

Gender Pay Gap

Since 2017/2018, public and private sector employers with 250 or more employees have been required to publish data on the Gender Pay Gap within their organisation annually. Complete Childcare currently employs fewer than 250 people; however, we voluntarily submit the Gender Pay Gap Data for our organisation.

The Gender Pay Gap is defined as the difference in median (middle) pay between men and women. The median is the point at which half of the employees earn more, and half earn less. It is regarded as a better measure of pay than taking an average.

The data relates to the snapshot date of 5th April 2025. At the snapshot date, we employed 211 female 'relevant employees' (as defined by HMRC), down 8 from the 2024 snapshot date and 15 male 'relevant employees', up 4 from the 2024 snapshot date.

Complete Childcare

Percentage of employees by pay quartile:

Upper quartile	Male 17.5%	Female 82.5%
Upper middle quartile	Male 4.9%	Female 95.1%
Lower middle quartile	Male 9.8%	Female 90.2%
Lower quartile	Male 4.9%	Female 95.1%

The employee by quartile identifies the male/female split of the highest 25% of earners within Complete Childcare, followed by the next 25%, the second to lowest 25% and then the lowest paid 25%. You can see that the biggest percentage of males are in the upper quartile of pay, followed by the lower middle quartile. The biggest percentage of females by pay quartile is in the upper middle quartile and the lower quartile.

Mean (average) hourly rates of pay

Males £14.97

Females £13.46

This means that using the mean (average), males at Complete Childcare are paid 10.1% more than females.

Median hourly rate of pay

Male £12.85

Female £12.50

This means that using the median (middle) hourly rates, males are paid 2.7% more than females. For every £1 a man earns, a woman earns 97p.

Mean Bonus Pay

The mean (average) bonus pay for males was £300, and the mean bonus pay for females was £890, based on bonuses received in the previous 12-month period to the snapshot date.

Median Bonus Pay

The median (middle) bonus pay for both males and females was £300, based on bonuses received in the previous 12-month period to the snapshot date.

All our roles within Complete Childcare are equally relevant to both genders, but the nature of our industry is heavily skewed towards females and a younger workforce.

I can confirm that the data is accurate and relates to the snapshot date of 5 April 2025.

Alec Hodson

Managing Director