

Our 2017 Gender Pay Gap Report



Yellow Dot Group

We are committed to fairness, equality and inclusion throughout our Yellow Dot Team. We are working hard to encourage men to join our Team and be promoted upwards through our organisation. For our 2017 reporting year, 7% of our Modern Apprentices were men compared to none in 2016. 41% of our Tea People were men compared to 25% in 2016. By encouraging young men into Childcare at an early age and providing them with appropriate support, training and apprenticeships, we are confident that we can increase the number who stay in the Childcare Industry and hence increase their chances of promotion and increase remuneration.

Pay and Bonus Gap

	Difference between Men and Women			
	<u>Mean</u>		<u>Median</u>	
	<u>2017</u>	<u>2016</u>	<u>2017</u>	<u>2016</u>
Hourly Pay	35% Lower	19% Lower	81% Lower	30% Lower
Bonus Paid	114% Lower	109% Lower	622% Lower	291% Lower

The table above shows our overall mean and median gender pay gap based in hourly rates of pay as at the snapshot dates of 5th April 2017. We have also given comparatives to show female improvements over the prior year.



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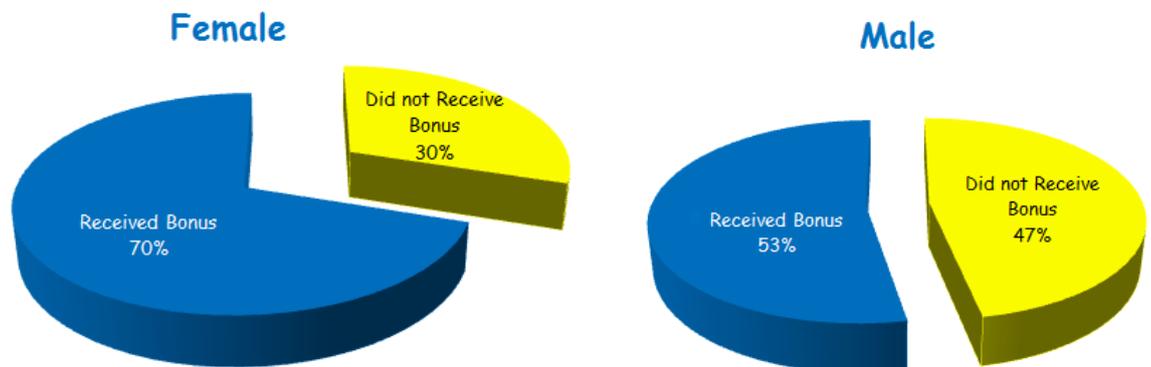
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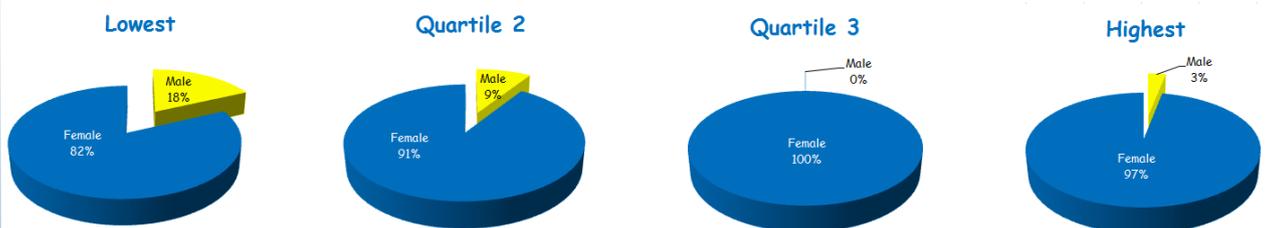
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Proportion of Team awarded a Bonus for 2017



This shows a 17% difference between the number of men and women being paid a bonus for 2017, based on performance in 2016/17.

Pay Quartiles



The above image shows the gender distribution at Yellow Dot across four equally sized pay quartiles, each containing 78 Team members. In 2017 more Male Team have been employed in the lowest and second quartile than 2016 and Female Team have been promoted and hence moved into the third quartile. The split of male and female in the highest quartile has remained constant from 2016 to 2017.

Our Team are predominantly Female, with the majority of the Male Team employed in the lower skill areas of Childcare. We are confident that Men and Women are paid equally for doing equivalent jobs across our workforce.



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