

Kids

Disabled children
say we can

Gender Pay Gap Report

April 2023



Welcome to Kids' Gender Pay Gap Report

Diversity, equity and inclusion (DE&I) are in Kids' DNA – not just because of how we take care of our people, but also because of the work we do alongside children and young people with special educational needs and disabilities (SEND) and their families, to challenge the ongoing barriers they face to equal opportunities.

As an employer, we create opportunities for people with different needs and we really value the wide range of experiences our colleagues bring to their roles.

We're all different. It's one of the best things about life – people are brilliantly unique.

We feel so strongly about this, it is now written into our organisational values.

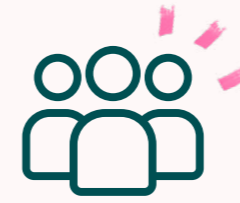
In 2022 we went on an exciting journey to refresh the Kids brand. We carried out extensive research and consultation with colleagues, the children, young people and families we support, and the wider public. The result is a fresh new look, feel and tone, which is all about positivity and empowerment.

As part of the brand refresh, we co-created new Kids values that works both on the outside and on the inside of the organisation.

Our people have worked together to choose, develop and embed our new values and behaviours.



Our Values



Celebrate Individuality

Over two million children and young people in the UK live with disabilities and special educational needs. All are brilliantly unique. We tailor our approach to the needs of every individual.



Work Together

Working together is about our willpower to make a positive difference. It is about putting kindness into action. Our determination to do our best for every family.



Think Creatively

Creativity is the ability to think up new ideas, combining expertise with imagination. We create life-changing opportunities for families by providing and inventing a wide range of services.



Speak Up

Speaking up isn't about being negative. Far from it. It's all about amplifying the voices of children and young people to achieve positive social change.



What is the gender pay gap?

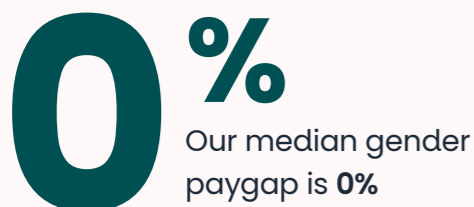
At Kids, we understand our role in, and are committed to, closing the gender pay gap.

We believe that a more diverse and inclusive workforce helps workplaces by bringing in new skills, creativity and innovation.

What's more, it leads to sounder decision-making, higher employee engagement and improved employee retention.



Our mean gender paygap is **2.63%** in favour of men



Our median gender paygap is **0%**



Women in the UK earn on average **7.7% less*** than men (April 2023) and this has been declining slowly over time.

It's commonly reported that the gender pay gap exists because women work in lower-paid sectors and occupy fewer senior roles.

Many believe that this is the result of several factors, including unequal family care responsibilities, traditional stereotypes and out-dated workplace cultures.

Analysis

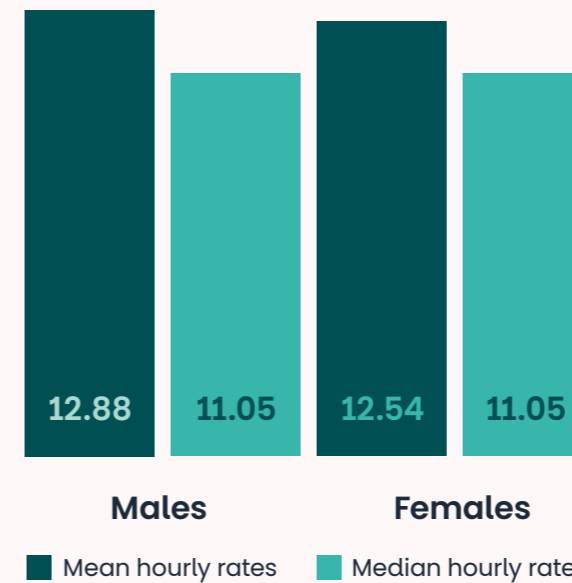
At Kids, we have a gender pay gap of 2.63%, which means that women earn 2.63% less than men. This is an improvement on last year's gap which was 4%.

The average hourly rate for men at Kids is 34p higher than for women.

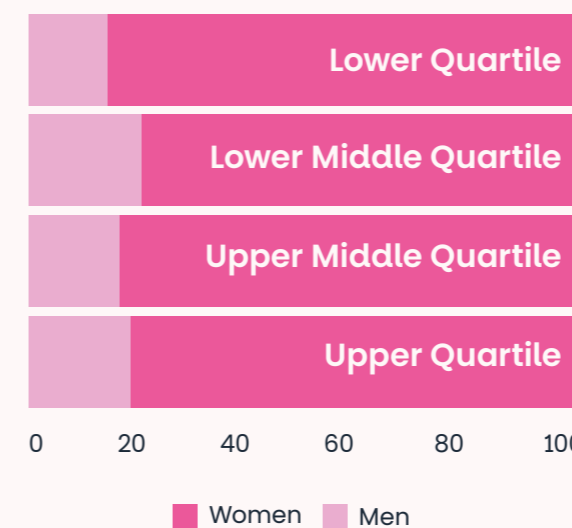
The median is exactly the same.

There are more women (+1) in the higher quartiles compared to last year, which accounts for the above change.

Gender Pay Gap Hourly Rates Results 2023



% Gender Split across the quartiles 2023

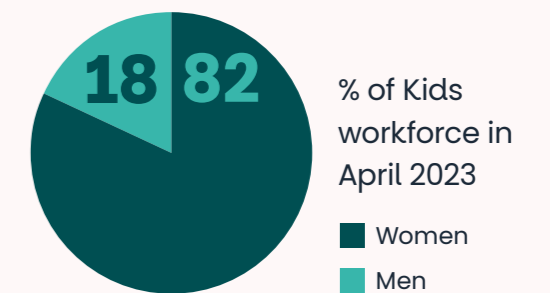
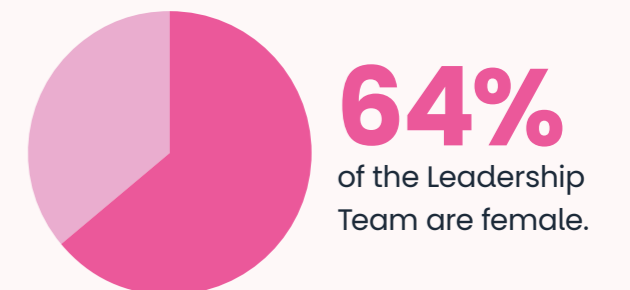
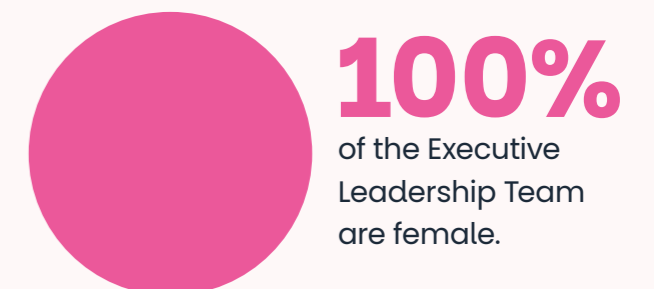


There are...

81 WOMEN

in the top pay quartile compared to...

19 MEN



*Source: www.ons.gov.uk

What we do to improve gender equality at Kids

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 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.
- We offer very attractive flexible working options, such as part-time and term-time contracts, flexible start and end times, job shares, hybrid and home working, and unpaid leave. This flexibility is offered regardless of reason – whether this be due to parental demands, personal hobbies or passions.
- We offer generous holiday entitlement – starting at 25 days plus bank holidays.
- We offer enhanced maternity leave and paternity leave – newly introduced this year following feedback from colleagues.



Experiences from our People

Many colleagues across Kids can be described as experts by experience – whether that is lived experience of disability, professional experience, or both. Their passion, empathy and drive create a rich and unique culture.

“It’s a massive bonus working for an organisation that understands the demands of being a parent of a child with additional needs”.

I am quite a new arrival at Kids, having started in July 2023.

However, my own son has an Education, Health and Care Plan (EHCP) so I was already aware of my local SEND Parents Forum, which represents parents and carers of children with special educational needs and disabilities (SEND) and is facilitated by Kids.

They had been supporting me and keeping me informed about services in the area.

I saw an Early Years Portage Worker vacancy at Kids which had been advertised in the local newspaper and thought I would apply.

Since I also work as a Family Learning Tutor in a neighbouring borough, I felt I could offer a good range of transferable skills.

It’s a massive bonus working for an organisation that understands the demands of being a parent of a child with additional needs.

Tracey Shackle
Senior Practitioner



Experiences from our People (cont.)

“I have close friends and family with disabilities, and I am passionate about supporting them to achieve their goals and aspirations where possible”.

I've been with Kids for almost three years. After time spent working in SEND schools, and for a youth empowerment and anti-bullying charity, my first role at Kids was as a Service Coordinator for the Hull SENDIAS Service.



I chose to apply to work at Kids because the organisation aligns with my values and motivations to empower disabled children and young people.

I have close friends and family with disabilities, and I am passionate about supporting them to achieve their goals and aspirations where possible, so that they can thrive.

One of my best friends has Spina Bifida and my nephew has Down Syndrome. I have seen the challenges they and their families have faced with education, work, and in community settings.

I have always loved working with and supporting people from all walks of life - whether that is by removing barriers in society that disable people, supporting a child through their education, or empowering the teams of professionals around me to create a better future for children and young people with SEND.

I measure my own success by the success of the teams I work with and the resulting positive impact that they create, changing lives in a positive way.

Robbie Cruickshank-Sutton
Service Manager

“I wanted to do something with my life that had meaning and would hopefully make a difference to other families who may have been going through similar experiences”.

I've worked at Kids for 22 years, since 2001. I started as a Home Liaison Worker and have held different roles over the years. I am currently a Senior Sleep Coordinator.

We first became involved with Kids in 1997, after the birth of my son Sam. He was born with cerebral palsy, epilepsy and complex health needs.

We used Portage and an information and advice service (the pre-cursor service to what is now known as the SENDIAS Service – special educational needs and disability information advice and support) which helped me and our family until Sam passed away in 2000.

When Sam died, I wanted to do something with my life that had meaning and would hopefully make a difference to other families who may have been going through similar experiences.

I strive to bring empathy, understanding, a non-judgemental attitude and more importantly great care to my role at Kids.

I love working with children and young people with SEND and supporting their parents and carers. I have met so many wonderful families in my time at Kids and I look on them as my extended 'family'.

Louise Marrow
Senior Sleep Coordinator



Kids


Disabled children
say we can

This report is authorised by



Helen Ellis
Chief Operating Officer

249 Birmingham Road
Wylde Green
Sutton Coldfield
West Midlands B72 1EA

 0121 355 2707

kids.org.uk

Registered Charity No. 275936

