



Giving  
**disabled children**  
a **brighter future**

# KIDS Gender Pay Gap Report:

April 2022



## Introduction

Welcome to KIDS' Gender Pay Gap report for 2022. Equality, diversity and inclusion are in KIDS' DNA – not just because they are core organisational values at the heart of how we take care of our people, but also because of the work we do alongside disabled children and young people and their families, to challenge the ongoing barriers they face to equal opportunities.

KIDS is committed to fair and equal pay regardless of gender, is committed to people having choices in and outside their employment, and considers flexible working requests irrespective of length of service. We proactively encourage our colleagues to shape our culture as 'One Team KIDS', bringing together equality, diversity, inclusion and mental health/wellbeing with wider issues of culture and belonging.

KIDS was launched in 1970 when teacher John Mulcahy, working with a disabled child in his class and the child's mother, discovered what practical support would fill the gaps in provision that the child and family needed. Over 50 years later and in 2022, our incredible team delivered almost 225,000 hours of support, over 40,000 hours of online support across all our services, working with almost 15,000 disabled children, young people and their families.

As a small organisation, KIDS' % pay gap between genders can change with just one or two critical hires which has happened this year. As a result, there has been an increase in the % pay gap in favour of men - 4% higher than the female hourly rate compared with 1% in favour of females in 2021. However, we do have a strong representation of women across all our pay bands showing that our flexible working policies give the opportunity for all our team to progress within KIDS. This is compared to the national figure of 14.9% (Office for National Statistics).

Equality, diversity and inclusion are an integral part of our new strategy for 2022-2027 'Support, Empower, Sustain' – which resulted from listening to colleagues inside and outside KIDS and reflecting on the insights and experiences of children, young people and their families. Our Board will hold our Executive Leadership Team accountable for the delivery of our plans in this crucial area.



Our mean gender  
pay gap is

**4%**

in favour of men

Our median gender  
pay gap is

**0%**

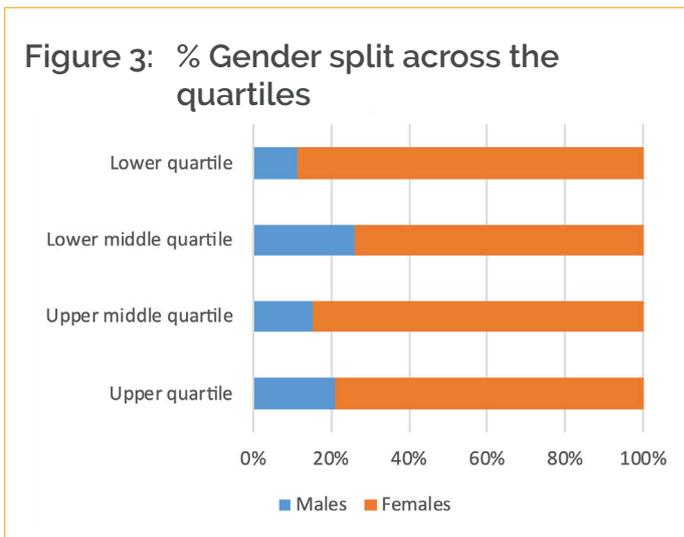
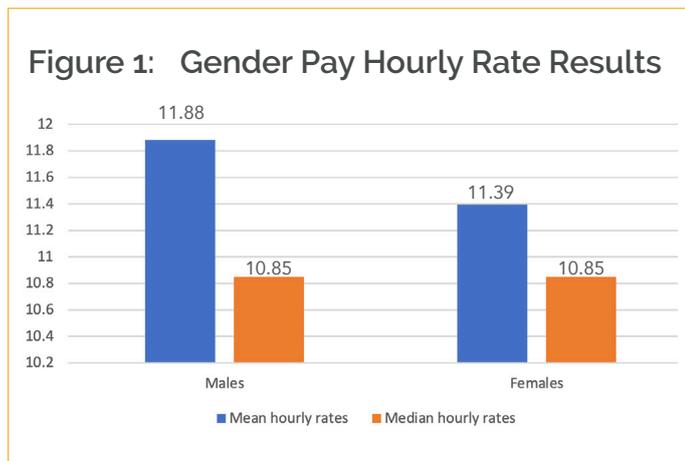
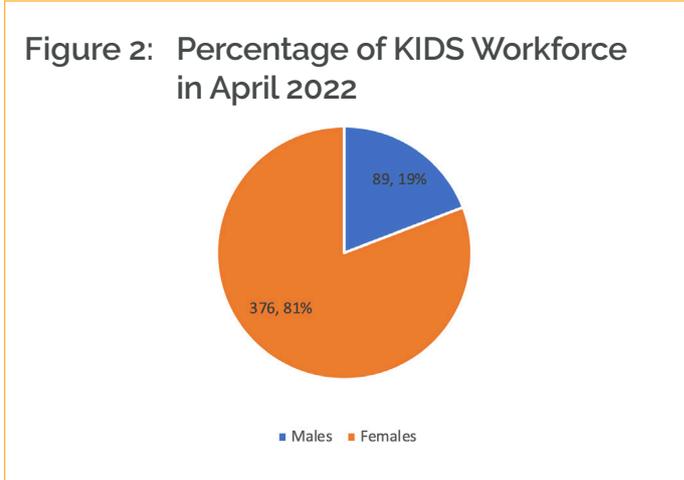
# Analysis

In April 2022, the mean hourly rate for males was £11.88, and the mean hourly rate for females was £11.39. As a result, the difference between the average pay for males and females was 4% in favour of males.

To set this in context, the UK gender pay gap nationally is 14.9% in favour of males for all employees (full time and part time).

Figure 2 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 contributing factor as more women tend to work in health and social care roles.

Figure 3 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.



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

With the clarity of our new strategy, we will determine which equality, diversity and inclusion actions to prioritise in 2022-23, for our people to shape and benefit from as 'One Team KIDS'. Our people's voices through surveys and working groups will feed into this action plan and bring together all of these actions with wider areas such as culture and belonging.

Our immediate next steps will be – in summary:

1. Actively seek people's views and insights, internally and externally, to define impactful and realistic goals and actions.
2. Improve the quality and accuracy of our diversity data to inform our priorities. Strengthen our understanding of the identities of our people and those that we work with.
3. Build the development and resourcing of accessible materials into our communications plans. Produce an accessible version of this document for the young people we work with.

KIDS is committed to fair and equal pay regardless of gender and is committed to people having choices in and outside their employment. With this in mind, we offer very attractive flexible working options, which includes possible options such as: part-time and term-time contracts, flexible start and end times, job shares, hybrid and home working, (all these are subject to the role and service/departmental requirements) unpaid leave, generous holiday entitlement. This flexibility is offered regardless of reason - whether this be due to parental demands, or to other reasons like personal hobbies and passions. We promote equal opportunities and flexible opportunities so no matter what people want to do in their personal lives we want to find them a role at KIDS.

We will consider flexible working requests irrespective of length of service - our people do not have to wait the statutory 26 weeks. KIDS believes in finding the best people for the role as we are committed to getting the right skills for the right roles.



## Some of our colleagues who work flexibly:

### Sam Chegwin: Service Manager

At this point in my life, with a young family, flexible working is definitely one of the most important aspects of my working life. My role allows me a great deal of flexibility, with a significant part of the role being able to be completed at any time of day. I feel KIDS trusts me to work flexibly enabling me to take my children to school each morning, pick them up most days of the week, and work from home just in case I'm needed. This takes pressure off me and enables me to be more effective at work, as I do not have the stress I might otherwise have without this flexibility. The culture, trust and flexibility given to me are very important.



### Shelly Marlow: Regional Manager

My journey with KIDS began in 2014 shortly after the birth of my second daughter. I was seeking a positive work life balance, having left another senior role where the working hours did not work for me. In the nine years I have worked for the charity. I have held four positions and have been promoted on three occasions from my initial role of Practitioner to my current role of Regional Manager and National Neurodiversity Lead. The flexibility in working practices has allowed me to progress in my career whilst allowing me to care for my family and the ever-changing challenges this brings with neurodiverse children.



### Rachel McNair: Head of People

I joined KIDS in 2016 as a Senior HR Advisor. I have chosen to increase my hours during this time and have always had some flexibility over when I work them as long as I am meeting the needs of our charity which I see as a great benefit. At the moment I start work a little later four days of the week so that once I have dropped my children at school I can go to the gym as I find this really beneficial for my health and wellbeing. Although I am part time I chose to work all five days of the week so I can do this, but I also finish in time to pick up my children from school three days of the week. This also allows me to take them to their various activities in the afternoon and evening. I really value the work life balance KIDS offers. Right now I am really enjoying leading the People team through the delivery of our five year strategy.



This report is authorised by



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