

Together for Children Gender Pay Gap – 5 April 2025

The Equality Act 2010 Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 introduced requirements for companies with more than 250 employees to publish annually certain, specific information about the pay of their male and female employees. The date on which the data snapshot is taken is 5 April. Together for Children is committed to transparency, fairness and equality in pay and has prepared this report in line with statutory requirements

Together for Children’s Gender Pay Gap

There were 994 employees working on the snapshot date of 5 April 2025. The gender pay gap analysis is based on headcount which showed 843 female employees and 151 male employees. As a children’s social care organisation, the workforce is predominantly female, which significantly influences overall gender pay gap outcomes.

The company operates a graded salary structure of incremental salary scales with a range of spinal column points (pay points), using the nationally negotiated pay spines as the basis for its local pay structures, together with some locally determined rates. The company does not operate a bonus scheme. Comparison of mean pay in the company shows a gap of 1.42% in favour of men. Men and women are paid equally for the same roles, and the gender pay gap reflects workforce composition and role distribution rather than unequal pay.

Overall Mean 2025	Hourly Rate Total	Emp Nos	Mean	%Gap
Overall	£20167.27	994	£20.29	1.42
Female	£17066.36	843	£20.24	
Male	£3100.91	151	£20.54	
Overall Mean 2024	Hourly Rate Total	Emp Nos	Mean	%Gap
Overall	£18595.16	954	£19.49	4.76
Female	£15569.32	805	£19.34	
Male	£3025.84	149	£20.31	

This represents a significant year-on-year improvement, with the mean gender pay gap reducing by over three percentage points since 2024.

Comparison of median pay in the company shows a gap 2.46% in favour of men. Small changes in the median pay gap are influenced by staff movement within roles and grades rather than changes to pay policy or practice.

Median 2025	Female	Male	%Gap
Overall	£18.66	£19.13	2.46
Median 2024	Female	Male	%Gap
Overall	£18.06	£18.24	0.99

Pay by quartiles: hourly pay quartiles.

Pay quartiles show how men and women are distributed across the company's pay structure, from the lowest to highest paid roles.

Quartile	Highest Hourly Rate	Lowest Hourly Rate
1	£61.48	£23.26
2	£23.22	£18.80
3	£18.78	£16.10
4	£16.10	£8.78

91% of people in the lower pay quartile are women. This also reflects the occupational distribution within the company, where a high proportion of women are employed in a range of lower-paid roles, including both frontline and essential support functions, as well as part-time and term-time posts. These roles are critical to service delivery but are typically positioned at lower grades within nationally negotiated pay structures.

Work on eradicating the Gender Pay Gap

The company workforce is predominantly female; even in the highest paid quartile 87.9% of employees are female. This demonstrates that women are well represented in senior and higher-paid roles, with clear progression opportunities across the company.

Measures which are being used include:

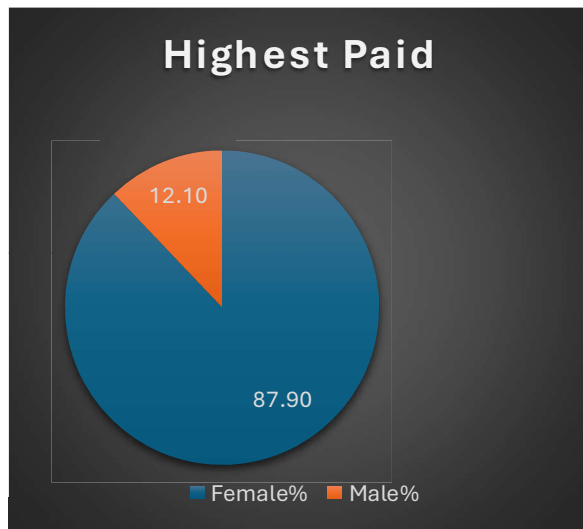
- Support for women returning to work through shared parental leave, job sharing, compressed hours, part-time, and term-time opportunities alongside new modernised agile working practices established across the company.
- Encouraging all the TfC workforce to take advantage of the flexible and agile working arrangements including flexible retirement in place to enable them to fulfil their caring responsibilities.
- Establishing three routes into Management & Leadership for the TfC workforce from Aspiring Manager through to Established Leader.
- Continuous improvements for the recruitment process: the company has modernised recruitment procedures and practices eliminating potential for unconscious bias.
- TfC has a committed and established approach to the promotion of a fair, equitable and inclusive workforce where everyone has a sense of belonging. TfC has established a strong Equity, Diversity and Inclusion (EDI) Strategy, setting out a clear framework to embed inclusion across the organisation. The strategy is underpinned by three core goals designed to drive meaningful cultural change, ensure equity of opportunity, and promote an inclusive working environment where all colleagues feel valued, respected and supported. Delivery is supported by the appointment of an EDI Lead and staff-led initiatives such as Staff Networks which play an important role in providing a safe and supportive space for members to thrive - raising awareness and reducing stigma and supporting colleagues to remain healthy, engaged and productive at work. The strategy plays a key role in addressing the gender pay gap by tackling barriers to progression, improving

representation and promoting equitable employment practices across the organisation.

This report has been reviewed and approved by senior leadership. Together for Children will continue to monitor its gender pay gap annually and take action where appropriate to support equality, diversity and inclusion.

Gender Pay Gap info graphic.

This illustrates the gender distribution across four equally sized quartiles, each containing approximately 248 employees.



Overall TfC workforce – Profile breakdown

