

Kido

2022/2023

Gender Pay Gap Report

Kido Schools UK Ltd

early years, reimagined



All businesses employing 250 or more staff are required by law to publish details annually of their gender pay gap and report this information to Government.

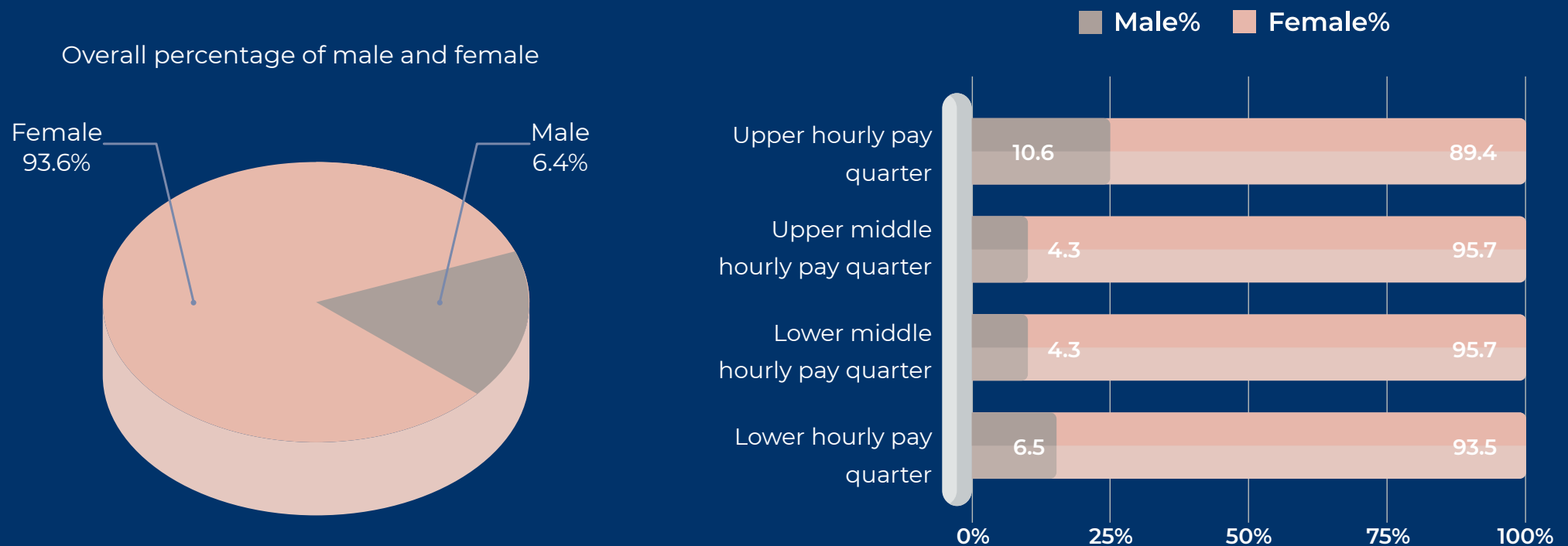
Kido Schools UK Ltd has over 250 employees on the snapshot date, so we are required to report our gender pay gap report.

This report is covering the period up to the snapshot date of 5 April 2022.

**Radius Educational Services Ltd is part of Kido Schools UK Ltd so the data is inclusive of both entities.*

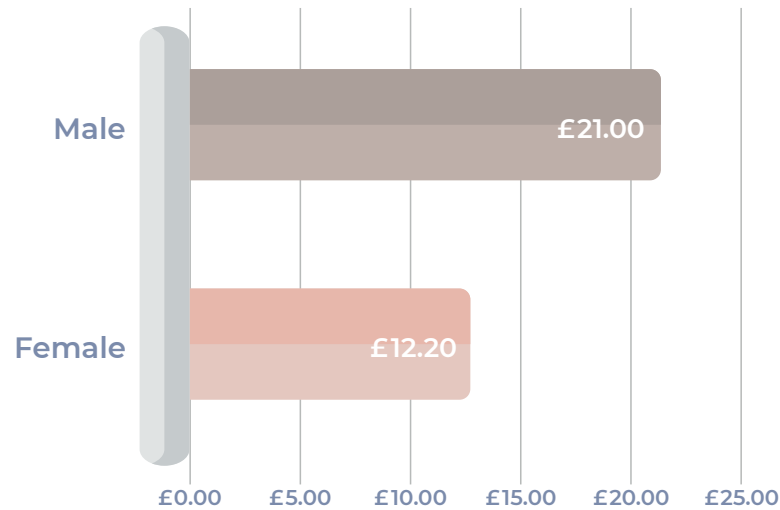


Percentage of men and women in each hourly pay quarter



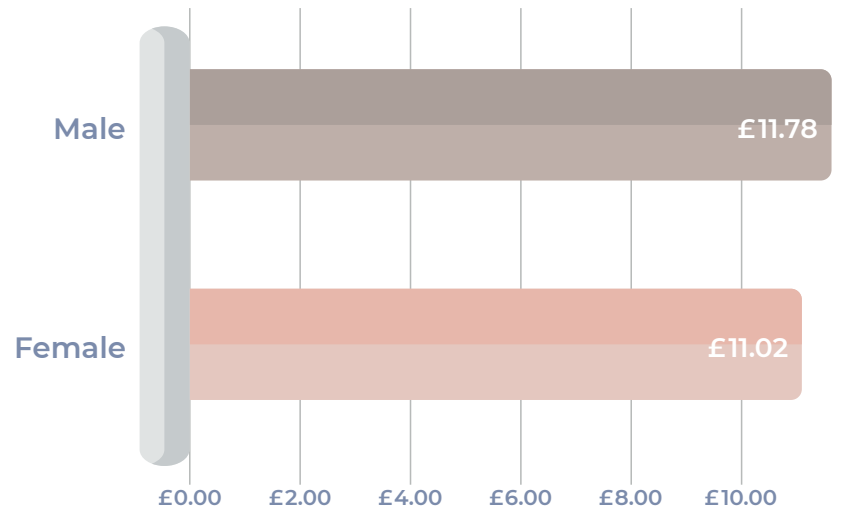
At Kido women occupy 89.4% of the highest paid jobs and 93.5% of the lowest paid jobs.

Overall gender pay gap



Mean hourly rate

Mean Pay Gap
41.9%



Median hourly rate

Median Pay Gap
6.5%

Our mean gender pay gap is 41.9% and the median gender pay gap is 6.5%.

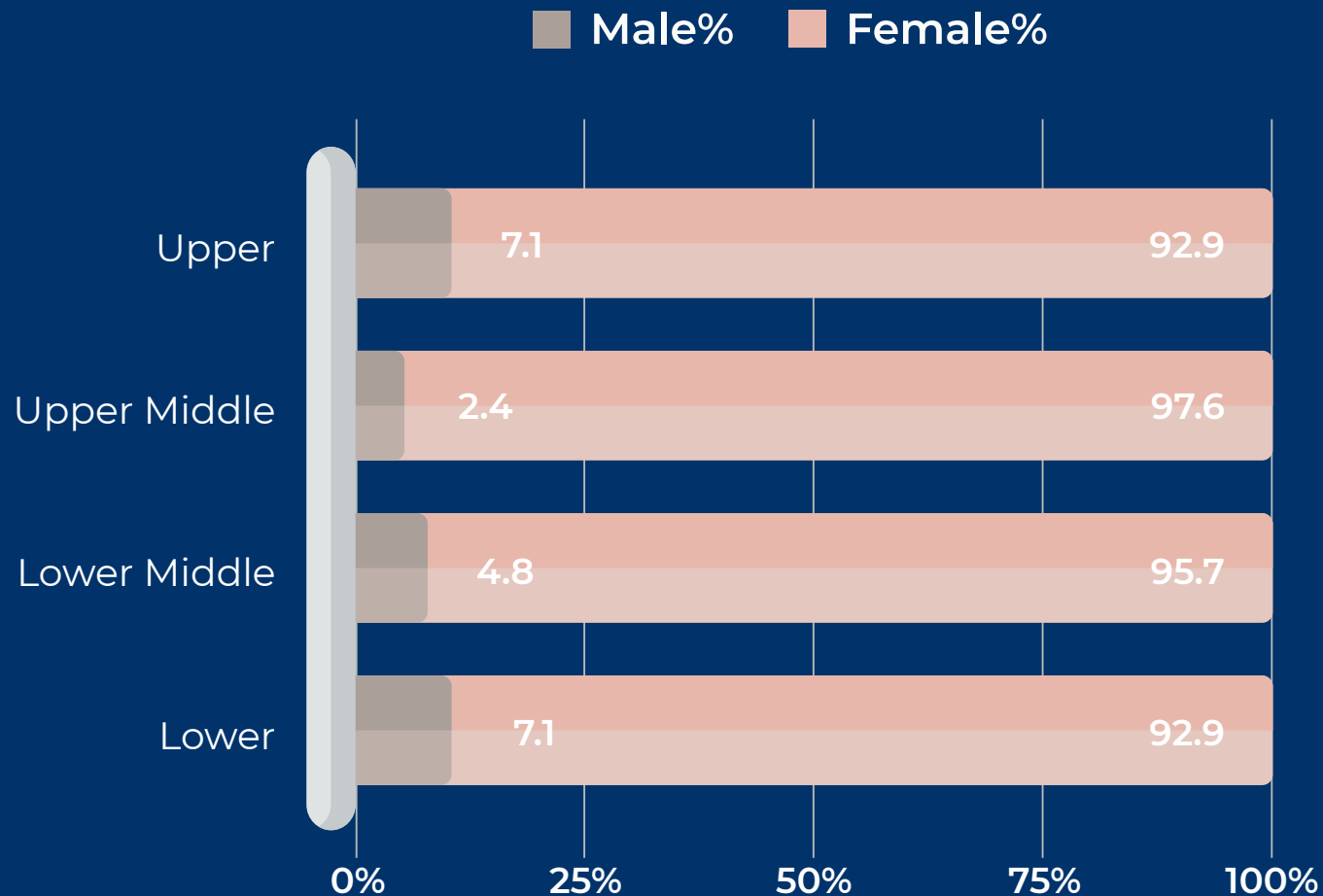
The gap is explained by higher head office wages, where we have more men in relative terms, than at the nursery, where wages are lower.

At the time the snapshot covers we had more men in senior hub (head office) positions who earned more than nursery practitioners who make up the majority of the female roles.

The gap exists because of large differences in the highest paid head office staff v's the median wage at nursery level.

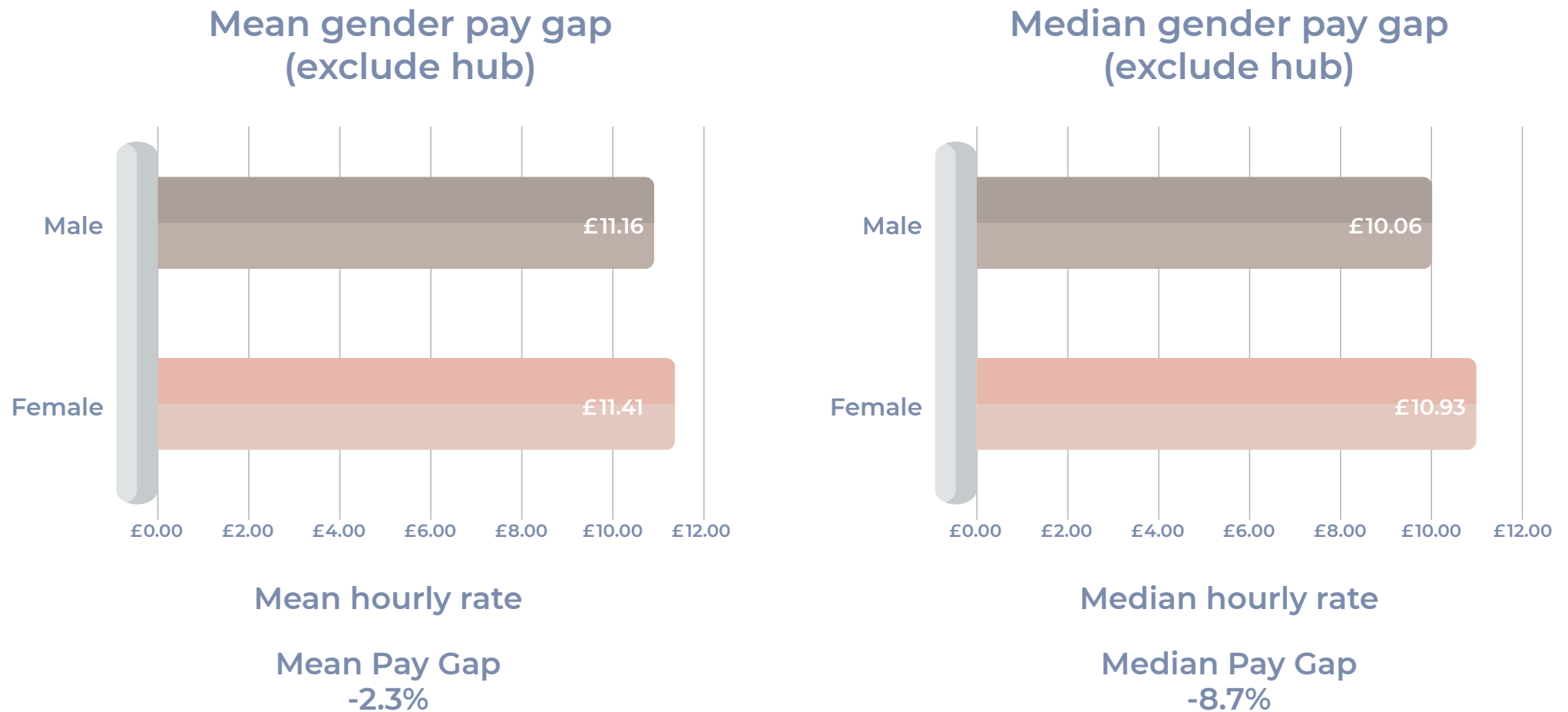
If we were to look at our gender pay gap at the nurseries level, which is where over 220 of our employees are working, then our mean pay gap and median pay gap is actually 0%.

Nursery gender pay gap



At nursery level, women occupy 92.9% of the highest paid jobs and 92.9% of the lowest paid jobs.

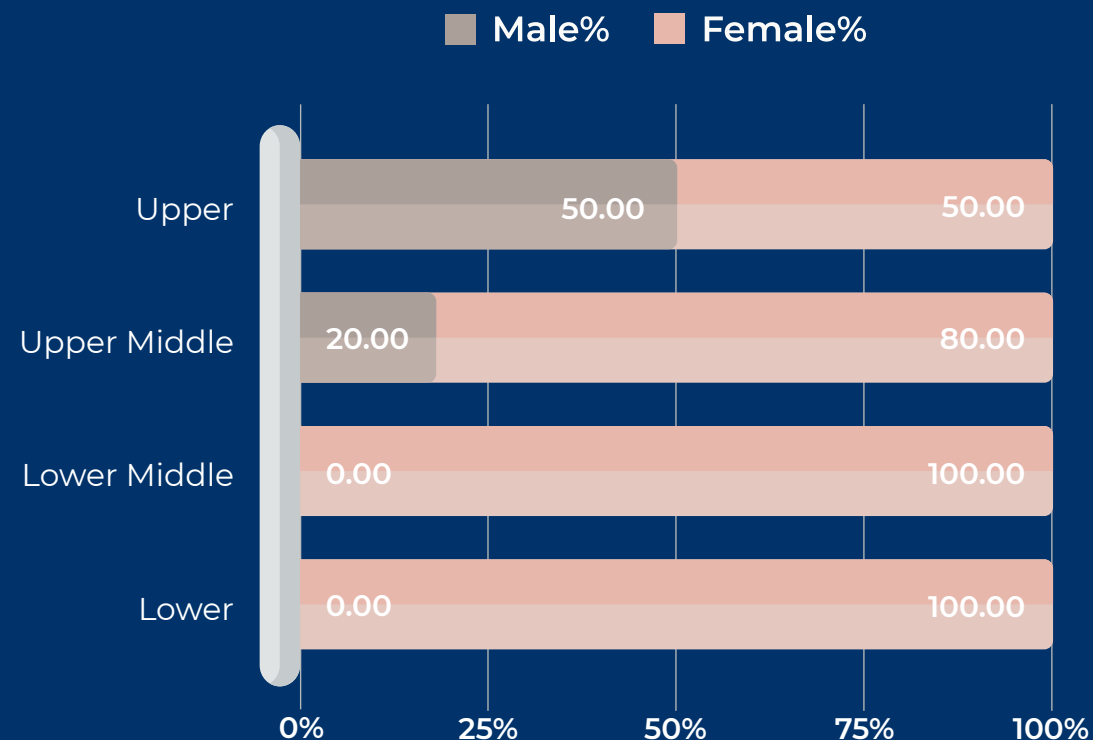
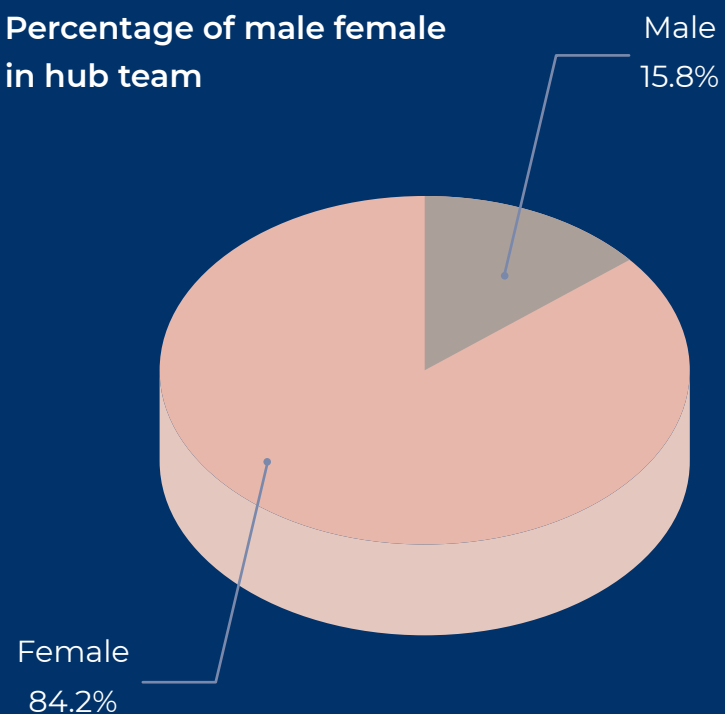
Nursery gender pay gap



Women earned more than men across the nursery level only (excluding Hub staff). On balance, women are better paid in the roles where they occupy the majority of positions, and occupy more senior and higher paid roles at a nursery level.

Hub team gender pay gap

Percentage of male female
in hub team

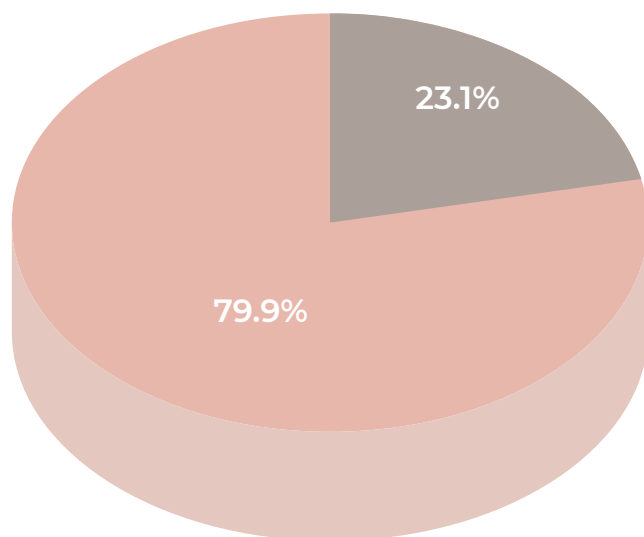


Our highest paid hub roles are occupied by more men than women in the period of the snapshot data.

We have a higher percentage of males at the Head office level than we do at a nursery level.

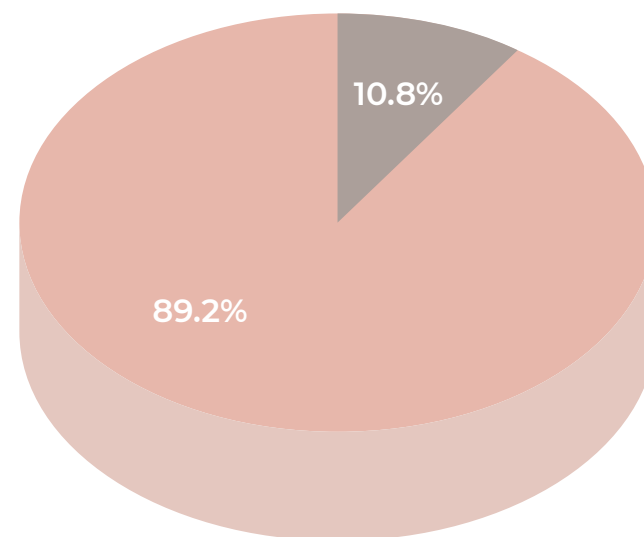
Percentage of men and women receiving bonus pay

Percentage of Men Receiving Bonus Pay



3 out of 13 men have received bonus pay

Percentage of Women Receiving Bonus Pay



29 out of 269 women have received bonus pay

In 2022, 6.4% of staff received performance related bonus, 6% of staff received staff referral bonus.

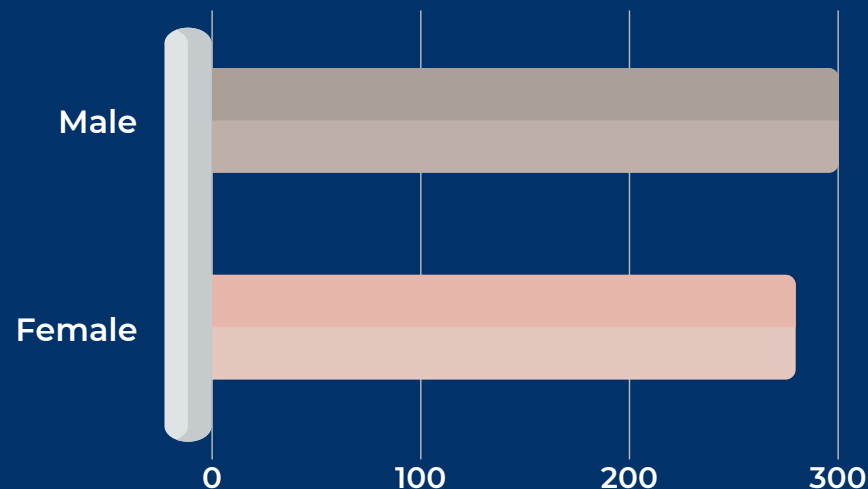
The data relating to bonuses is skewed by only 3 men having received bonuses.

The difference between the mean bonuses for men and women is actually only £14.

The median difference in bonuses is £50, so not a substantial difference in regards to value.

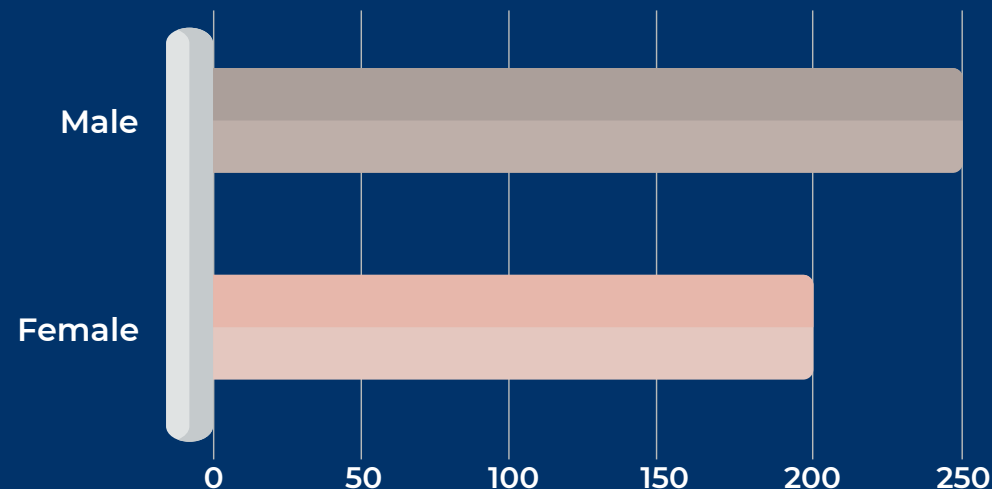
All performance related bonuses are from staff at a nursery level.

Bonus pay gap



Mean Bonus Gap 4.6%

This is the difference in the average bonus earned between men and women in the 12 months preceding 5th April 2022.



Median Bonus Gap 20%

This is the difference in the middle bonus value earned between men and women in the 12 months preceding 5th April 2022.

Staff were eligible for two types of bonuses, performance related bonus and a staff referral scheme. 46.3% of bonuses were performance related, 53.7% were for the staff referral scheme.

The headline data notwithstanding, when you look at our gender pay gap at a nursery level, where the majority of our staff work, rather than including the head office team, then we are actually performing exceptionally well in terms of minimising any gender pay gap.

The data tell us that our employees are predominantly female, which is a real strength for us, and common for this industry.

If we were able to attract a more equal proportion of men at a nursery level then the data would be very different.

As more women from a nursery level progress their careers into head office functions, we will expect to see the gender pay gap trend downwards. Our culture of internal promotion should ensure that we continue to seed our larger salaried roles from within our highest performing nursery staff, who are majority female.

Kido will continue to provide an inclusive recruitment process and equal opportunities for development for every employee irrespective of their gender. We will continue our commitment to gender equality in the workplace.

We can confirm that the data recorded is accurate and has been reported to HMRC.

Signature

DocuSigned by:
Philippe Eric Sachs
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Philippe Eric Sachs
CEO UK



kidoschools.com