



2020-2021

# Gender Pay Gap Report



## Summary

London Early Years Foundation (LEYF) operates in the Early Years and Childcare sector which is traditionally dominated by women. This is relevant for our report and in particular our reference to the LEYF active support for men in childcare, demonstrated by LEYF which exceeds the national average of men in childcare by 50% as a result of a series of initiatives led by the organisation.

When comparing the mean and median pay on a departmental basis, the gender pay gap is favourable to female employees for example, in the LEYF Central Office, the median pay gap is -8% in favour of women, indicating that women in Central Office earn more than men on average.

Overall, since the last report in 2019, LEYF's mean gender pay gap has remained consistent across the organisation. However, it should be noted that given the snapshot date of 5th April 2021, the number of full-pay relevant employees included in this report excludes some staff due to furlough.

## 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. At LEYF, we believe that it is important to share the findings from our gender pay gap analysis ahead of the required date in October, as we place great importance on acknowledging and working towards reducing the gap. Our gender pay gap figures are based on a snapshot date of April 2020 and have been significantly impacted by Covid-19. Therefore, our figures are based on a much smaller sample of LEYF employees than in previous years. Although Covid-19 has changed the working environment, the workforce need for a total reward package is greater than before, and we want to ensure that men and women have equal access to a range of career development opportunities at LEYF.

## 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 (average) and a median basis.

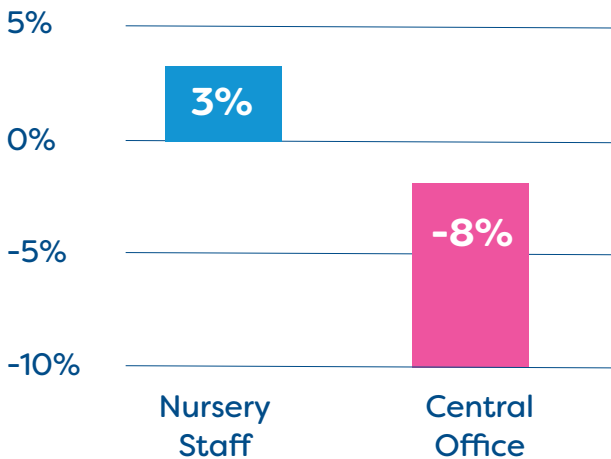
In LEYF, there is a difference of 27.4% in the mean pay of men and women and 30.7% difference in the median hourly rates, with those averages showing higher rates for men. This is predominantly due to the fact that across the organisation there are fewer men but of those men, more are employed in some of the higher paid Central Office roles. Our female colleagues are in the majority across the organisation including occupying the more senior roles such as CEO. However, because women occupy the majority of the lower paid nursery roles, the average is lower when viewed across all roles in the organisation. However, if you remove the Central

Office roles the gender gap is significantly reduced and falls far below the national average (-8% gender pay gap in favour of women).

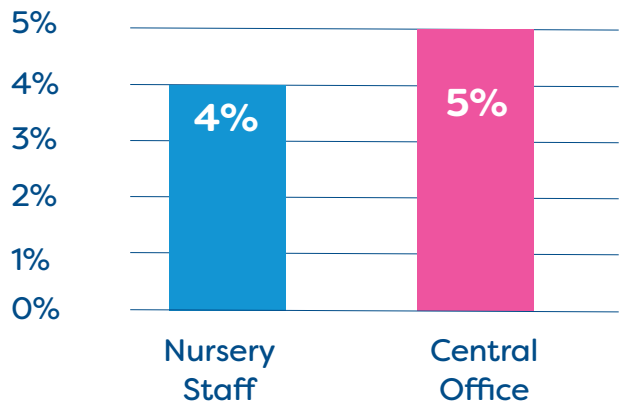
This indicates that the overall gender gap can be primarily attributed to the difference in the proportion of male and female employees between departments (please see graph 1.0 & 1.1).

Changes in the numbers of staff type over the period have resulted in a slight positive movement in the mean pay gap since our last report in 2019 where the average difference was 27.60%.

Graph 1.0  
Median Hourly Pay Gap By Department



Graph 1.1  
Mean(Average) Pay Gap By Department

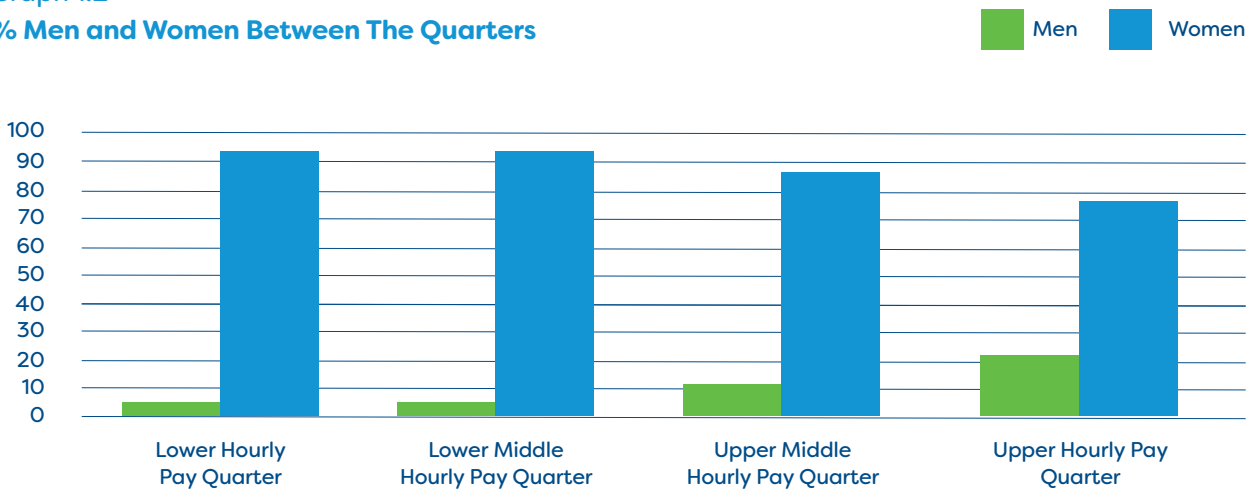


## Proportion of women in each pay quartile

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 women's representation at different levels of the organisation.

Graph 1.2

% Men and Women Between The Quarters



The graph above is based on the employees who were not on furlough at the time of this analysis and are therefore less representative.



## Our commitment to gender equality

At LEYF we 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 and a 50% discount to staff on their childcare fees. We regularly conduct pay reviews to ensure that our salaries are in line with the industry average and to reduce the gender pay gap between the quarters.

LEYF operates in a highly gendered sector. In 2019 the Department for Education published research that found that men account for only 3% of early years staff in England (GOV.UK, 2021). LEYF did better than this national average for then (2019 – 6.4% male employees) and has further improved upon gender diversity in 2020/2021, with 10.13% of our employees being men. This is a significant increase.

Additionally, LEYF has been campaigning to increase the number of men in childcare for the last eight years. We actively recruit more male teachers and introduced an apprenticeship programme aiming to recruit more male apprentices to address that gender imbalance. We also conducted

research with the University of Wolverhampton on what children think of men in childcare which we presented at the EECERA Conference in Greece to try and challenge the previously outdated negative perception of men working in the Early Years sector. LEYF remains committed to narrowing the gender pay gap by balancing men and women across our organisation at all levels.

## 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].

## London Early Years Foundation

121 Marsham  
Street, London,  
SW1P 4LX.

 020 7834 8679

 [info@leyf.org.uk](mailto:info@leyf.org.uk)

   @LEYFonline

 London Early Years Foundation (LEYF)

Company no. 2228978 Charity no. 229686

  
LEYF  
Nurseries