the organisation.
- The company has a range of policies and working practices to promote and sustain work life balance including various flexible working patterns e.g., part-time, flexi-time, home working.
- Focusing on our management / leadership and professional development for our staff.
- The redrawing of spinal pay points, including higher increases to the lower pay points in order to close the gap with National Living Wage forecasts. As there are proportionately more female employees in the bottom rate grade points this will positively impact more women than men with further impact being seen in next years figures once the national pay award is agreed.

Christopher Bird
Interim Director of Resources

Clarification of Terms

WORKFORCE PROFILE

This is a snapshot of Worcestershire Children First employees as at the 31st March 2023 and 31st March 2022.

HEADCOUNT

Headcount is defined as the number of filled posts. It is possible for an individual to be employed in more than one role; in which case they will be counted twice.

FULL TIME EQUIVILANT (FTE)

Full Time Equivalent relates to the number of hours an employee is contracted to work each week in a role as a proportion of the number of hours per week defined as full-time as per contracts of employment. Thus, a full-time employee would have an FTE of 1.0 and an employee working 18.5 hours per week in a role based upon a 37-hour contract would have an FTE of 0.5.

FULL TIME

Full time is defined as an employee with an FTE of 0.95 or more.

GENDER PAY GAP

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women in all roles of the organisation

MEAN

The difference between the average of men’s and women’s pay.

MEDIAN

The difference between the midpoints in the ranges of men’s and women’s pay.

PAY BAND QUARTILES

The proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

BONUS PAY

Bonus pay is compensation over and above the amount of pay specified as base salary or hourly rate of pay. This includes recruitment incentive payments and long service awards.

EQUAL PAY

The right of a man or woman to receive the same pay as a person of the opposite sex doing the same or similar kind and quality of work for the same or a similar employer.