



Gender Pay Gap Report

2021





Foreword

Kibble Education and Care Centre is a specialist child and youth care charity that supports young people with experience of trauma. We provide care, education and therapeutic support to open opportunities and create positive futures. For over 160 years Kibble has cared for young people and although we have evolved since inception, our priority remains the same, to support young people who need our help the most. Our aim is to give young people a chance at life.

To maintain the highest standard of care, all services are integrated and shaped around the needs of each young person following a trauma-informed approach. This includes residential care, education, young workforce development and training, intensive fostering, secure care, community housing, and therapeutic supports.

As a steadfast, resilient charity with an ambitious nature, Kibble's intention is to grow further and help provide a safe, stable environment that is both nurturing and therapeutic for as many young people as possible.

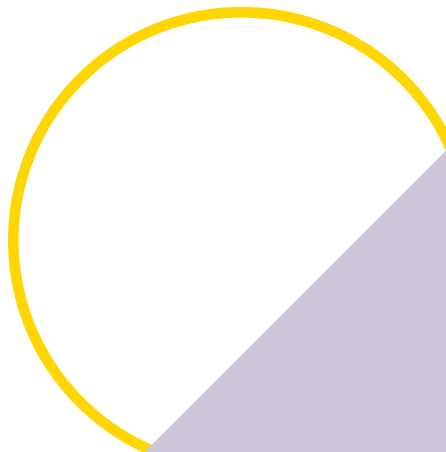
Kibble is a large employer, with a diverse range of roles in child and youth care and corporate services. Our dedicated staff team exceeds 700 employees and together, we ensure young people in our care receive consistent love and support 365 days a year, 24/7. The friendly, familiar faces that greet the young people daily across all our services underpin relationships based on trust and respect.

As an organisation, Kibble is committed to ensuring an equality of opportunity in the workplace. We strive to be a fair employer and are committed to diversity and inclusion. This commitment is embedded in our culture.

Kibble is a Learning Organisation and welcomes the transparency of publishing gender pay gaps. It provides us with the opportunity to learn from our own data and analysis as well as sharing best practice from other charities and businesses across our sector.

Our Gender Pay Gap Report confirms we can be proud of the progress made in moving towards gender equality with a mean of 3.73% and a median of 0.00, which is significantly lower than the national average.

James Gillespie
Chief Executive, Kibble Group



Gender Pay Gap – What Does It Mean?

From April 2017, any organisation that has 250 or more employees is required by law¹ to publish and report specific figures about their gender pay gap.

This can help the organisation to assess: the levels of gender equality, the balance of male to female employees at different pay grades, and effectiveness of nurturing and rewarding talent.

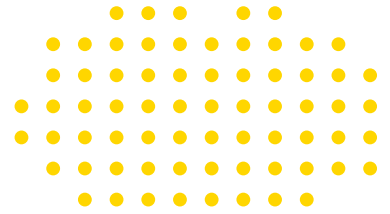
The gender pay gap measures the difference between men and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.²

The gender pay gap differs to equal pay, which is unlawful. Kibble is an equal pay employer. We do not engage in any practices that breach equal pay legislation.

As an employer, Kibble is committed to tackling and eliminating all forms of inequality including gender-based inequality.

¹ Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

² <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>



Our Findings

Pay Gap

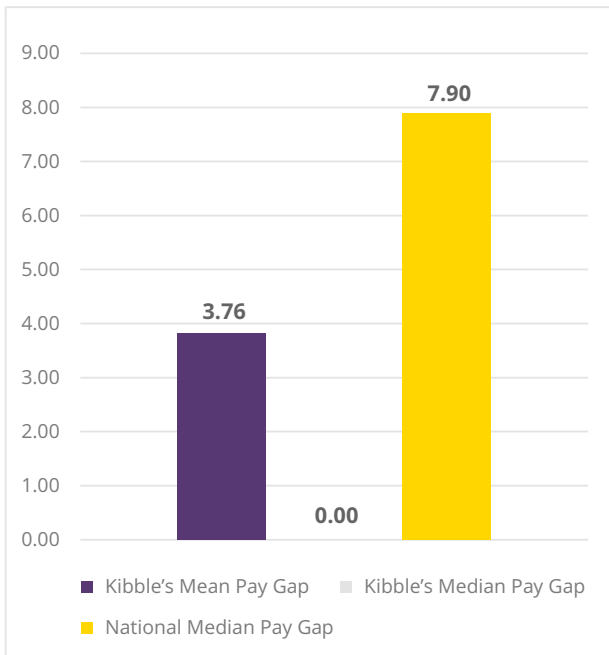


Table 1: Median Pay Gap

Table 1 represents the difference between the average hourly rates of males and females across our total relevant workforce as of 5 April 2021. The data demonstrates Kibble's overall gender pay gap by mean average is 3.76% in favour of men, which has increased 0.73% from the previous year when the average was 3.03% in favour of men.

Furthermore, our gender pay gap median average is 0.0%, which has stayed the same as last year and much lower than the national median pay gap of 7.9%, recorded in April 2021.³

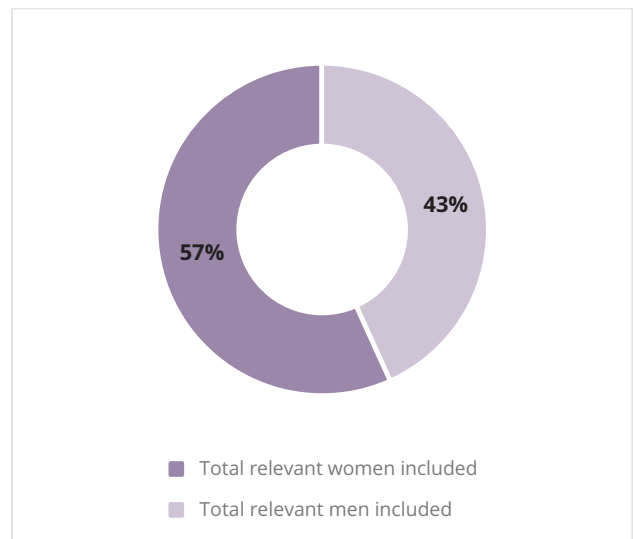


Table 2: Relevant Workforce

Table 2 highlights that the ratios are calculated from a total relevant workforce that is 57% female and 43% male, showing a slight increase in females within the workforce Year-on-Year.

³ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

Quartile Analysis

Analysis of our gender pay by quartile has identified the key drivers behind the gender pay gap existing within Kibble.

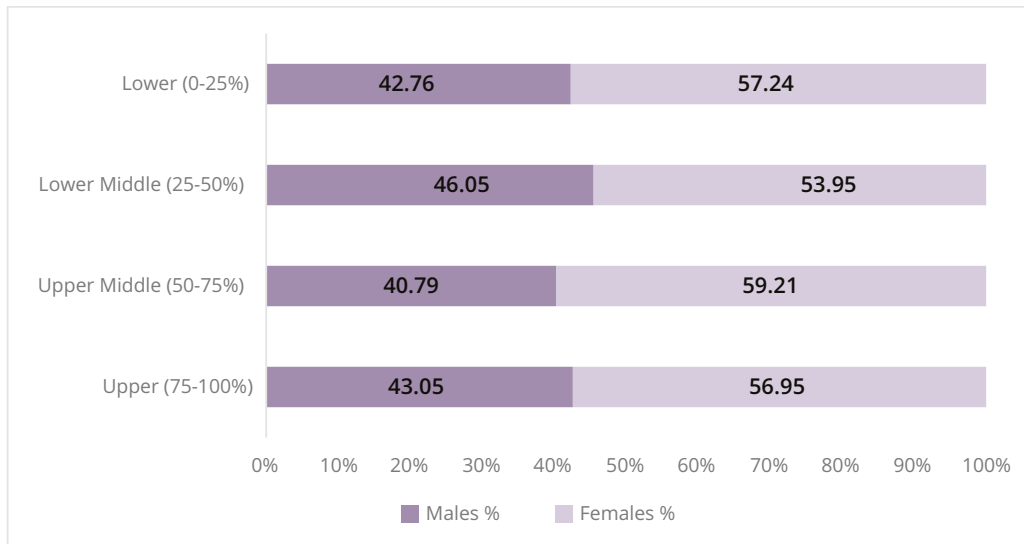


Table 3: Quartile Analysis

All relevant male and female, full-pay employees across the organisation were divided equally into four pay bands, which allowed us to understand the key elements driving our gender pay gap. Although there has been a slight increase in our gender pay gap, there was also a slight increase in females in the workforce throughout the year. Positively, table 3 highlights less females in the lower (reducing from 62.07 the previous year to 57.24).

Bonus Pay

As part of the mandatory reporting process, employers are required to publish the gender pay gap within any bonus pay. Kibble does not pay bonuses and therefore has no data to report under this heading.

The Way Forward....

As part of Kibble's commitment to eliminate gender disparity within the organisation, we will continue to:

- Monitor starting salaries for gender bias.
- Ensure our learning and development opportunities are accessible to part-time/flexible workers and meet the needs of men and women equally.
- Review and evaluate Kibble's flexible working offering and consider a more pro-active approach.



Kibble Education and Care Centre
Goudie Street Paisley PA3 2LG
t:0141 889 0044 w:www.kibble.org @KibbleCharity

Kibble Scottish Charity No. SC026917 Registered in Scotland No. 158220
1242_03/22