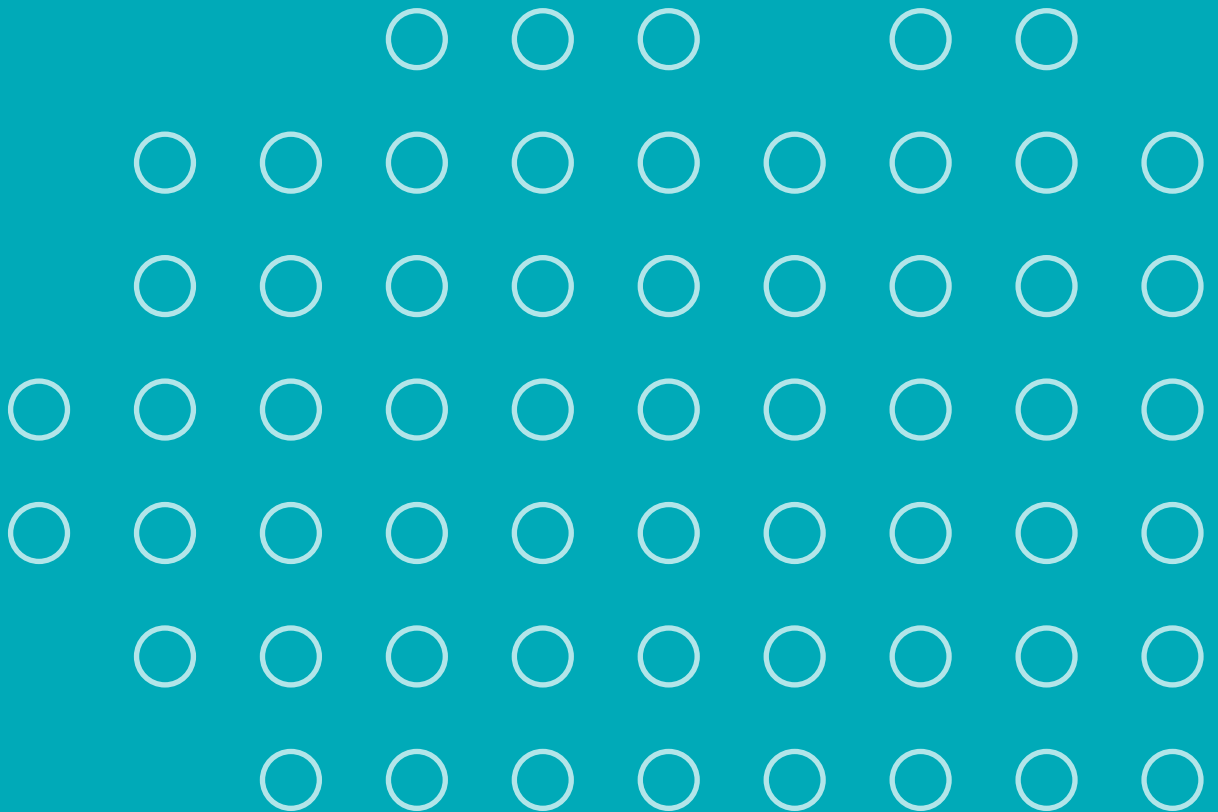




Gender Pay Gap Report 2023





Foreword

Kibble is Scotland's specialist provider of services for at risk children and young people. By providing a range of integrated services, we help build positive futures for young people with complex social, emotional and educational needs.

As one of Scotland's oldest charities, and today, a leading social business. Kibble works with children and young people aged 5+. We recognise every person is unique – that's why we provide tailored support to ensure each young person gets the transitional support they need to overcome trauma, and lead happy, healthy and fulfilled lives. Through our range of services, we support young people to reach their full potential.

We firmly believe that caring is something that should be done with young people, not to them, and we're focused on creating a safe, secure and nurturing environment where young people feel valued, respected and listened to. Each young person's care plan is uniquely tailored, and is formed in consultation with them and their families or carers. The purpose of the care plan is to meet the best interests of the young person; keeping them safe, helping them grow and thrive.

Kibble is one of the largest employers in central Scotland with a variety of roles spanning across child and youth, mental health and supporting services including HR and ICT. Our staff are the backbone of all services. The friendly, familiar faces greet young people daily and exemplify our priority of forming relationships based on trust and respect.

The organisation is dedicated to ensuring an equality of opportunity in the workplace. We strive to be a fair and just employer and are committed to diversity and inclusion, which is embedded in Kibble's culture.

Kibble is a learning organisation and welcomes the transparency of publishing gender pay gaps to not only learn from our own data and analysis, but to share best practice from other charities and organisations operating within the sector.

Our Gender Pay Gap Report suggests we can be proud of the progress made in our move towards gender equality with a median of 0% being significantly lower than the national average.

James Gillespie
Chief Executive, Kibble Group



Gender Pay Gap – What Does It Mean?

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

The report can help the organisation to assess 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's 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.

Our Findings

Pay Gap

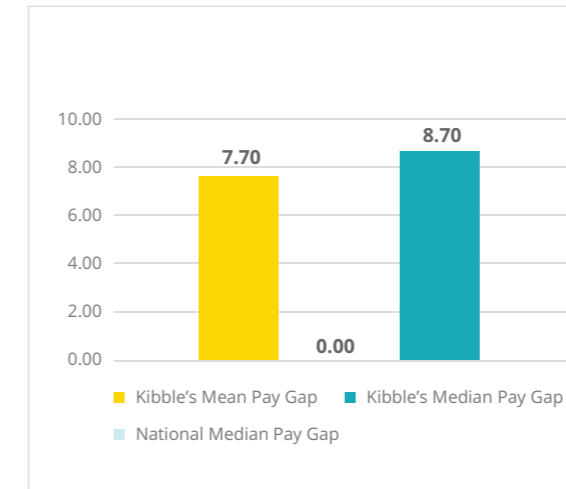


Table 1: Median Pay Gap

Table 1 represents the difference between the average hourly rates of males and females across our total relevant workforce as of 5th April 2023.

Kibble's overall gender pay gap by mean average is 8.70% in favour of men, increasing by 4.63% from last year when the average was 4.07% in favour of men.

Our gender pay gap median average is 0%, which increased by 2.03% since the previous year but is much lower than the national full-time median pay gap of 7.7% recorded in April 2023.

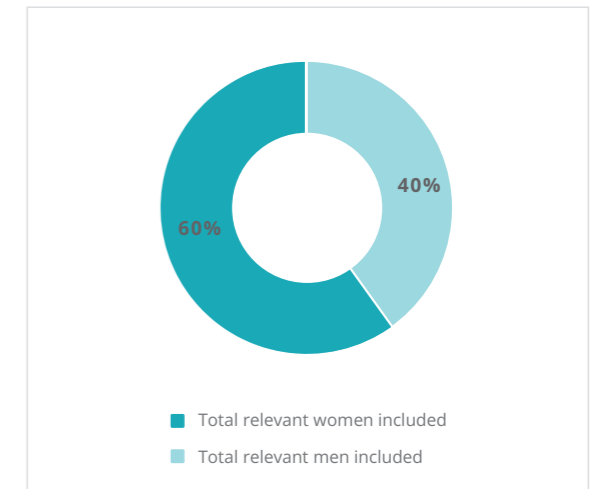


Table 2: Relevant Workforce

The ratios are calculated from a total relevant workforce that is 60% female and 40% male, showing a slight increase in females in the workforce since last year.

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

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

³ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>

Quartile Analysis

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

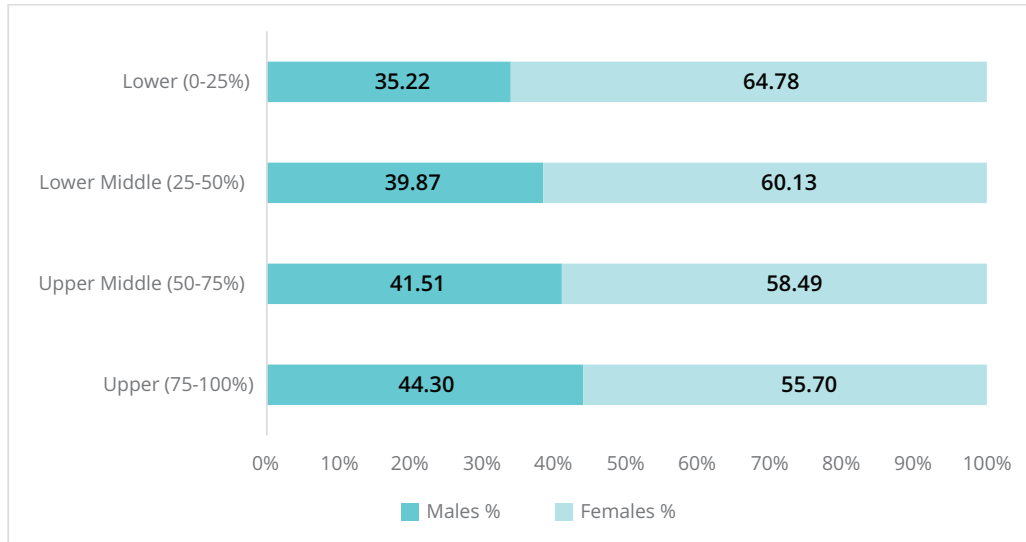


Table 3: Quartile Analysis

By considering all relevant male and female full-pay employees across the organisation and dividing them equally into four pay bands, Kibble can understand the key elements driving our gender pay gap. Although there has been a slight increase in our gender pay gap, and in our median average, there was an increase in woman in the workforce this year.

Bonus Pay

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

The Way Forward

As part of Kibble's commitment to eradicate 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 Kibble's flexible working offering and consider a more pro-active approach.



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