

Kids

Disabled children
say we can

Gender Pay Gap Report

April 2024



Welcome to Kids' Gender Pay Gap Report

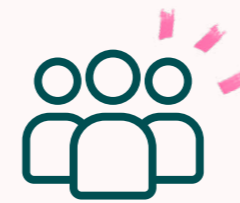
Our people are central to everything we do and bring with them a wealth of lived experiences, knowledge and expertise which make the life-changing work we do possible.



As an organisation, we're committed to investing in our people by nurturing their individual skills to work together as 'OneTeam' in pursuit of our mission - creating a world where all kinds of children and young people have all kinds of opportunities.

Over the last twelve months we've continued to embed our internal values and behaviours across Kids, not only looking at what we do, but how we do it. As a disabled children and young people's charity, Diversity, Equity and Inclusion (DEI) is in our DNA and at the core of our organisational 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?

Our work is focused on creating equal opportunities and challenging barriers, so we're passionate about ensuring that inclusivity is at the heart of everything we do.

We're proud of our diverse workforce and we value their innovation, creativity and their important role in helping us to make internal and external decisions.



At Kids, we have a gender pay gap of 7.63%, which means that women earn 7.63% less than men, with the average hourly rate for men being £1.11 higher than for women.

The median is exactly the same.



Our mean gender paygap is **7.63%** in favour of men

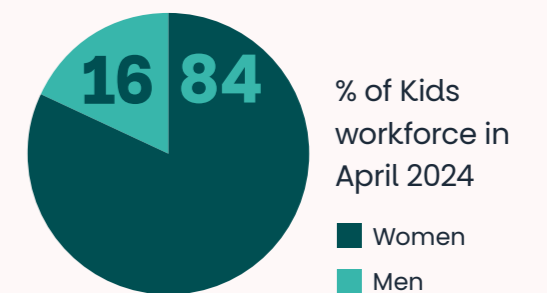
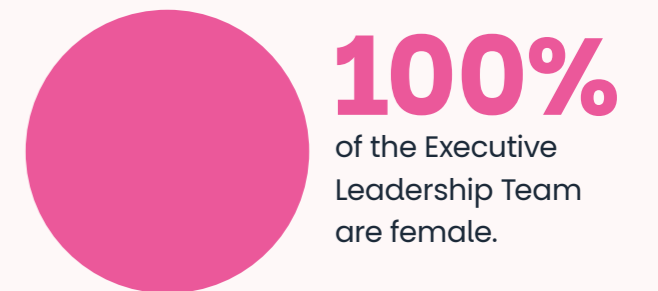
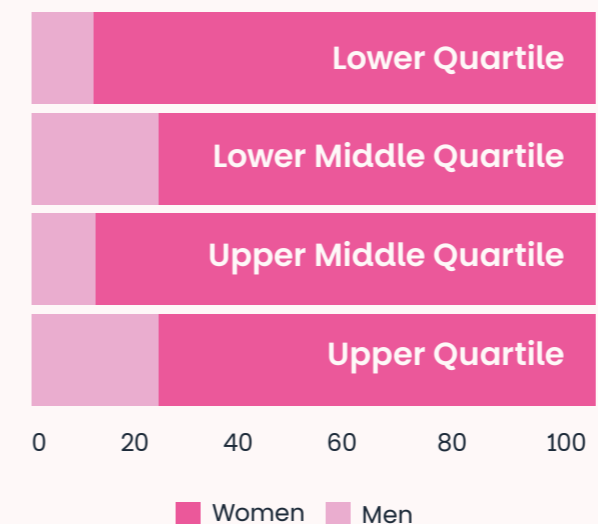


Analysis

Gender Pay Gap Hourly Rates Results 2024



% Gender Split across the quartiles 2024



*Source: www.ons.gov.uk

What we already do to improve gender equality

On average women in the UK earn 7% less than men (April 2024) 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.

At Kids, we have a largely female workforce (84% identifying as female) with a 100% female Executive Leadership team, so 'bridging' the gender pay gap is important to us.

We understand that our role in gender pay equality is important, and we acknowledge that we still have a way to go. There are several factors which are thought to largely contribute to the pay gap including unequal family care responsibilities, traditional stereotypes and outdated workplace cultures.

We've already started to tackle some of these issues as part of our colleague benefits package - Empower.

Empower is more than just a colleague benefits package; it aligns our internal values, behaviours and our five-year strategy to provide a variety of innovative rewards to improve accessibility and our colleagues experience.

We're committed to strengthening our offering, and building on our existing benefits, including enhanced maternity and paternity pay, this year we've added several benefits focused on ensuring equal opportunities:

- Additional paid carers leave and family friendly leave
- Company sick pay from day 1 of employment
- Option to buy additional annual leave via salary sacrifice (on top of a generous holiday entitlement – starting at 25 days plus bank holidays)
- Recognising long serving employees

Our plans to further improve gender equality

Compared with the previous Gender Pay Gap Report (2023) we've seen a decline in our gender pay equality; as an organisation our population sizes are smaller, therefore individual colleagues leaving or joining significantly change our percentages.

We're committed to improving and so we plan to further invest in our DEI journey and continue developing our workplace wellbeing programme over the next twelve months.

We still have work to do, but we're pleased to have taken the first steps in our DEI journey.

Partnered with an external DEI organisation the 'Employers Network for Equality and Inclusion (ENEI)' we've now completed a comprehensive benchmarking audit which has helped us to understand where we are currently and what we can do to improve.

With ENEI's ongoing support and insights from our internal DEI Steering Group, we want to learn more about our people and use this data to introduce practical ways of

promoting inclusivity and enhancing our overall colleague experience.

In the last year our people let us know that they'd benefit from more support regarding their workplace wellbeing and mental health; using their feedback we're pleased to have launched a new wellbeing campaign which includes access to a comprehensive employee assistance programme (EAP).

Our new EAP specialises in providing support for the charity sector and gives our people unlimited access to a 24/7 support line, as well as an online portal with easy access to thousands of resources.

Working with our EAP, we plan to use our quarterly usage reports to give us valuable insight into the range of topics which matter most to our people.

Making sure our people feel happy and healthy is important to us, so as part of our one-to-one process all colleagues have been encouraged to complete a 'workplace wellbeing assessment'.

It's hoped that by creating opportunities for regular wellbeing focused conversations we can create a preventative culture where colleagues feel confident to discuss their wellbeing needs before they feel at crisis point.

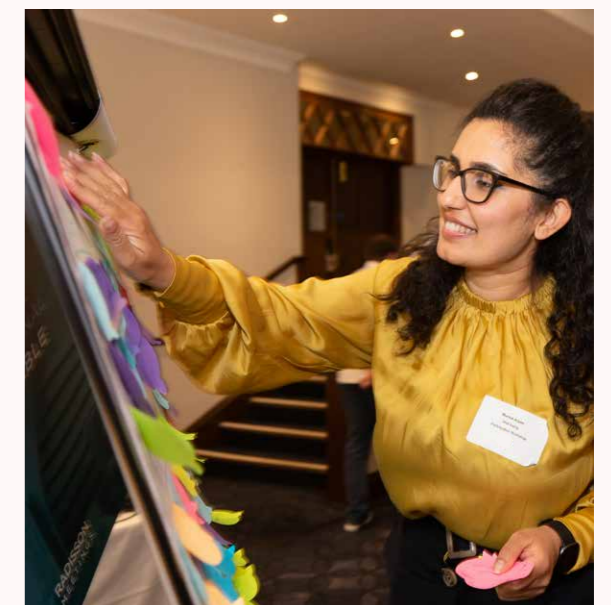
Like many other organisations, we recognise the value in peer-to-peer support. As part of our commitment to support colleague wellbeing, we're excited to be introducing 'Mental Health First Aiders'.

Our mental health first aider team will be given comprehensive accredited training to ensure they're equipped to support our people and help us continue embedding a positive wellbeing culture across Kids.

With lots of innovative employee experience enhancements happening across Kids, we want to ensure that our people are aware of our extensive benefits, rewards and support offerings so we're currently reviewing our new starter induction processes and general internal communication and information sharing approaches.

We're pleased with our work so far and we look forward to continuing to collaborate with our people to

help us create an inclusive, inspiring and supportive environment where our people can be authentically themselves, have their voices heard and are championed for being brilliantly unique.




This report is authorised by



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