

kibble

**Gender
Pay Gap
Report**

2023



Foreword

Kibble is Scotland's specialist provider of services for at risk children and young people. By providing a range of integrated services, we help build positive futures for young people with complex social, emotional and educational needs.

As one of Scotland's oldest charities, and today, a leading social business, Kibble works with children and young people aged 5+. We recognise every person is unique – that's why we provide tailored support to ensure each young person gets the transitional support they need to overcome trauma, and lead happy, healthy and fulfilled lives. Through our range of services, we support young people to reach their full potential.

We firmly believe that caring is something that should be done with young people, not to them, and we're focused on creating a safe, secure and nurturing environment where young people feel valued, respected and listened to. Each young person's care plan is uniquely tailored, and is formed in consultation with them and their families or carers. The purpose of the care plan is to meet the best interests of the young person; keeping them safe, helping them grow and thrive.

Kibble is one of the largest employers in central Scotland with a variety of roles spanning across child and youth, mental health and supporting services including HR and ICT. Our staff are the backbone of all services. The friendly, familiar faces greet young people daily and exemplify our priority of forming relationships based on trust and respect.

The organisation is dedicated to ensuring an equality of opportunity in the workplace. We strive to be a fair and just employer and are committed to diversity and inclusion, which is embedded in Kibble's culture.

Kibble is a learning organisation and welcomes the transparency of publishing gender pay gaps to not only learn from our own data and analysis, but to share best practice from other charities and organisations operating within the sector.

Our Gender Pay Gap Report suggests we can be proud of the progress made in our move towards gender equality with a median of 0% being significantly lower than the national average.

James Gillespie
Chief Executive, Kibble Group



Our Findings

Pay Gap

Table 1 represents the difference between the average hourly rates of males and females across our total relevant workforce as of 5th April 2023.

Kibble's overall gender pay gap by mean average is 8.70% in favour of men, increasing by 4.63% from last year when the average was 4.07% in favour of men.

Our gender pay gap median average is 0%, which

Quartile Analysis

Analysis of our gender pay by quartile has identified the key drivers behind the gender pay gap that exists within Kibble.

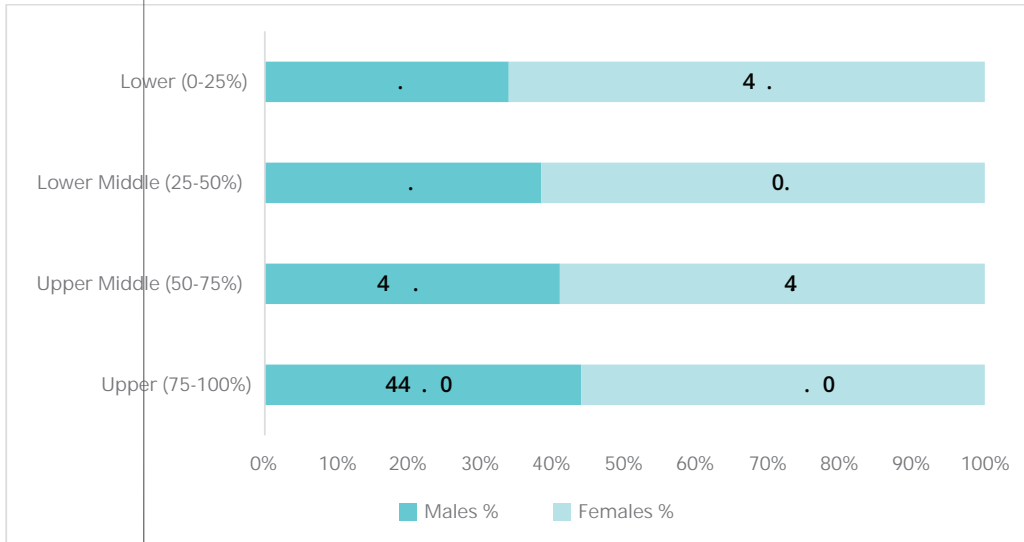


Table 3: Quartile Analysis

By considering all relevant male and female full-pay employees across the organisation and dividing them equally into four pay bands, Kibble can understand the key elements driving our gender pay gap. Although there has been a slight increase in our gender pay gap, and in our median average, there was an increase in woman in the workforce this year.

Bonus Pay

As part of the mandatory reporting process, employers are required to publish the gender pay gap within any bonuses. Kibble does not pay bonuses, therefore has no data to report under this heading.

The Way Forward

As part of Kibble's commitment to eradicate gender disparity within the organisation, we will continue to:

- Monitor starting salaries for gender bias.
- Ensure our learning and development opportunities are accessible to part-time/flexible workers and meet the needs of men and women equally.
- Review Kibble's flexible working of ering and consider a more pro-active approach.

