



Barnardo's Gender Pay Gap Report

March 2021

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Contents

Foreword	3
Our Pay Gap: What does it mean?	4
Barnardo's Gender Pay Gap	5
Statutory Information: Bonus Data	6
Our Gender Pay Gap: What does it show us?	7
Barnardo's Action Plan	9

Foreword



Building a diverse and inclusive workforce remains a top priority at Barnardo's. We know this is critical for improving outcomes for the children and young people we support, and to improving the experiences and opportunities for our colleagues and volunteers.

At Barnardo's, we believe in all children, regardless of their background or identity. We support them to achieve stronger families, safer childhoods and positive futures. During 2019-20 we reached 358,800 children, young people, their parents and carers, through our services and vital partnerships.

This report is based on data from April 2020, which show that with 84% of our colleagues being female, Barnardo's overall median gender pay gap is 9.65% in favour of men; and our mean gender pay gap is 13.84% in favour of men.

Whilst both our median and mean pay gaps remain below the national averages, we know there is much work to do to minimise the gaps.

Our pay gap is partly explained by the gender composition of our 25% highest paid colleagues. In 2020, 22% of colleagues in this bracket were men, compared with 16% of the total workforce. We also know that the gap is affected by very few of our frontline children's services and retail store colleagues being men.

We have been making some progress to help address the gap. Significantly, for the first time, half of our Corporate Directors are now women, and 40% of our Directors are women. We have recruited more female and BAME* colleagues onto our 'Emerging Leaders Programme' led by our corporate university – The BU; and our Women's Staff Network is launching an innovative Women's Mentoring Scheme to support female colleagues with their learning, leadership skills and career progression.

In addition, as we move beyond COVID, Barnardo's is adopting a new 'work from anywhere' approach, for non-frontline roles, which will enable more flexibility for parents with young children and improve the experience for women who are on or returning from maternity leave, as well as making sure we can recruit the right candidate for the role – regardless of where they live.

We are committed to doing more to understand the reasons for our gender pay gap, and how we can better support our female colleagues to progress to higher paying roles. This will help inform a revised action plan for 2021 onwards.

Javed Khan

Chief Executive, Barnardo's

* Individuals may choose to identify themselves in different ways, including as Black, Brown, BAME, as 'people of colour' and/or as members of Global South Communities.

Gender Pay Gap – What does it mean?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires Barnardo's to carry out Gender Pay Reporting.

This can help us to assess the levels of gender equality at the charity, the balance of male and female employees at different pay grades and how effective we are at nurturing and rewarding talent.

The gender pay gap is separate from equal pay. According to the Equality & Human Rights Commission, '...whilst both equal pay and the gender pay gap deal with the disparity of pay women receive in the workplace, they are two different issues:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.¹

As an employer, failing to provide equal pay to employees is unlawful, while having a gender pay gap is not. Barnardo's is an equal pay employer. We do not engage in any practices that breach equal pay legislation.

As an employer, Barnardo's is committed to **tackling and eliminating gender inequality, and all forms of inequality.**

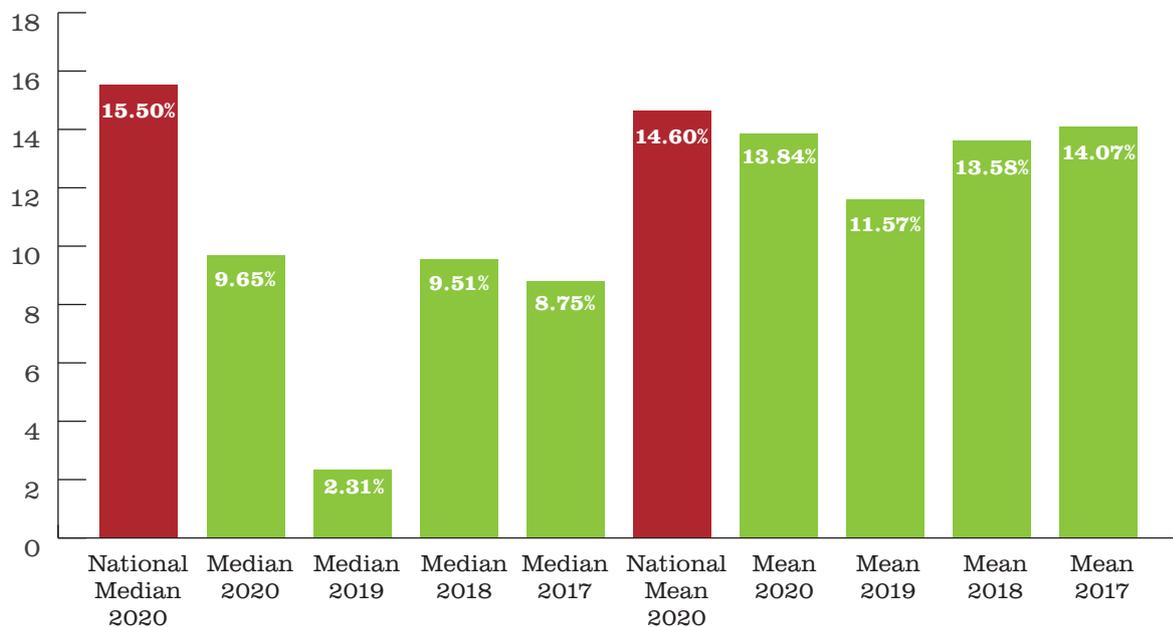
¹ <https://www.equalityhumanrights.com/en/advice-and-guidance/what-difference-between-gender-pay-gap-and-equal-pay>

Barnardo's Gender Pay Gap

Barnardo's overall gender pay gap by mean average is **13.84% in favour of men, below the national mean pay gap of 14.6%**. This represents the difference between the average salaries of females and males across our total workforce. At the time we drew up our 2019 Gender Pay Gap Report, the figure was 11.57% in favour of men. There has, therefore, been an increase in the mean average this year by 2.27 percentage points.

Our gender pay gap by median average is **9.65%, significantly below the national median pay gap of 15.50% (ONS 2020)**. The median gender pay gap is the percentage difference between the midpoints in the ranges of hourly earnings of female and male employees. These ranges are created by taking the hourly wages for employees and lining them up from lowest to highest. The middle wage in each case is then chosen for comparison.

Barnardo's vs National Gender Pay Gaps



Whilst our 2020 data is more on trend compared to previous years, and 2019 appears to be a blip in the trend, we are disappointed that both our median and mean pay gaps have increased between 2019 and 2020.

These ratios are calculated from a workforce that is 86% female and 14% male. We employ a large percentage of part-time sessional workers and staff in occupations where there has been a societal trend towards women as the predominant gender.

Statutory Information: **Bonus Data**

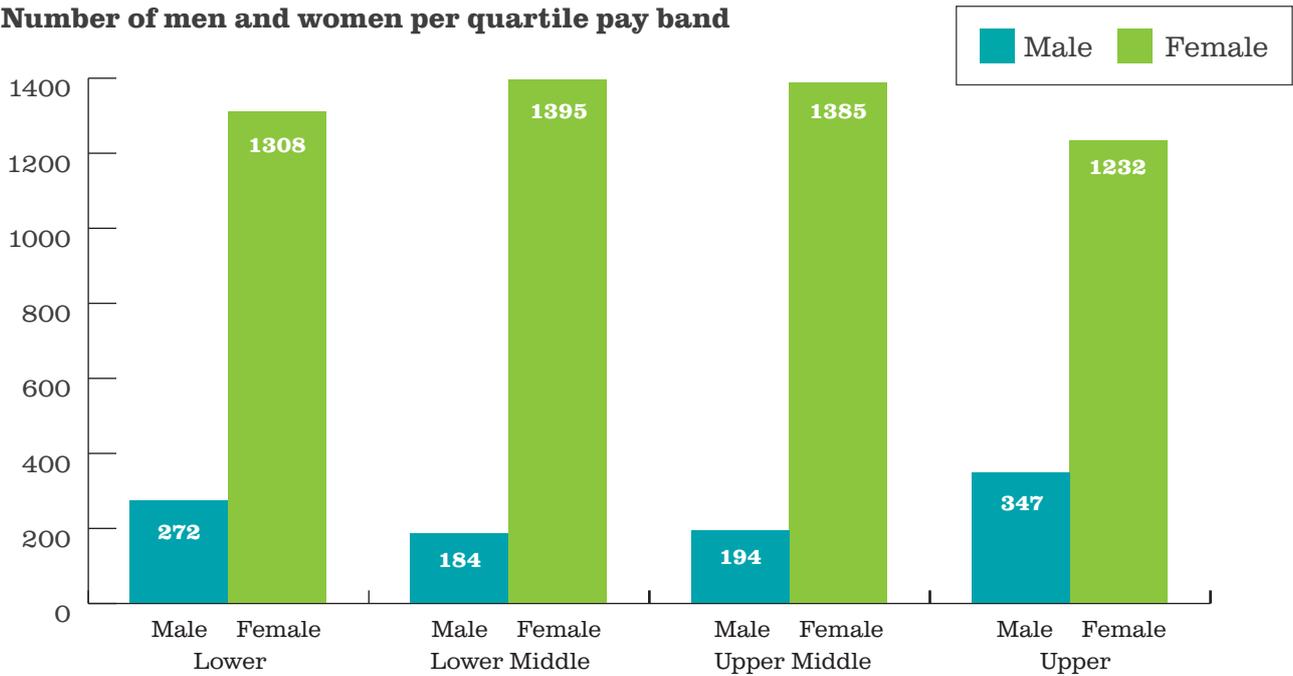
During the 2020 reporting period, no bonus payments were made to any workers in Barnardo's.



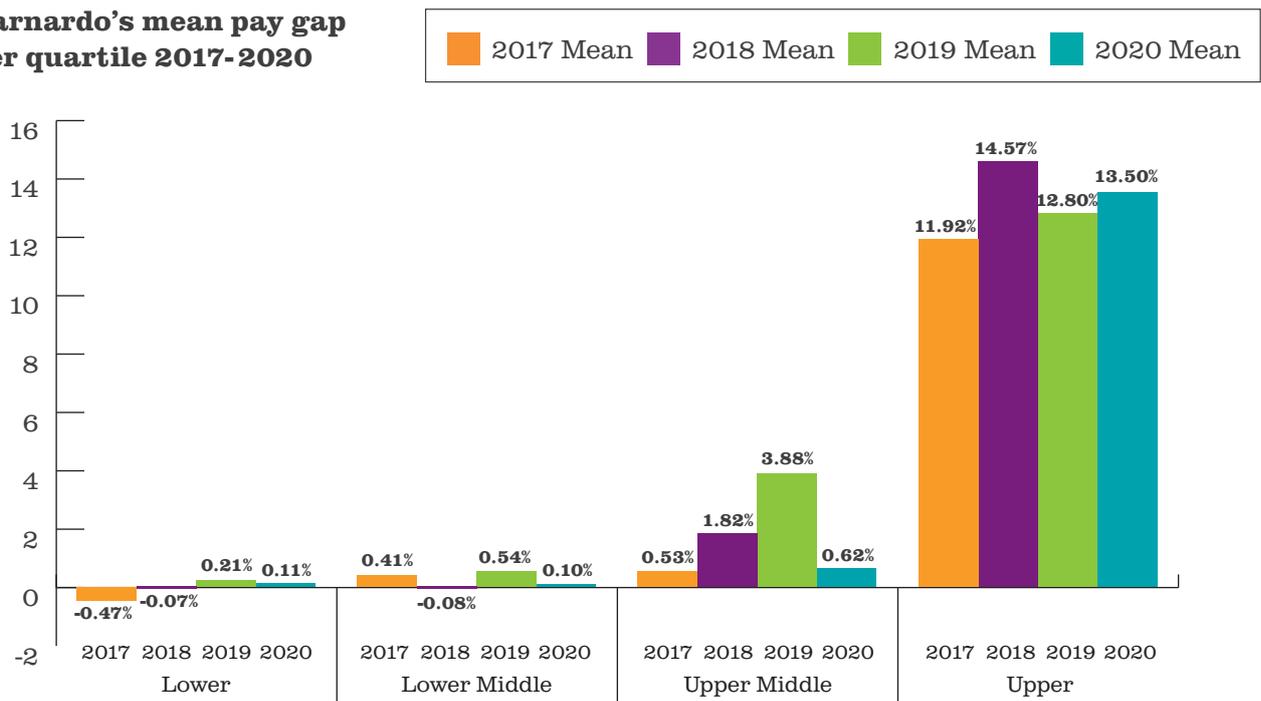
Our gender pay gap: What does it show us?

An analysis of our gender pay gap by quartiles has helped to identify the key 'drivers' behind the gender pay gap at Barnardo's.

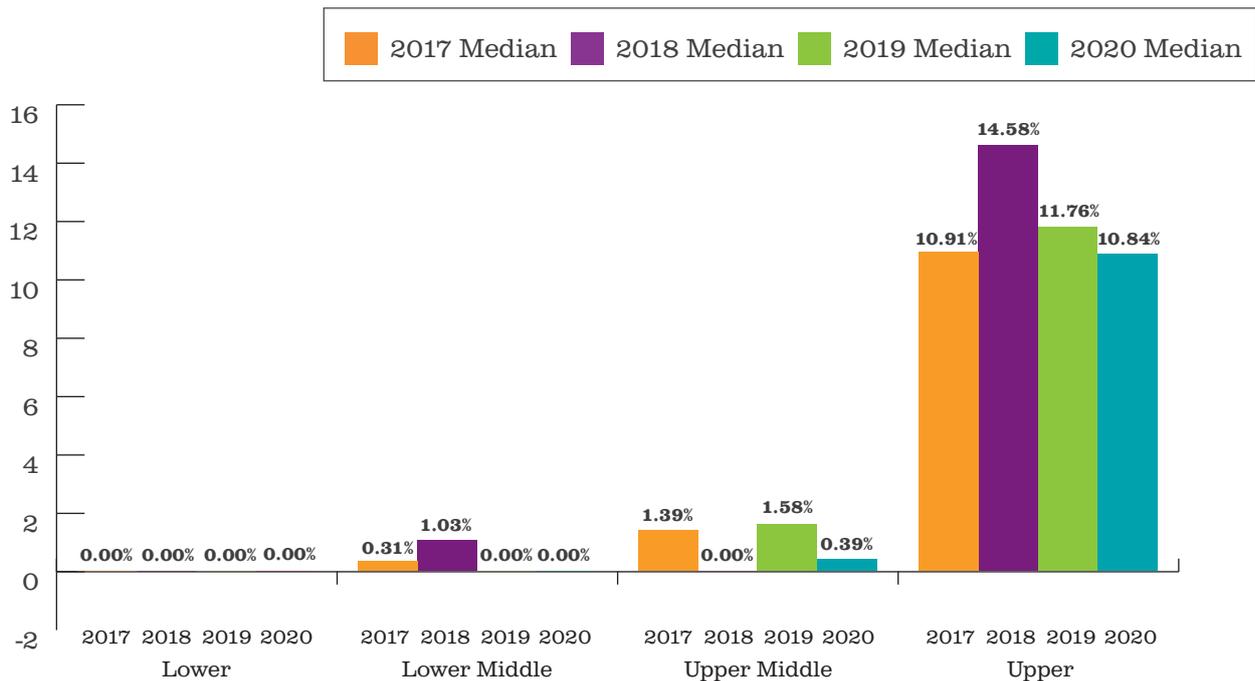
Number of men and women per quartile pay band



Barnardo's mean pay gap per quartile 2017-2020



Barnardo's median pay gap per quartile 2017-2020



Key driver 1: Higher proportion of men than women in upper quartile

Barnardo's workforce is predominantly female but the proportion of the male workforce in the upper quartile is higher (22%) than the proportion of the males across the whole of the workforce earning (16%). This is one of the key elements driving our gender pay gap and is therefore an area in which we are continuing to focus on as part of our action plan.

Key driver 2: Low male representation in middle quartiles

Male representation is particularly low in the upper middle and lower middle quartiles (both 12%). Low male representation in the middle quartiles is another key contributor to our gender pay gap where we continue to focus attention.

Key driver 3: Reduction of females in the upper quartile

Whilst our overall gender profile remains roughly the same (84%:16% this year compared to 85%:15% last year), analysis of the data for the quartile male/female split has shown us that whilst the total employee number has gone down, most of the losses have come from females in the upper quartile in particular.

Barnardo's Gender Pay Gap Action Plan

In our initial Gender Pay Gap report in 2018, we outlined a number of actions which we have implemented to try and improve our gender pay gap position over the longer term. These have included requiring 'head hunters' and search agencies to provide a diverse gender mix at longlisting stage for all senior appointments; the establishment of an Emerging Leaders Programme' focusing on female (and particularly BAME) staff; introducing 'name-blind' recruitment in 2018 to help address recruitment bias; and setting up a Women's Network.

In 2021 we will assess the effectiveness of the initiatives and refocus our action plan to develop further realistic and achievable objectives aimed at reducing our Gender Pay Gap.

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