

# GENDER PAY GAP REPORT

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MAY 2022

Kindertons Accident Management is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 5 April 2022.

The mean gender pay gap for Kindertons Accident Management is

**0.44%**

The mean gender bonus gap for Kindertons Accident Management is

**-2.9%**

The proportion of male employees receiving a bonus is

**4.62%**

The median gender pay gap for Kindertons Accident Management is

**-0.50%**

The median gender bonus gap for Kindertons Accident Management is

**-3.53%**

The proportion of female employees receiving a bonus is

**2.62%**

## PAY QUANTILES BY GENDER

Band	Males	Females	Description
<b>A</b> Lower Quartile	<b>74.81%</b>	<b>25.19%</b>	Includes all employees whose standard hourly rate places them at or below the lower quartile
<b>B</b> Lower Middle Quartile	<b>51.47%</b>	<b>48.53%</b>	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
<b>C</b> Middle Quartile	<b>46.32%</b>	<b>53.68%</b>	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
<b>D</b> Upper Quartile	<b>51.85%</b>	<b>48.15%</b>	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## WHAT ARE THE UNDERLYING CAUSES OF KINDERTONS ACCIDENT MANAGEMENT'S GENDER PAY GAP?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

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 men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of Kindertons Accident Management's workforce, where the majority of front-line customer assistants within its call centre are women. The majority of the relatively highly paid e-commerce roles are held by men and not women.

## HOW DOES KINDERTONS ACCIDENT MANAGEMENT'S GENDER PAY GAP COMPARE WITH THAT OF OTHER ORGANISATIONS?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Kindertons Accident Management's gap compares favourably with that of other organisations.

The mean gender pay gap for the whole economy (according to the Office for National Statistics (ONS)) was 7.9% in 2021, whilst in the insurance sector it was 23%. At 0.44%, Kindertons Accident Management's mean gender pay gap is, therefore, significantly lower than the whole economy.

The median gender pay gap for the whole economy (according to the ONS figures) was 10.2% in 2021, while in the insurance sector it is 23%. At -0.50%, Kindertons Accident Management's median gender pay gap is, therefore, significantly lower than that for the whole economy.

The mean gender bonus gap for Kindertons Accident Management is -2.90%. During 2021/22 there was no monthly KPI related bonus that had been applicable in previous years, and only management bonus paid out.

The median bonus gap for Kindertons Accident Management is -3.53%. Due to only having a management bonus paid out in 2021/22 there was a higher amount of bonus out to Females than Males due to that structure.

Although the Mean & Median bonus was favourable slightly to Females, the actual proportion, due to the Management structure meant that more Males than Females received a bonus.

## WHAT IS KINDERTONS ACCIDENT MANAGEMENT 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 2021 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 men and women in attendance



Provided access to additional qualifications through the apprenticeship scheme to allow for further career progression

In the coming year the following initiatives will be taken as means of supporting our commitment:



Job evaluation taking place across the organisation



Robust performance management process which rewards based on performance and contribution

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

Signed



I, Mike Culer, Group Managing Director, confirm that the information in this statement is accurate.

Signed

