



# The Children's Trust Gender Pay Gap Report 2025



# Introduction

The 'gender pay gap' is the difference in average earnings between women and men. Its goal is to increase transparency and accountability around pay disparities between men and women, encouraging employers to take action to address identified gaps. The Children's Trust is committed to paying staff fairly and our Gender Pay Gap Report is an essential part of our ongoing pay strategy.

We understand that an organisation such as ours, with a significantly female workforce, has a particular responsibility in relation to achieving gender pay equity. The work we do each year towards better pay equity, is essential to ensure that we attract, motivate, and engage all our staff, in pursuit of our charitable objectives.

**Mike Maddick**  
Director of Resources

## Gender pay gap versus equal pay

### Gender pay gap reporting

The aim of gender pay gap reporting is to show the difference between what women and men are paid at the same organisation, irrespective of their jobs.



### Equal pay

Equal pay is not the same as the gender pay gap. Equal pay has been a legal requirement for over 50 years. It means that men and women are paid the same for like-for-like work.



# Overview of our gender pay gap 2025

Our Gender Pay Gap Report reports on the differences between men's pay and women's pay across the organisation based on data as of 5 April 2025, as per our regulatory requirement as an employer with over 250 employees as set out by the Government Equalities Office. We are required to report:

**Median gender pay gap**  
the 'median' figure is the difference between the midpoints in the ranges of men's and women's pay per hour.

**Mean gender pay gap**  
the 'mean' figure is the difference between the average men's pay per hour and the average women's pay per hour.

Our April 2025 gender pay gap headlines	Median	Mean
<b>Percentage</b> The percentage difference based on hourly pay	3.1 %	14.4 %
<b>Hourly rate</b> How much more men are paid than women per hour	£0.58	£3.41
<b>Annual pay</b> How much more men are paid than women per year (based on working 37.5 hours a week)	£1,131	£6,649

## Trend since 2020

Reporting year	Median pay gap	Mean pay gap
2020	21.3 %	20.4 %
2021	20.4 %	22.4 %
2022	13.3 %	15.6 %
2023	-2.7 %	14.2 %
2024	11.0 %	20.6 %
<b>2025</b>	<b>3.1%</b>	<b>14.4%</b>

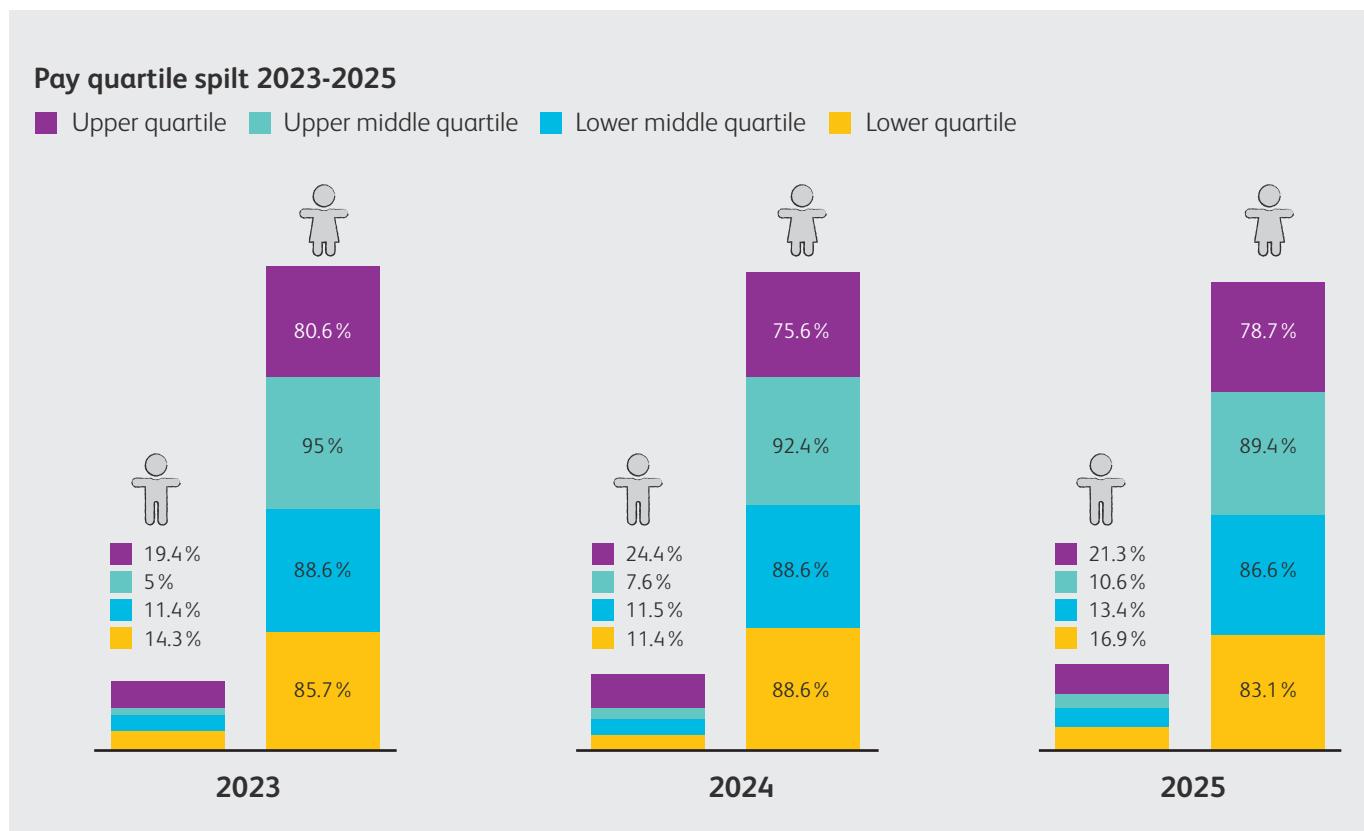
# Why does The Children's Trust have a gender pay gap?

As reported in previous years, there are two main causes of the gender pay gap at The Children's Trust and based on this year's analysis this remains the case.

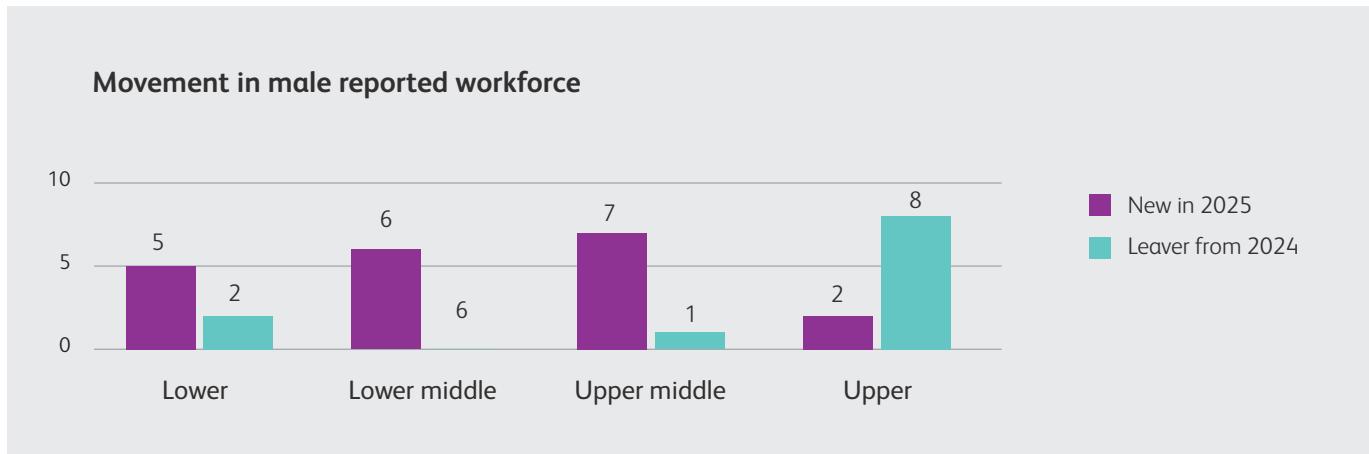
## 1 The balance of gender across pay quartiles

The makeup up of our staffing group impacts our gender pay gap. A significant majority of the workforce at The Children's Trust are female (86 % of our April 2024 and April 2025 datasets).

This means that where our much smaller male workforce sit within the pay quartiles can have a more significant impact on the gender pay gap and this can be seen within the breakdown of the reported workforce into pay quartiles.



Since the 2024 report, movement within the male workforce has shifted the balance across the quartiles. The majority of male leavers were reported in the upper quartile in 2024, whereas the majority of males that have joined the organisation have joined the lower and middle quartiles.



While the highest percentage of males remain in the upper quartile, the increased % of males in the lower and middle quartiles has started to close the gap.

Male recruitment has been successful in new roles created as part of a restructure of our estates team and within our recruitment drive for Children Support Assistants with the offer of sponsorship for international applicants.

## 2 Impact of highest paid roles

Due to the relatively small size of our male workforce, a few high-paid individuals disproportionately influence the overall male mean pay, making this a significant factor in our mean gender pay gap.

Notably, four of the organisation's ten highest earners are male.

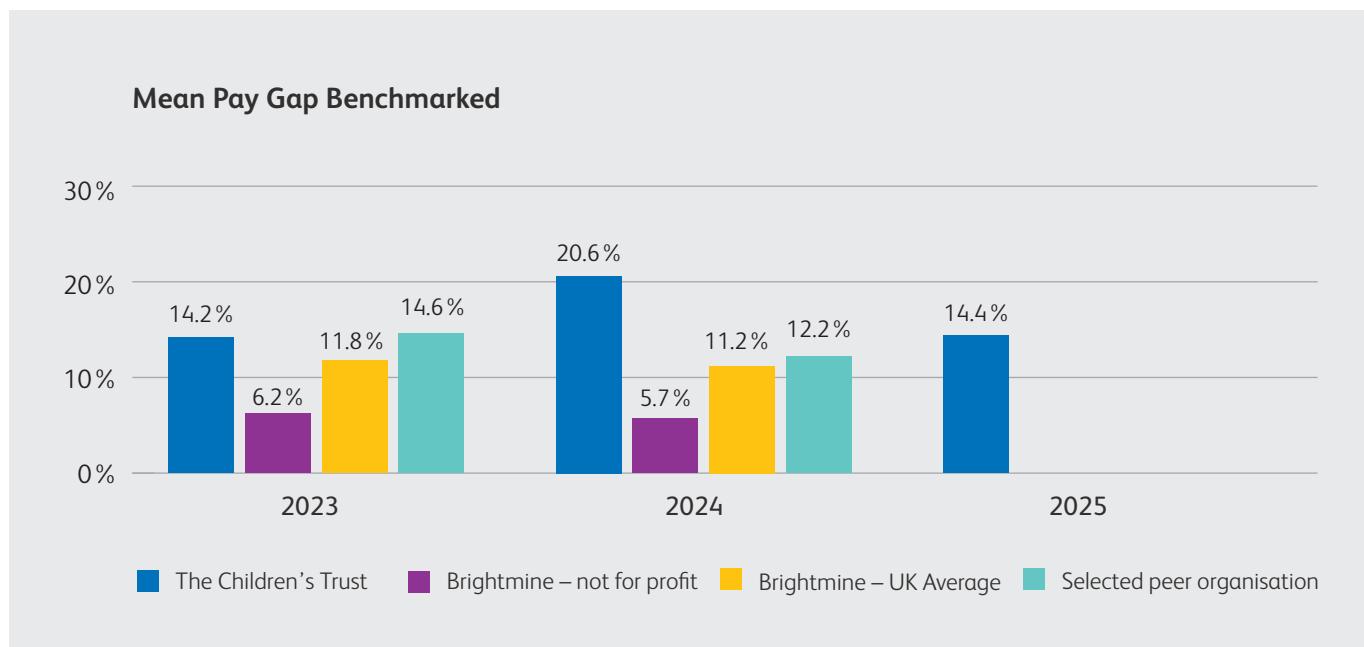
If the top ten earners were excluded from the dataset, our mean pay gap would fall to 3.8 %, which illustrates how slight changes in the male population can significantly impact our reported figures.

3.8%

# How do we compare with other organisations?

We have explored some relevant benchmarking for comparing our gender pay gap data. As reporting for 2025 has not been published by organisations at time of reporting we have reviewed the previous two years.

Benchmark data provided by Brightmine and is based on official Government data for organisations that had reported their mean gender pay gap by reporting deadlines.<sup>1</sup> In addition, a 'peer organisation' benchmark related to similar organisations to The Children's Trust is also used as a comparison.



We acknowledge that we had an increased pay gap in 2024, in contrast to our benchmark grouping. We have taken action from our last reporting period with a commitment to reducing our gap in line with other not-for-profit and peer organisations and we are pleased that we are reporting a reduction in 2025. We await publication of wider results to see if we now align more closely to peers.

<sup>1</sup> Comprises of GPG data from Chailey Heritage Foundation, Great Ormond Street Hospital, CSH Surrey, Epsom and St Helier Hospitals NHS Trust.

## Gender bonus gap

As part of legislative requirements, organisations are asked to include data on bonuses paid. Bonuses are very rarely paid as part of remuneration packages at The Children's Trust and there were no bonuses paid in this reporting period.

## Next steps

We are encouraged that the gender pay gap has decreased in 2025 compared to 2024 and remain committed to positive actions to improve the gender equity in the organisation with a focus on:

- Ensuring our recruitment process attracts a wide range of candidates to support the selection of the best talent.
- Maintaining the process of mixing interview panels and/or mixed stake holder panel for all senior roles, formally noting where this has not been achieved, most likely due to availability of male senior colleagues.
- Reviewing our recruitment practices as part of reviewing our Safer Recruitment policy.
- The impact of the government's changes to the immigration rules for carers will impact our recruitment of international staff into our carer roles, which had assisted our ability to increase the number of males in our carer roles which had been challenging within the domestic market. We will focus on ensuring marketing campaigns for these roles are reviewed to ensure we are doing all we can to attract male as well as female applicants.
- Succession and talents and investment in leadership across the organisation to support internal progression, in line with our workforce strategy which forms part of our 2030 strategy.

## Conclusion

We have identified and acknowledged the reasons contributing to the gender pay gap in our organisation and are encouraged that the gap has reduced this year. We continue to strive to close the gap by being aware of the impact of the gender makeup of our organisation and doing all we can to positively impact gender equity.

We want to continue to engage with all staff on this topic and therefore welcome feedback and suggestions on this report.

# Gender identity and our commitment to equity, diversity and inclusion

The Children's Trust wholeheartedly supports and embraces gender equity and believes that for equal work, pay should also be equal.

Equal pay means that men and women are paid the same, for doing the same job – this has been the law since 1970.

Although government reporting regulations require all staff to be categorised as 'male' or 'female' for the purpose of calculating our gender pay gap, we know that not everyone will fall within these binary gender categories. The Children's Trust is committed to equity, diversity and inclusion in everything that it does.

We've taken steps to create an inclusive culture for all our staff and will continue to build on this. Measures include encouraging staff to share their pronouns and capturing people's gender identity beyond what is required for gender pay gap reporting.

