

Kido

2024/2025

Gender Pay Gap Report

Kido Schools UK Limited

early years, reimagined



| Introduction

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.

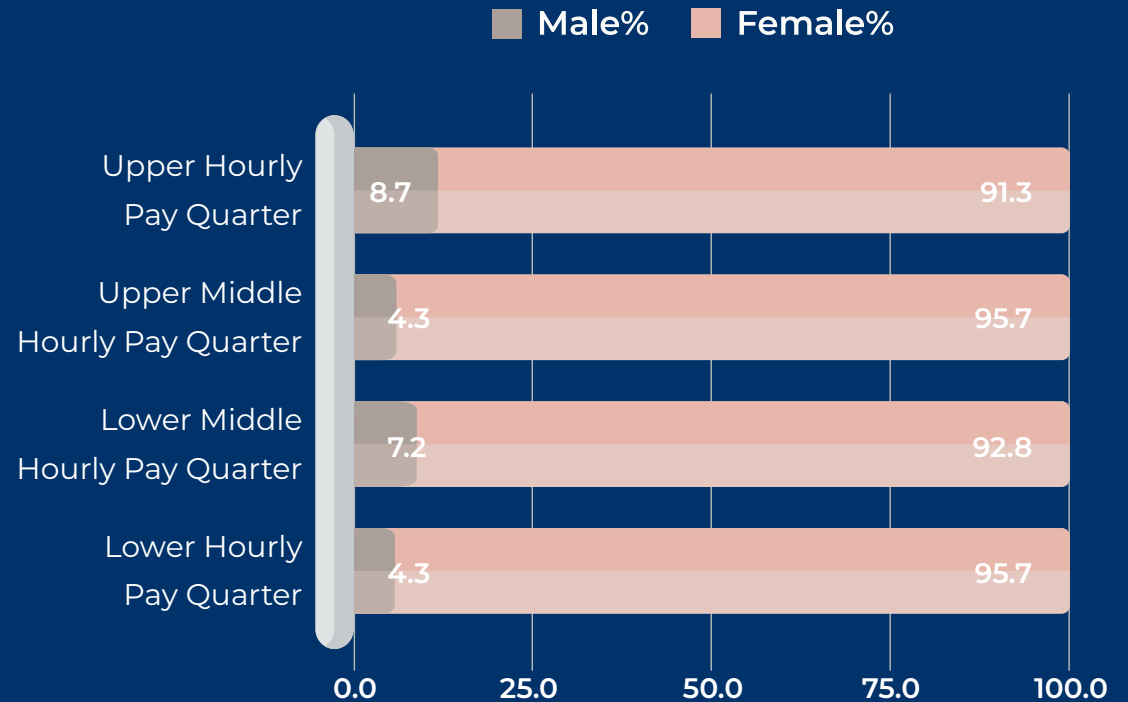
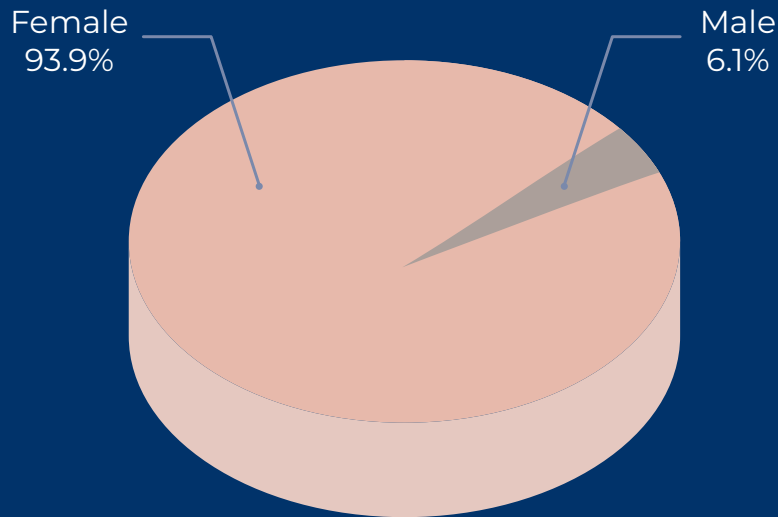
This report is covering the period up to the snapshot date of 5 April 2024.

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



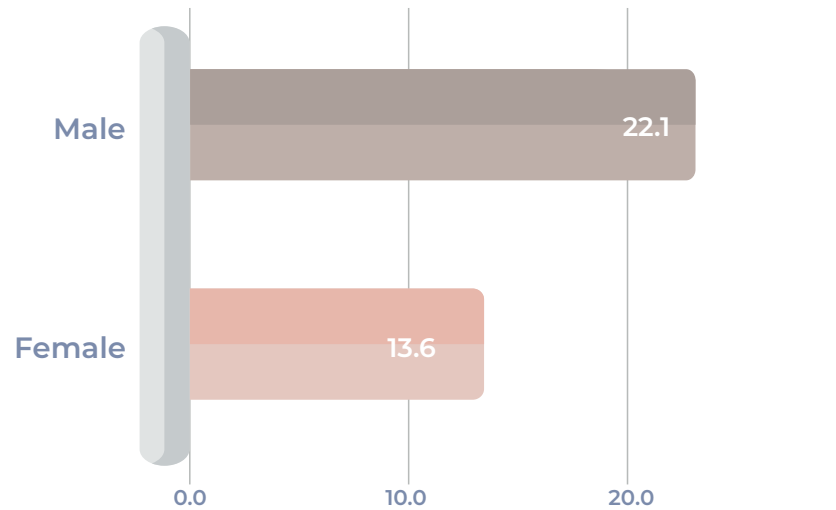
Percentage of men and women in each hourly pay quarter

Overall percentage of male and female



At Kido, women occupy 91.3% of the highest paid jobs and 95.7% of the lowest paid jobs.

Overall Gender Pay Gap

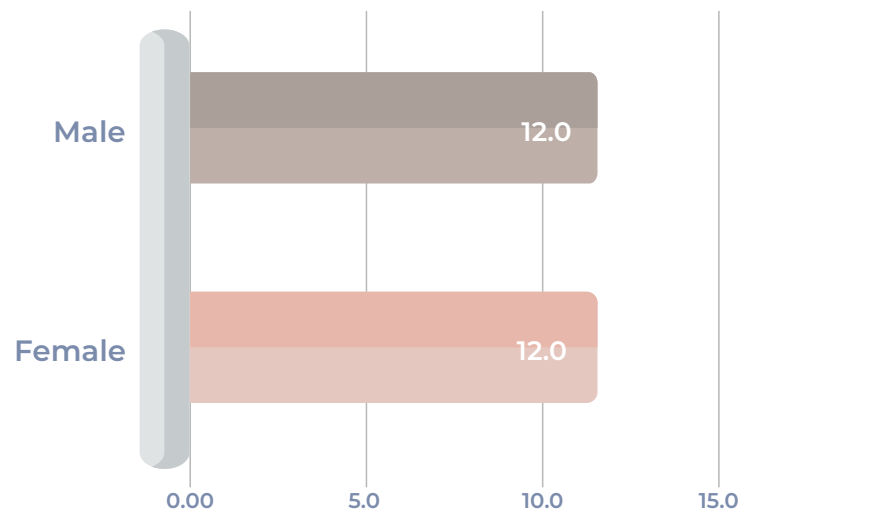


Mean Hourly Pay

Mean Pay Gap
38.3%

Our mean gender pay gap is 38.3% and the median gender pay gap is 0%.

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

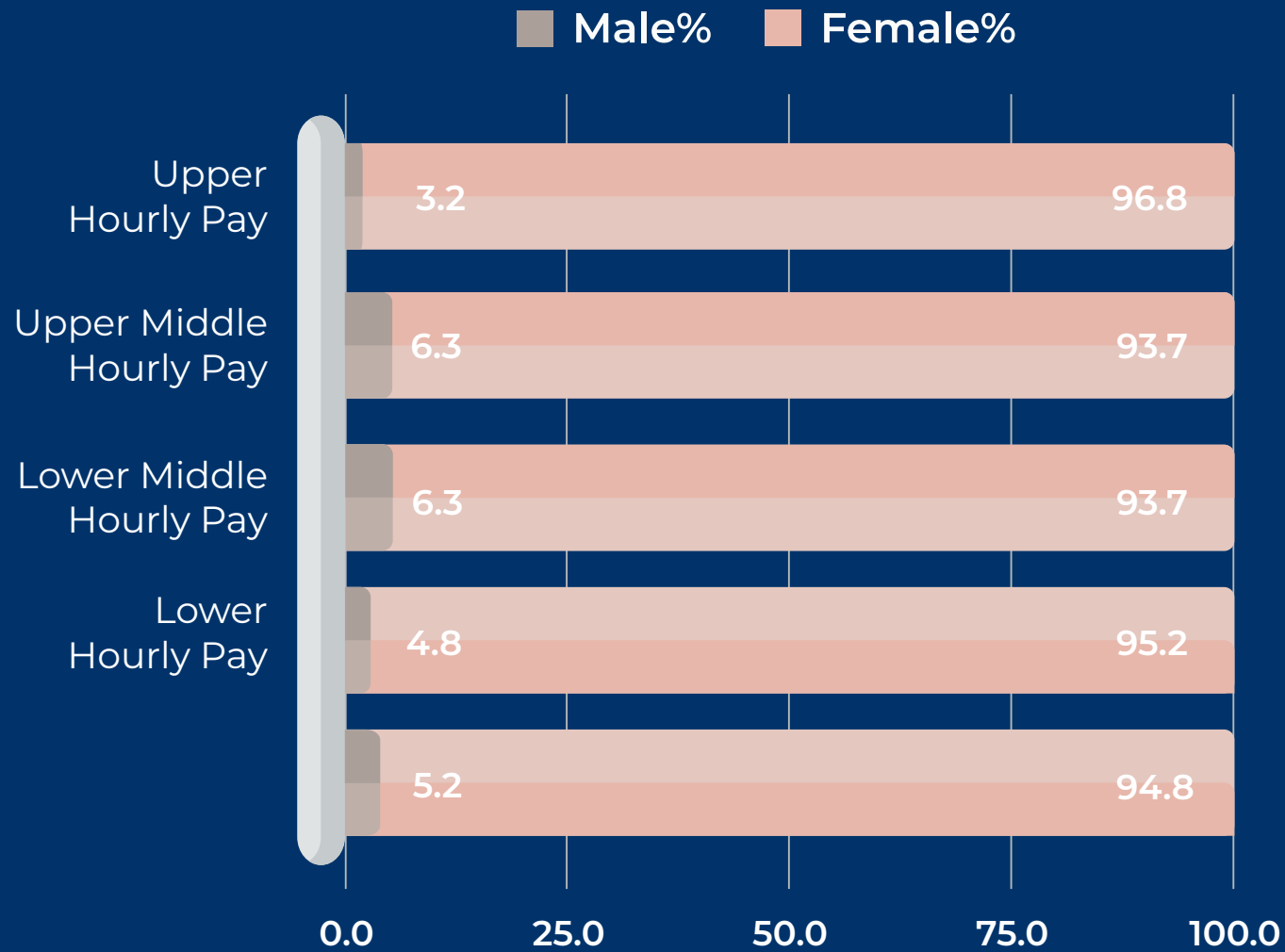


Median Hourly Pay

Median Pay Gap
0%

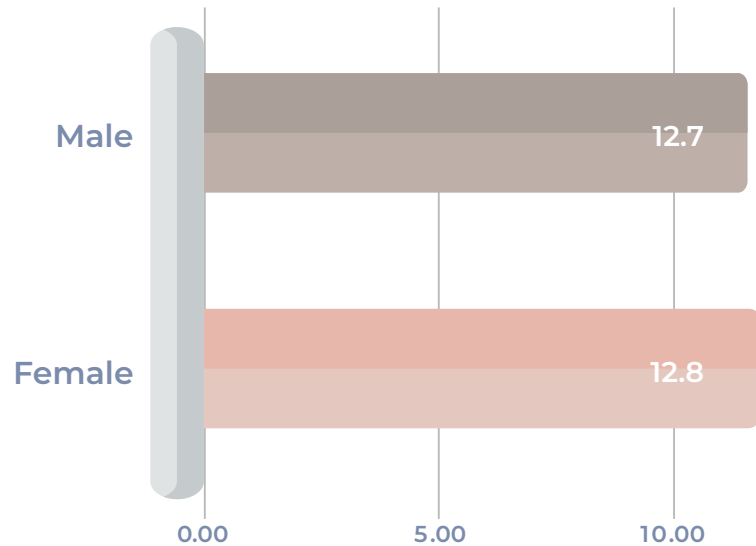
At the time the snapshot covers we had more men in senior hub (head office) positions who earned more than nursery practitioners who make up the majority of the female roles.

Nursery Gender Pay Gap



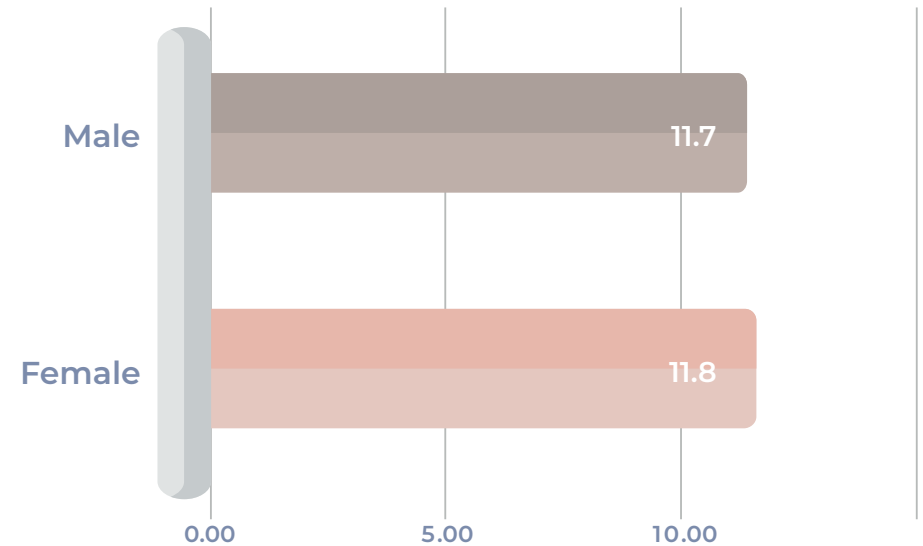
At nursery level, women occupy 96.8% of the highest paid job and 94.8% of the lowest paid job.

Nursery Gender Pay Gap



Mean Hourly Pay

Mean Pay Gap
(exclude hub)
-0.6%

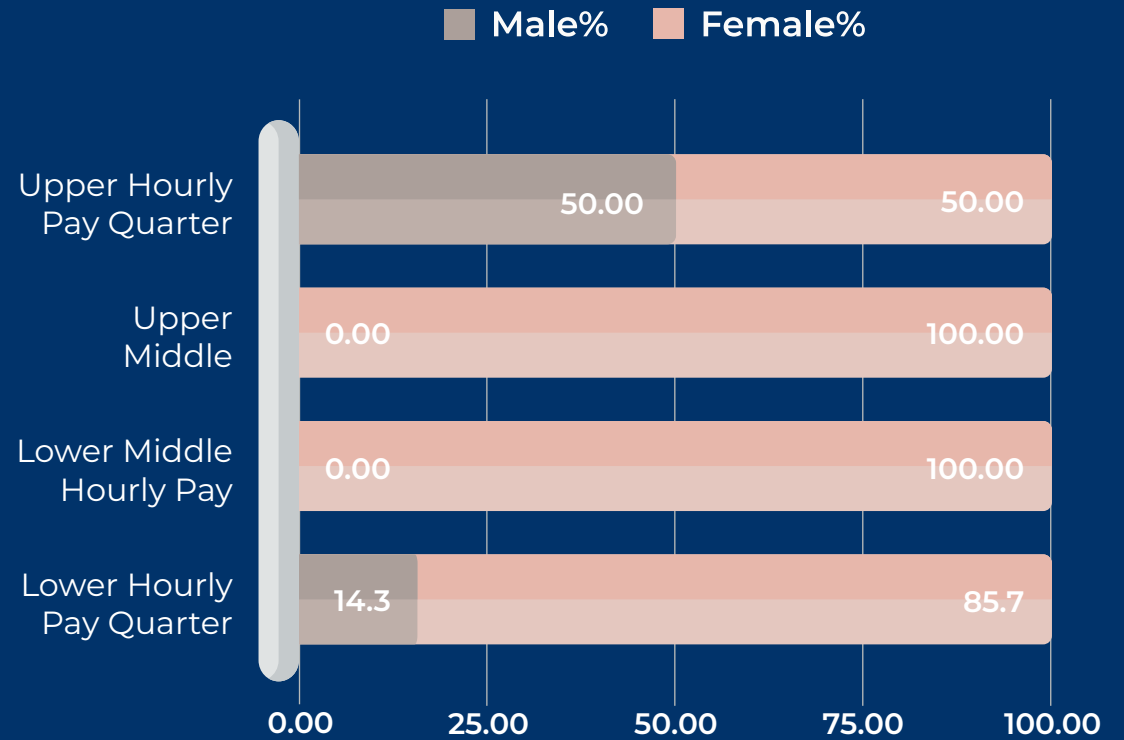
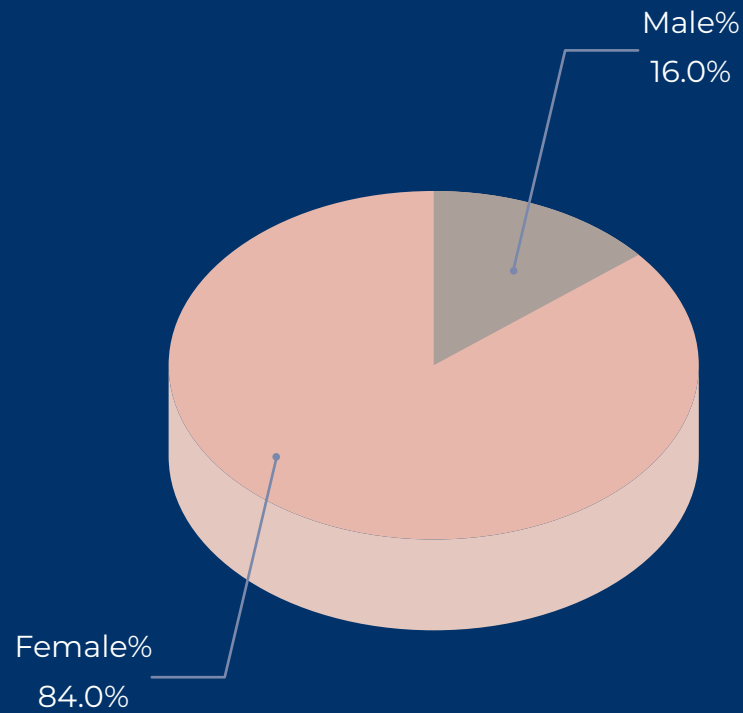


Median Hourly Pay

Median Pay Gap
(exclude hub)
-0.7%

If we were to look at our gender pay gap at the nurseries level (excluding hub staff), which is where over 252 of our employees are working, then there is no mean pay gap and median pay gap.

Hub Team Gender Pay Gap



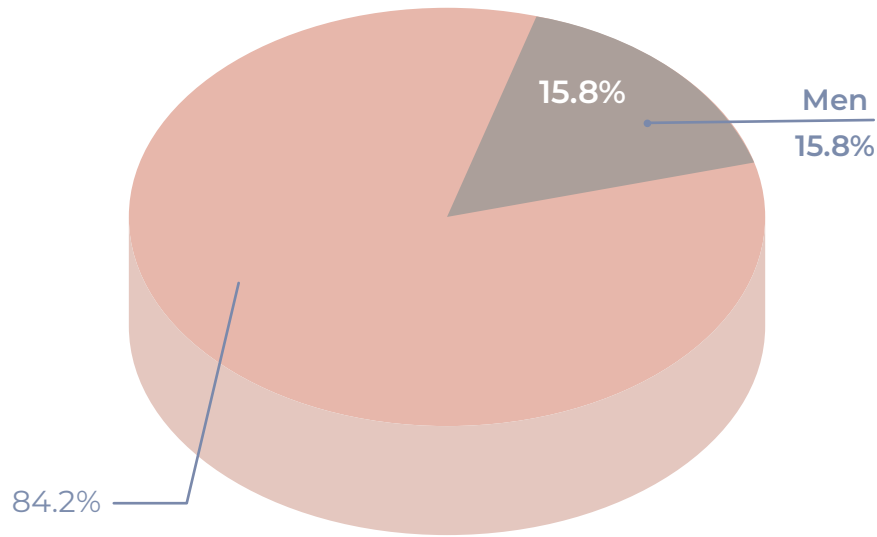
At hub team, we have 84% women and 16% men.

Women occupy 50% of the highest paid job.

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

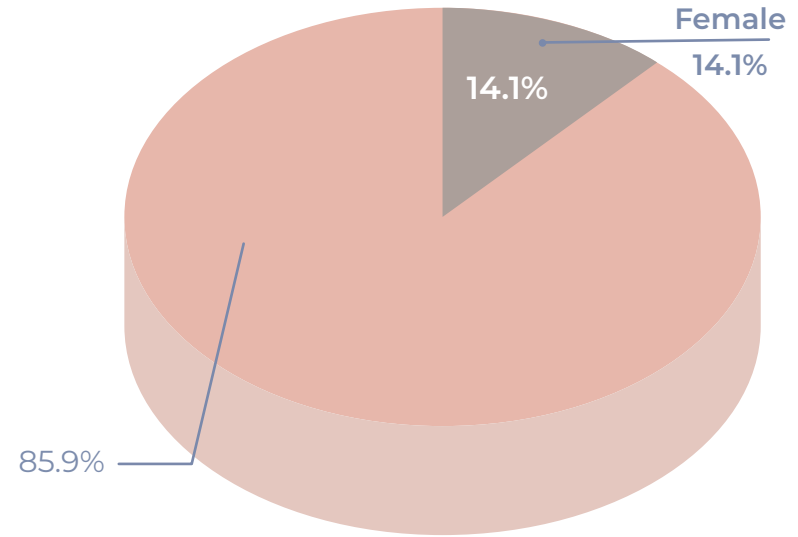
Percentage of men and women receiving bonus pay

Percentage of Men Receiving Bonus Pay



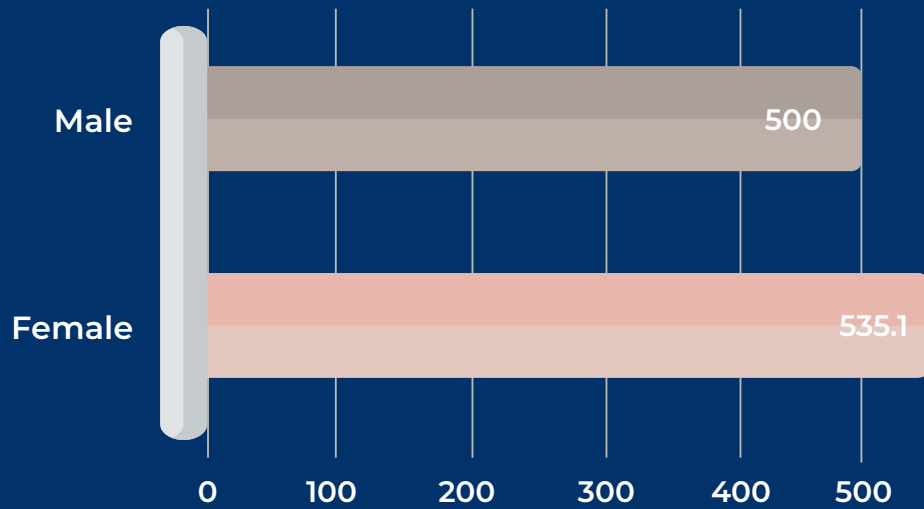
3 out of 19 men received bonus pay

Percentage of Women Receiving Bonus Pay



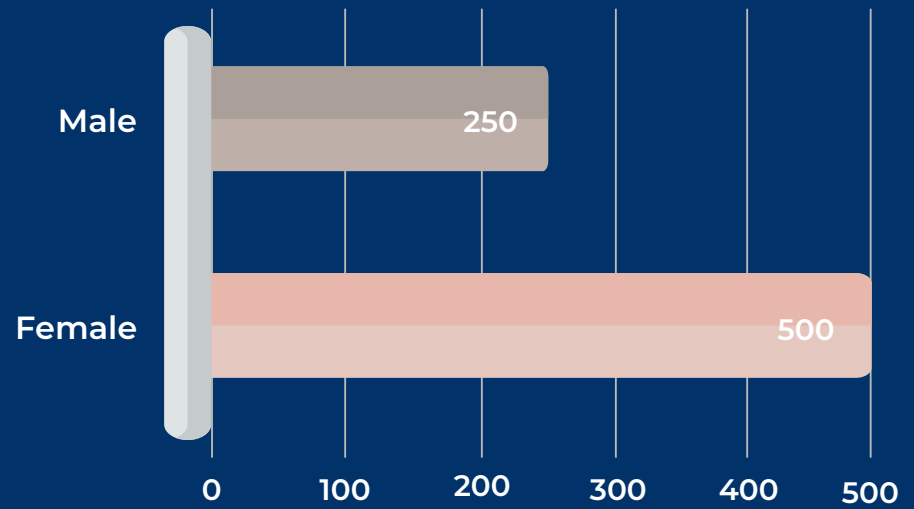
57 out of 404 women received bonus pay

Bonus Pay Gap



Mean Bonus Pay

Mean Bonus Pay Gap - 7%



Median Bonus Pay

Median Bonus Pay Gap - 100%

Staff were eligible for performance related bonus, qualification bonus, long service bonus and a staff referral bonus.

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, the gender pay gap has minimized.

The data tells us that our employees are predominantly female, which continues to be a real strength for us, and common for this industry.

We were able to attract more men at the nursery level and hub level.

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 reported is accurate and has been reported to HMRC.

Signature

DocuSigned by:
Philippe Eric Saclis
1D0DF8D0076F4A3...

Kido

kidoschools.com