



2021-2022

Gender Pay Gap Report

Summary

London Early Years Foundation's (LEYF) mission is to change the world one child at a time. LEYF is a registered charity and social enterprise with the social purpose of giving London's children the best start in life – especially those most in need – by providing access to high quality, affordable Early Years education and care.

LEYF operates 39 nurseries in 12 boroughs across London. Our nurseries are disproportionately located in areas of London that need us most – over 75% of our nurseries are in the 'most deprived' and 'deprived' areas vs. an average of 50% throughout London. We also consistently achieve higher Ofsted ratings – over 50% our nurseries are rated 'Outstanding' vs. 22% on average in London's nurseries.

London Early Years Foundation (LEYF) prides itself on being a diverse employer, the diversity of our teams, support and reflect the diversity of the communities we serve. We emphasise that equality, fairness and respect are at the core of LEYF's values.

We are an equal opportunities employer. We are committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination. In the past year, LEYF has worked hard to promote career development for all employees and conducted regular pay reviews to ensure that our salaries are competitive. This has had a positive impact on our gender pay gap, where we have seen a reduction in the pay gap across all measures.

Both our mean and median figures are significantly lower than our reported figures in 2020 and 2019. These findings demonstrate LEYF's commitment to promoting equality and diversity across the whole organisation, regardless of background, gender or age.



Since April 2017, businesses in the UK employing 250 or more employees are required by law to publish details of their gender pay gap and annually report this information to the Government. Our gender pay gap figures are based on a snapshot date of April 2021. Although the COVID-19 pandemic continued to change the working environment in 2021 and provided many challenges and restrictions within the sector, LEYF consistently provided a total reward package to our employees and ensured that men and women across the organisation had equal access to our many different career development opportunities and award-winning training

Our Data

The gender pay gap is the difference between the hourly pay rate of male employees and female employees as set out in the Equality Act 2010. It is reported on both a mean and a median basis.

At LEYF, our mean gender pay gap is **22.0%** and our median gender pay gap is **7.8%**, with these averages showing higher rates for men. This is significantly lower than the gender pay gap in the past two years across both measures (please see Graph 1.0).

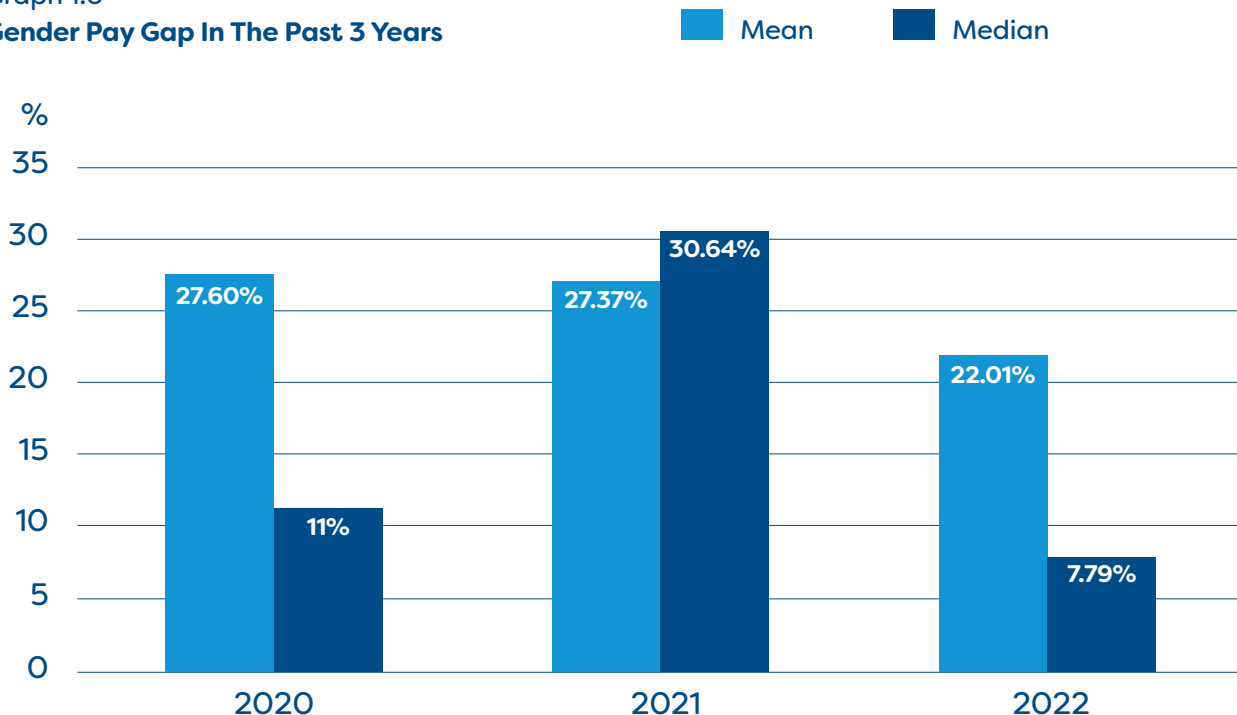
Our total workforce identifies as 7% male and 93% female. Our female colleagues are in the majority across the organisation, including occupying the nursery roles of nursery teachers, room leaders, and the more senior roles of deputy managers and nursery managers. However, because women occupy the majority of the lower-paid nursery roles such as nursery teachers and apprentices, the average is lower when viewed across all roles in the organisation. This indicates that the overall gender pay gap can be primarily attributed to the difference in the proportion of male and female employees between departments.

Although our lower-paid roles are primarily occupied by women, in the past year LEYF has increased the number of women in senior positions through new appointments and internal career progression, which has resulted in the overall reduction of the gender pay gap across the organisation.

The lower number of furloughed staff and those employees on sick leave compared to the peak of the pandemic in 2020 may have also influenced the reduction of the gender pay gap, as this year we have a bigger and more representative data sample. LEYF understands the challenges our staff have faced as a result of COVID-19 and has introduced a variety of initiatives aimed to improve staff well-being and work-life balance.

Graph 1.0

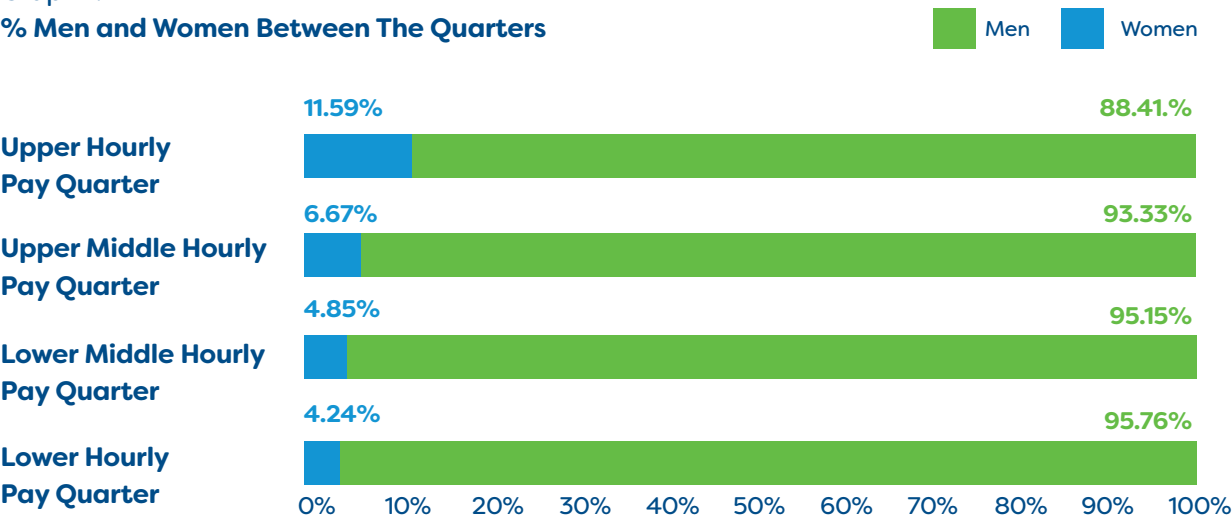
Gender Pay Gap In The Past 3 Years



Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in the organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of female representation at different seniority levels within the organisation (please see Graph 2.0).

Graph 1.2
% Men and Women Between The Quarters



Our commitment to gender equality

At LEYF, we value our staff and are committed to making sure that men and women are paid equally for doing equivalent jobs across the organisation. Both men and women at LEYF are entitled to the same benefits, including a 7% employer pension contribution, a 50% discount on childcare fees in our nurseries, and a generous holiday allowance. We regularly conduct pay reviews to ensure that our salaries are competitive, and offer annual increases based on the employee's role.

LEYF continuously runs recruitment marketing campaigns to attract talents to join and grow within the Early Years sector. Having different role models for our children is extremely important as all genders can encourage different approaches to learning and provide a positive balance for children as well as benefit our work in every team across the organisation.

As a result, this can reduce gender stereotypes and change perceptions of the childcare industry. For the last eight years, LEYF has been campaigning to recruit more men in childcare by introducing an apprenticeship programme aiming to recruit more male apprentices and challenging the gender stereotypes through a series of initiatives such as podcasts covering inspirational stories from successful men in Early Years. This is shown through the high percentage of men we employ compared to the average in the sector (7% compared to 3% nationally). This is relevant for our report and in particular our reference to LEYF's active support for men in childcare, demonstrated by our male workforce which exceeds the national average of men in childcare by 50% as a result of these LEYF initiatives.

LEYF offers a variety of award-winning training and development programmes aiming to provide equal opportunities for all our staff to progress. We also have a Talent Enrichment programme to help staff plan their development and continue their career growth.

In addition, we have a range of different shift patterns and hours to support those staff with caring responsibilities and to offer staff a more positive work-life balance. For example, we offer full time, part-time, term-time and flexible employment to our staff. We are also piloting a four-day working week in some of our settings to provide shifts that work for all our staff. We hope that having more flexible working hours will reduce the leave our staff need to take and will encourage a continuous career progression.

At LEYF, we believe that encouraging more men to join our sector and providing the support and development opportunities for our staff to advance and grow in their careers will result in a more equal distribution of men and women across all levels of the organisation.

Consequently, there will be a better balance of men and women in different departments, narrowing the overall gender pay gap at LEYF. We remain committed to monitoring and narrowing the gender pay gap at LEYF by ensuring that all our staff, regardless of their gender, are paid equally when in the same role and are provided with the same benefits and career development opportunities.





References

GOV.UK. 2021. Calls for more men to work in the early years. [online] Available at: <https://www.gov.uk/government/news/calls-for-more-men-to-work-in-the-early-years> [Accessed 1 June 2021].

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