

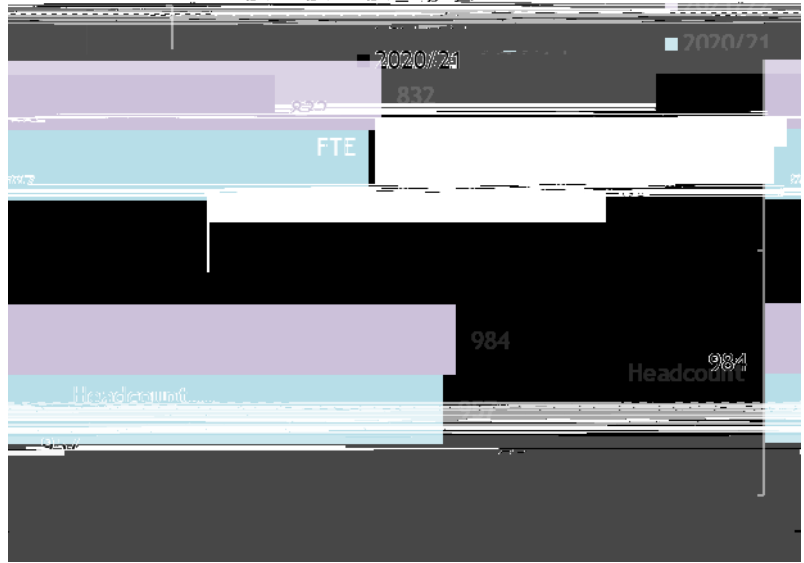
Under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Worcestershire Children First (WCF) is required to publish Gender Pay Gap data annually. The data provided must be based on pay as at 31st March from the preceding year (i.e., 31st March 2022 for the 2023 submission).

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.

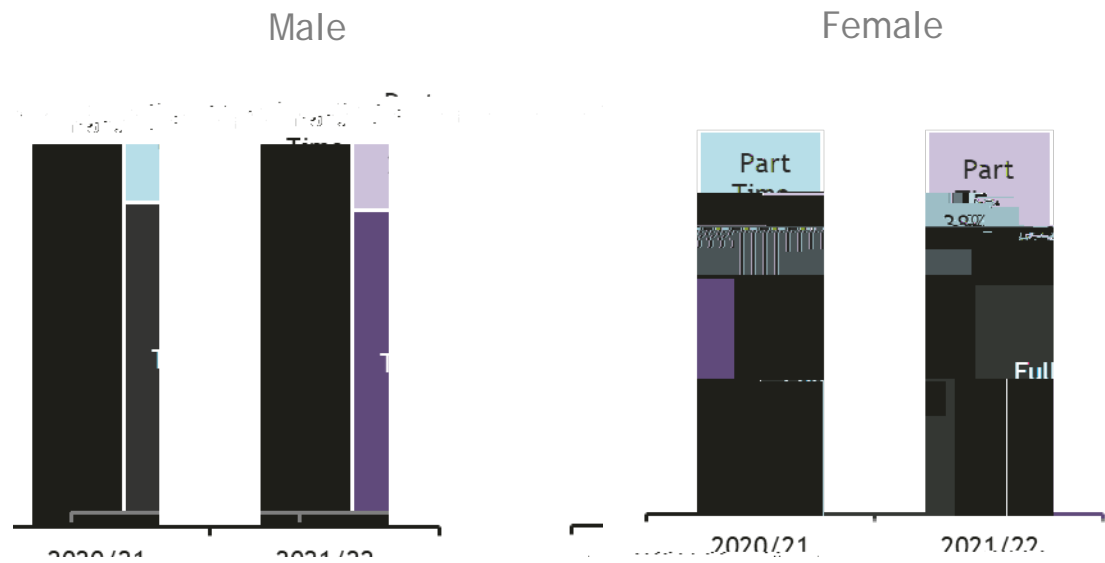
The Government state that gaps exist nationally for many complex and overlapping reasons, including:

- 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 more likely to be in lower-paying jobs than men.

FTE/Headcount



Full/Part Time



Gender



Age



Gender Pay Gap 2022 (based on a snapshot of pay at 31/03/2022)

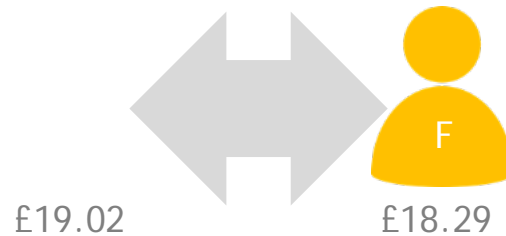
Overall Gender Pay Gap - Hourly Pay Rates

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.

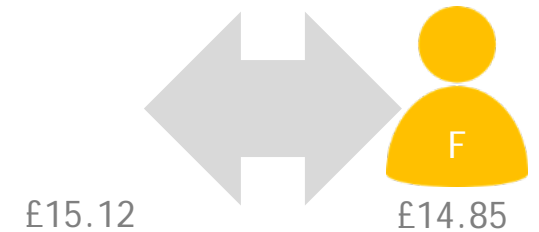
Everyone performing the same role at Worcestershire Children First is paid the same grade irrespective of their gender.

(average hourly rate of pay)



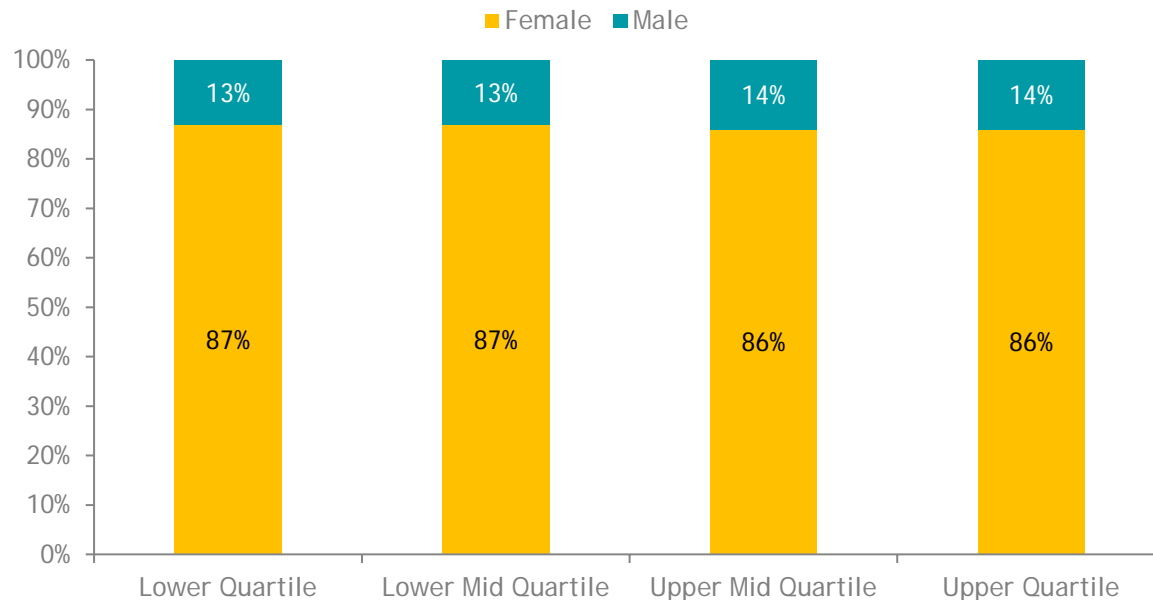
There is a 3.84% (£0.73) pay gap between the mean hourly rate of men and women.

(middle hourly rate of pay)



There is a 1.79% (£0.27) pay gap between the median hourly rate of men and women.

Proportion Male/Female by Pay Band Quartiles



There are more female than male employees across all quartiles, reflecting Worcestershire Children First's overall workforce demographic.

Gender Pay Gap 2022 (based on a snapshot of pay at 31/03/2022)

Bonus Pay Gap

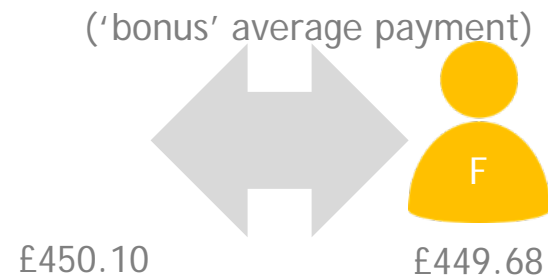
It is important to note that the Worcestershire Children First does not operate any performance related pay or bonus scheme.

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

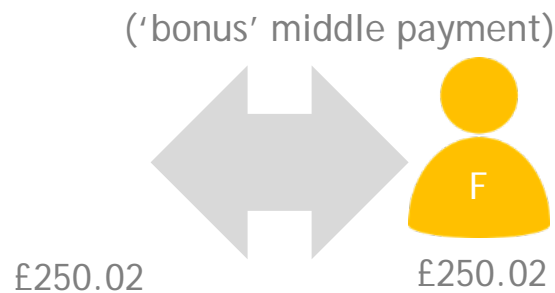
The mean average bonus involves adding up the 'bonus' paid to males and females in the preceding 12 months, and then dividing the relevant totals by the number of males and females who received bonus pay.

'Bonus' figures are based on actual amounts and not full time equivalents, so this means there is no link between 'bonuses' and hours worked.

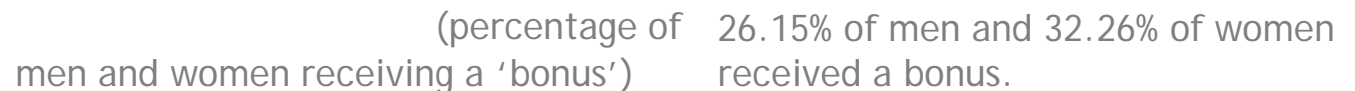
In the Company's case, females received a higher amount of pay classed as 'bonus' and this distorts these figures.



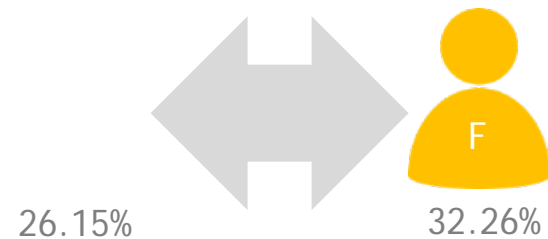
There is a +0.09% (+£0.42) gap between the mean bonus pay of men and women.



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



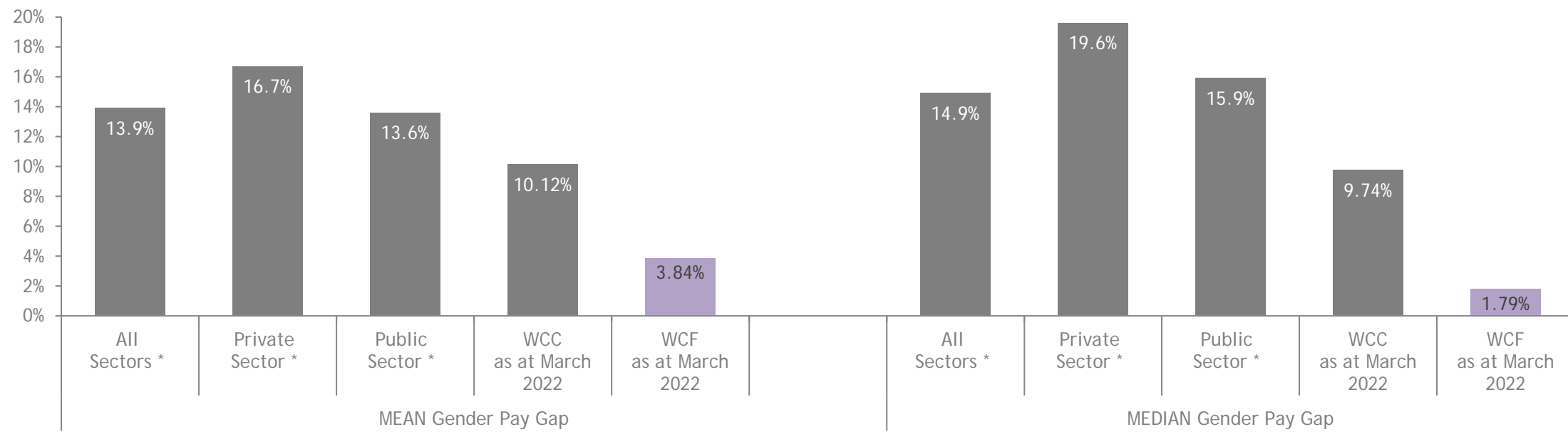
26.15% of men and 32.26% of women received a bonus.



There are more female than male social workers which is where the majority of bonuses are paid.

Gender Pay Gap 2022 (based on a snapshot of pay at 31/03/2022)

Pay Gap Benchmarking



* Source: Annual Survey of Hours and Earnings (ASHE), Office for National Statistics. October 2022 (Provisional)

Other Organisations Averages

Across the UK economy as a whole, men are more likely than women to be in senior roles (espec.6 3d.5 (I)-2.82 850.576 3d.02.5 (eirp)



Gender Pay Gap 2022

Clarification of Terms

WORKFORCE PROFILE

This is a snapshot of Worcestershire Children First employees as at the 31st March 2022 and 31st March 2021.

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