



Giving
disabled children
a **brighter future**

KIDS

Gender Pay Gap Report

2021



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.

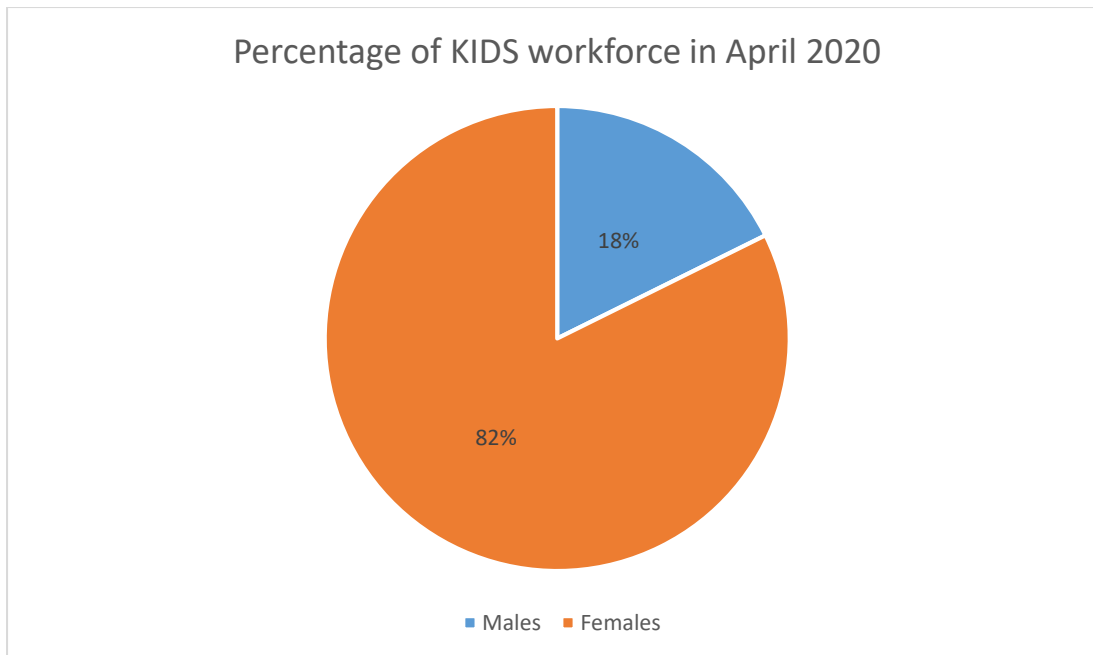
Equality, diversity and inclusion are core values for KIDS given our work alongside disabled people, the discrimination families face and barriers to equal treatment.

Over the last year equality, diversity and inclusion has been a key focus for the Charity, and although we can acknowledge we still have a long way to go, we will be making equality, diversity and inclusion an integral part of our new strategy. We have held strategy consultations with our staff and have rich feedback from the feedback to learn and draw from, including from the young people who want to see stereotypes challenged and actions taken to make society truly accessible for all. Parents too spoke about how KIDS staff make equality a reality, by opening up opportunities for young disabled people they didn't think possible, providing them with responsibilities and being 'buddy not a carer'.

KIDS is committed to the principles of equal pay for work of equal value and uses its job evaluation scheme to determine the relative value of all posts. 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, working to ensure that equal pay exists regardless of gender. We have initiatives in place which encourage equality between our male and female staff members, such as Equal Opportunities policies, Shared Parental Leave, and Flexible Working.

In April 2020, 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



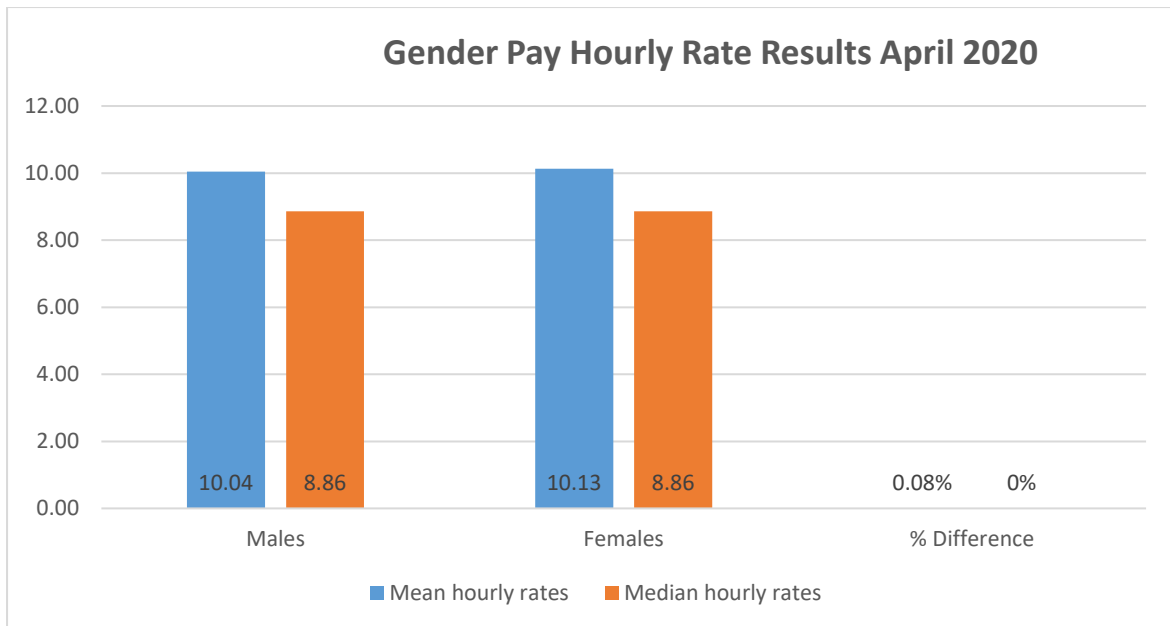
Bonus data

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

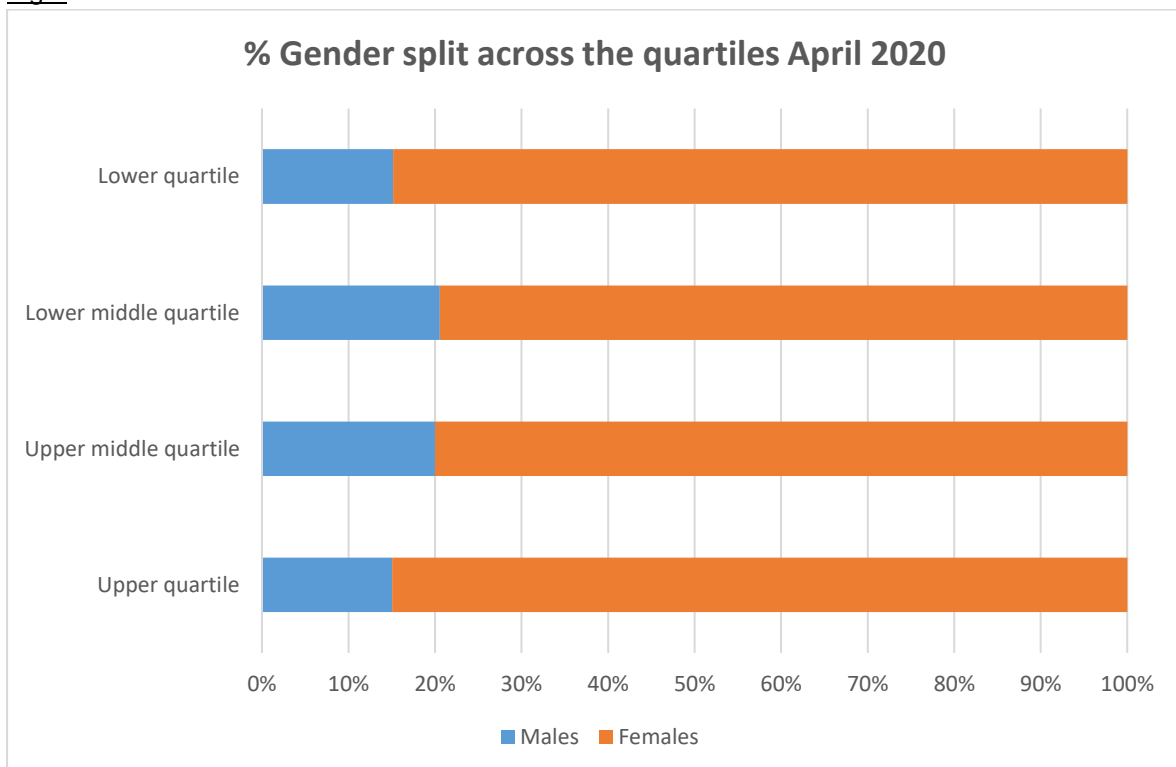
In April 2020, the mean hourly rate for males was £10.04, and the mean hourly rate for females was £10.13. This shows that the difference between the average of pay in males and females was 0.8% in favour of females. This has dropped from the figure in our first report of our 2017 snapshot which was 4.95% 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 and females were paid equally with a 0% difference. Where across the UK, a gender pay gap nationally exists of 15.5% (ONS 2020) in favour of males for all employees (full time and part time), KIDS pay between males and females does not reflect this gap, instead reflects more of an equal pay between male and females.

Fig.2



As illustrated by Fig 3 below analysing the proportion of males and females across the pay band quartiles indicate an equal distribution of males and females across KIDS pay bands. This shows that there is a fairly even representation of males and females in across all salary bands, however the figures do show there are more males within the lower and middle quartile than the lower and upper quartile.

Fig.3



Going forward

The results of our gender pay report are promising as they indicate that there is fairness in the KIDS salary structure, and the figures show this has improved over the last two years. 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 reviewed and improved to ensure that we have a diverse talent pool, including the implementation of an ATS system, Eploy which creates a standardised recruitment process across the Charity. We consider the language used in our adverts and the imagery we use, to ensure they not biased and encourages both male and female applicants to apply for positions. Candidates are taken through a standard and consistent recruitment processes based on their suitability for the role.

The vast majority of KIDS staff are made up of sessional staff and part time employees, this will also be a contribution to our predominately female workforce. 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. We believe these findings may direct further areas for improvement.

In addition to our work around gender pay gap we intend to continue our work in all areas of equality and diversity and will be making equality, diversity and inclusion an integral part of our new strategy. We are working with our staff to give them opportunities to shape and lead the equality diversity and inclusion agenda. We believe data such as these reports, along with dialogue about diversity, equality and inclusion is so important and will be a continuous process to ensuring KIDS becomes a fully inclusive employer.

HR Department, KIDS