



Happy Days
Where Children Shine

Gender Pay Gap Report - 2025



Gender Pay Gap Report 2025

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 2025 and details our ongoing efforts to address any disparities.

Understanding the Gender Pay Gap

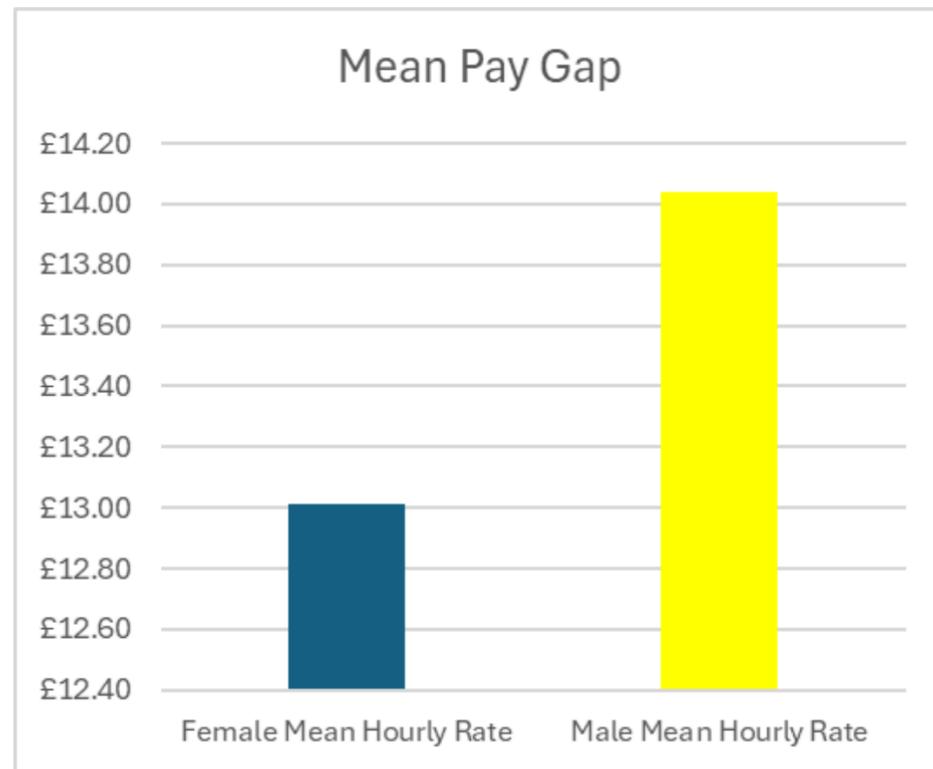
The gender pay gap is the difference in average earnings between men and women, expressed as a percentage of men's earnings. It is distinct from equal pay, which refers to paying men and women the same for equivalent work.



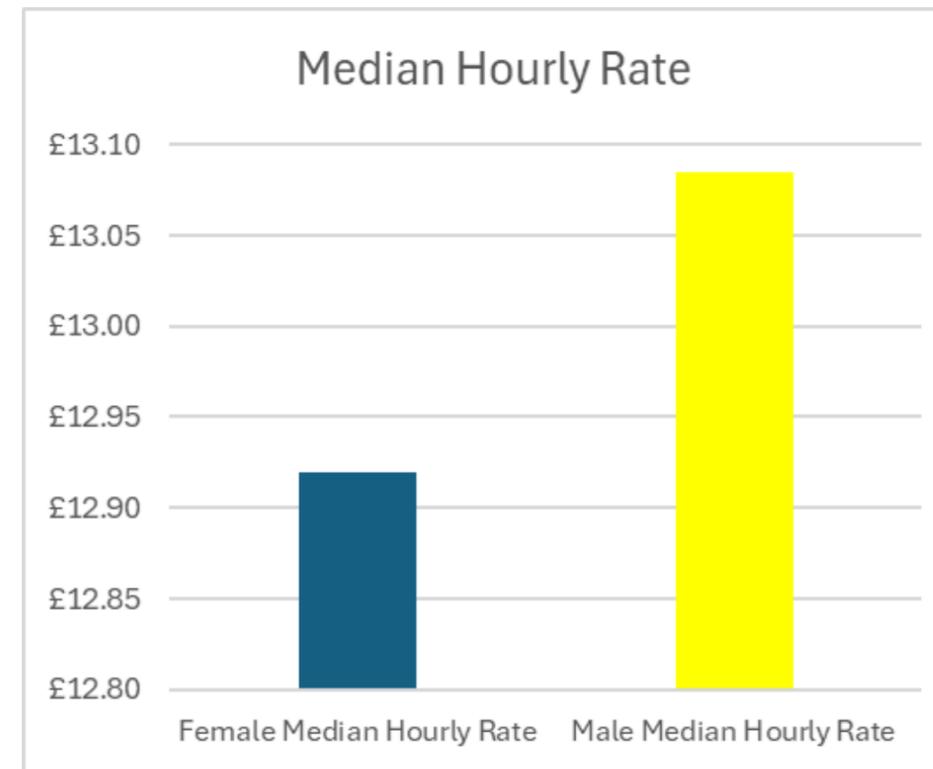
Our Gender Pay Gap Figures

Based on data as of April 2025, our gender pay gap figures are as follows:

Mean gender pay gap: 7.3% (2024 -0.2%)



Median gender pay gap: 1.3% (2024 2.6%)

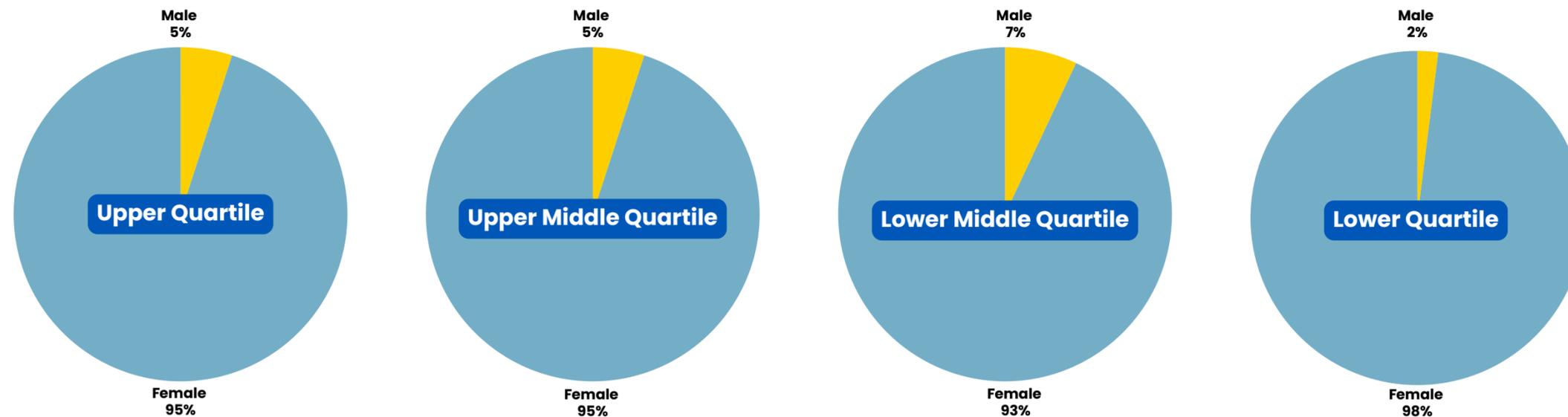


- Mean bonus pay gap: 64.5%
- Median bonus pay gap: 76.9%
- Proportion of men receiving a bonus: 2.8%
- Proportion of women receiving a bonus: 8.6%



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 shows that although our mean gender pay gap has increased from last year, moving from -0.2% to 7.3%, our median gender pay gap of 1.3% suggests a greater alignment in earnings distribution overall.

Our bonus data highlights that 2.8% of men received a bonus, whereas 8.6% of women did (up from 6% in 2024). As only a small percentage of males working at the company received a bonus in 2025 this has had a substantial impact on the statistics. In 2024 no male employees received a bonus payment.

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, including senior levels. We acknowledge the need to ensure ongoing support for gender diversity at all levels.

In the year to April 2025, 5% of our workforce was male, which remains above the industry average. According to the Governments 2025 Childcare and Early Years Provider Survey, the national average for male representation in the sector is 2%. Due to overall growth within the company up to April 2025 our workforce increased by 66% and male employees increased by 56% compared to the 2024 report.



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 mentorship and leadership training.
- 2. Recruitment and Promotion Strategies:** Encouraging gender-balanced hiring and internal progression.
- 3. Pay and Bonus Reviews:** Ensuring equitable pay structures through regular audits.

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.

