



**Happy Days**  
Where Children Shine

# Gender Pay Gap Report - 2024



# Gender Pay Gap Report 2024

## Introduction

At Happy Days, we are committed to fostering an inclusive and diverse workplace where all employees have equal opportunities to succeed. This report outlines our gender pay gap figures for the reporting period ending April 2024 and details our ongoing efforts to address any disparities.

## Understanding the Gender Pay Gap

The gender pay gap is the difference in average earnings between men and women, expressed as a percentage of men's earnings. It is distinct from equal pay, which refers to paying men and women the same for equivalent work.

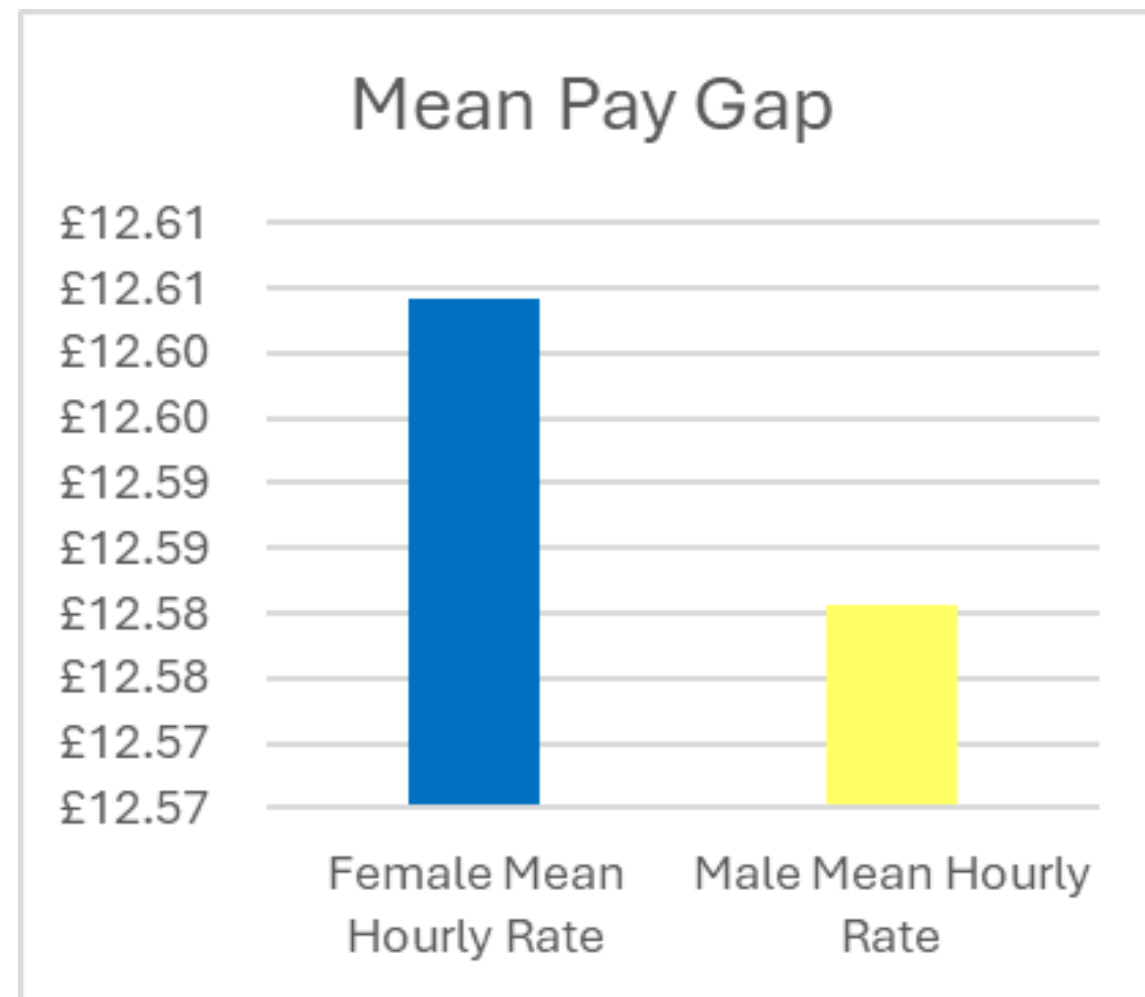




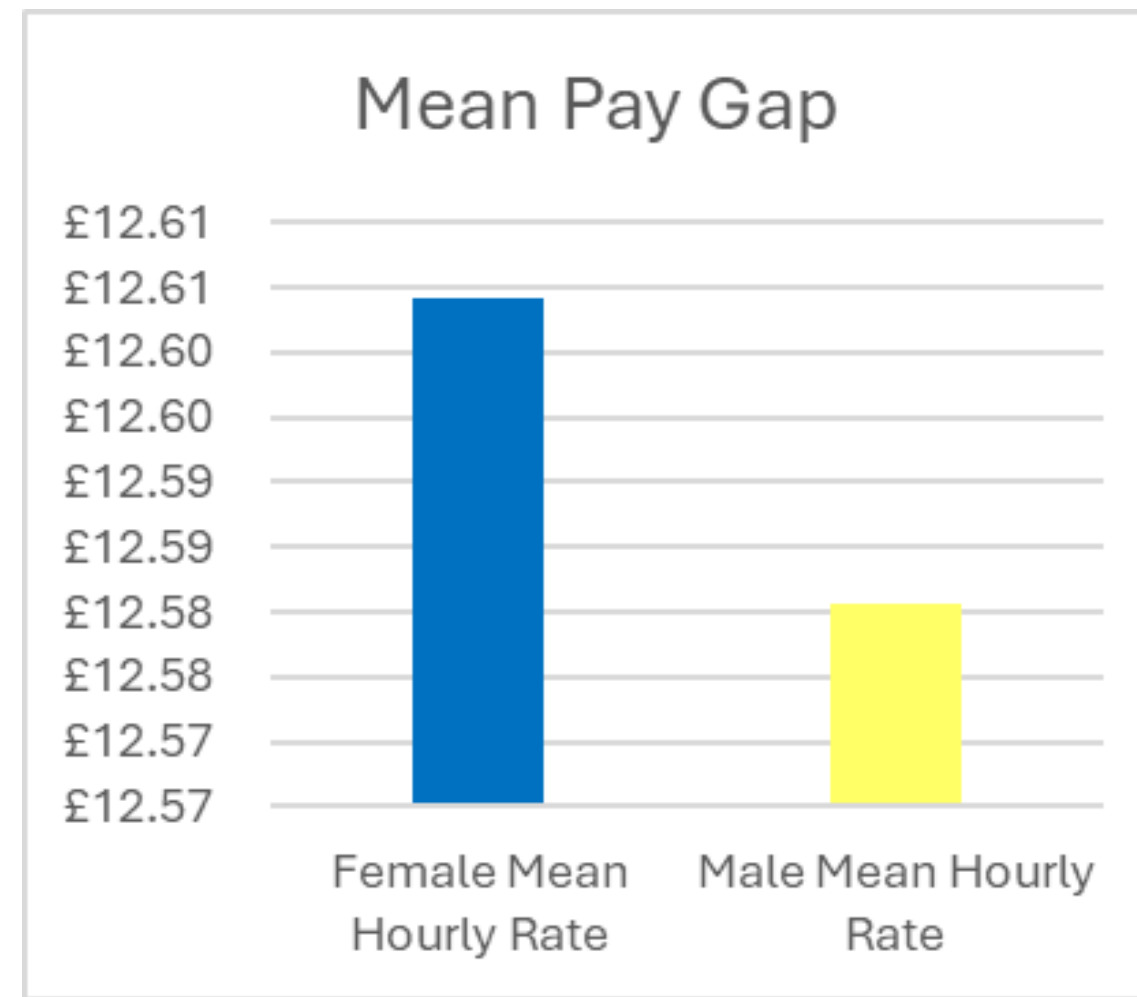
# Our Gender Pay Gap Figures

Based on data as of April 2024, our gender pay gap figures are as follows:

**Mean Gender Pay Gap: -0.2% (2023 2.9%)**



**Median Pay Gap: 2.6% (2023 -1%)**

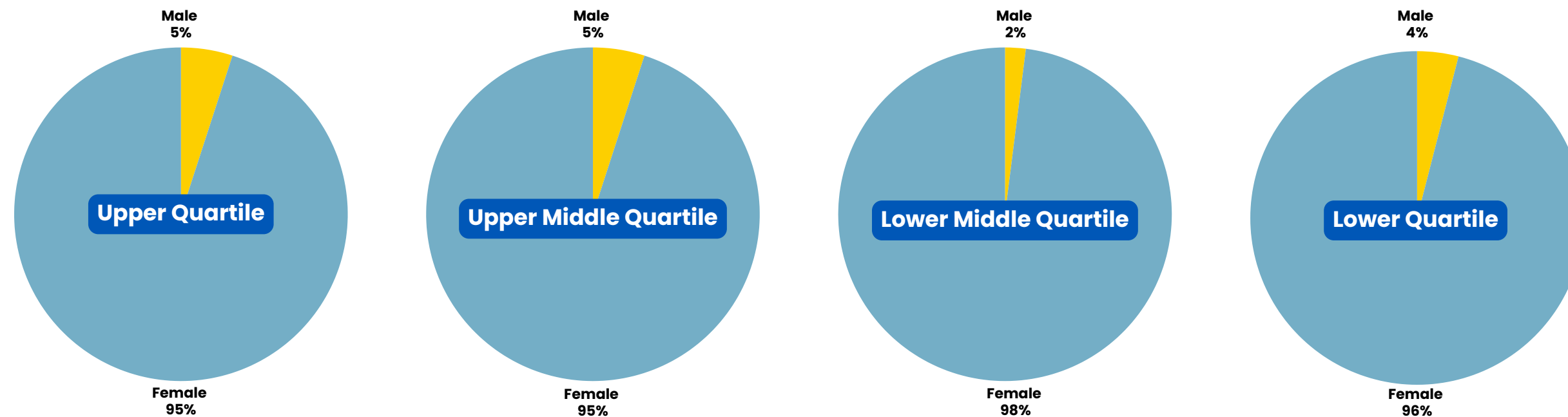


- Mean bonus pay gap: 0% - no male bonuses
- Median bonus pay gap: 0% - no male bonuses
- Proportion of men receiving a bonus: 0%
- Proportion of women receiving a bonus: 6%



# Pay Quartiles

The distribution of men and women across our pay quartiles is as follows:



## Analysis of Our Gender Pay Gap

Happy Days gender pay gap data demonstrates that our mean gender pay gap is minimal at -0.2%, indicating that, on average, women earn slightly more than men. Our median gender pay gap of 2.6% suggests a slight variance in earnings distribution, influenced by the higher proportion of women in our workforce, particularly in senior roles.

Our bonus data highlights that no men received bonuses, whereas 6% of women did, leading to a 0% mean and median bonus pay gap. This reflects our organisation's bonus structure and workforce composition.

While we do not have a significant pay disparity, our gender representation across pay quartiles shows that women make up the majority of our workforce, particularly at senior levels. We acknowledge the need to ensure ongoing support for gender diversity at all levels.

We are also applying a more nuanced approach to annual pay awards, to bring about greater consistency within comparator roles.

Currently, 4% of our workforce is male, which remains above the industry average. According to the Government's 2024 Childcare and Early Years Provider Survey, the national average for male representation in the sector is 3%. While we continue to exceed this benchmark, our male representation has decreased slightly from 4.4% last year. We remain committed to maintaining diversity and ensuring that our recruitment efforts support gender balance within our workforce.



# Steps to Address the Gender Pay Gap

---

We are committed to maintaining a fair and transparent pay structure and continue to implement initiatives that support gender equality, including:

1. Talent Development and Career Progression: Supporting career growth through apprenticeships, mentorship and training.
2. Recruitment and Promotion Strategies: Encouraging gender-balanced hiring and internal progression.
3. Pay and Bonus Reviews: Ensuring equitable pay structures and systems.

## Conclusion

**At Happy Days, we remain dedicated to maintaining gender pay equity and supporting a diverse and inclusive workforce. We will continue to monitor our pay structures and implement strategies to sustain our commitment to fairness.**

