



ChildVision

2026

GENDER PAY GAP
REPORT

ChildVision Gender Pay Gap Report 2026

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 2026

Heading	Number	Percentage
Male employees	34	23.10%
Female employees	113	76.90%
Total employees	147	100%

2. Key Metrics: Under the legislation, we are required to report the following metrics:

Metric	Result
Mean gender pay gap – all employees (%)	7.70%
Mean gender pay gap – part time employees (%)	5.70%
Mean gender pay gap – temporary employees (%)	0.30%
Median gender pay gap – all employees (%)	-6.00%
Median gender pay gap – part time employees (%)	3.30%
Median gender pay gap – temporary employees (%)	-2.90%
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	2.90%
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	21.60%	78.40%
Upper Middle Quartile	18.90%	81.10%
Lower Middle Quartile	27.00%	73.00%
Lower Quartile	25.00%	75.00%

4. Explanation of Results

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

In all areas reported pay rates and median pay levels are reflective of the seniority, qualifications or length of service of the individuals.

5. Actions to Address the Gap

We will continue to monitor pay parity within the organisation and are committed to providing an environment that is merit based and not gender based.

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
17 September 2026