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# KIDS GENDER PAY GAP REPORT



APRIL 2021

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KIDS

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## 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 11,800 disabled children, young people and their families every year by delivering over 60 services throughout 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, equality, diversity and inclusion are an integral part of our new strategy for 2022-2027. In developing our strategy, we held strategy consultations with our staff and used their feedback along with feedback from our stakeholders, to learn and draw from. This has included feedback 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 a '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 post. 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.

## Gender pay gap report for the snapshot date of 5 April 2021.

> Our mean gender pay gap is 1.3%.

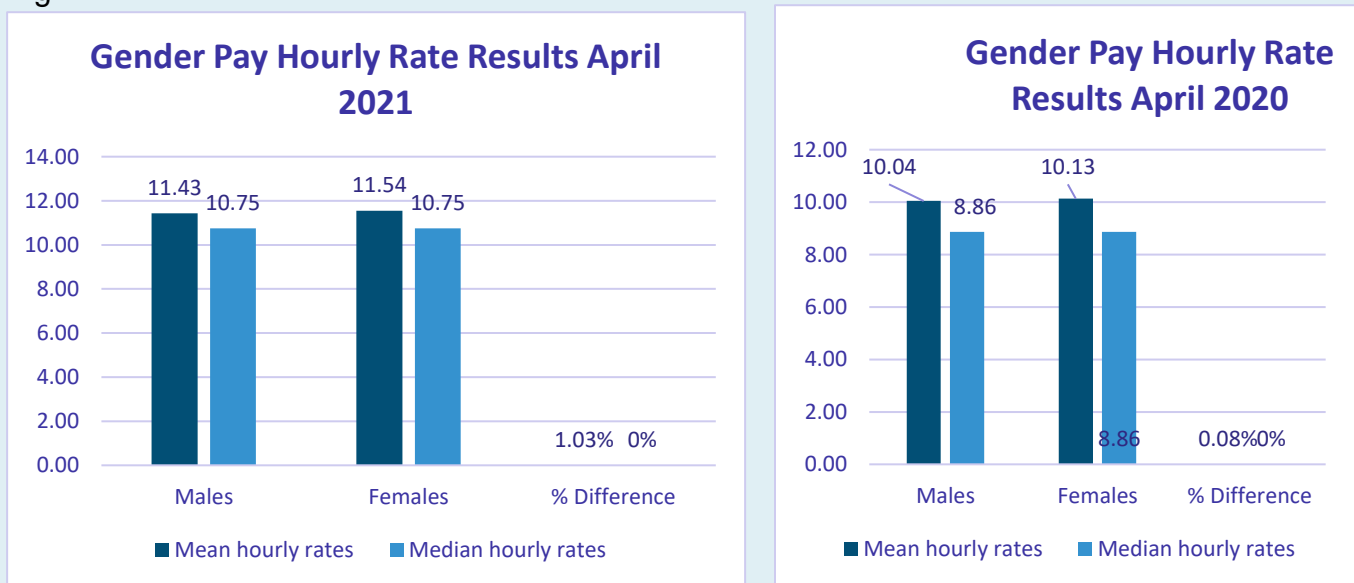
> Our median gender pay gap is 0%.

### Analysis

In April 2021, the mean hourly rate for males was £11.43, and the mean hourly rate for females was £11.54. This shows that the difference between the average of pay in males and females was 1.03% 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.

KIDS staff who were on furlough were included in the head count but were excluded when calculating the mean gender pay gap using hourly pay, the median gender pay gap using hourly pay, and the percentage of men and women in each hourly pay quarter.

Fig 1



The figures below analyse the proportion of males and females across the pay band quartiles. Figure 3 shows that a greater percentage of the KIDS workforce is predominantly made up of female staff, and the nature of work that we do may be a cause of this.

Fig 3

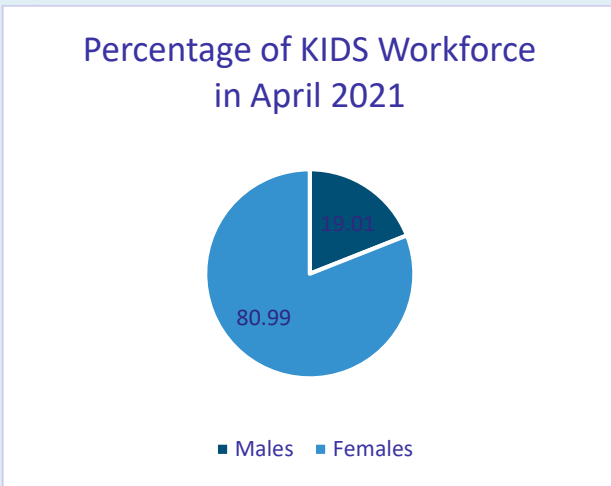
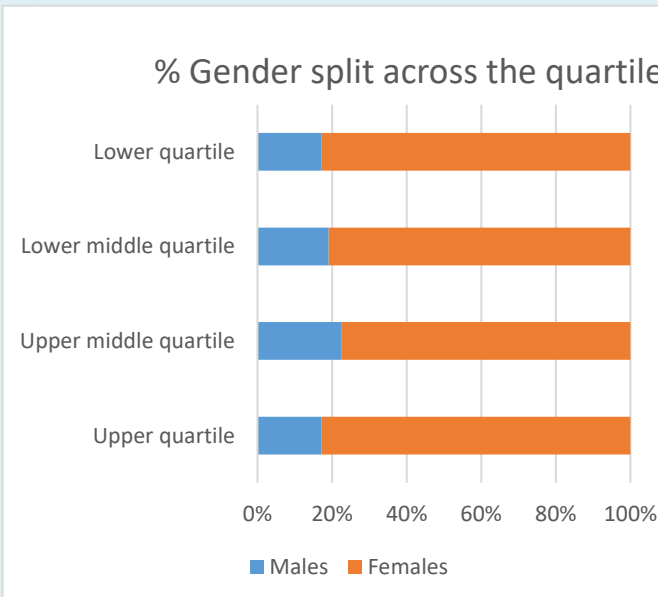


Figure 4 indicates an equal distribution of males and females across KIDS pay bands. This shows that there is an equal representation of males and females in all salary bands.

Fig 4



## What are we doing to improve gender equality within KIDS?

Our recruitment practices are continuously being reviewed and improved to ensure that we have a diverse talent pool. We ensure that the language used in our adverts is not biased and encourages both male and female applicants to apply for positions. Candidates are taken through recruitment processes based on their suitability for the role.

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 dialogue about diversity, equality and inclusion is so important and will be a continuous process to ensuring KIDS becomes a fully inclusive employer.