

2019 Gender Pay Gap Report

The Bright Horizons profile, April 2019.

As of 5th April 2019 Bright Horizons had one legal entity in the UK, Bright Horizons Family Solutions: previously in 2017 and 2018 our reporting related to two legal entities which are now integrated.

As seen in our previous reports, we are a predominately female organisation, which is not uncommon within the care and education sector. A significant majority, 96%, of our people work within a nursery setting, with 91% of those being female. Our support offices teams continue to have a more mixed gender profile, although we can see that there is a higher percentage of male colleagues holding senior positions within the business whose salaries reflect market expectation.

It is very important to Bright Horizons that we are a family-friendly workplace and we continue to offer flexible working within all areas of the business, enabling our people to balance home and work life. Of those who work part time, 94% are female, an increase of 5% from 2018. This uptake indicates the value that our people place on having flexible working options.

The high number of women choosing to work part time continues to be a factor in our gender bonus gap, since base salaries for these roles will be lower (ie. pro rata) than those of male counterparts who work full time.

At Bright Horizons we continue to have a range of bonus schemes to reward and recognise our employees: of these the two most awarded are the referral and the management. We continue to see a high take-up of our referral bonus scheme by our nursery-based employees which is a predominantly female profile. Our management bonus scheme saw a more mixed gender profile receive a bonus. Because the management bonus is of higher value, this gender variance in take-up is a factor in the gender bonus gap seen in 2019.

What have we done to address the gender pay gap?

We introduced a transparent pay-banding framework for our operations (nursery) staff in 2019. The purpose of this is to align pay rates across nursery roles throughout the organisation in order to ensure that salaries are fair and consistent.

To support our pay-banding framework, we introduced our Pay Principles, a source of reference which sets out our approach to reward and our commitment to fairness, and a Remuneration Committee which is responsible for ensuring that practice is aligned with the principles.

What has improved?

It is encouraging to see that our focus within 2018/2019 has delivered improvements in key areas:

- Our mean gender pay gap has reduced significantly to 9.8% from 23.4% as reported in 2018.
- Our mean bonus gap has reduced by 7.8% to 48.9.

We believe these results reflect our continued commitment and the positive steps we have already made towards gender equality in reward and pay.

Our focus areas for 2020/2021

We will expand our pay-banding framework to include a transparent and clear framework for our support office teams. In addition to supporting fairness and consistency this will enable our people to understand where their role fits within the business and how their careers can progress.

Our Remuneration Committee will review bonus schemes across the company to ensure these are fit for purpose. The Remuneration Committee will also review and authorise any new Senior Level reward packages, and any pay fluctuations outside our standard annual reviews to ensure consistency and fairness in remuneration.

We will continue to work with our Men in Childcare Diversity group to explore and implement actions to increase the number of men working within our nursery settings.

Statutory Disclosure

Bright Horizons Family Solutions has one legal entity with at least 250 employees (as at date of snapshot data 5 April 2019). This statement has been published in accordance with the Equality Act 2010 (Gender Pay Gap information) regulations 2017.

Declaration

We confirm that Bright Horizons Family Solutions' gender pay gap calculations are accurate and meet the requirements of the regulations.

Our Numbers

	2019	2019 vs 2018	
Mean Pay Gap	9.8%	-13.6%	This is the difference in the average hourly rate of pay between men and women within Bright Horizons
Median Pay Gap	6.1%	0.2%	This is the difference in the middle rate of pay between men and women within Bright Horizons
Mean Bonus Gap	48.9%	-7.8%	This is the difference in the average bonus earned between men and women in the 12 months preceding 5th April 2019
Median Bonus Gap	33.3%	17.0%	This is the difference in the middle bonus value earned between men and women in the 12 months preceding 5th April 2019
Male receiving bonus	7.6%	-2.1%	This is the percentage of men and women who earned a bonus payment in the 12 months preceding 5th April 2019
Female Receiving bonus	8.3%	-2.2%	

Proportion of women in each pay quarter

