



THE KING'S FOUNDATION IS COMMITTED TO FAIRNESS, EQUALITY AND INCLUSION AND TO REDUCING OUR GENDER PAY GAP

The King's Foundation is committed to ensuring gender equality in pay. In this, our fifth annual report on gender pay, we outline steps we currently take to promote gender pay equality as well as measures taken in year to improve this further.

For the year to April 2023, our mean gender pay gap is 9.6% (prior year, 11.4%) and our median gender pay gap is 6.9% (prior year, (0.9%)). The year-on-year movement is due primarily to changes in the full-pay relevant employee numbers in the lowest and highest pay quartiles. The mean pay gap has reduced because the proportion of males in the lowest pay quartile has increased by more than in the highest pay quartile. The median pay gap has increased because there are a higher proportion of females to males in the lowest and second lowest pay quartiles, whereas there is a higher proportion of males to females in the highest pay quartile.

There were no bonus payments made in the year, resulting in a bonus pay gap of 0% (prior year, 0%).

The King's Foundation is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. The King's Foundation gender pay gap is the result of the composition and distribution of males and females within the organisation. The King's Foundation's pay quartiles are reflective of this (please refer to page 2), where there is a higher proportion of females to males across all pay bands except in the upper quartile on the reporting date. This explains why the median figure is a positive pay gap. The mean pay gap results primarily from the composition of the upper quartile, which has a higher proportion of males to females.

The King's Foundation is committed to ensuring equality and diversity commensurate with the UK population more generally.

ADDRESSING THE PAY GAP

What we do

We aim to ensure fairness and equality during the recruitment process and treatment of staff by following these guidelines:

- Recruitment advertising is worded, designed, and disseminated with the primary objective of reaching and appealing to a broad spectrum of applicants.
- Applications for new roles or for promotions within the organisation are treated without discrimination or regard to gender or background of applicants.
- Appointments and movement of staff within the organisation are conducted without discrimination or regard to gender or background of applicants; instead, any appointment is made solely on the judgement that the candidate represents the best option available to fulfil the job description.

In the previous year, we implemented updated family friendly policies, with enhanced maternity and paternity benefits now available to our colleagues. This is part of our ongoing review of pay and reward to ensure inclusion, fairness and opportunity at every level.

Future action

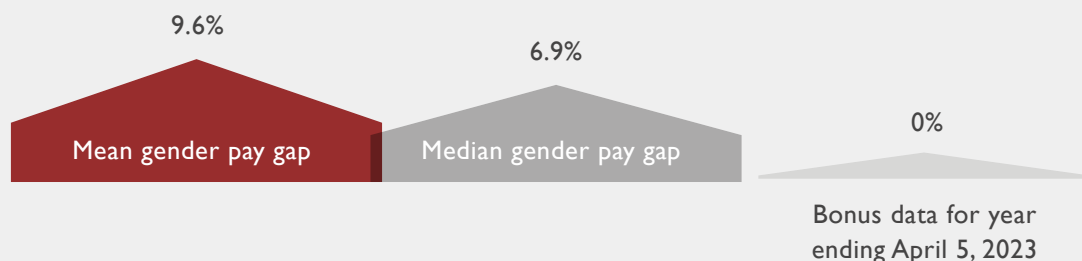
We have previously highlighted the implementation of a new working from home policy to allow for a greater number of home working days, based on our learnings from the COVID-19 pandemic. We are actively working to reduce the gap in other ways, including through the following actions:

- We have recently implemented new training and learning opportunities, utilising Skillscast, to ensure both male and female employees are equipped with the skills to succeed. We are also putting a greater emphasis on development.
- Fostering a culture of talent management and succession planning in order to provide more support for both men and women who would like to progress to senior management levels through the organisation. This is ongoing.

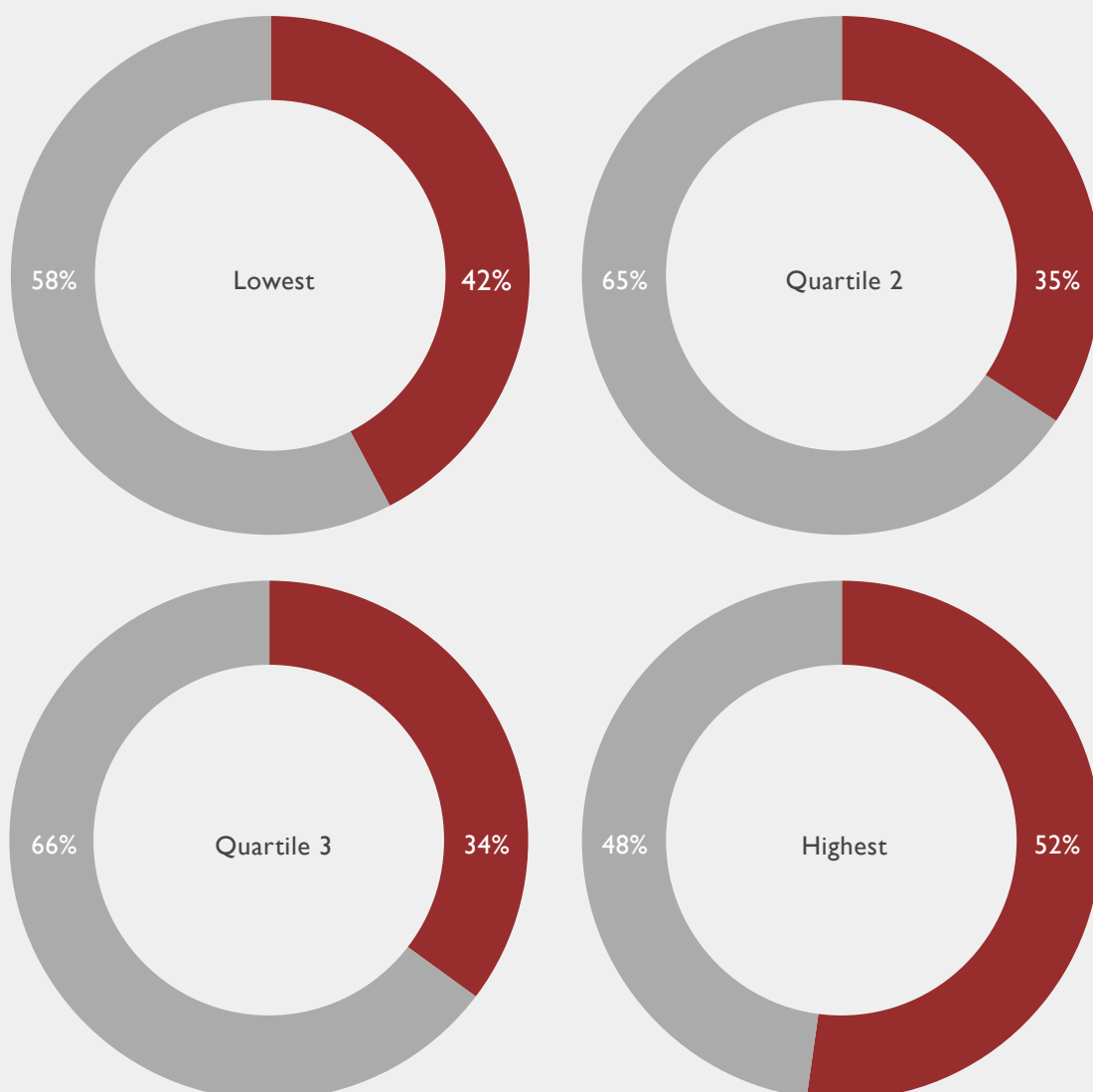


The gender pay gap at The King's Foundation

Figures correct as at April 5, 2023





The workforce of The King's Foundation in April 2023 comprised 295 full-pay relevant employees, as defined by the GPG guidelines – 59% female and 41% male. These charts depict the proportion of females and males in the organisation by pay quartiles.



Kristina Murrin

I confirm the accuracy of the information in this report. **Kristina Murrin, Chief Executive Officer, The King's Foundation.**

Key:  Female  Male