

## **Gender Pay Report**

As of 31st March 2021, Busy Bees has five legal entities in the UK with more than 250 employees, of which we are required to produce a report for each separate one.

Gender pay is not the same as equal pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. Gender pay measures a very different metric, it is a measure of the difference between men and women's average earnings across the entire organisation regardless of their job role.

### **Our data**

As indicated in previous reports, our data indicates that there is a gender pay gap in some of our legal entities. There are a number of different factors that contribute to this, the largest contributor is where our National Support Centre (NSC) staff are included in the legal entity Busy Bees Nurseries Ltd. Within our NSC team there are a higher percentage of male colleagues with salaries reflective of their sector professions and expertise, these salaries and bonuses are being directly compared to our nursery settings where we have predominantly female practitioners and apprentices.

We do however have a high percentage of female colleagues in senior positions, earning salaries higher than male colleagues, which demonstrates our commitment to progressing both male and female leaders in the organisation.

At Busy Bees we have a range of bonus schemes and our bonus gap is reflective of this. They include lower financial value schemes aimed at rewarding those in non-management positions such as Ofsted outstanding awards and recruitment referrals. These lower value bonuses are being compared to management performance-related bonuses that are available to all of our nursery managers and some NSC roles. These tend to be of a relatively higher financial value and are based on specific performance objectives.

### **How we are supporting equal opportunities for all across our business**

We have continued to review and improve our internal salary scales to ensure fairness applies to any individual appointed into a role, regardless of their gender.

We actively encourage all employees with career ambitions, regardless of their current role or gender to be supported and upskilled based on their individual pathway.

It is important to Busy Bees to offer a supportive workplace and we continue to offer flexible working within all areas of the business, enabling our people to balance home and work life.

We have a high percentage of female leaders, our UK Chief Executive Officer is female as are the CEOs of North America, Asia, Ireland and Italy. In fact, four out of the seven members of our senior management team are women.

Although Busy Bees is an equal opportunities employer, most organisations within our sector will have a predominantly female front-line workforce. And whilst we celebrate women in leadership, a goal for us remains to attract more male practitioners and managers to our company. With the proportion of men working in early years at just 4% we firmly believe a diverse workforce will allow us to provide rich learning opportunities and effective role modelling to the children in our care and create a well-rounded pool of talent.

Achieving this will not come quickly or easily. We continue to work towards making childcare a more appealing sector for males to become part of, ensuring men feel encouraged and inspired to come and work with us.

We believe these results reflect our continued commitment and the positive steps we have already made towards gender equality in reward and pay.

## Focus Areas for 2021/22

We are introducing a transparent pay-banding structure for our nurseries in 2021. The purpose of this is to align pay rates across nursery roles throughout the organisation in order to ensure that salaries are fair and consistent.

We will introduce career paths and development programmes to support our employee workforce' career development.

We will continue to be a supportive workplace, offering flexible working to empower women to return to work.

## Our Statistics

### Busy Bees Nurseries Ltd

#### Hourly Wage Pay Gap

Comments
In this legal entity, women earn <b>91p</b> for every <b>£1</b> that men earn when comparing median hourly wages. Their median hourly wage is <b>8.9% lower</b> than men's
Women occupy <b>91.2%</b> of the highest paid jobs and <b>97.9%</b> of the lowest paid jobs

#### Bonus pay gap

Comments
Women earn <b>20p</b> for every <b>£1</b> that men earn when comparing median bonus pay. Their median is <b>80%</b> less than men's
When comparing mean bonus pay, women's mean bonus pay is <b>49.3% lower</b> than men's

#### Who received bonus pay

- **7.5%** of women
- **7.3%** of men

### Busy Bees Day Nurseries (Trading) Ltd

#### Hourly wages pay gap

Comments
In this legal entity, women earn <b>97p</b> for every <b>£1</b> that men earn when comparing median hourly wages. Their median hourly rate is <b>2.6%</b> than men's
When comparing mean hourly wages, women's mean hourly wage is <b>6.2% lower</b> than men's
Women occupy <b>93.8%</b> of the highest paid jobs and <b>99.2%</b> of the lowest paid jobs

#### Bonus pay gap

Comments
Women earn the same amount of bonus as men when comparing median bonus pay
When comparing mean bonus pay, women's mean bonus pay is <b>184% higher</b> than men's

#### Who received bonus pay

- **6.7%** of women
- **3.2%** of men

## Busy Bees Day Nurseries Scotland Ltd

### Hourly wages pay gap

Comments
In this legal entity, women earn the same hourly rate as men earn when comparing median hourly wages. Their median hourly wage is the same as that of men's. When comparing mean hourly wages, women's mean hourly wage is <b>2% higher</b> than men's
Women occupy <b>93.6%</b> of the highest paid jobs and <b>94.4%</b> of the lowest paid jobs

### Bonus pay gap

Comments
Men did not earn a bonus when comparing against the women's median bonus pay. Their median bonus pay is <b>100% lower</b> than women's.
When comparing mean bonus pay, women's mean bonus pay is <b>100%</b> higher than men's

### Who received bonus pay

- **5.3%** of women
- **0%** of men

## Kids First Day Nurseries Ltd

### Hourly wages pay gap

Comments
In this legal entity, women earn the same hourly rate as men earn when comparing median hourly wages. Their median hourly wage is the same as that of men. When comparing mean hourly wages, women's mean hourly wage is <b>5% higher</b> than men's.
Women occupy <b>99.2%</b> of the highest paid jobs and <b>97.6%</b> of the lowest paid jobs

### Bonus pay gap

Comments
Men did not earn a bonus when comparing against the women's median bonus pay. Their median bonus pay is <b>100% lower</b> than women's
When comparing mean bonus pay, women's mean bonus pay is <b>100%</b> higher than men's

### Who received bonus pay

- **3.7%** of women
- **0%** of men

## Treetops Nurseries Ltd

### Hourly wages pay gap

Comments
In this legal entity, women earn the same hourly rate as men earn when comparing median hourly wages. Their median hourly wage is the same as that of men. When comparing mean hourly wages, women's mean hourly wage is <b>2.4% lower</b> than men's.
Women occupy <b>96%</b> of the highest paid jobs and <b>96.4%</b> of the lowest paid jobs

### Bonus pay gap

Comments
Women earn <b>£1.67</b> for every <b>£1</b> that men earn when comparing median bonus pay. Their median bonus pay is <b>66.7%</b> higher than men's
When comparing mean bonus pay, women's mean bonus pay is <b>246.4% higher</b> than men's

### Who received bonus pay

- **6.9%** of women
- **5.3%** of men

### Statutory Disclosure

Busy Bees has five legal entities with at least 250 employees (as at date of snapshot data 31<sup>st</sup> March and 5 April 2021). This statement has been published in accordance with the Equality Act 2010 (Gender Pay Gap information) regulations 2017

### Declaration

I confirm that all Busy Bees gender pay gap calculations are accurate and meet the requirements of the regulations.

Judith Marriott – HR Director