

Gender Pay Gap Report 2022

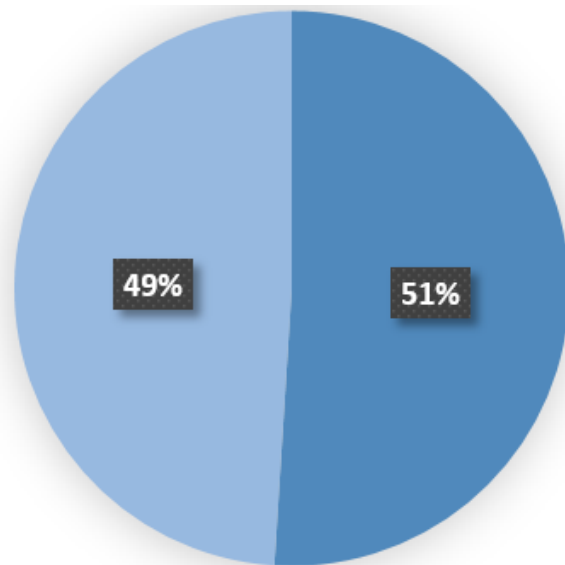


“At Inspiring Learning, we don’t just accept difference, we celebrate it, we support it and we thrive on it for the benefit of our employees, our guests and our wider community”



This is the Gender Pay Gap report for Kingswood Learning and Leisure Group as at the snapshot date of 5th April 2022. This report captures the differences in hourly pay and bonus paid to men and women in the year up to and including 5th April 2022.

We are pleased to report that the headcount split between men and women at Kingswood Learning and Leisure Group is 49% Males and 51% 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 1.8% 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 going forward. As an example, in 2022 there were a higher proportion of men in the senior leadership team, however we have introduced more women to the senior leadership team over the last 3 years. We are continuing to monitor this and are taking positive steps in reducing this gap even further.

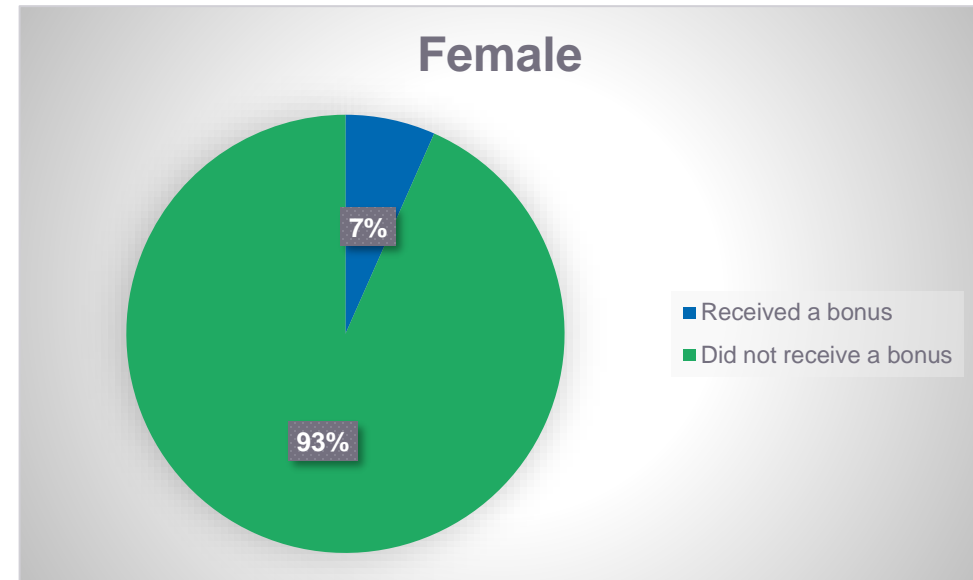
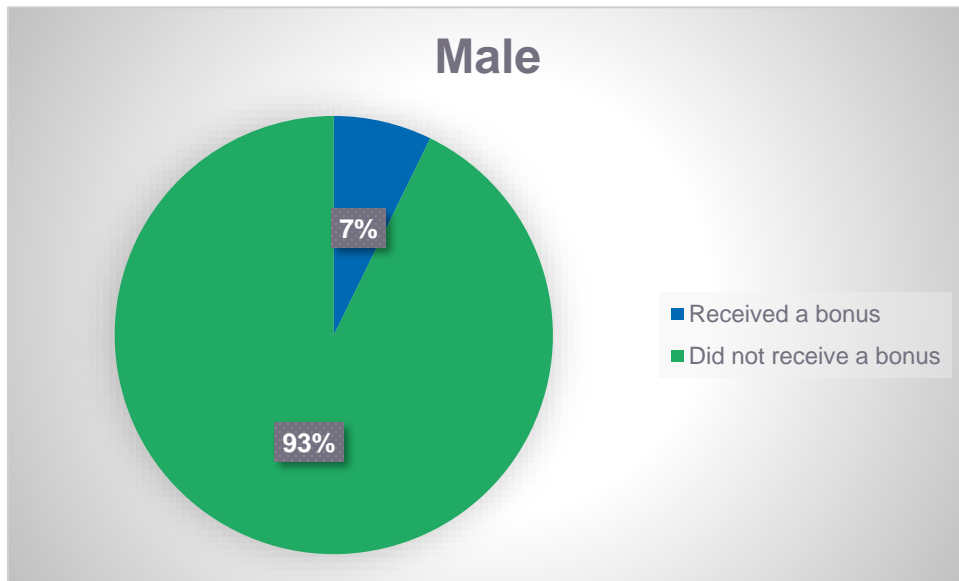
	MEAN	MEDIAN	MALE	FEMALE
PAY GAP 2022	1.80%	0%		
UPPER HOURLY PAY QUARTILE			47%	53%
UPPER MIDDLE HOURLY PAY QUARTILE			52%	48%
LOWER MIDDLE HOURLY PAY QUARTILE			42%	58%
LOWER HOURLY PAY QUARTILE			56%	44%



Bonus Pay Gap

Our data shows that the same percentage men and women received a bonus.

In 2022 the business was not in a position to invoke the formal bonus structure and therefore only 33 employees received a bonus payment. The numbers are therefore skewed as the majority of the bonus payments that were awarded were small value “employee of the month” awards, the majority of which were paid to females. A small number of Senior Leadership Team bonus’ were also awarded, which at the time, due to the make up of the team, was paid to predominantly men. These can’t be considered comparable due to the nature of the awards however this has led to a mean bonus gap of 93.1% and a median gap of 50%. Through the introduction of a formal bonus structure in 2023 and increased female representation in the Senior Leadership Team we are confident this gap will reduce materially in the next reporting period.



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 maintain this equality.

Our company values are underpinned by **inclusivity** and we work hard to ensure the behaviours we insist upon from our teams to bring these values to life are embedded in everything we do.



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.
- ✓ Launched a performance related pay bonus, available across all roles which we believe will significantly reduce the bonus gap.
- ✓ Launched our EDI strategy and built an internal EDI network to drive the strategy and our EDI vision forward.



- ✓ Launched an 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
- ✓ Launched a revised 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.

