

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



In this, The King's Foundation's seventh 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 2025, our mean gender pay gap is 2.6% (prior year, 1.1%) and our median gender pay gap is 3.3% (prior year, 1.5%). The year-on year movement is due primarily to the composition and distribution of males and females within the organisation. This year our full-pay relevant employee numbers have increased from 281 employees (2024) to 302 employees (2025), an increase of 7.5%; our male employee numbers have increased by 12.4% year-on-year compared to an increase of 4.5% in female employees. The slight increases in our mean and median pay gaps year-on-year are as a result of the increased proportion of males to females in the upper middle pay quartile, while the proportion of females to males in the highest pay

quartile male employees (43%) and female employees (57%) is consistent with the results from the previous year.

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

In our previous report, we stated we aim to ensure fairness and equality during the recruitment process and treatment of staff. Our response is detailed below.

- Our vacancies webpage has been enhanced along with our application process to reach the widest possible candidate pool.
- Jobs are advertised at all levels and open to flexible working from day one.
- Recruitment advertising is worded, designed, and disseminated with the primary objective of reaching and appealing to a broad spectrum of applicants using a range of advertising methods and positive action.
- 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 person available to fulfil the job description.

Additionally, we implemented an enhanced holiday allowance, and developed and launched an organisation wide programme to raise awareness about mental health, 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

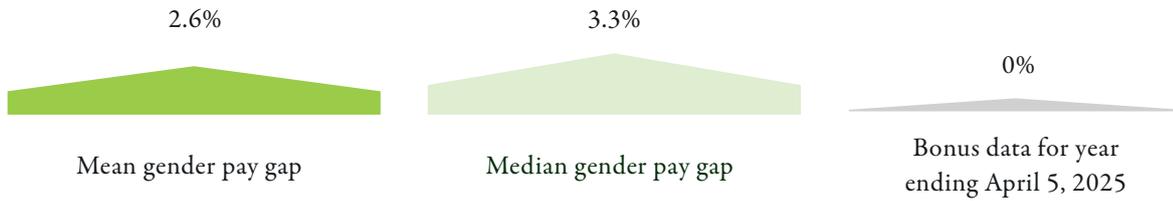
We are actively working to reduce the gap in other ways, including through the following actions:

- We have recently implemented new training and learning opportunities including line manager training, to ensure both male and female employees are equipped with the skills to succeed.
- We are also putting a greater emphasis on development by ensuring staff development opportunities are discussed at personal development reviews and roles internally are communicated on a monthly basis to encourage promotion and signal opportunities for staff.
- Maintain an EDI network internally and embed EDI within our recruitment process (including monitoring, access and diverse interview panels).
- We are developing gender equality action plans which will include menopause support.

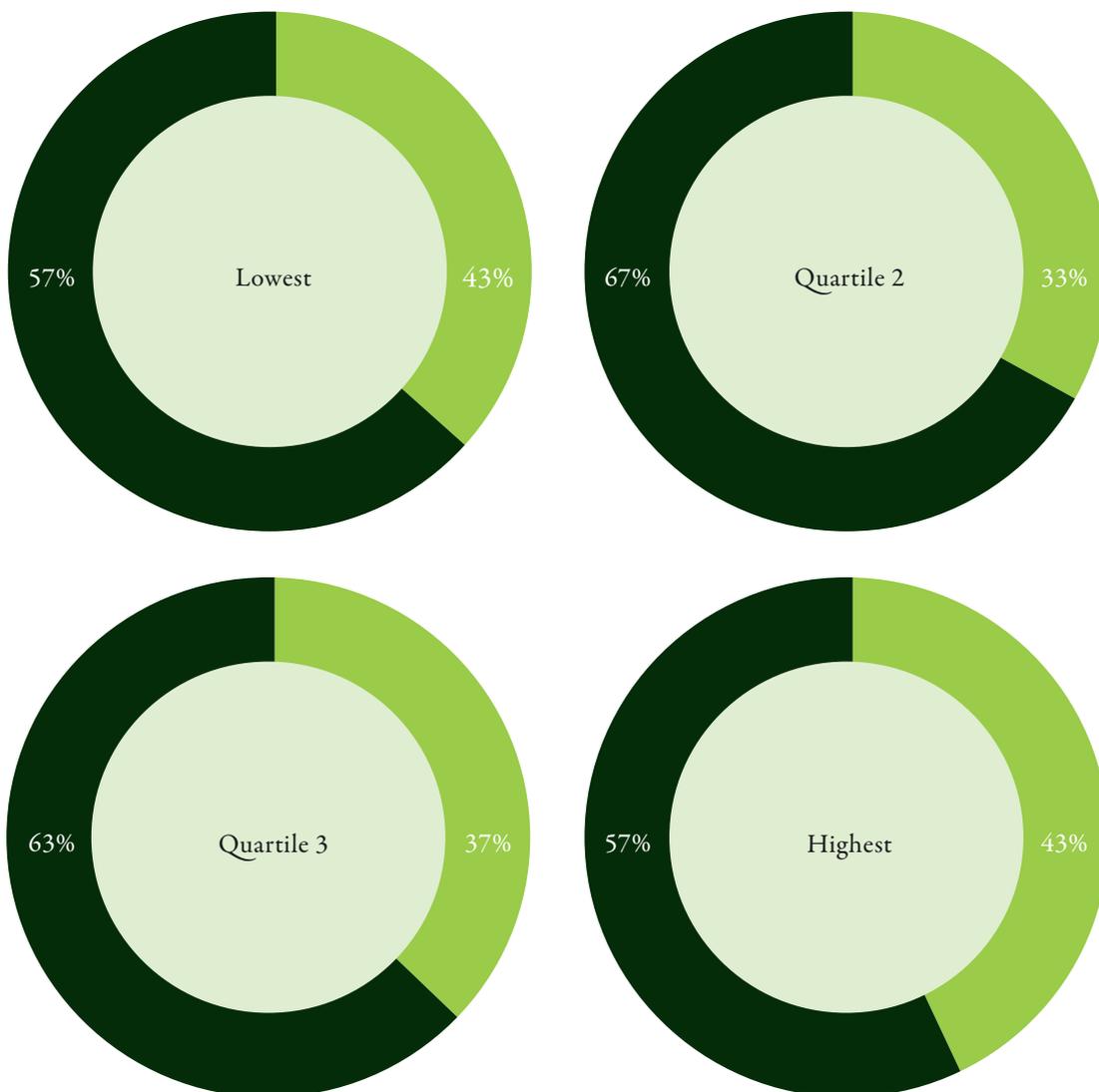


The gender pay gap at The King's Foundation

Figures correct as at April 5, 2025



The workforce of The King's Foundation in April 2025 comprised 302 full-pay relevant employees, as defined by the GPG guidelines – 61% female and 39% male. These charts depict the proportion of females and males in the organisation by pay quartiles.



Emily Cherrington

I confirm the accuracy of the information in this report. Emily Cherrington, Deputy Chief Executive Officer, The King's Foundation.

Key:  Female  Male