

Gender Pay Gap Report 2023



Under current legislation all companies with more than 250 employees have to report six gender pay statistics, including their gender pay gap, on an annual basis. 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. Whereas gender pay is a measure of the difference between men and women's average earnings across the entire organisation, regardless of their job role.

Our ambition is to reduce our gender pay gap by removing barriers to career progression and giving women the opportunity to develop & progress throughout their careers. To achieve this, we're committed to continuously evolving & enhancing the ways we develop female team members across our business.

Our Gender Pay Gap Results

	Mean Gender Pay Gap	Median Gender Pay Gap
Busy Bees UK Group	24.1%	4.7%
Busy Bees Nurseries Ltd	26.6%	5.5%
Busy Bees Day Nurseries Trading Ltd	-2.6%	3.8%
Busy Bees Nurseries Scotland	-0.9%	-1.4%

Our Gender Bonus Gap Results

	Mean Gender Bonus Gap	Median Gender Bonus Gap
Busy Bees UK Group	46.9%	42.1%
Busy Bees Nurseries Ltd	51.3%	50.0%
Busy Bees Day Nurseries Trading Ltd	-347.3%	20.0%
Busy Bees Nurseries Scotland	0.0%	0.0%

The proportion of colleagues who have received a bonus payment

	Male	Female
Busy Bees UK Group	13.7%	11.9%
Busy Bees Nurseries Ltd	14.0%	12.1%
Busy Bees Day Nurseries Trading Ltd	23.8%	13.1%
Busy Bees Nurseries Scotland	0.0%	6.7%

Pay Quartiles	Lower Pay Quartile		Lower Middle Pay Quartile		Upper Middle Pay Quartile		Upper Pay Quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
Busy Bees UK Group	2.5%	97.5%	3.8%	96.2%	3.9%	96.1%	8.5%	91.5%
Busy Bees Nurseries Ltd	2.5%	97.5%	3.7%	96.3%	3.8%	96.2%	8.9%	91.1%
Busy Bees Day Nurseries Trading Ltd	2.2%	97.8%	2.2%	97.8%	3.6%	96.4%	4.4%	95.6%
Busy Bees Nurseries Scotland	7.2%	92.8%	5.2%	94.8%	4.2%	95.8%	7.3%	92.7%

Whilst our overall gender pay gap is small (4.7%), we have an opportunity to reduce this even further by supporting the progression of our female team members into more senior roles, which would narrow the variance in the male to female ratios from the lower to upper pay quartiles. In line with the UN Sustainable Development Goals, we are committed to empowering women and elongating their careers.

We have introduced various new initiatives to support this, such as in-the-moment and long service recognition schemes, enhanced childcare discounts and benefits to help people's earnings go further. This year, we are committed to further enhancing our learning and development offering, through career pathways, mentoring and leadership development programmes to support ongoing development and career progression.

Equally, we continue to work towards making childcare a more appealing sector for males to become part of, ensuring men also feel represented and encouraged to come and work with us.

Declaration

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

Emma Langford
People Director - Europe