



# GENDER PAY GAP REPORT 2023



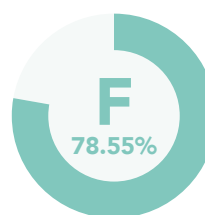
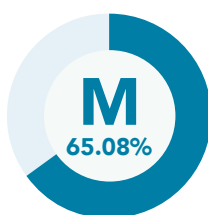


## KINDERTONS ACCIDENT MANAGEMENT GENDER PAY GAP EXPLORED AND EXPLAINED.

This is its report for the snapshot date of 5 April 2023.

	MEAN	MEDIAN
Gender pay gap	-5.01%	-5.66%
Gender bonus pay gap	7.06%	-18.75%

The proportion of males and females receiving a bonus payment.



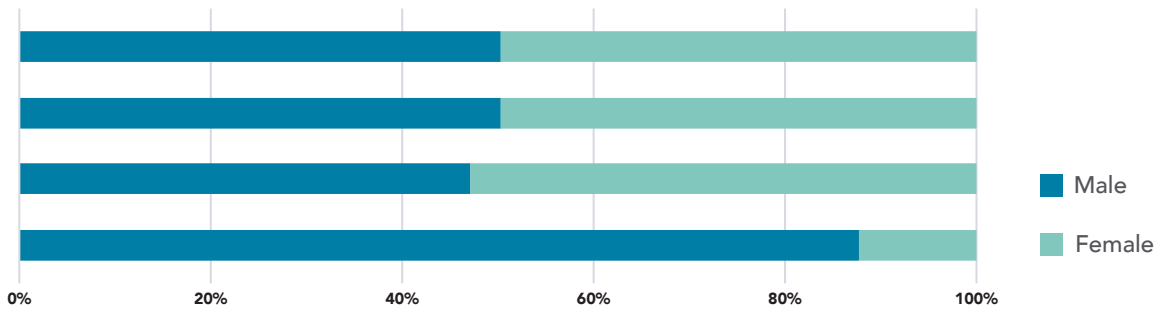
## PAY QUANTILES BY GENDER

BAND	MALES	FEMALES	DESCRIPTION
A	88.08%	11.92%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	46.31%	53.69%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	49.67%	50.33%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	49.67%	50.33%	Includes all employees whose standard hourly rate places them above the upper quartile

\*All figures calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

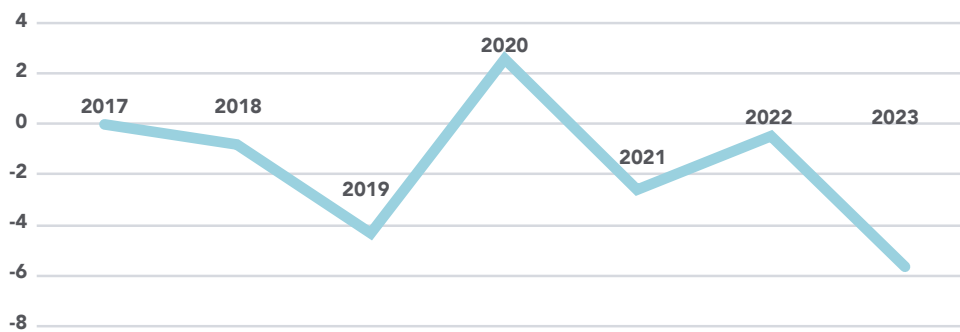
## PAY QUANTILES BY GENDER

The highest two quartiles have less than 1% difference for male and females as shown in the below chart. This reflects our continued focus to ensure there is gender representation at all management levels.



The lowest quartile has a significantly higher proportion of male to female ratio. This is due to the roles that are available at the lower pay, and there are a higher number of men who work within these roles. It is a smaller percentage of females who do these roles, but they are paid the same regardless of gender.

## MEDIAN GENDER PAY GAP LAST 7 YEARS



The median pay gap has remained within a 10% fluctuation over the last 7 years. 2023 is the lowest it has been, being weighted 5% towards females. This is due to having a higher number of women in quartiles B and C.

## OUR COMMITMENT TO GENDER INCLUSION

Kindertons Accident Management is committed to being a diverse and inclusive work environment, not just in gender representation, but across all diversities.

There is an inclusive culture within the business that ensures that everyone, regardless of their gender identity, is supported, respected, and paid in line with the role they are in. The whole company went through a job evaluation process during the year. Instead of looking at individuals who are doing certain roles, it was the role that was evaluated, graded and banded.

When placing recruitment adverts we are careful to avoid the use of any gendered language, which enables Kindertons to hire from a more diverse pool of potential candidates with a stronger focus on skillset.

Kindertons Accident Management is 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. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals.
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Kindertons Accident Management is therefore confident that its gender pay gap does not stem from paying males and females differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which males and females work within the organisation and the salaries that these roles attract.

## GENDER BONUS

Throughout the year there were various different bonus schemes that were paid out, to a different range of employees.

The company has a KPI bonus that is paid each month for the main operations teams. The scoring to achieve this may change slightly for different teams, but the same scoring is used for an entire team, regardless of gender.

Last year the company paid out a one-off Cost of Living bonus. This was available to all employees, including those on maternity, paternity, adoption leave or on long term sick. It was a fixed amount, and pro-rated for those part-time employees.

An annual bonus is paid to those whose jobs have been evaluated as band 5 or above. The chart below shows the gender breakdown for those who fall into this category. Due to the higher proportion of men who received this bonus, and due to the value of this being higher than the other bonus that was paid throughout the year, this has given a mean bonus gap that shows as favourable to men.

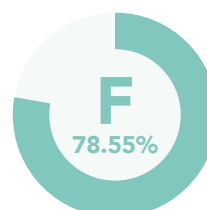
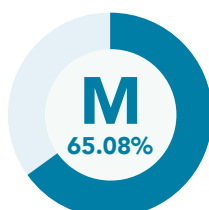
The median bonus is weighted towards females. This is due to the fact that the roles that receive the KPI bonus, have a higher female presence due to the nature of these roles.

### BAND 5 AND ABOVE



	MEAN	MEDIAN
Gender bonus gap	7.06%	-18.75%

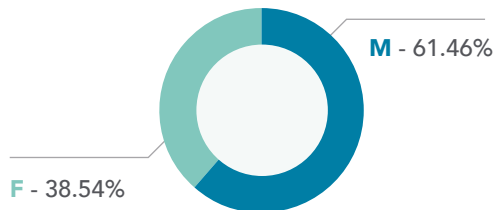
The total proportion of males and females receiving a bonus.



## THE CHALLENGES OF GENDER PAY REPORTING.

The gender pay gap does not take into account full and part-time working arrangements, the differences on occupation, grade or location. The below chart shows that the females employed at Kindertons Accident Management are over 60% of the part-time workers. This can have an impact on the gender pay gap due to pro-rated salary and bonus, as it brings down their average salary.

### PERCENTAGE OF PART TIME WORKERS BY GENDER



### WHAT KINDERTONS ACCIDENT MANAGEMENT ARE DOING TO ADDRESS ITS GENDER PAY GAP.

Kindertons Accident Management does not feel that the organisation has a gender pay gap. We have compared like for like roles and are confident we pay appropriately per role irrespective of gender.

Following our 2022 reports we have:

- Operated a fair and consistent flexible working policy and welcomed requests in all departments in the business at all levels.
- Supported parents prior to, during and on return from maternity leave and other parental leave
- Run senior leadership training of potential future business leaders with an even split of males and females in attendance
- Provided access to additional qualifications through the apprenticeship scheme to allow for further career progression

We will continue to ensure that job evaluation continues for any new roles, and audit the current evaluations as required to keep them up to date. Benchmarking roles against external companies to keep these roles, regardless of gender and other diversities.

I, Tamsyn Haselden, Group HR Director, confirm that the information in this statement is accurate.

Signed



I, Mike Cutler, Group CEO, confirm that the information in this statement is accurate.

Signed

