



KIDS

# Gender Pay Gap Report

MARCH 2018



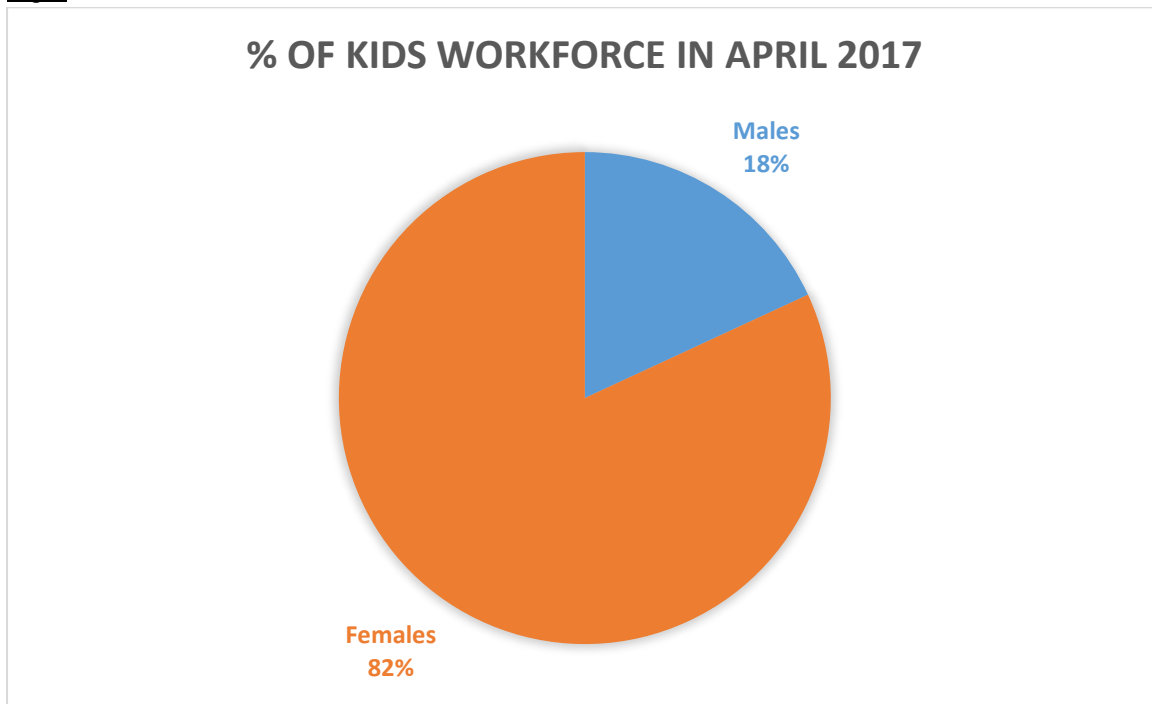
## Introduction

KIDS is a national charity which has been supporting disabled children, young people and their families since 1970. We work with children, irrespective of their disability or impairment, from birth through to 25 years. Each year we support over 13,500 disabled children, offer over 120 different services and work with about 80 Local Authorities across England.

Equality is embedded in the nature of our work and as an equal opportunities employer; we are committed to ensuring that no member of staff is discriminated against on the basis of their gender. KIDS has policies and procedures in place which enable all staff to work towards eliminating such discrimination in all aspects of work. KIDS salary scales and pay reflect this commitment to our staff, and ensures that equal pay exists regardless of gender. We have initiatives in place which encourage equality between our male and female staff members, for example Equal Opportunities policies, Shared Parental Leave, and Flexible Working.

In April 2017, a “snapshot” of KIDS workforce (figure 1) was taken to determine the number of males and females, their mean and median rates of pay, and their percentage distribution across upper, upper middle, lower middle, and lower quartiles. The KIDS gender pay report releases these findings and analyses the pay gap between males and females, if any.

Fig.1



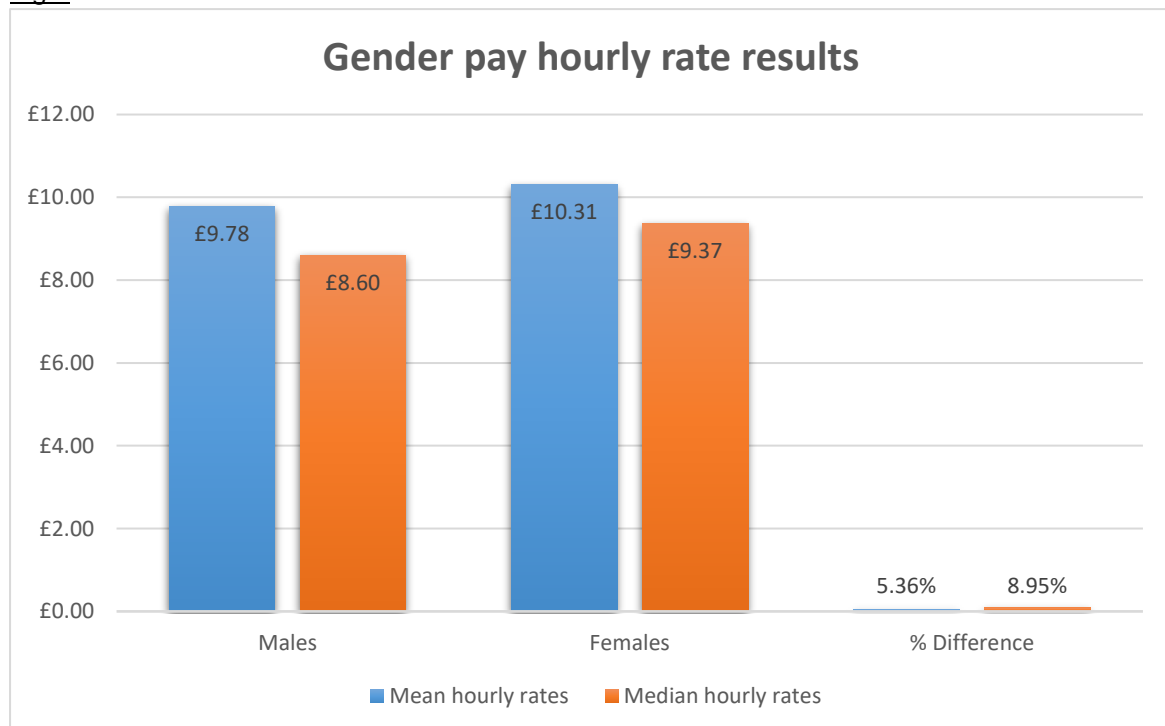
## Bonus data

It is mandatory that employers report their gender pay gap within their bonuses. However, as KIDS do not award bonuses, this will not be reported.

## Analysis

In April 2017, the mean hourly rate for males was £9.78, and the mean hourly rate for females was £10.31. This shows that the difference between the average rate of pay in males and females was 5.36% in favour of females. When looking at the difference between the midpoints in the ranges of pay between males and females, figures showed that males had a median of £8.60 and females had a median of £9.37. This is a difference of 8.95% in favour of females. Where across the UK, a gender pay gap nationally exists of 18.1% (ONS 2016) in favour of males for all employees (full time and part time), KIDS pay between males and females does not reflect this gap, and in fact shows that pay in favour of females by a small percentage.

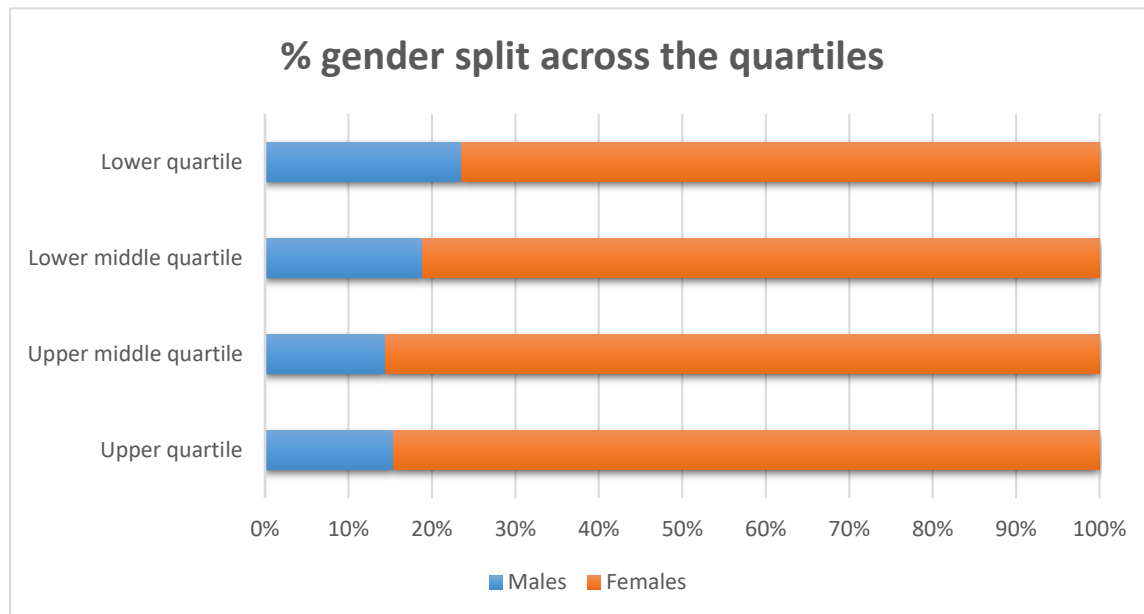
Fig.2



When analysing the proportion of males and females across the pay band quartiles as highlighted in figure 3, the results indicated that the proportion of males is lower in the upper salary bands and higher in the lower salary bands (23.6% versus 15.4%). The proportion of males and females in the lower middle quartile of the pay bands

closest matches the gender composition of the workforce, of 18.1% male and 81.9% female. Therefore, this data set shows that the gender composition across the bands does not fluctuate greatly.

Fig.3



## Going forward

Although this is the first year KIDS have reported their gender pay gap, the results found are promising as they do not indicate a gender pay gap in favour of males. We do, however, see a small gender pay gap in favour of females which could be the result of the gender make-up of our workforce. Going forward, we hope to continue to monitor and report our gender pay statistics in order to identify further areas of improvement.

We recognise that KIDS is predominantly made up of a female members of staff, and the nature of work that we do may be a cause of this. Our recruitment practices are continuously being improved in order to encourage both male and female applicants to apply for positions, and candidates are taken through recruitment processes based on their suitability for the role. KIDS are currently implementing a new applicant tracking system, which will take recruitment forward from paper based to online, and it is envisaged that such updates in our technology will attract more applicants from both genders. KIDS also has a fair salary structure whereby males and females are paid an equal rate for completing the same level of work.

The vast majority of KIDS staff are made up of sessional staff and part time employees, and in future reports, we would like to see a breakdown of where these

roles sit on our pay scales, and the proportion of males and females in each group. These findings may direct further areas for improvement.

A handwritten signature in a cursive, grey font that reads "C Stevens".

**Caroline Stevens**  
CEO, KIDS