

## Gender Pay Gap

Since 2017/2018 public and private sectors employers with 250 or more employees have been required annually to publish data on the Gender Pay Gap within their organisation.

The Gender Pay Gap is defined as the difference in median (middle) pay between men and women. The median is the point at which half of employees earn more and half earn less. It is regarded a better measure of pay than taking an average.

The data relates to the snapshot date of 5<sup>th</sup> April 2024. At the snapshot date we employed 219 female 'relevant employees' (as defined by HMRC) and 12 male 'relevant employees'.

## Complete Childcare

### Percentage of employees by pay quartile:

Upper quartile	Male 5%	Female 95%
Upper middle quartile	Male 7.5%	Female 92.5%
Lower middle quartile	Male 7.3%	Female 92.7%
Lower quartile	Male 7.3%	Female 92.7%

The employee by quartile identifies the male / female split of the highest 25% of earners within Complete Childcare, followed by the next 25%, second to lowest 25% and then the lowest paid 25%. Whilst there are more females employed in total you can see that the biggest percentage of females is in the upper quartile of pay.

### Mean (average) hourly rates of pay

Males £12.89

Females £12.93

This means that using the mean (average), women at Complete Childcare are paid 0.3% more than men.

### Median hourly rate of pay

Male £11.78

Female £11.78

This means that using the median (middle) hourly rates both men and women are paid the same.

#### Mean Bonus Pay

The mean (average) bonus pay for males was £175 whereas the mean bonus pay for females was £548 based on bonuses received in the previous 12-month period to the snapshot date.

#### Median Bonus Pay

The median (middle) bonus pay for males was £175 whereas the mean bonus pay for females was £200 based on bonuses received in the previous 12-month period to the snapshot date.

All our roles within Complete Childcare are equally relevant to both genders but the nature of our industry is heavily skewed towards females and a younger workforce.

I can confirm that the data is accurate and relates to the snapshot date of 5 April 2024.

Alec Hodson

Managing Director

Kingsclere Nurseries Ltd