

**Gender Pay Gap Reporting – Acorns Nurseries Limited**  
**31<sup>st</sup> March 2017**

Average gender pay gap a mean average, 28%

Average gender pay gap a median average, 10%

Proportion of female and male staff in the lower quartile band, 99% women and 1% men.

Proportion of female and male staff in the lower middle quartile band, 99% women and 1% men.

Proportion of female and male staff in the upper middle band, 96% women and 4% men.

Proportion of female and male staff in the upper quartile band, 89% women and 11% men.

No bonuses were paid on the reporting date.

Acorns Nurseries Limited is a committed equal opportunities employer and we are confident that men and women are paid equally regardless of gender for doing the same job.

However, there are a greater proportion of women than men in direct childcare roles reported in the lower three quartiles and this creates a gender pay gap.

The low percentage of men employed at our nurseries – 4% and lower percentage of men – 1% in direct childcare roles reflects the view that childcare is not traditionally a career for men.

We hope with inclusive recruitment and changes in attitude over time more men will join our nurseries, reducing our gender pay gap and create a balanced workforce.