



KISIMUL GROUP LTD

Gender Pay Gap Report

Introduction

We are an established provider of quality education and care services to children and young adults with complex learning difficulties, challenging behaviour, autism and global developmental delay. We are committed to providing excellent teaching and continuity of service to very vulnerable young people in our care.

This is only possible with the dedication and commitment of our staff.

As part of our commitment to our staff, we promote fairness inclusion and equality across the organisation, and we welcome initiatives that enable us to consider our current situation and make any changes required as we grow our business.

We are required to carry out gender pay gap reporting under the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017

Gender Pay Gap

Gender pay is different to equal pay, and we are committed to paying female and male employees equally for carrying out the same or similar work.

The gender pay gap is a measure of the difference between men and women's average earnings across the organisation, regardless of the position that they hold. All positions are included in calculating the average figures and it shows the difference in the average earnings between men and women. We are pleased to report that our data has demonstrated that there is no cause for concern in relation to any gender pay gap.

We collected our data based on information at 5 April 2018, when our employees consisted of 689 women and 373 men.

Mean and median hourly rates

Difference in mean pay	This gives us a mean gender pay gap of 0.26%
Difference in median pay	This gives us a median gender pay gap of -0.07%

Our figures show that we have a mean gender pay gap of 0.26% and a median gender pay gap of -0.07%. The national median pay gap reported as 17.9% for 2018 by the office for national statistics.

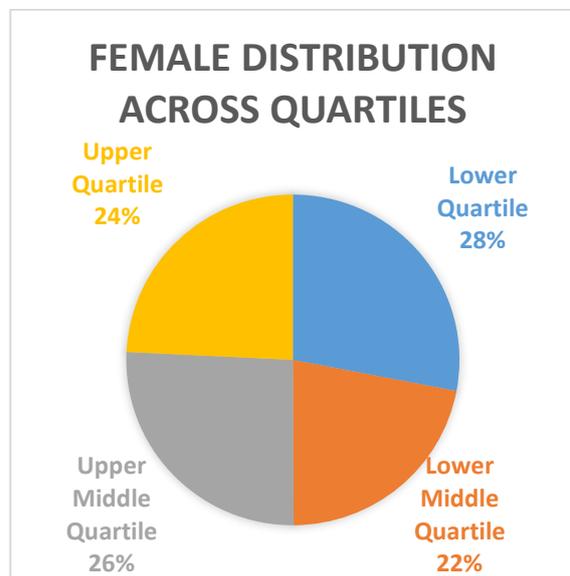
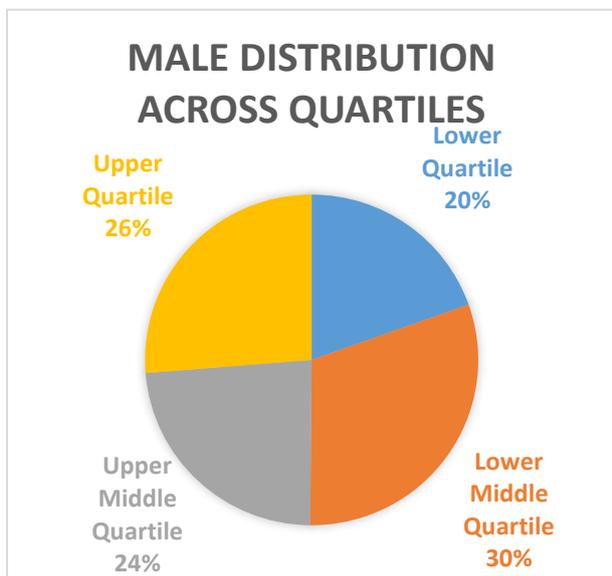
Bonus Analysis

	Total Employees	Bonuses Paid	% Paid bonus
Male	373	3	0.80%
Female	689	6	0.87%

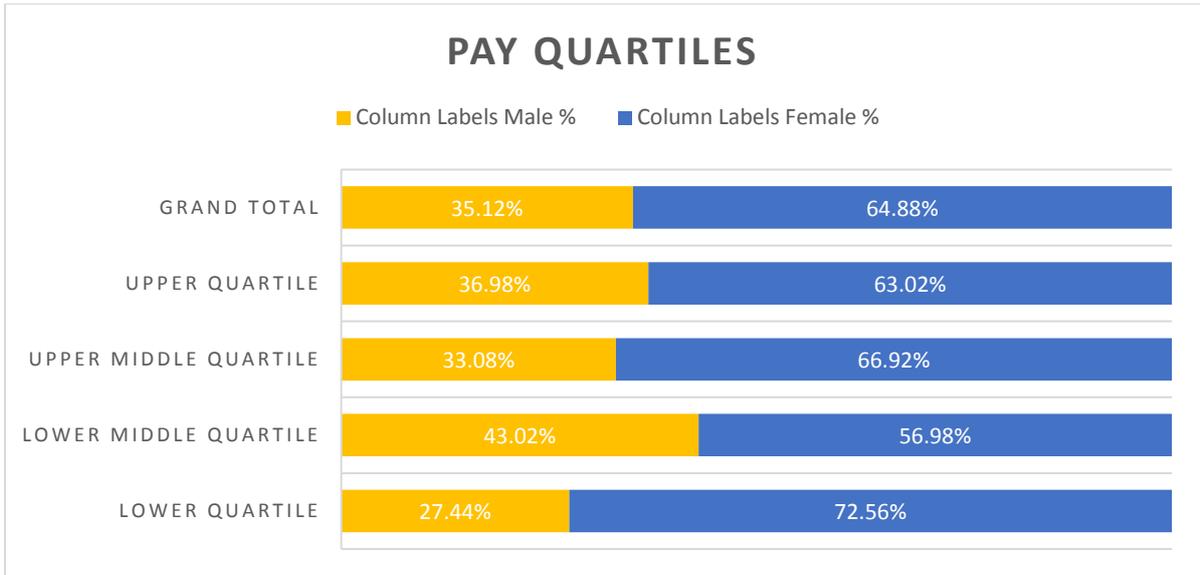
Bonuses are paid in exceptional circumstances. At the time of reporting, the small number of bonuses paid, were paid to a mixture of both male and female employees.

Quartile Analysis

	Male	Female	Grand Total	Male %	Female %
Lower Quartile	73	193	266	27.44	72.56
Lower Middle Quartile	114	151	265	43.02	56.98
Upper Middle Quartile	88	178	266	33.08	66.92
Upper Quartile	98	167	265	36.98	63.02
Grand Total	373	689	1062	35.12	64.88%



There are relatively small differences in the distribution of males and females across the quartiles. We remain keen to ensure we recruit and retain the best talent for our organisation whilst being committed to equality and diversity.



The nature of the work that we do attracts a higher percentage of female employees and our gender split is approximately 65% female and 35% male.

Whilst these results reflect that, similar to other care and education providers, we employ more women than men across all pay levels within the Company, women are appropriately represented across all levels.

We are confident in the processes and policies that we operate in order to support gender inclusion and will continue to work to ensure that this is maintained.

I confirm that the data collected within this report is accurate.

Margaret Hill
CEO