

Gender Pay Gap Report 2025



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	19.0%	3.8%
Busy Bees Nurseries Ltd	20.4%	3.8%
Busy Bees Day Nurseries Trading Ltd	-2.5%	0.2%
Busy Bees Nurseries Scotland	0.2%	1.8%

Our Gender Bonus Gap Results

	Mean Gender Bonus Gap	Median Gender Bonus Gap
Busy Bees UK Group	81.1%	79.2%
Busy Bees Nurseries Ltd	81.1%	79.9%
Busy Bees Day Nurseries Trading Ltd	0.0%	0.0%
Busy Bees Nurseries Scotland	-129.6%	-4.6%

The proportion of colleagues who have received a bonus payment

	Male	Female
Busy Bees UK Group	11.1%	9.0%
Busy Bees Nurseries Ltd	11.8%	9.1%
Busy Bees Day Nurseries Trading Ltd	0.0%	12.9%
Busy Bees Nurseries Scotland	4.8%	5.4%

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	3.4%	96.6%	3.2%	96.8%	4.4%	95.6%	8.1%	91.9%
Busy Bees Nurseries Ltd	3.2%	96.8%	4.1%	95.9%	4.1%	95.9%	8.3%	91.7%
Busy Bees Day Nurseries Trading Ltd	0.0%	100.0%	3.7%	96.3%	6.1%	93.9%	2.5%	97.5%
Busy Bees Nurseries Scotland	2.8%	97.2%	1.0%	99.0%	9.4%	90.6%	1.9%	98.1%

Our overall gender pay gap has continued to decrease since 2023, as we have seen an increase in the number of female team members progress into the upper middle and upper pay quartiles.

We continue our work to reduce this even further by reviewing and aligning our pay structures and investing in our learning and development offering. We are shortly due to launch our new Learning Management System, Thrive, which will make professional development opportunities more accessible across our multi-site workforce.

We also continue to promote various other initiatives to support this, such as clearly defined career pathways, a Future Leaders programme, Apprenticeship strategy, defined leadership qualities and management essentials training to support career progression.

Our ongoing focus is to make the Early Years sector an appealing environment, where people are encouraged to fulfil their potential and professional goals.

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