



ChildVision

2025

GENDER PAY GAP
REPORT

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1. Introduction

This report sets out the gender pay gap for ChildVision in accordance with the Gender Pay Gap Information Act 2021. The data reflects our employee makeup and pay structure as of the snapshot date: June 2025

Heading	Number	Percentage
Male employees	36	23.4%
Female employees	118	76.6%
Total employees	154	100%

2. Key Metrics

Under the legislation, we are required to report the following metrics:

Metric	Result
Mean gender pay gap – all employees (%)	-0.8 %
Mean gender pay gap – part time employees (%)	3.9 %
Mean gender pay gap – temporary employees (%)	8.6 %
Median gender pay gap – all employees (%)	4.6 %
Median gender pay gap – part time employees (%)	14.9 %
Median gender pay gap – temporary employees (%)	18.8 %
Mean bonus gender pay gap (%)	0 %
Median bonus gender pay gap (%)	0 %
Percentage of male employees who received a bonus	0 %
Percentage of female employees who received a bonus	0 %
Percentage of male employees who received benefits in kind	2.9 %
Percentage of female employees who received benefits in kind	0 %

3. Pay Quartiles

Proportion of male and female employees in each pay quartile:

Quartile	% Male	% Female
Upper Quartile	18.9%	81.9%
Upper Middle Quartile	21.6%	78.4%
Lower Middle Quartile	21.6%	78.4%
Lower Quartile	29.7%	70.3%

4. Explanation of Results

In line with other companies in the Non-for profit sector ChildVision employees significantly more female employees than male employees.

In almost all areas reported pay rates and median pay levels are positively eschewed toward females.

5. Actions to Address the Gap

We will continue to monitor pay parity issues within the organisation. We will also consider our recruitment practices in terms of where ChildVision targets our recruitment advertisements in an effort to promote an increased diversity within the workforce.

6. Declaration

We confirm that the gender pay gap data contained in this report is accurate and prepared in accordance with the Gender Pay Gap Information Act 2021.

Signed,

Richard Murphy
Director of Finance
15 July 2025