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 behavior, autism and global development 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 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 have collated our data based on information at 6 April 2023, when our employees consisted of
494 women and 341 men.

Mean and median hourly rates

Difference in mean pay This gives us a mean gender pay gap of 0.38%

The nature of the work that we carry out attracts a higher percentage of female employees and our

gender split is

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