



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 sixth annual report on gender pay, we outline steps we take to promote gender pay equality as well as measures taken in year to improve this further.

For the year to April 2024, our mean gender pay gap is 1.1% (prior year, 9.6%) and our median gender pay gap is 1.5% (prior year, 6.9%). The year-on-year movement is due primarily to changes in the full-pay relevant employee numbers in the highest pay quartile. The mean and median pay gaps have reduced because the proportion of females to males in the highest pay quartile has increased on prior year; in prior year there were more males than females in the highest pay quartile whereas this year there are a higher proportion of females.

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.

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.

Additionally, we implemented updated family friendly policies, with enhanced maternity and paternity benefits, now available to our colleagues. This is part of our ongoing commitment to ensure inclusion, fairness and opportunity at every level.

Future action

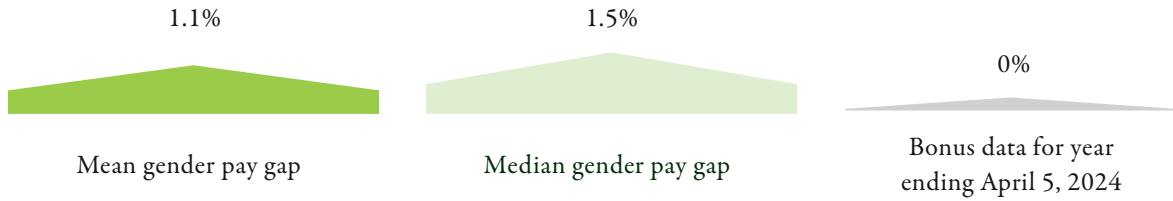
We have previously highlighted the implementation of a new working from home policy to allow for a greater number of home working days. We are actively working to reduce the gap in other ways, including through the following actions:

- We have recently implemented new training and learning opportunities, utilising Skillscast, to ensure all 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 all employees who would like to progress to senior management levels through the organisation. This is ongoing. In year we expanded our Senior Management Team (SMT) to offer more opportunities for senior leaders in the organisation.

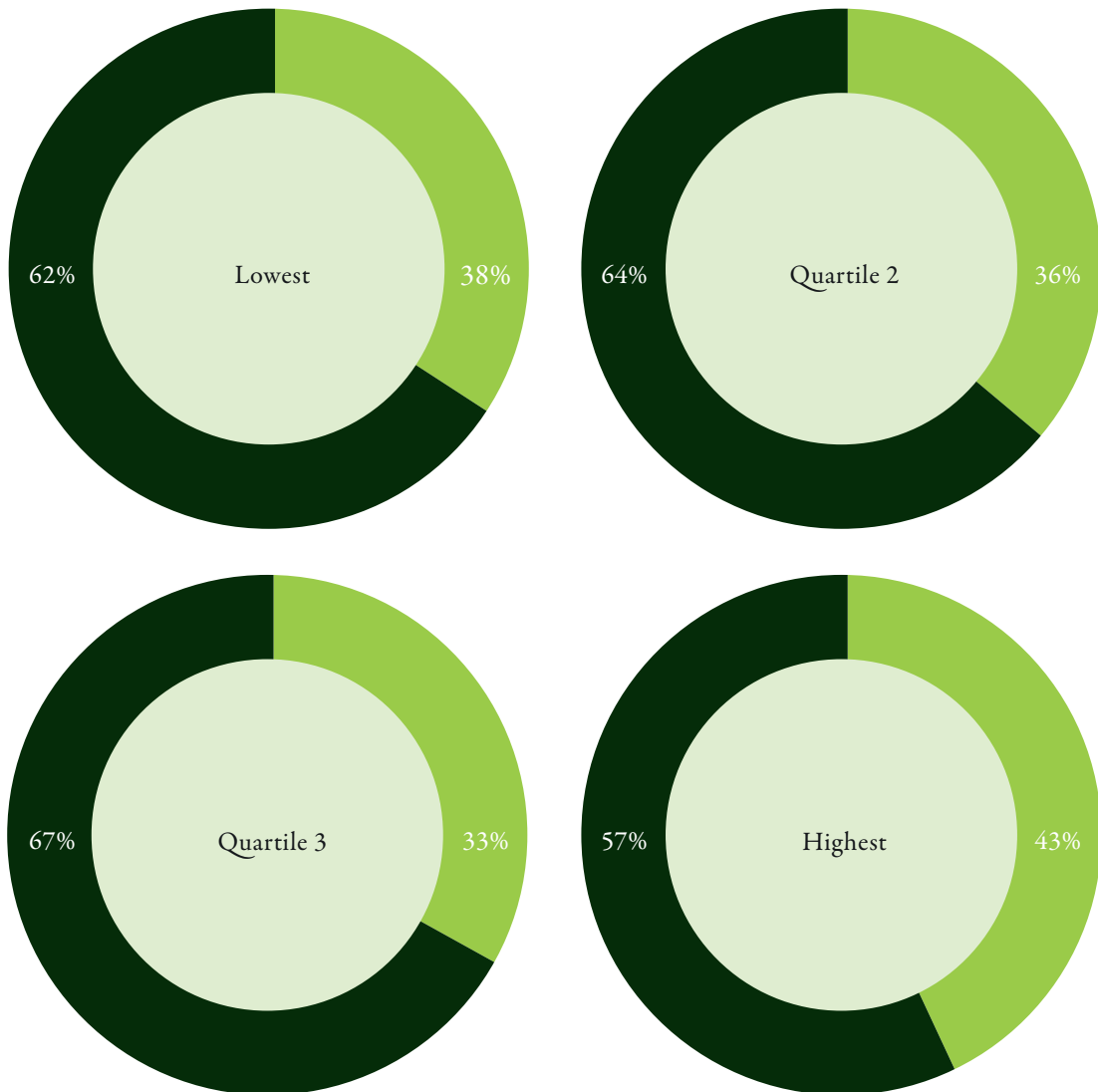


The gender pay gap at The King's Foundation

Figures correct as at April 5, 2024



The workforce of The King's Foundation in April 2024 comprised 281 full-pay relevant employees, as defined by the GPG guidelines – 63% female and 37% 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.

