

A photograph of three young children in a classroom setting, wearing blue protective aprons and playing with pink foam. The child on the left is a boy with dark skin, the middle child is a girl with curly blonde hair, and the child on the right is a girl with brown hair. They are all smiling and looking at the foam. The background shows a classroom with a bulletin board and a window.

Giraffe

GENDER PAY GAP REPORT 2023

Executive Summary

What is Gender Pay Gap?

The Gender Pay Gap is the difference in the average hourly wage of men and women across the workforce - it compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.

At Giraffe Childcare, we are reporting a GPG of **1.59%**. This Gender Pay Gap (GPG) reflects the distribution of gender representation across the organisation.

We are committed to addressing our gender pay gap as part of our overall strategic Talent Management and Diversity & Inclusion Strategy.





Introduction

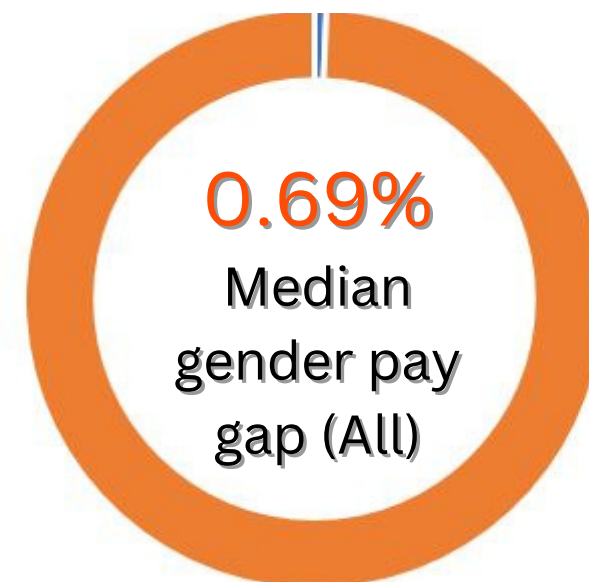
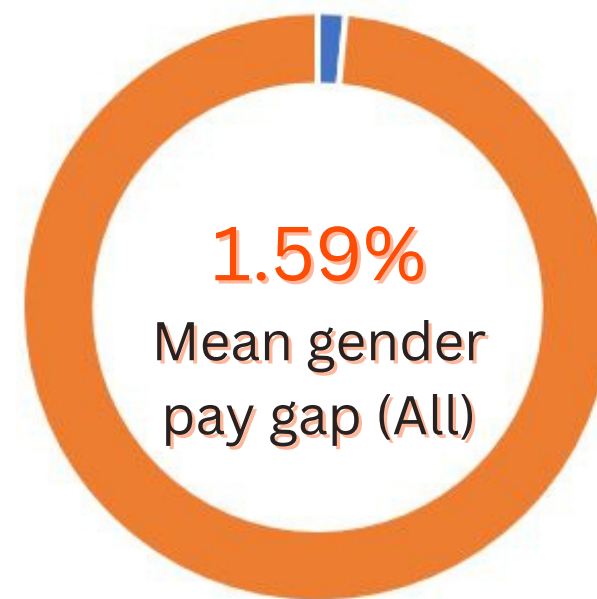
This report reflects the calculation of the Gender Pay Gap across Giraffe Childcare's workforce of 504 staff (462 full time and 55.50 part time) in June 2022. The calculations were completed in line with Government Regulations under the Gender Pay Gap Information Act 2021. This legislation requires organisations to report on their hourly gender pay gap across a range of metrics.

As Ireland's leading Childcare Provider we are committed to providing our team with life long careers in childcare that offer them sustainable and diverse careers. Providing all our team equal opportunities to grow and develop into the leading early years educators and develop into our centre management programme.

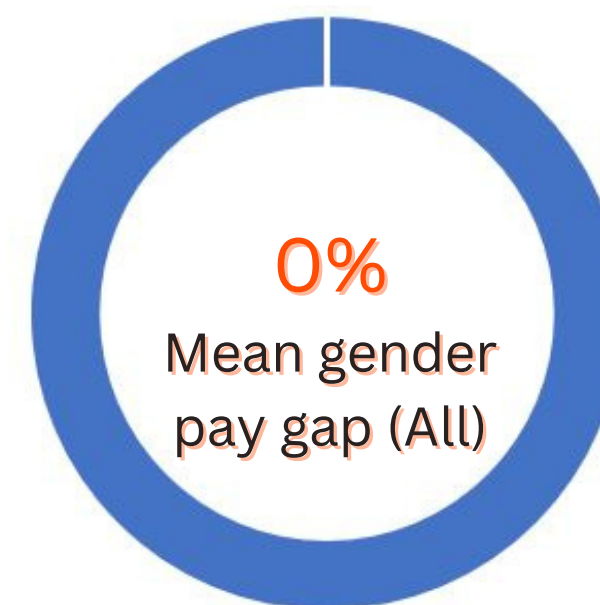
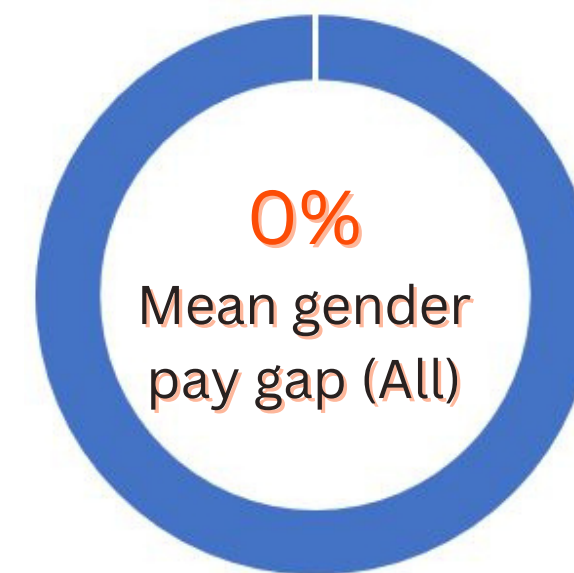
As a whole the childcare sector is primarily female led. This is reflected within Giraffe Childcare also, 89.32% of our team is female and 15% male.



Gender Pay Gap



Bonus Gender Pay Gap



Proportion paid bonus

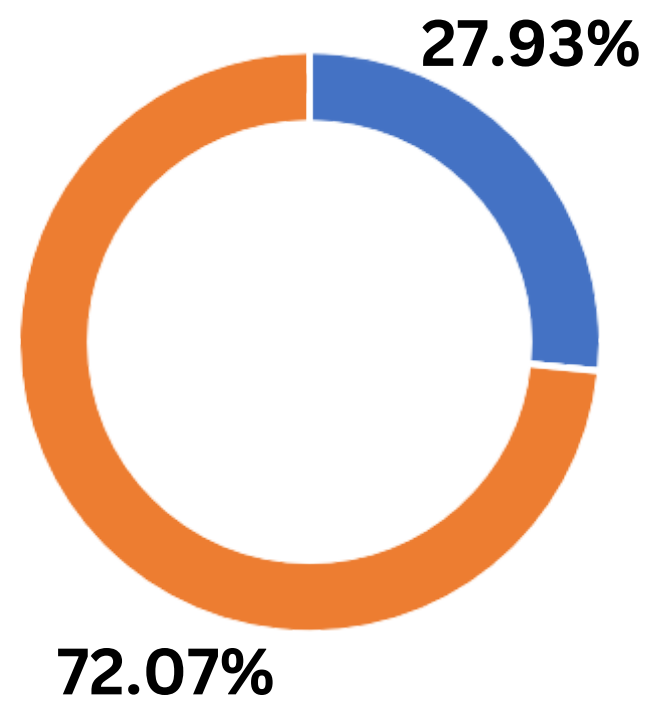
0%
% of Male
employees
paid bonuses

4.98%
% of Female
employees
paid bonuses

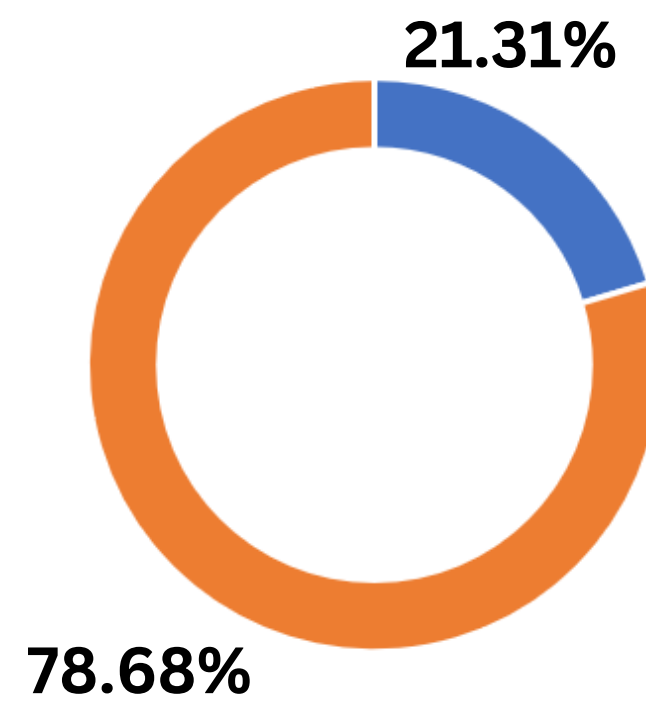
**Giraffe Childcare do not have any temporary employees and do not pay proportion paid BIK



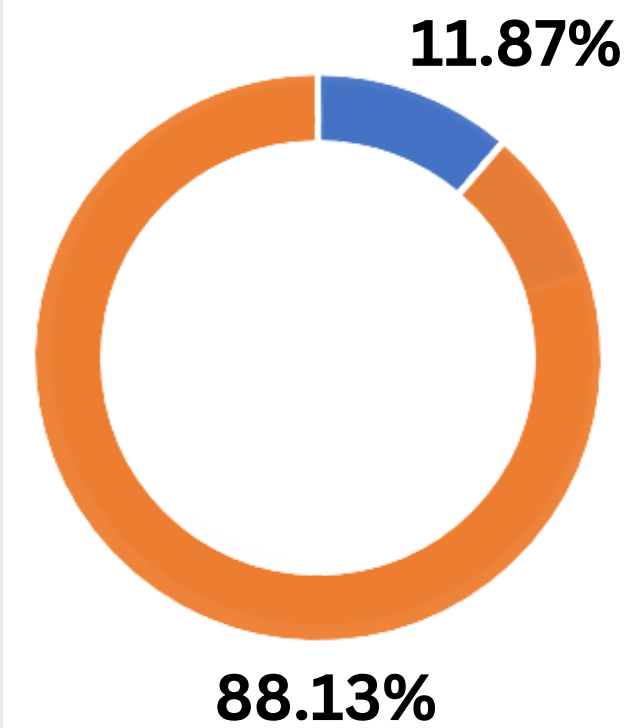
Lower Quartile



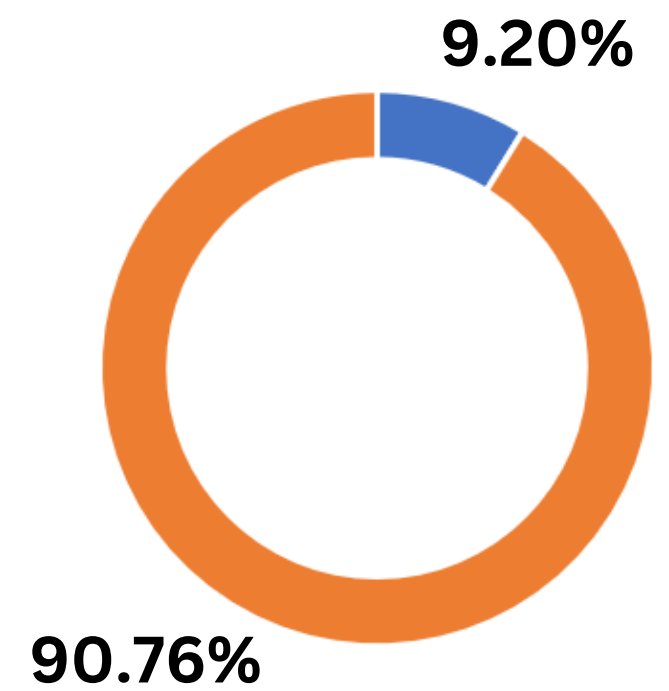
Lower Middle
Quartile



Upper Middle
Quartile



Upper Quartile





Conclusion

Giraffe Childcare is committed to attracting more males into our organisation. In the last 12 months we have already seen increased growth in this area. We are continuing to make a career in Early Years as attractive to all.

The cause of gender pay gap reporting is what actions will be taken to tackle the cause and influence change in the outcome.

This inaugural Gender Pay Gap report should be seen as a starting point rather than a destination, and an opportunity to create a more equitable workplace for all.

We look forward to progressing on this agenda.

Tom Cannon

HR Manager - Giraffe Childcare

Giraffe