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# GENDER PAY GAP REPORT

## 2021

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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 2021

The mean gender pay gap for Kindertons Accident Management is **-2.39%**

The median gender pay gap for Kindertons Accident Management is **-2.58%**

The mean gender bonus gap for Kindertons Accident Management is **36.74%**

The median gender bonus gap for Kindertons Accident Management is **-18.75%**



The proportion of female employees receiving a bonus is



The proportion of male employees receiving a bonus is



## PAY QUANTILES BY GENDER

BAND	MALE	FEMALE	DESCRIPTION
A	73.08%	26.92%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	54.81%	45.19%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	63.46%	36.54%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	48.08%	51.92%	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.

Kindertons Accident Management utilised the furlough scheme during April 2021, with having a higher amount of women on full or flexible furlough than men due to the nature of the roles. This is reflected in the pay quartiles, having 73.08% of Men in the lowest quartile compared to 26.92% as the majority of the depot staff are male, which remained open, whilst less call centre employees were working their contracted hours. This has then had a knock on effect for the higher quartiles.

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 17.4% in 2019, whilst in the insurance sector it was 23.5%. At -2.39%, 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 16.3% in 2019, while in the insurance sector it is 21.6%. At -2.58%, 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 36.74%. This is a different than the 2020 Gender pay gap, due to the changes in the monthly bonus during 2020/21, and it is the management bonus, where having more men that has increased it.

The median bonus gap for Kindertons Accident Management is -18.75%. Kindertons Accident Management was operating a KPI driven bonus scheme for all call centre staff that changed in 2020, as this was paid once, there is a higher volume of female employees who received this one monthly payment with 73.28% of women receiving a bonus, compared to 38.17% of men. The company employs a fleet of relief drivers employed on zero hour contracts that are not entitled to bonus payments and are predominantly men which explains the difference in median bonus and the proportion of men and women receiving 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 2020 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

## STATEMENT OF ACCURACY

We confirm that the data is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



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



I, Mike Cutler, UK Managing Director, confirm that the information in this statement is accurate.