

# Gender Pay Gap Report 2023

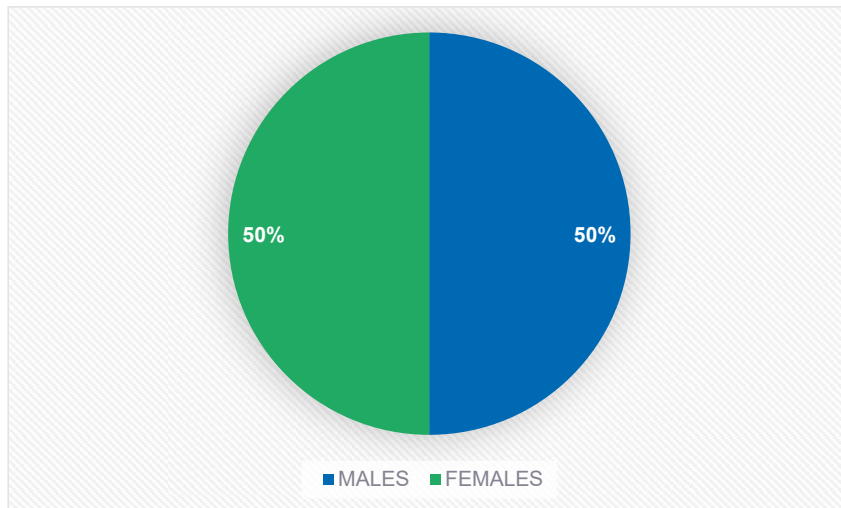


*“At Inspiring Learning, we don’t just accept difference, we celebrate it, we support it and we thrive on it for the benefit of our employees, our guests and our wider community”*



This is the Gender Pay Gap report for Kingswood Learning and Leisure Group as at the snapshot date of 5<sup>th</sup> April 2023. This report captures the differences in hourly pay and bonus paid to men and women in the year up to and including 5<sup>th</sup> April 2023.

We are pleased to report that the headcount split between men and women at Kingswood Learning and Leisure Group is 50% Males and 50% Females.



## Gender Pay Gap

We are delighted to report that the **median gap is 0%**, which means that women earn the same as men, on a median basis. The mean gap of 2.12% suggests that there is still a small difference in earnings between men and women at Kingswood Learning & Leisure Ltd. Whilst we are pleased that the mean gap is minimal, we have explored the factors that are impacting this gap with a view to address any disparities that exist. We believe this to be due to a higher proportion of men occupying senior positions. We are continuing to monitor this and are taking positive steps in reducing this gap even further.

	MEAN	MEDIAN
GENDER PAY GAP	2.12%	0%

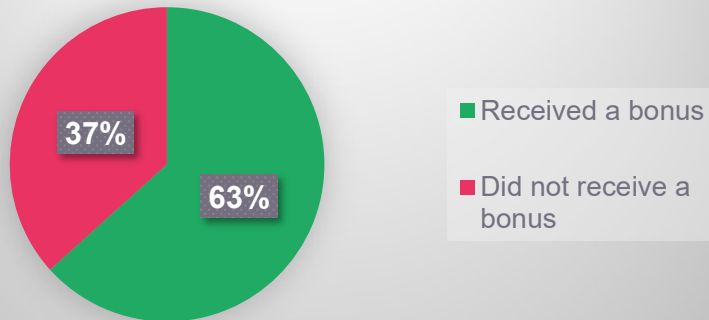
	MALE	FEMALE
UPPER HOURLY PAY QUARTILE	45.86%	54.14%
UPPER MIDDLE HOURLY PAY QUARTILE	56.05%	43.95%
LOWER MIDDLE HOURLY PAY QUARTILE	49.68%	50.32%
LOWER HOURLY PAY QUARTILE	46.50%	53.50%



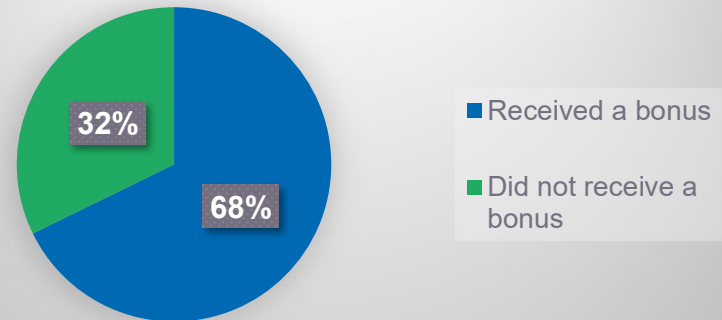
## Bonus Pay Gap

In 2023, performance bonus' were paid across the organisation with more females than males receiving a bonus due to more women occupying eligible roles. However, a bonus pay gap exists. This is, as a result, of one male member of staff working on commission basis which has disproportionately impacted the result, leading to a **mean bonus gap of 56.13%** and a **median bonus gap of 0%**. If we were to exclude this member of staff, the mean bonus gap would be **0%**. This is a significant improvement on 2022's bonus pay gap (93.1% mean and 50% median) and we believe this to be as a consequence of the introduction of a formal bonus structure and increased female representation in the Senior Leadership Team.

### Percentage of Men Receiving Bonus Pay



### Percentage of Women Receiving Bonus Pay



## Addressing the Gender Pay Gap

At Kingswood Learning and Leisure Group, we are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic set out above).

Whilst we are pleased with our median gender pay gap of 0%, and are confident that we pay men and women equally for doing equivalent jobs, this is not a subject in which we are complacent. Therefore, we continue to be committed to doing everything we can to reduce the gap.



To date, these are some of the steps we have taken to promote gender diversity in all areas of our workforce.

- ✓ Reviewed our recruitment practices to ensure there are no unconscious barriers for anyone.
- ✓ Continued to monitor gender equality through our Company Performance Indicators.
- ✓ Internally and externally benchmark all roles to ensure fair rates of pay regardless of gender.
- ✓ Increased flexible working options for existing roles and new vacancies by introducing a flexible and hybrid working policy to ensure that the needs of all of our employees are met.
- ✓ Reviewed our Reward Policy to ensure it is fair and inclusive.
- ✓ Continued to drive our EDI strategy through an internal EDI network to drive the strategy and our EDI vision forward.



- ✓ Developed our Applicant Tracking System to enable us to better analyse the diversity of candidates who apply for our job opportunities and to compare this to the diversity of candidates who subsequently join us.
- ✓ Continued to increase female representation in the Senior Leadership Team
- ✓ Embedded our improved performance development programme to enable us to proactively manage the talent profile within the business, providing fair development opportunities and effective succession planning.

In the coming year, Kingswood Learning and Leisure Group will be continuing on a journey to improve even further in this area and are committed to reporting on an annual basis what they are doing to reduce the gender pay gap.

#### Declaration

I confirm that the information contained within this narrative is accurate. Shelley Davison – People Director.

