



2022–2023

Gender Pay Gap Report

Summary

At London Early Years Foundation (LEYF), we are strong on teamwork and live our values, which are inspiring, brave, nurturing and fun. We rely on each other and are united by our social purpose to change the world one child at a time.

Diversity and inclusion are at the heart of who we are. We strive to foster belonging and empowerment at work. We know that having different perspectives makes us stronger and value every individual for what they bring to our community.

LEYF is an organisation which champions tolerance and understanding of the differences between people so that no one is either advantaged or disadvantaged on account of their beliefs. We don't organise our nurseries around religious identities or promote religious worldviews. We welcome all staff, children and parents regardless of their religious or non-religious backgrounds.

LEYF operates in the Early Years education and care sector, which is historically female-dominated and currently 97% of the sector remains female. Our total workforce identifies as 9% male and 91% female.

Over the past years, LEYF has worked hard to promote career development for all employees and conducted regular pay reviews to ensure that our salaries are competitive.



Introduction

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 2023. Despite all the challenges to the workplace from COVID-19 and Brexit, and the steep increase in costs due to high inflation, LEYF has consistently provided a total reward package to our employees and ensures that men and women across the organisation have equal access to our many different career development opportunities and award-winning training.

Our Data

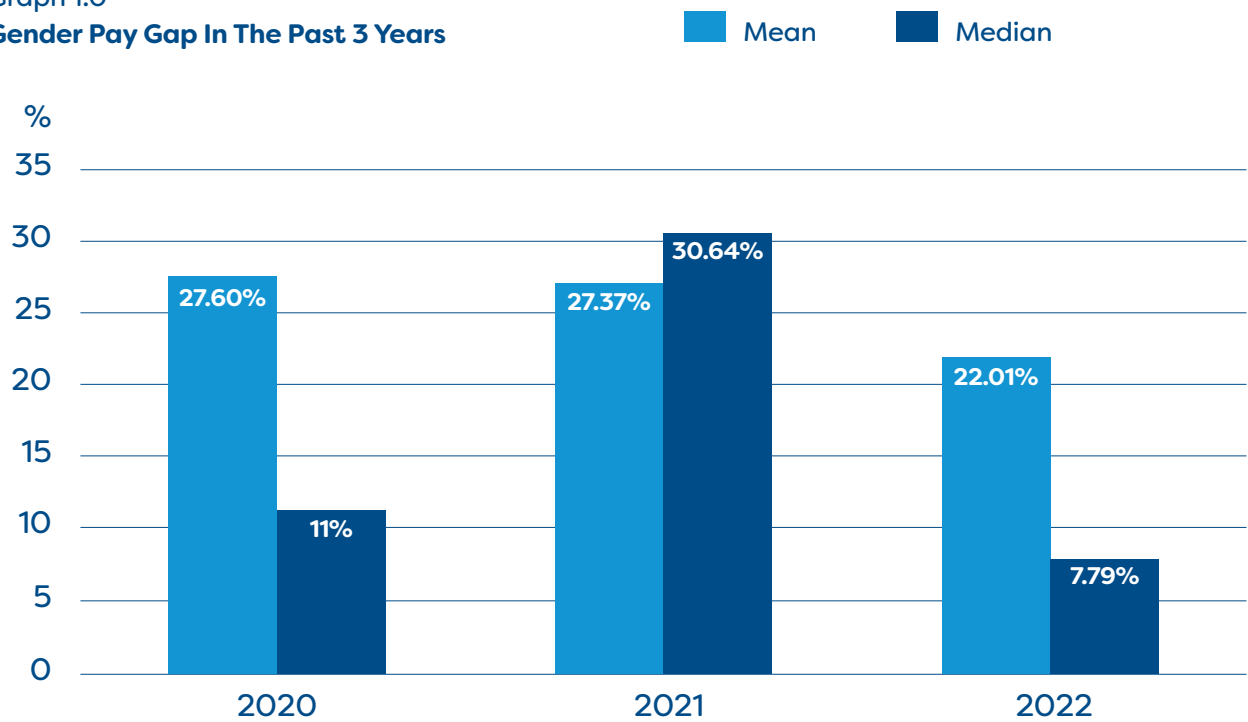
The gender pay gap is the difference between the hourly pay rate of male employees and female employees as set out in the Equality Act 2010. It is reported on both a mean and a median basis.

At LEYF, our mean gender pay gap is 27.37% and our median gender pay gap is 30.64% with these averages showing higher rates for men. This is significantly lower than the gender pay gap in the past 2 years across both measures (please see Graph 1.0).

Our female colleagues are in the majority across the organisation, including occupying the nursery roles and the more senior roles. However, because women fulfill 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.

Graph 1.0
Gender Pay Gap In The Past 3 Years

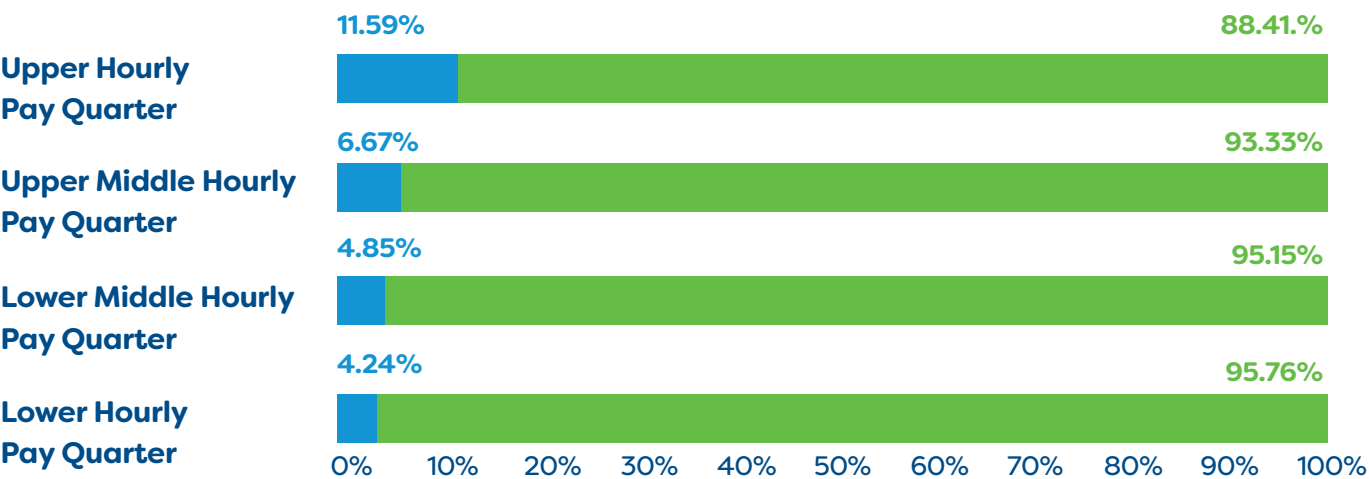


Proportion of women in each pay quartile

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 2.0
% Men and Women Between The Quarters

Men Women



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 the same jobs across the organisation. Both men and women at LEYF are entitled to the same benefits, including a 7% employer pension contribution, a 70% discount on childcare fees in our nurseries, and a generous holiday allowance. We regularly conduct pay reviews to ensure that our salaries are competitive.

LEYF continuously runs recruitment marketing campaigns to attract all genders to join the organisation and work in the Early Years sector. Having different role models for our children is extremely important as men and women can encourage different approaches to learning and provide a positive balance for children as well as benefiting 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 ten years, LEYF has been campaigning to recruit more men in childcare including introducing an apprenticeship programme to recruit more male apprentices, including running a male-only apprentice cohort, and challenging the gender stereotypes through a series of initiatives such as podcasts covering inspirational stories from successful men in childcare. We have increased the number 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 is more than double the national average of men in childcare because 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 range of flexible working patterns in some of our settings to provide shifts that work for our staff. We hope that having more flexible working hours will support staff and 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 all 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.





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].

LEYF Nurseries. (n.d.). Men In Childcare Apprenticeship Page. [online] Available at: <https://leyf.org.uk/careers-at-leyf/apprenticeships-2/> [Accessed 7 Jun. 2021].

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Nurseries