



Happy Days
Where Children Shine

Gender Pay Gap Report - 2023



What is the Gender Pay Gap?

All businesses employing 250 or more staff are required by law to publish details annually of their gender pay gap and report this information to Government.

The gender pay gap is a measure that shows the difference in average earnings between men and women. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of an equal value.

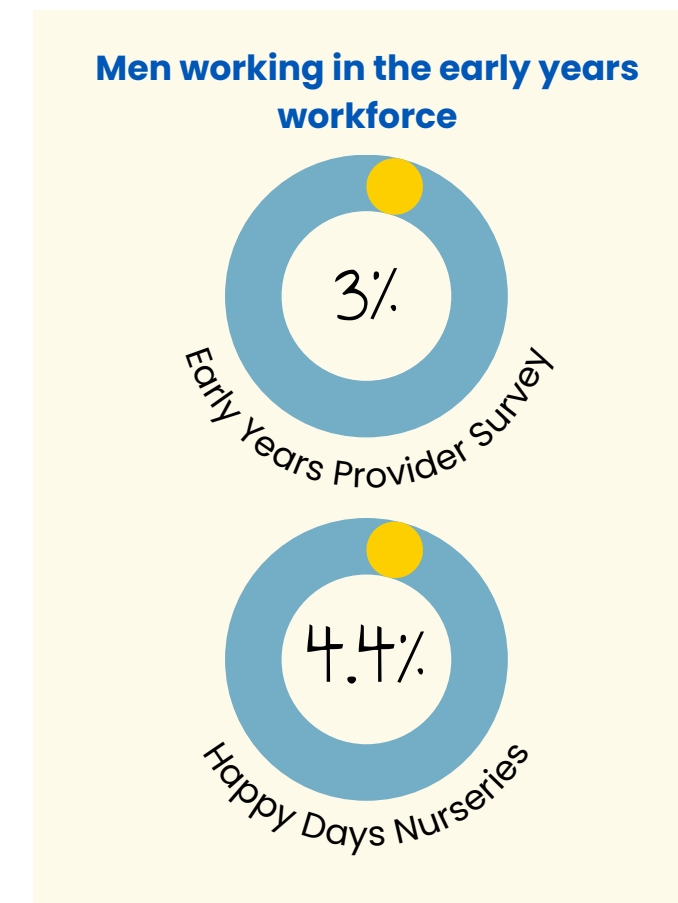
The Gender Pay Gap Regulations require that we report against the following metrics:

- the difference in the mean pay of full-pay men and women, expressed as a percentage
- the difference in the median pay of full-pay men and women, expressed as a percentage
- the difference in mean bonus pay of men and women, expressed as a percentage
- the difference in median bonus pay of men and women, expressed as a percentage
- the proportion of men and women who received bonus pay
- the proportion of full-pay men and women in each of four quartile pay bands
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Happy Days Nurseries and Pre-schools recognises that having a diverse workforce continues to be vital to its success. At the core of our purpose is to offer the best quality childcare within our 22 settings across the South West.

According to the Governments 2023 Childcare and early years provider survey only 3% of men are in the early years workforce.

Happy Days gender pay gap is against a background of a 95.6% female workforce. Whilst we employ a greater proportion of women than men across all quartiles we are proud to be above the sector norm for attracting men to our workforce. However, we recognise we still have a way to go to attract more males into our workforce

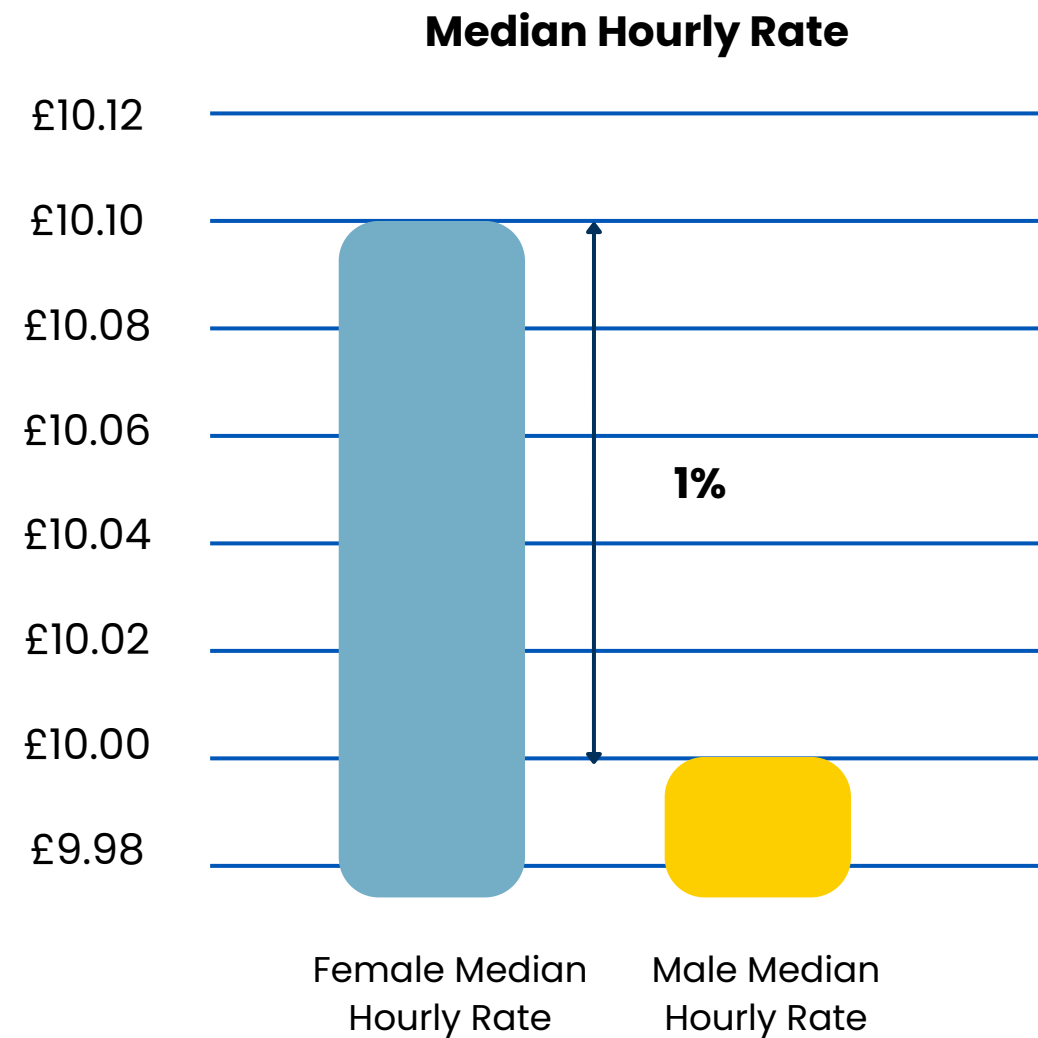
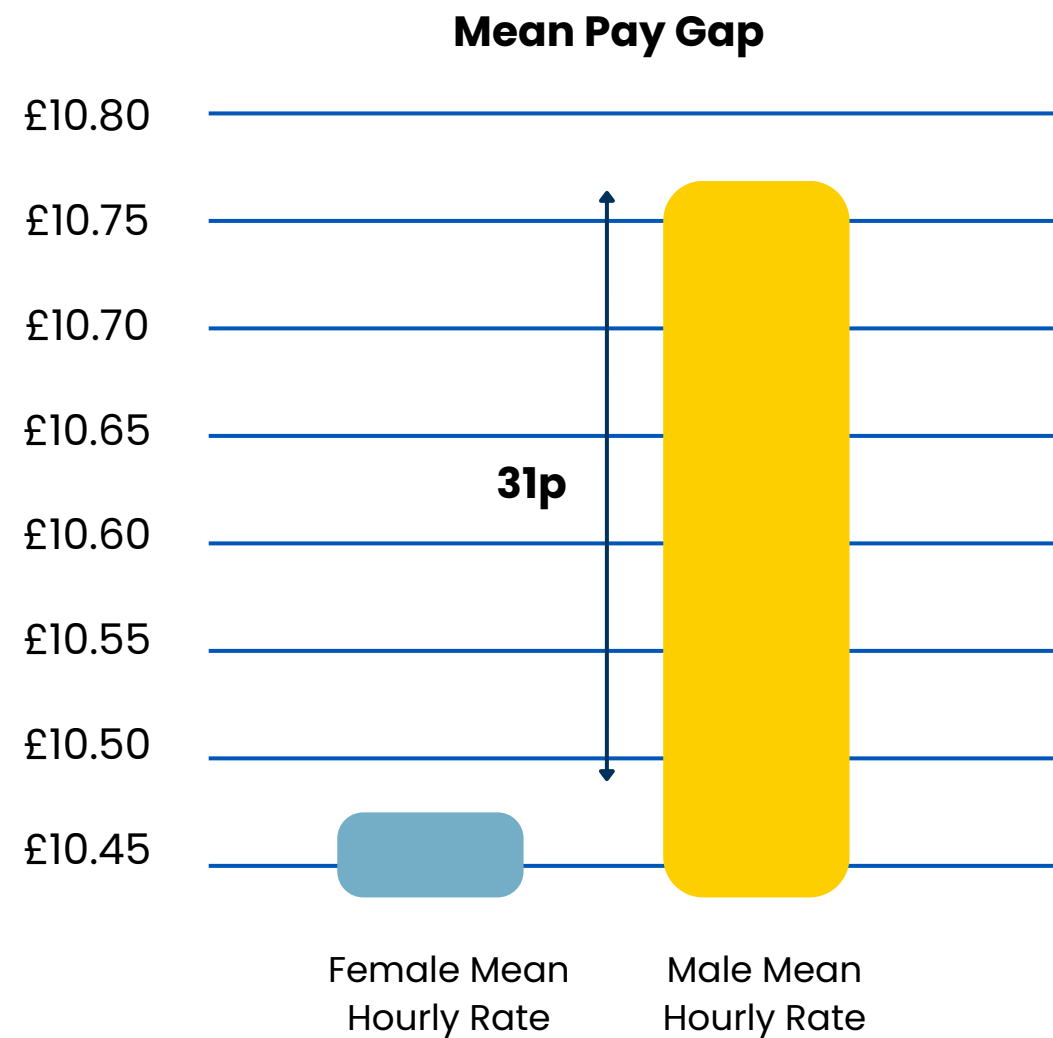


Results

Difference between male and female employees:

Mean Pay Gap: 2.9% in 2022 our gap was 3.6%

Median Pay Gap: -1% in 2022 our gap was 0.7%

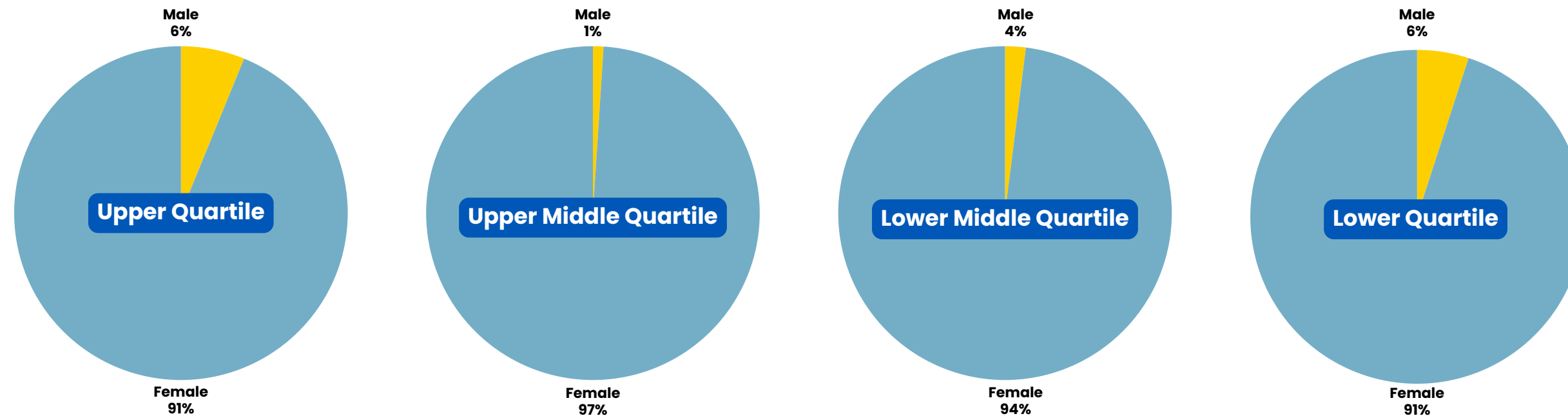


The above data tells us that women earn £1.01 for every £1 that men earn.



Results

Proportion of Male and Female employees in each quarter:



What does our data tell us?

Happy Days are proud to report a continued reduction in our gender pay gap for the last 7 years, even more so that our median gap is -1% with women earning £1.01 for every £1 men earn.

However, we recognise the challenge the whole early years sector has in attract men into its practitioner roles. Happy Days is no different, we have made this a focus and have seen a slight increase and are hopeful that 2024 will see an even greater one. Happy Days are acquiring more settings and are eager to ensure that we are able to attract male practitioners across all of our nurseries.

In 2022 Happy Days lower quartile was 95% female, it is now 91% female, we have made positive and significant improvements on attracting males into our organisation. There is always more we can do.

Happy Days recognises the value a diverse workforce can have in allowing us to provide rich learning opportunities and effective role modelling to all of the children in our care.

Attracting more men to the workforce will also create a varied and diverse pool of talent.



Results

As we committed in 2023, we continue to commit to:

- ☀️ As part of Happy Days Pay Review, we continue to ensure parity in pay in regard to gender and diversity characteristics. Happy Days are confident that men and women receive equal pay for equal work. Our internal pay structure allows us to ensure that fairness and equity applies to any individual appointed into post, irrespective of their gender.
- ☀️ We aim to ensure the fair treatment of all staff irrespective of gender through transparent recruitment processes
- ☀️ Happy Days will be placing a focus on professional development, ensuring this is available to all. We will be developing and introducing career pathways and development programmes to support our employees to progress and develop their early years career with us.
- ☀️ Happy Days will introduce a coaching culture, starting with leadership roles and working through the organisation.
- ☀️ Happy Days is exploring wider initiatives for supporting men in childcare from career progression with our apprenticeship provider through to supporting their wellbeing and breaking down stereotypes associated with men working in our sector.
- ☀️ Happy Days are committed to addressing potential barriers to achieving equality.
- ☀️ The gender pay gap data will facilitate on-going organisation wide conversations with senior leaders regarding the gender pay gap data, the associated conclusions and what meaningful actions can be taken.

Happy Days celebrates the women we have in our leadership roles, a goal for us remains to attract more male practitioners and managers to our company. We will continue to be a supportive workplace, offering flexible working to empower women to return to work. We are also reviewing our benefits to include elements that are attractive to all looking to work in the early years sector.

