



KIDS

# Gender Pay Gap Report

MARCH 2019



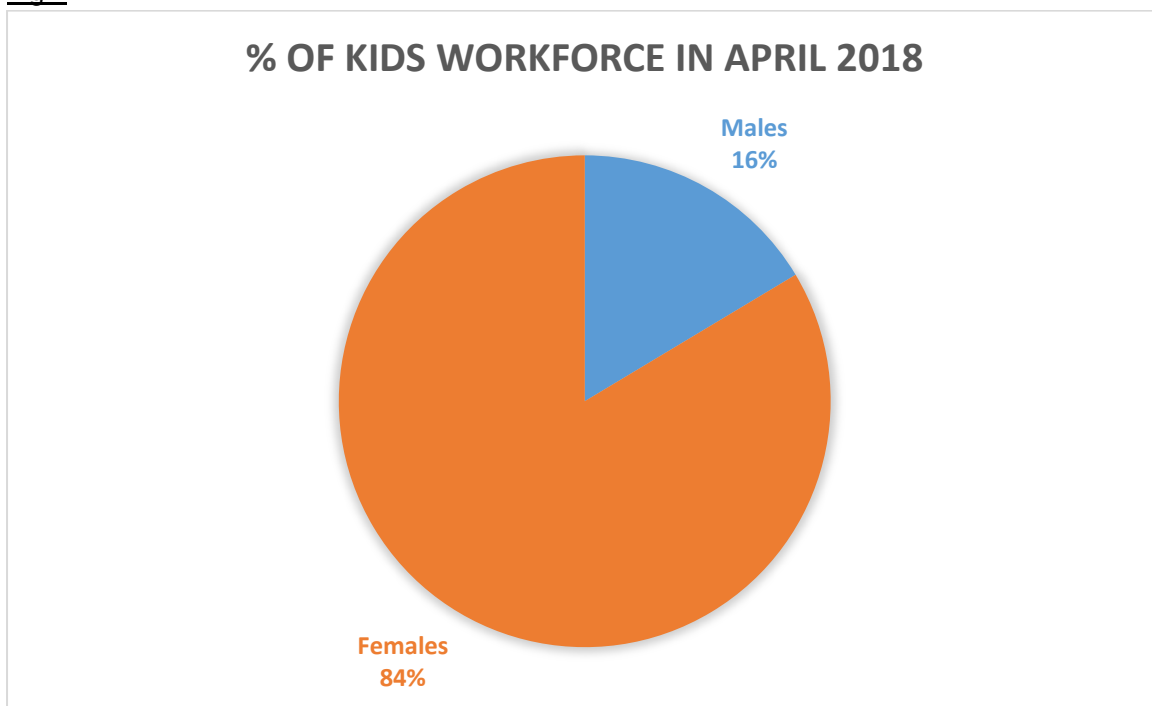
## Introduction

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 15,000 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 staff that identify as male (referred to in the report as “male”) and staff that identify as female (referred to in the report as “female”), for example Equal Opportunities policies, Shared Parental Leave, and Flexible Working.

In April 2018, 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

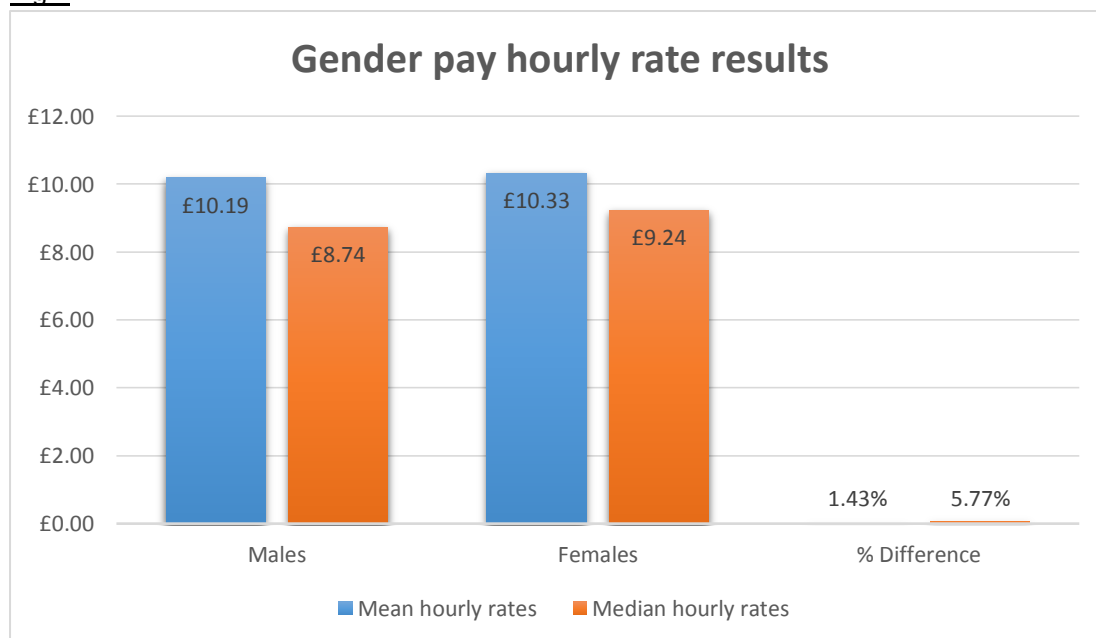
It is mandatory that employers report their gender pay gap within their bonuses. However, as KIDS do not award bonuses, this will not be reported.

## Analysis

In April 2018, the mean hourly rate for males was £10.19, and the mean hourly rate for females was £10.33. This is in comparison to the mean hourly rates in April 2017 of £9.78 for males and £10.31 for females. In April 2018, the difference between the average rate of pay in males and females was 1.43% in favour of females, which is a reduction in the difference in the previous year of 5.36% in favour of females. Therefore, males and females are being paid more on balance.

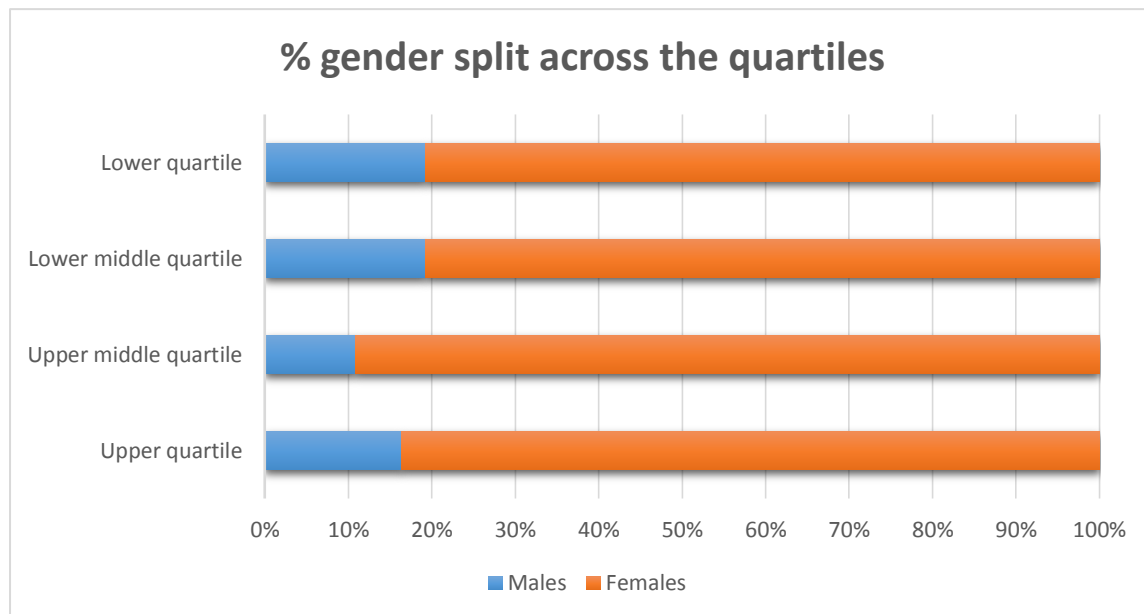
When looking at the difference between the midpoints in the ranges of pay between males and females, figures showed that males had a median of £8.74 and females had a median of £9.24. This is a difference of 5.77% in favour of females. While this figure is skewed towards females, it is a reduction on the difference between the median hourly rates for males and females in April 2017, in which males had a median of £8.60 and females had a median of £9.37. This was a difference of 8.95% in favour of females. In addition the midpoint of male and females pay rates is significantly less than the average nationwide, where a gender pay gap nationally exists of 17.9% (ONS 2018) 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 is 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 higher in the lower salary bands and lower in the upper salary bands by a small percentage (19.3% versus 16.4%), however the lowest proportion of males and the highest proportion of females were found in the upper middle salary band. It was also found that the gender split in the lower and lower middle quartiles were even, with 19.3% males and 80.7% females in each. The proportion of males and females in the upper quartile of the pay bands matches the gender composition of the workforce, of 16.4% male and 83.6% female, exactly. This data set shows that the gender composition across the bands does not fluctuate greatly.

Fig.3



In March 2018's report we stated that the vast majority of KIDS staff are made up of sessional workers and part time employees, which we would like to see a breakdown of on pay scales in terms of the proportion of males and females in each group, in future reports. The hope was that these findings would direct further areas for improvement.

When the makeup of our workforce was broken down by full time, part time, and sessional workers, it was found that a gender pay gap of 12.23% exists in favour of males among full time employees. Although there are a larger number of females working in full time roles than males, the number of females working in lower paid roles distorts the median which also affects the gender pay gap. This result is also higher than the national average gender pay gap for full time staff, which in April 2018 was found to be 8.6%.

Fig.4

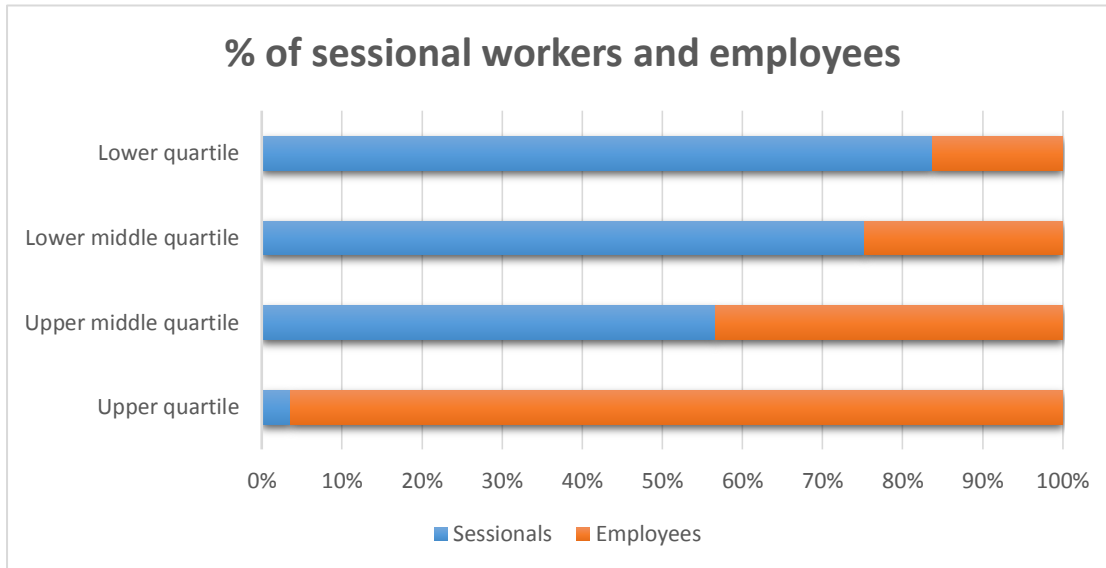
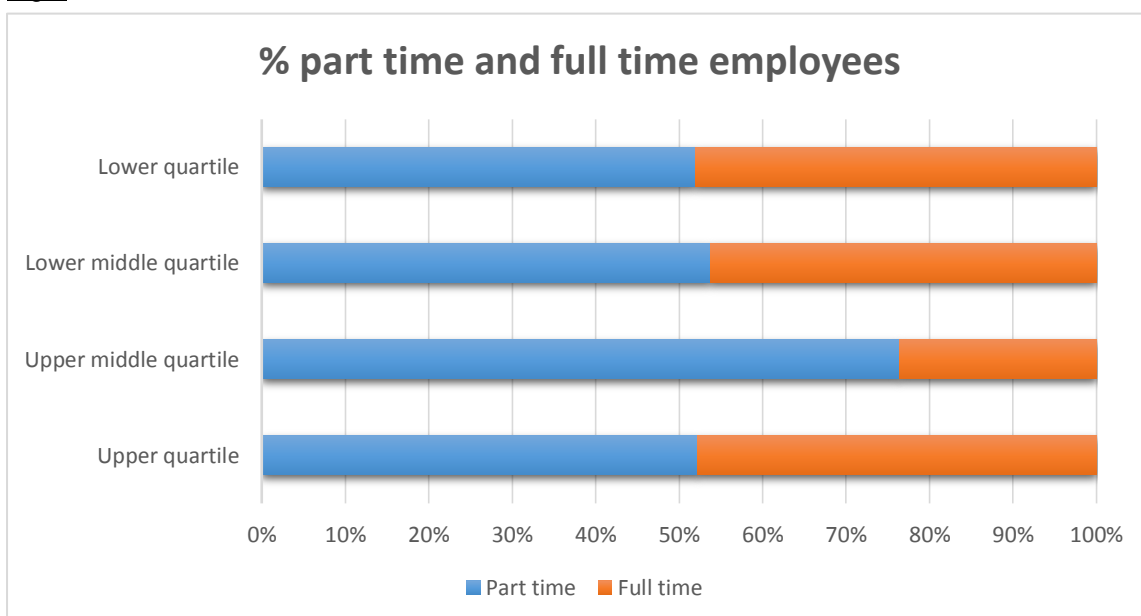


Figure 4 shows the split between sessional workers and employees within KIDS in April 2018. The number of sessionals demonstrated in the chart shows all of the sessionals that were paid for work, when the snapshot of the workforce was taken in April 2018, therefore the actual number of sessional workers within KIDS could be higher. Of the employees shown in the chart, figure 5 shows the breakdown of part time and full time employees. There is a higher proportion of part time staff in the upper pay bands in comparison to the lower pay bands, demonstrating that even in the higher paid roles, KIDS offer flexibility in hours, and accommodate part time working. The highest proportion of part time employees was found in the upper middle band, and of the 76.4% of part time employees, 91.7% of them were female.

The ONS (2018) stated that there are more females in part time jobs which are lower paid. However this is not reflected in our workforce, as no gender pay gap was found between males and females. Our results indicated that both males and females have a median of £11.00.

Fig.5



## Going forward

The results found in the report this year are promising as they do not indicate a gender pay gap in favour of males for all staff. 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. In addition, a gender pay gap exists with full time staff, which will need to be addressed. The reason for this appears to be due to the spread of hourly rates being greater for females than males as there are larger numbers of female staff than male staff across all full time roles. To address this KIDS will promote lower paid roles for males as well as females. The benefit of working with KIDS is that we will consider flexible and part time working, however this could attract more females than males. Recruitment initiatives will be looked into to try and encourage more males in to lower paid roles, and more females into full time roles, while promoting part time and flexible working opportunities for both males and females.

Going forward, we hope to continue to monitor and report our gender pay statistics in order to identify further areas of improvement in order to reduce the gap further between males and females. We recognise that KIDS is predominantly made up of a female members of staff, which is in common with other charities working with vulnerable children and young people. 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 also has a fair salary structure whereby males and females are paid an equal rate for completing the same level of work.

From June 2018, KIDS began the steady roll out of a new applicant tracking system (ATS), which has been fully implemented in all regions as of the 1<sup>st</sup> April 2019. It is envisaged that such updates in our technology will attract more applicants from both genders. In future reports, we would like to utilise recruitment metrics attained from the ATS system to provide further insight into the gender composition of candidates from application to placement stages. These findings may direct further areas of improvement.



**Caroline Stevens**  
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