



Mama Bear's Day Nursery Ltd.

1st Floor, 60-62 High Street,
Hanham, Bristol BS15 3DR

Dear Mr Jones MP,

Thank you for your open letter concerning the Gender Pay Gap at the Mama Bear's Day Nursery & Pre-School group. I have likewise taken the opportunity to publish this response.

Mama Bear's Day Nursery is an equal opportunities employer. Unlike many industries our workforce and management is predominately female. Our 'gender challenge' is to attract more male workers into childcare, although the best talent is always encouraged at Mama Bear's, regardless of gender.

When the new Government legislation came in and required us to make our gender pay results public, we were more than happy to oblige, in fact we were among the first in Bristol to do so.

I would like to take this opportunity to fully explain our results, which have been available to our staff and the public on our website since October 2017.

The results are as follows -

- the difference in the mean pay of full-pay men and women, expressed as a percentage: 27.5%
- the difference in the median pay of full-pay men and women, expressed as a percentage: 1.6%
- the difference in mean bonus pay of men and women, expressed as a percentage: -100%
- the difference in median bonus pay of men and women, expressed as a percentage: -100%
- the proportion of men and women who received bonus pay: Men 0%, Women 4.9%
- the proportion of full-pay men and women in each of four quartile pay bands:

Quartile	Males %	Females %
Upper	5.6	94.4
Upper middle	4.7	95.3
Lower middle	3.7	96.3
Lower	0.9	99.1

The data tell us that our employees are predominately female.

Although there is a difference of 27.5% in the mean pay of full-pay men and women, this is because relatively more of the males we employ (12%) are in management positions whereas our female managers (which outnumber our male managers by 15:1) represent only 7% of our female workforce.

A quick glance at the median average shows a difference in pay rates of just 1.6%.

Our bonus scheme is available to the nursery managers. As we do not currently have any male nursery managers, no male staff are bonussed.

The difference in distribution of males amongst the top three quartiles is so small as to be insignificant – a difference of one person in each of the bands. Men are slightly less well represented in the lowest quartile reflecting the low number of males accessing apprenticeships in childcare. As a male presence can be a positive influence in many settings this is something we are working with our Apprenticeship Providers to try to address.

For Mama Bear's, and for the day care industry in general, the challenge is to attract more male carers into the industry. As childcare is not traditionally seen as a career for men this is particularly challenging.

However we hope that with an inclusive recruitment and apprenticeship programme, as well as the opportunities for continuous professional development, upskilling and career progression that being a strong local group brings, we can challenge this way of thinking.

Yours Sincerely,

A.W. Driffield,
Managing Director.