

Gender Pay Gap Report

2023



Anna Freud
building the mental
wellbeing of the
next generation

Our gender pay gap: an overview

As an organisation with more than 250 colleagues, we are required by law to publish an annual Gender Pay Gap Report. This report provides a snapshot of the difference in pay for men and women. You can read all our reports on [our website](#) or the government's [Gender Pay Gap Service](#). Colleagues can also find reports on our intranet.

In addition to sharing our findings, we believe it is important to share the story behind our pay gap, why issues exist and update you on the actions we're taking. Promoting equity, diversity and inclusion (EDI) is an enabling condition for us to deliver on our mission to close the gap in children and young people's mental health and wellbeing, and reducing workplace inequities forms an integral part of our 2022-2026 EDI strategy.

Executive summary – 2023 statistics

As of 5 April 2023, our workforce was made up of 86% women and 14% men.

There were higher proportions of men in our higher pay brackets. Men make up 25% of the highest pay quartile – double the proportion in the lowest pay quartile.

We have an 18.8% mean gender pay gap and a 16% median gender pay gap (a definition of terms is included on page 3).

Since 2017, our mean gender pay gap has fallen by 5.7 percentage points and our median gender pay gap has fallen by 8.1 percentage points. This is partly due to an increase in the number of women in senior positions.

Our pay gap has fluctuated significantly over the past six years. The most significant factors impacting our pay gap are the high proportion of women in our lower paid roles, and a small number of highly paid clinical positions filled by men - a legacy of a historical trend within the medical profession.

We're addressing our gender pay gap through a number of measures including inclusive recruitment training and better use of data to develop equitable and targeted actions, like mentoring and leadership development programmes.

Some terms you'll need to know

Gender pay gap

The difference between average hourly pay for men and women, expressed as a percentage of men's earnings. It is not the same as equal pay. Equal pay is a legal requirement that men and women doing the same job should be paid the same.

Snapshot date

The date that determines who counts as an employee for gender pay gap reporting. For this report, it was 5 April 2023, making this our 2023 Gender Pay Gap Report.

Mean gender pay gap

The difference in average gross hourly earnings between women and men.

Quartiles

The Gender Pay Gap Report splits our workforce into four equal groups determined by hourly pay. These are called the lower, lower middle, upper middle and upper quartiles.

Median gender pay gap

The difference between the midpoints in the ranges of hourly earnings of men and women. This is seen as a better indicator of a 'true' pay gap as it takes the salary of the middle role in each population (of men or women), and better mitigates against individual outliers, such as one or two highly paid roles.



Who does our reporting include?

This report includes all employees being paid their full salary on the snapshot date of 5 April 2023 – 489 colleagues. This group does not include employees who were on reduced pay at the time, for example if they were on sabbatical leave or leave for new parents. Data is based on each individual's equivalent hourly pay, which means working hours do not have any impact.

Gender pay gap reporting only includes statistics for colleagues who selected either 'male' or 'female' on our diversity monitoring form. It's a legal requirement to calculate the gender pay gap in this binary way, and we recognise it doesn't reflect the diversity of our workforce.

If a colleague's gender was not recorded as either 'male' or 'female' or if they opted not to disclose their gender, they were not included in this data set.

In addition to our legal requirement, increasing capacity in our People and Culture team will soon allow us to begin to review other pay gap data to help us address inequity, such as the ethnicity pay gap and LGBTQIA+ pay gap.

What does our 2023 data show?

Our mean gender pay gap is 18.8% and our median gender pay gap is 16%.

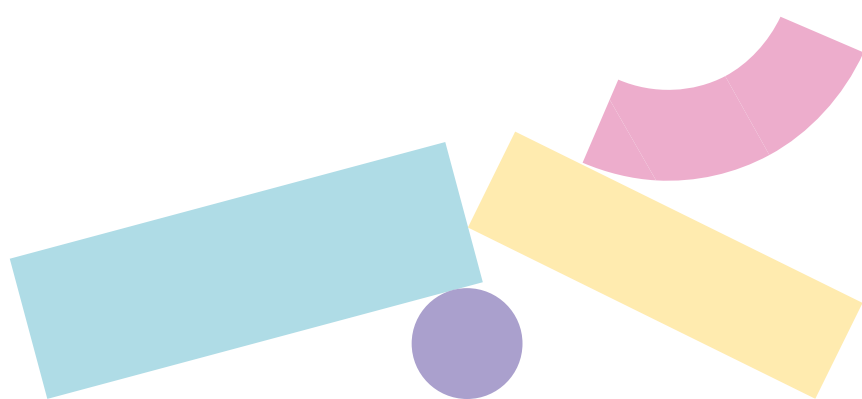
Data at	Reporting date	Mean gender pay gap %	Median gender pay gap %
April 2023	April 2024	18.7	16
April 2022	April 2023	19.7	16.4
April 2021	April 2022	20	13
April 2020	April 2021	20	13
April 2019*	April 2020	15.7	8
April 2018	April 2019	17.8	15.1
April 2017	April 2018	24.4	24.1

Although our mean and median gender pay gaps have fluctuated over the past six years, our gender pay gap has reduced since our last report and our 2017 peak. Our 2019* statistics are incorrect due to a previous systems error, so we can ignore this figure and its impact on our trends.

How does our gender pay gap differ across Anna Freud?

Our gender pay gap is most significant in the upper quartile and the lower middle quartile.

Group	Mean hourly pay (men)	Mean hourly pay (women)	% Pay gap (mean)	% Pay gap (median)	% men in quartile	% women in quartile	% Impact on pay gap
Lower quartile	£15.16	£15.33	-1.1	-3.4	12.5	87.5	-2
Lower middle quartile	£22.41	£21.00	6.2	6.2	5.8	94.1	-11.5
Upper middle quartile	£25.70	£25.62	0.3	-1.0	14.1	85.8	-0.3
Upper quartile	£42.41	£39.09	7.8	16	25.2	74.7	32.8

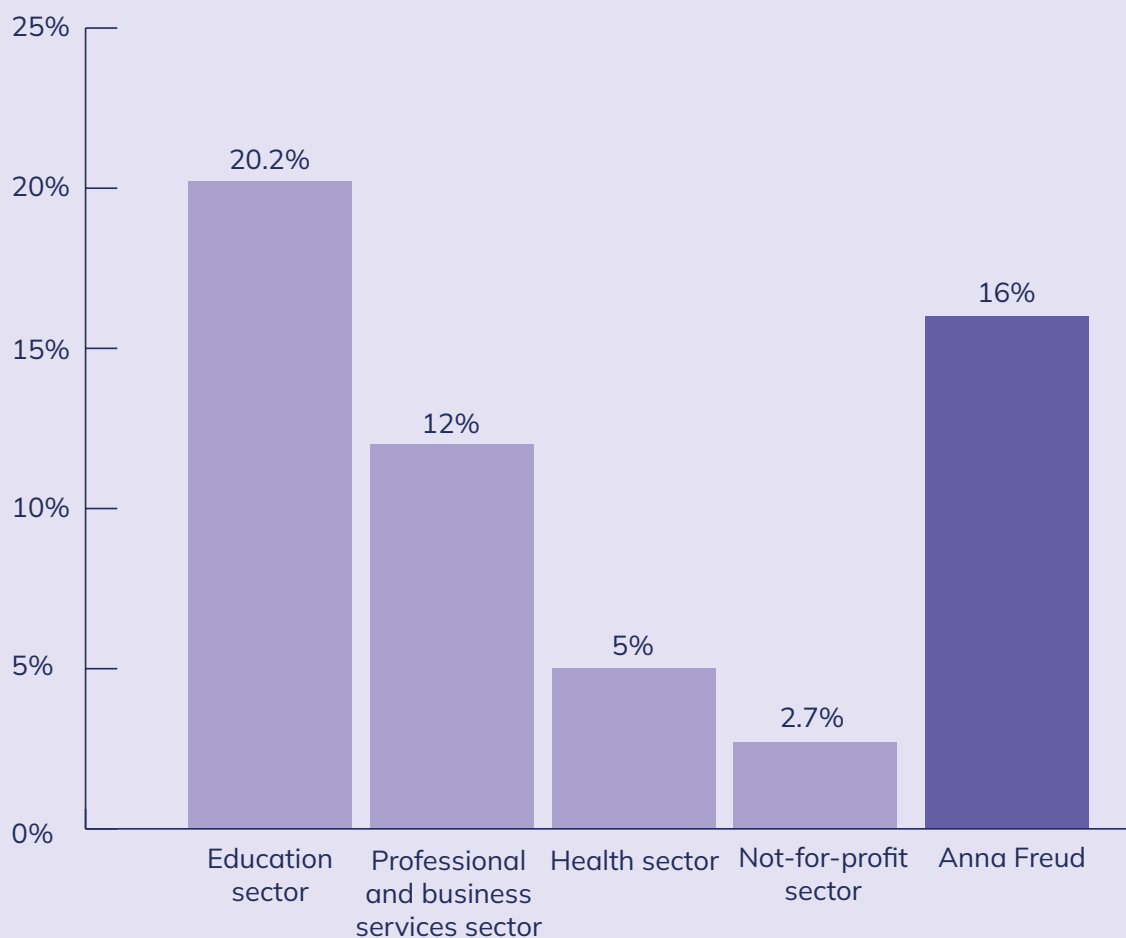


How do we compare with others?

The median gender pay gap for the UK as a whole is 7.7%,¹ compared to our median pay gap of 16%.

Our organisation works across several industries. Although our median pay gap is higher than that of the health sector and the not-for-profit sector, it is more than four percentage points lower than the education sector.

How our gender pay gap compares



¹ Office for National Statistics. (2023). [Gender pay gap in the UK: 2023](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023). <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>

Why do we have a gender pay gap?

Our gender pay gap exists because men and women occupy different roles at Anna Freud, and these roles have varying salaries.

Legally, men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme, or work of equal value.

We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic). To achieve this, we:

- carry out regular pay and benefits audits
- evaluate job roles and benchmark salaries to ensure fairness.

As such, we are confident that our gender pay gap is not due to paying men and women differently for the same or equivalent work.

Historic and systemic factors

There are historical and systemic workforce factors that impact our gender pay gap. For example, across the UK, men are more likely than women to be in senior roles. Men are also more likely to be in technical and IT-related roles, which are typically higher paid than other roles at similar seniority levels.

Additionally, women are more likely than men to have had breaks from work that affect their career progression, such as to raise children. They are also more likely to work part-time, and many part-time jobs across the UK are relatively low-paid.

These factors are reflected in the two quartiles that have the most significant impact on our gender pay gap – the upper quartile and the lower middle quartile.

Upper quartile

We have a small number of highly paid medical positions filled by men. This is due to a historical trend within the medical profession, where clinical leadership positions tend to be filled by male staff.

Lower-middle quartile

Most of the staff in this quartile work in administrative and non-specialist roles, which is common in the charity sector. In our organisation, 94% of roles at this level are filled by women – again, similar to the sector as a whole.

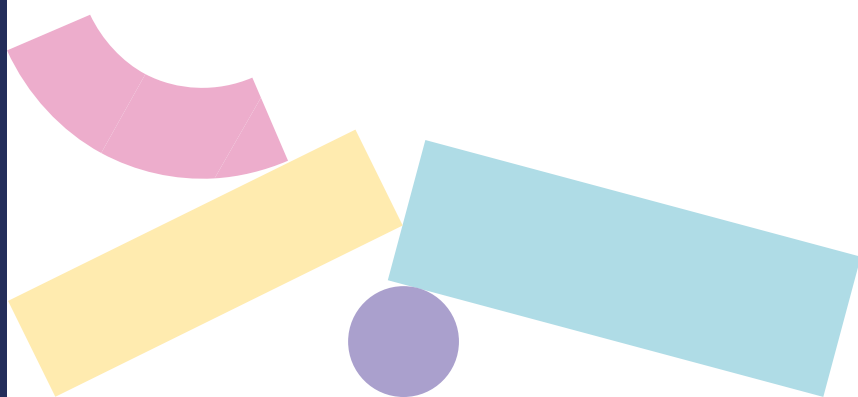
What are we doing to address our gender pay gap?

We are committed to reducing our gender pay gap. Reducing our gender pay gap is challenging because there are wider systemic barriers that exist in our country, including an overall extremely low take up of shared parental leave nationally and cost of childcare. However, we have several plans in motion and our Executive and Senior Management Team are open to hearing more ideas from our colleagues.

We've improved our diversity monitoring process

We've already built an evidence base as part of our 2022-2026 EDI strategy. This helps us understand:

- the number of men and women applying for jobs and being recruited
- the number of men and women applying for and getting promotions
- the number of men and women leaving our organisation and their reasons for leaving
- the number of men and women in each role and pay band.



Our plans for the next year



Continue our inclusive recruitment training

This aims to improve the representation of women at all levels of seniority, as well as other identities underrepresented in our organisation.



Develop our colleagues' skills

We'll help prepare our mid-level and senior managers for future Executive-level roles. This will include our mentoring programme, new leadership development programmes and career sponsorship.



Attract more women into senior roles

We'll use our staff diversity data to identify roles across the organisation where women are least represented. This data will allow us to enhance our advertising and talent attraction campaigns to encourage more women into senior management positions. This work will be supported by our Talent Acquisition Manager and form part of the 'Representation' objective of our 2022-2026 EDI strategy.



Continue to review our family-friendly policies

This will reduce the impact of caring responsibilities on career progression, encouraging more women into senior level roles and more men into roles at lower pay bands.

Any further initiatives launched throughout the year will be reported on our intranet.

annafreud.org

@AFNCCF

Anna Freud is a charity registered in England and Wales (1077106). Registered address: Anna Freud, 4-8 Rodney Street, London N1 9JH. Company number 3819888.



Anna Freud
building the mental
wellbeing of the
next generation