

Kido

2023/2024

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.

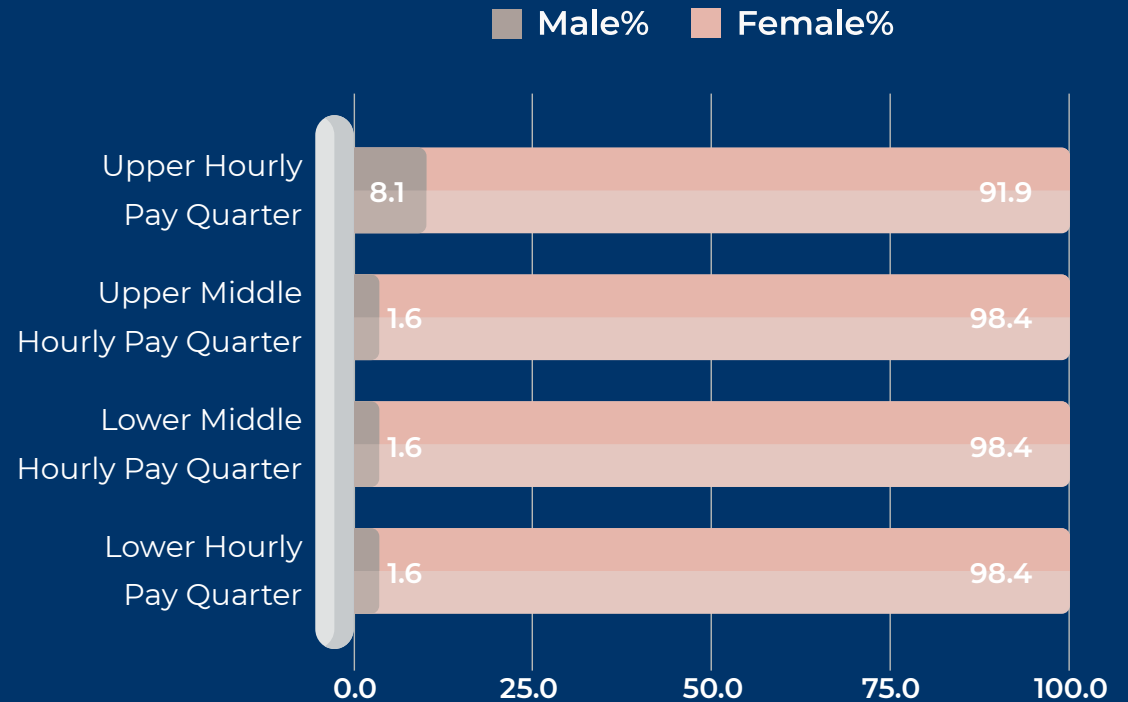
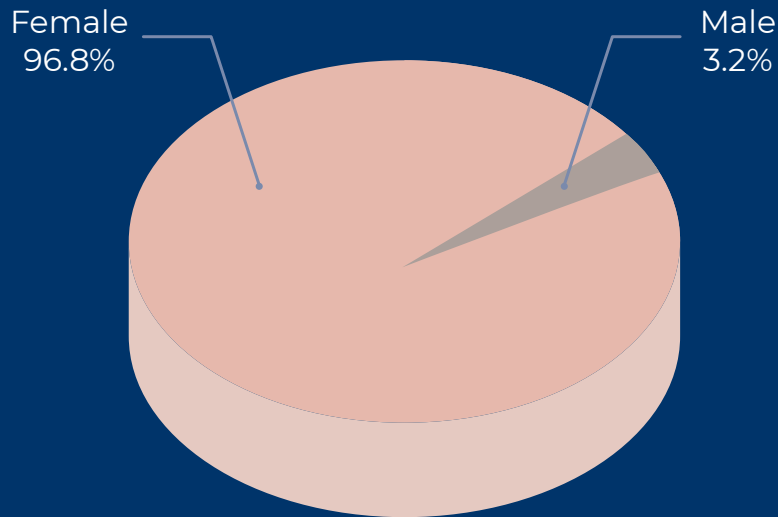
This report is covering the period up to the snapshot date of 5 April 2023.

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



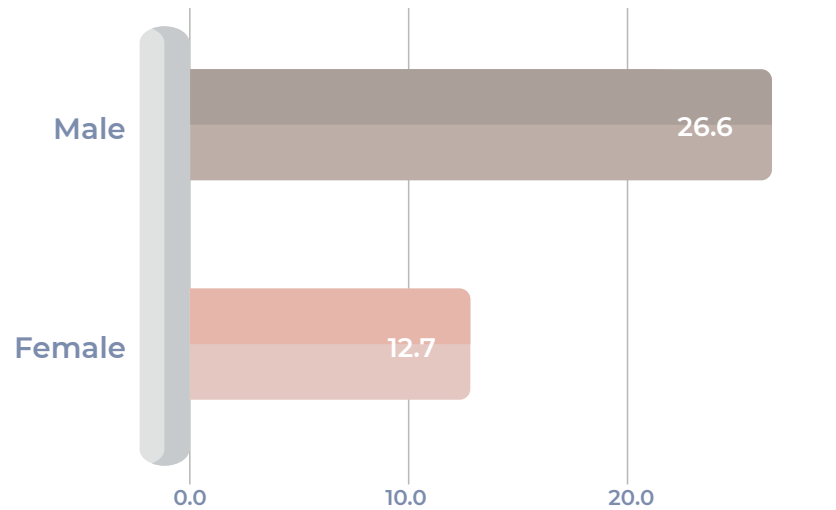
Percentage of men and women in each hourly pay quarter

Overall percentage of male and female



At Kido, women occupy 91.9% of the highest paid jobs and 98.4% of the lowest paid jobs.

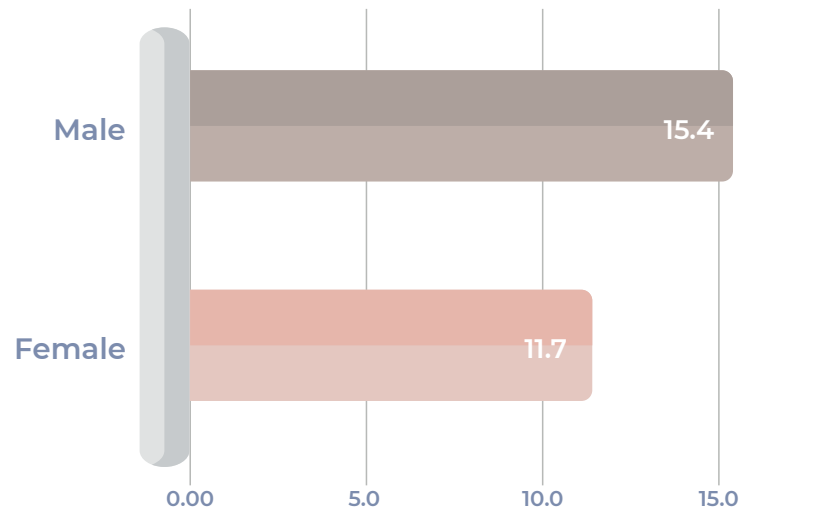
Overall gender pay gap



Mean Hourly Pay

Mean Pay Gap
52.1%

Our mean gender pay gap is 52.1% and the median gender pay gap is 23.9%. 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.



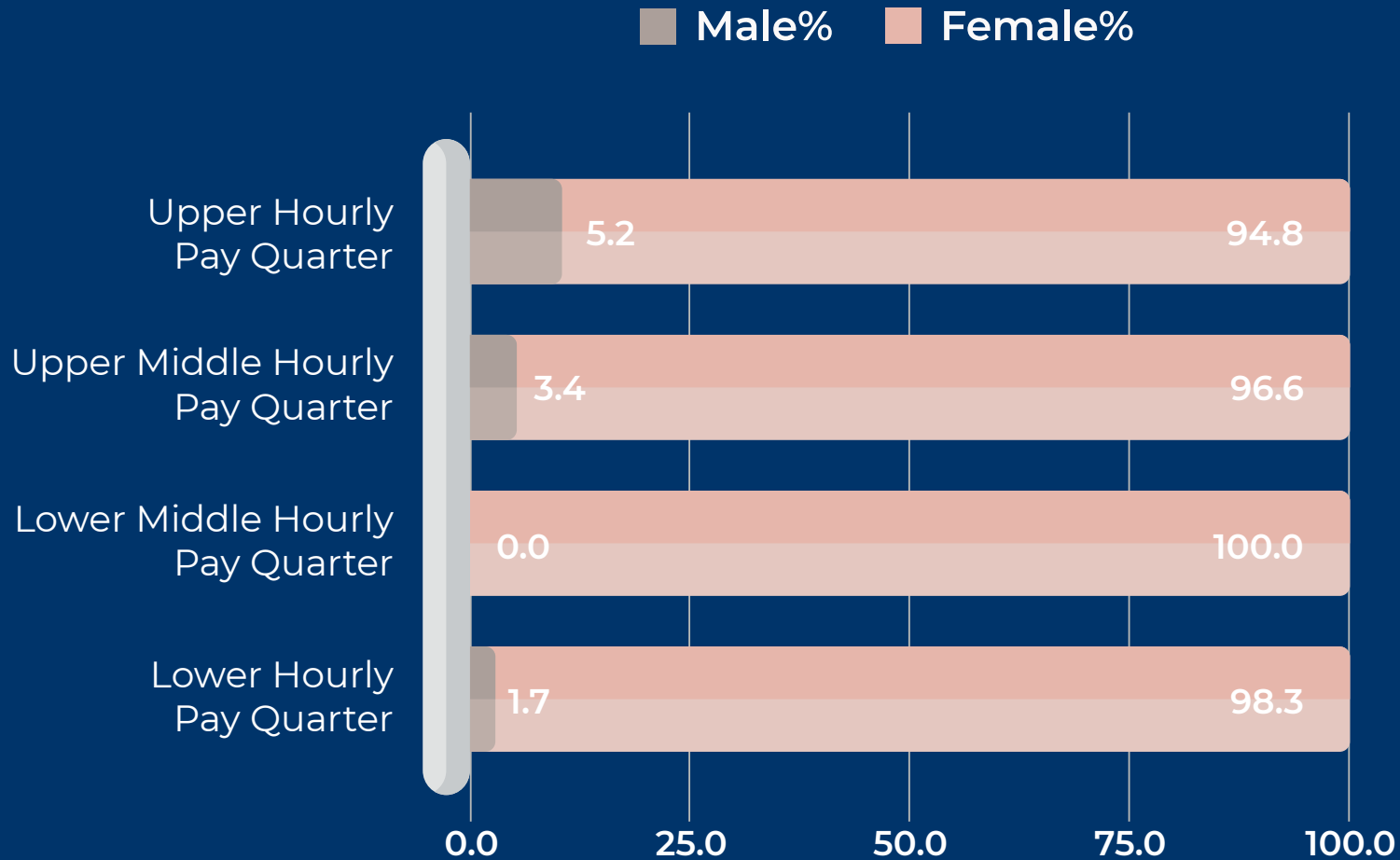
Median Hourly Pay

Median Pay Gap
23.9%

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.

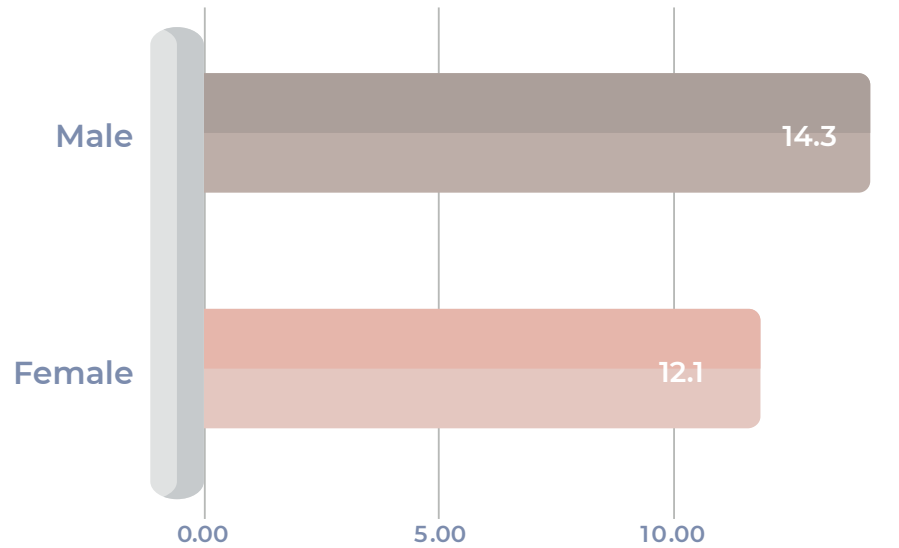
The gap exists because of large differences in the highest paid head office staff v's the median wage at nursery level.

Nursery gender pay gap

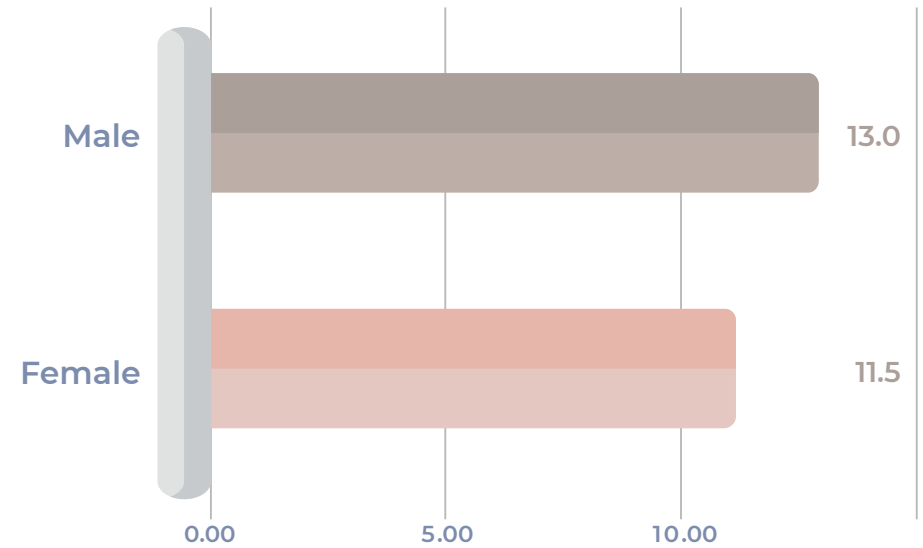


At nursery level, women occupy 94.8% of the highest paid job and 98.3% of the lowest paid job.

Nursery gender pay gap



Mean Hourly Pay



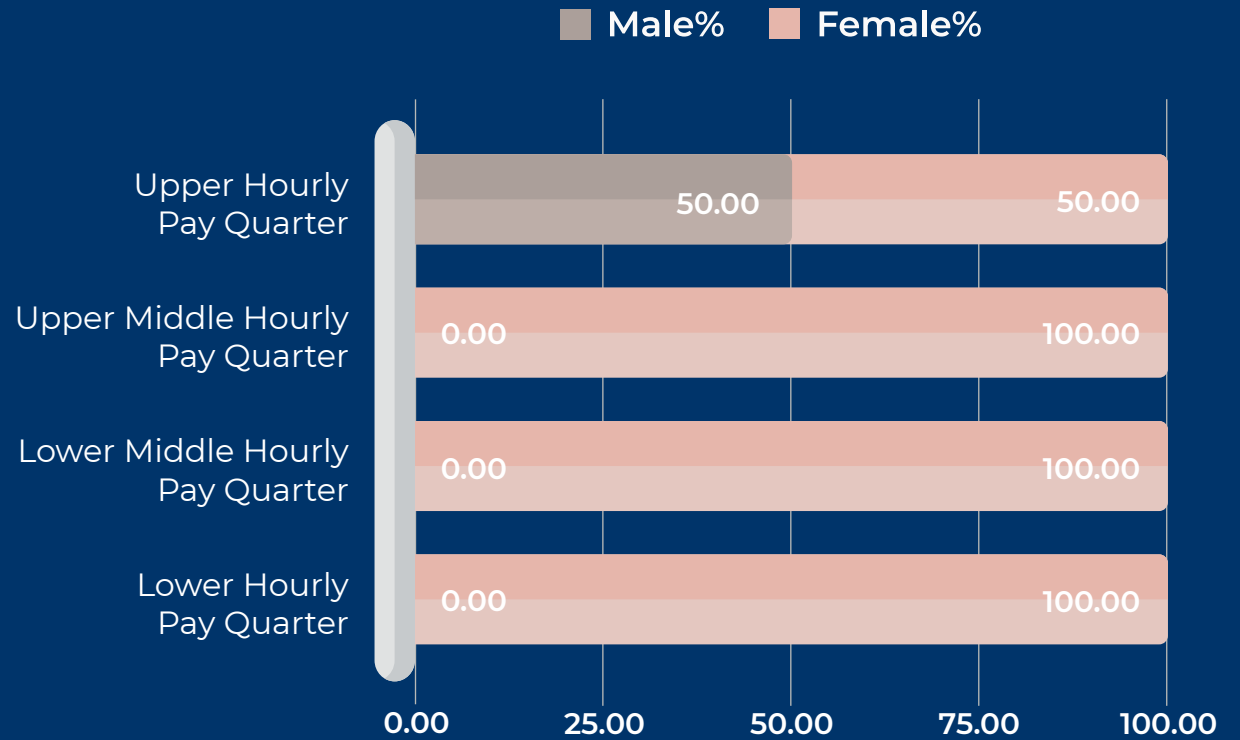
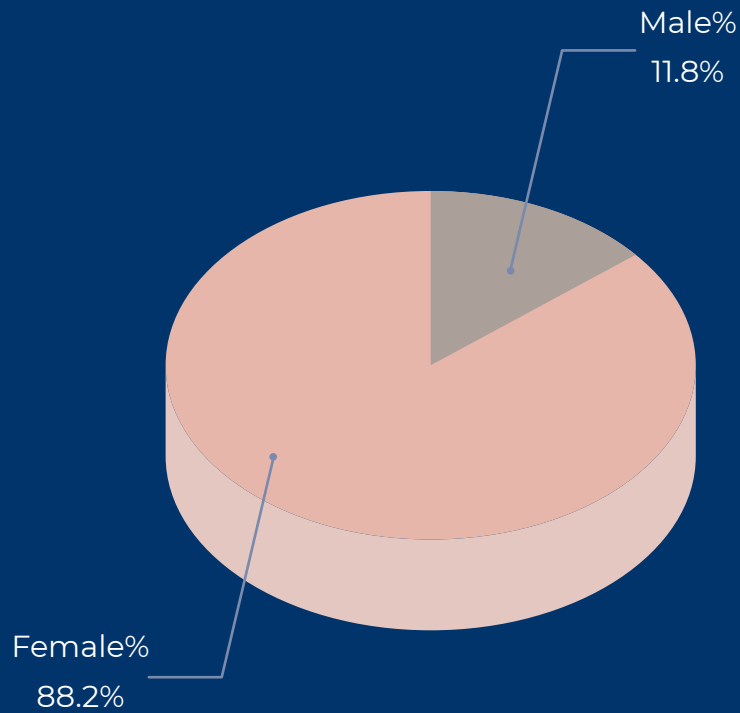
Median Hourly Pay

Mean Pay Gap
(exclude hub)
15.3%

Median Pay Gap
(exclude hub)
11.6%

If we were to look at our gender pay gap at the nurseries level (excluding hub staff), which is where over 234 of our employees are working, then our mean pay gap is 15.3% and median pay gap is 11.6%.

Hub team gender pay gap



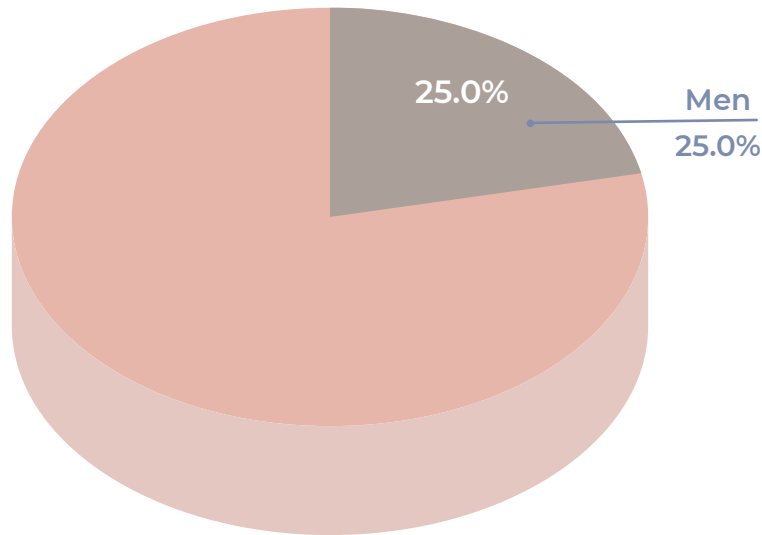
At hub team, we have 88.2% women and 11.8% men.

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.

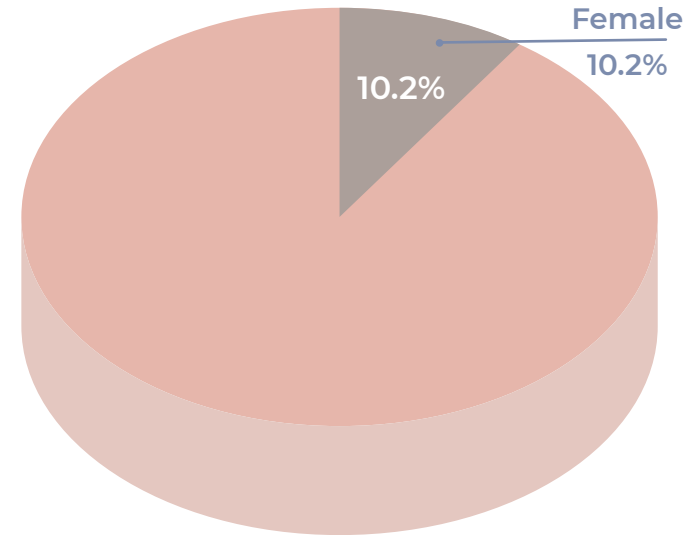
Percentage of men and women receiving bonus pay

Percentage of Men Receiving Bonus Pay



2 out of 8 men received bonus pay

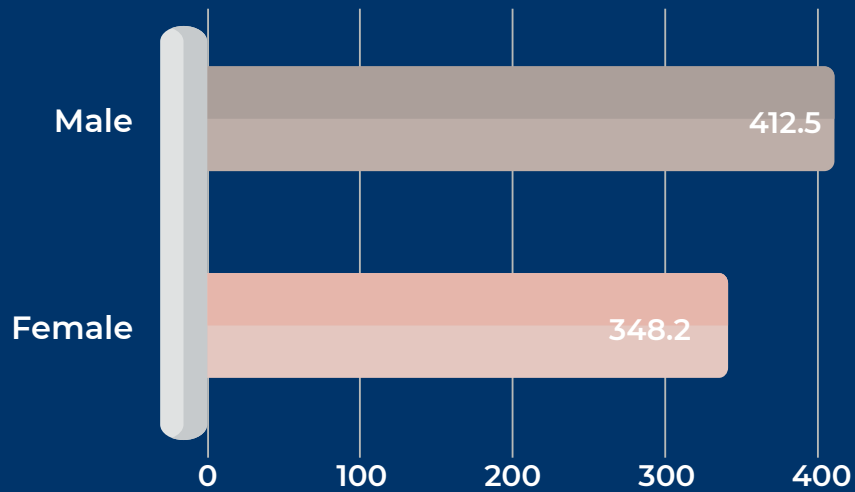
Percentage of Women Receiving Bonus Pay



35 out of 343 women received bonus pay

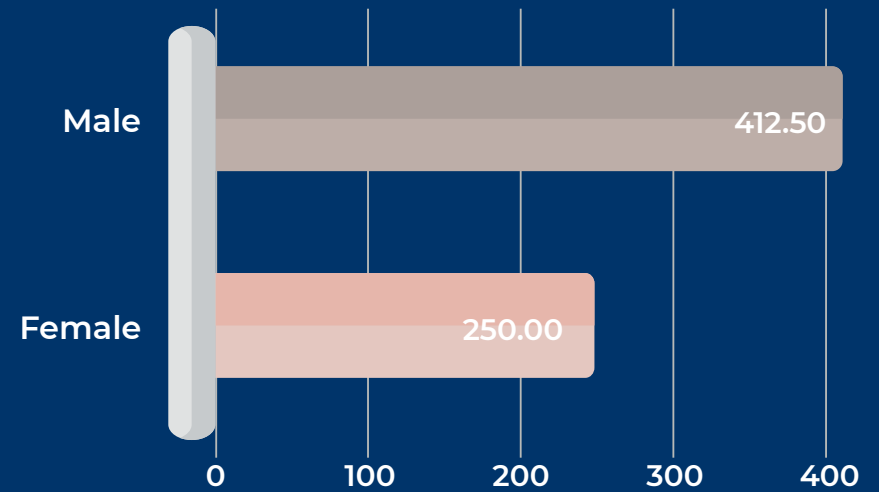
No men at the hub team received bonus.

Bonus pay gap



Mean Bonus Pay

Mean Bonus Pay Gap 15.6%



Median Bonus Pay

Median Bonus Pay Gap 39.4%

Staff were eligible for three types of bonuses, performance related bonus, qualification bonus and a staff referral bonus..

3.8% of bonuses were qualification bonus, 51.9% of bonuses were performance related, 44.3% were for the 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 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.

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 Saels
1D9DF8D8876F4A3...

Kido

kidoschools.com