



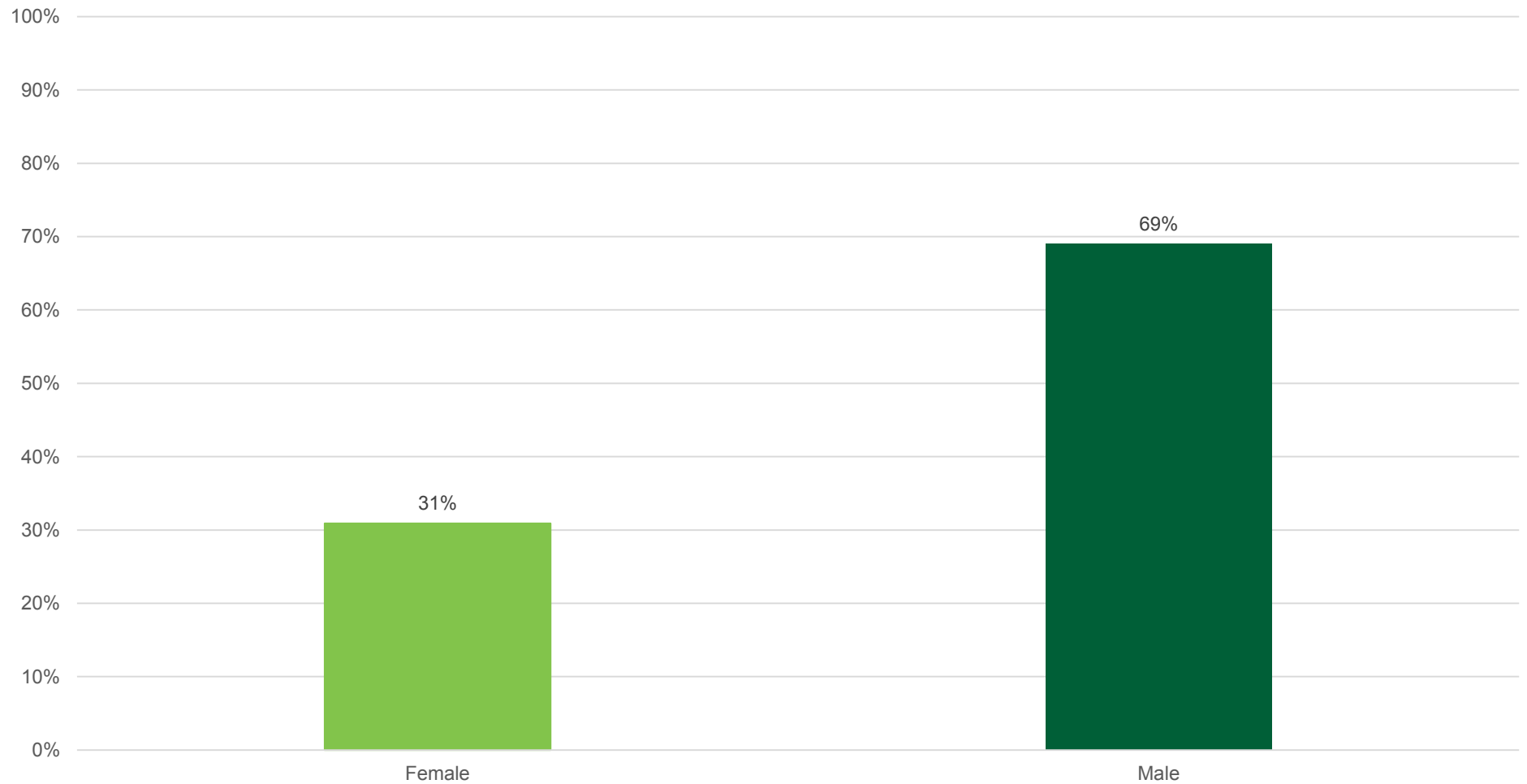
# Gender Pay Gap Report

Snapshot Date  
**5 April 2021**

# Gender Split across KFM



All Employees



# Gender Pay Gap Report



This is our gender pay gap report for the snapshot date of 05 April 2021

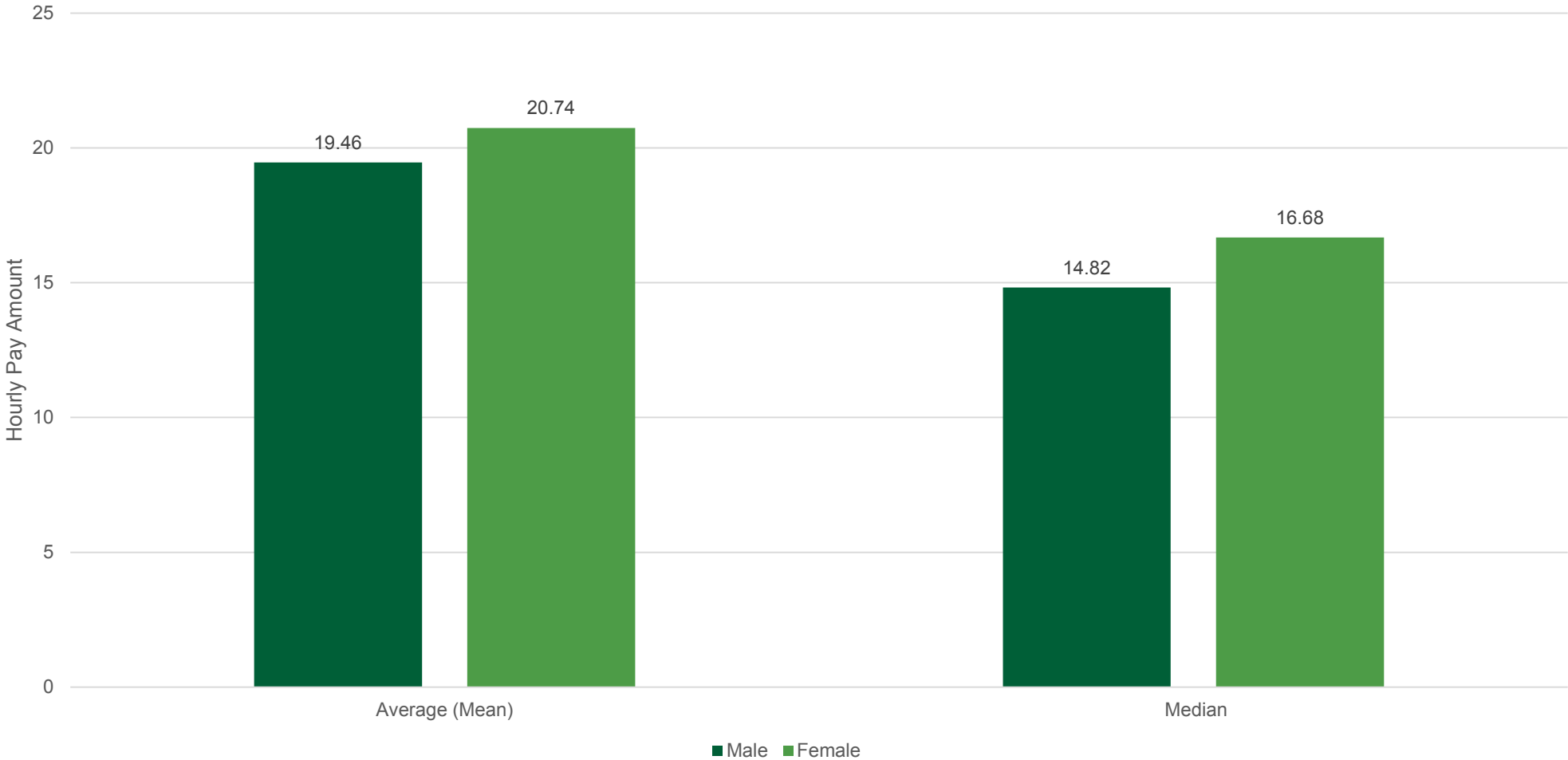
- Our mean gender pay gap is -6.55%
- Our median gender pay gap is -12.56%
- On average (both measures) we pay men less than women per hour

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£19.46	£14.82
Female	£20.74	£16.68
Difference	-£1.27	-£1.86
Pay Gap %	-6.55%	-12.56%

# Hourly Pay Gap



Gender Pay Gap (Hourly Pay)



# Hourly Pay Gap



- On average women are paid more than men at KFM both in mean and median measures of hourly pay.

## **On review of our pay data;**

- Significantly more men than women occupy our lower paid roles in Bands 2, 3 & 4;
  - 38 women to 109 men
- Within higher paid roles, in Bands 8a and above, this split is less pronounced
  - 21 women to 25 men
- Our roles in Bands 2, 3 & 4 are more physically demanding roles which historically have been difficult to attract women applicants which generates this significant difference between gender groups at KFM.
  - Examples of these roles include, Endoscopy Decontamination Technician, Storekeeper, Inventory Coordinator
- The higher number of men in lower banded roles reduces the mean and median pay for men significantly.

# Pay Quartiles (Hourly Pay)



This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	73.85%	26.15%	All employees whose standard hourly rate is within the lower quartile
B	70.15%	29.85%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	67.19%	32.81%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	65.22%	34.78%	All employees whose standard hourly rate is within the upper quartile

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

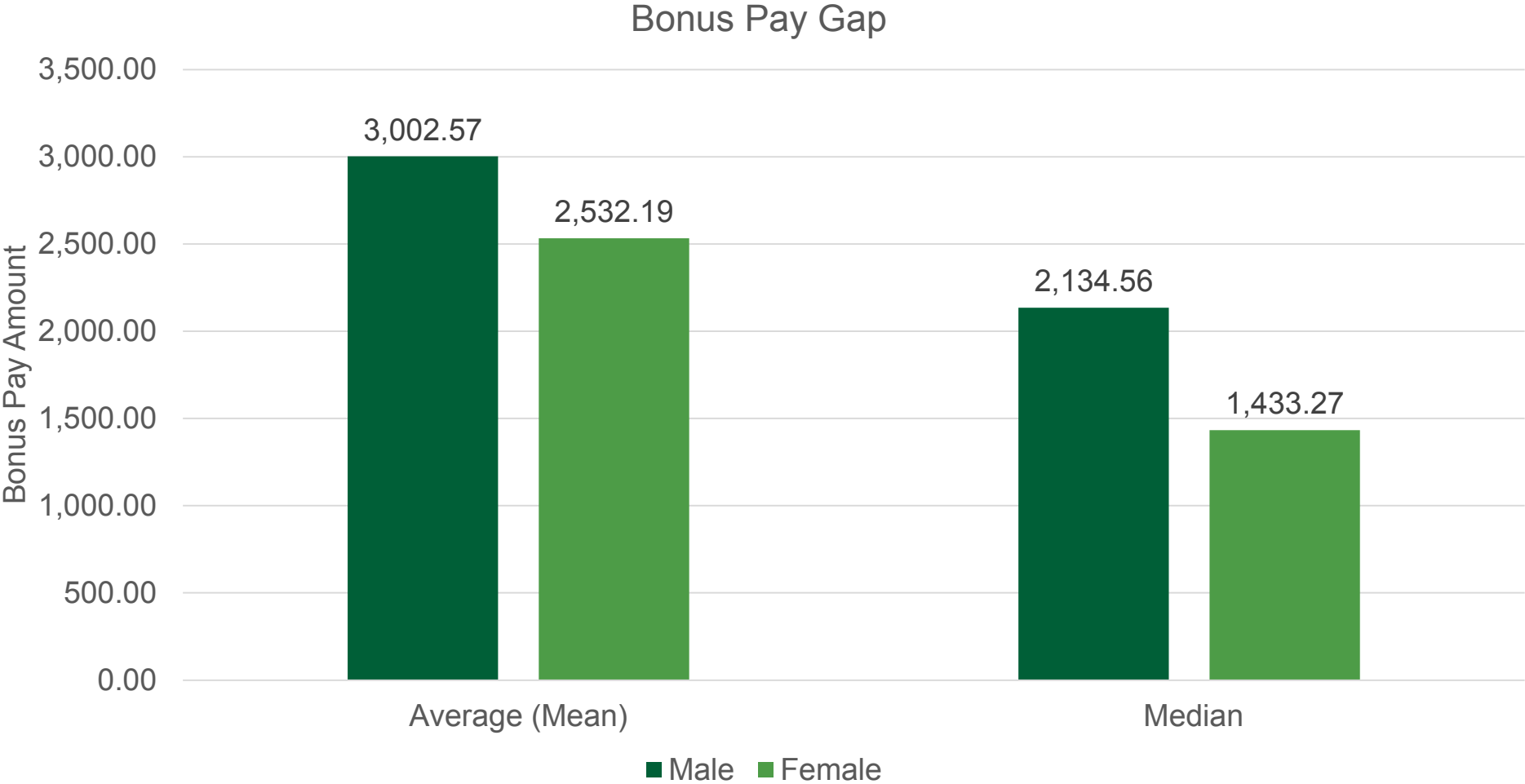
# Bonus Pay Gap



- Our mean gender bonus gap is 22.31%
- Our median gender bonus gap is 39.79%
- The proportion of male employees receiving a bonus is 87% and the proportion of female employees receiving a bonus is 65%.

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£4,156.49	£2,704.08
Female	£3,229.08	£1,628.03
Difference	£927.41	£1,076.04
Pay Gap %	22.31%	39.79%

# Bonus Pay Gap





# Bonus Pay Gap



- ◆ On average men are paid more in bonus payments under both mean and median measures
- ◆ Our bonus scheme pays out in September following the end of the financial year for performance in the preceding financial year.
- ◆ Bonus pay is only available to staff who have been with the company during the previous performance year and who are on KFM contracts, and is pro-rata to months worked during that year.
- ◆ Since 2019, KFM's female staff group has grown by 50%, in the same time, KFM's male staff group has increased by 33%. Meaning that for bonuses paid during the pay reference period, there were a significantly higher proportion of female staff than male staff with part year eligibility.
- ◆ Providing we can retain staff, this should mean that in 2021/22 more female staff will become eligible for the KFM bonus scheme which may help to reduce the bonus pay gap, and also provide for better evidence gathering related to our Bonus Pay Gap.

# Declaration



- ◆ I declare that KFM's gender pay gap calculations are accurate and meet the requirements of the Regulations.
- ◆ The calculations, data and assertions contained in this report have been assured by the KFM HR function, who have confirmed that the methodology provided in The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) has been applied correctly.

A handwritten signature in black ink that reads "Andrew Lockwood".

Andrew Lockwood  
Managing Director

7<sup>th</sup> September 2021



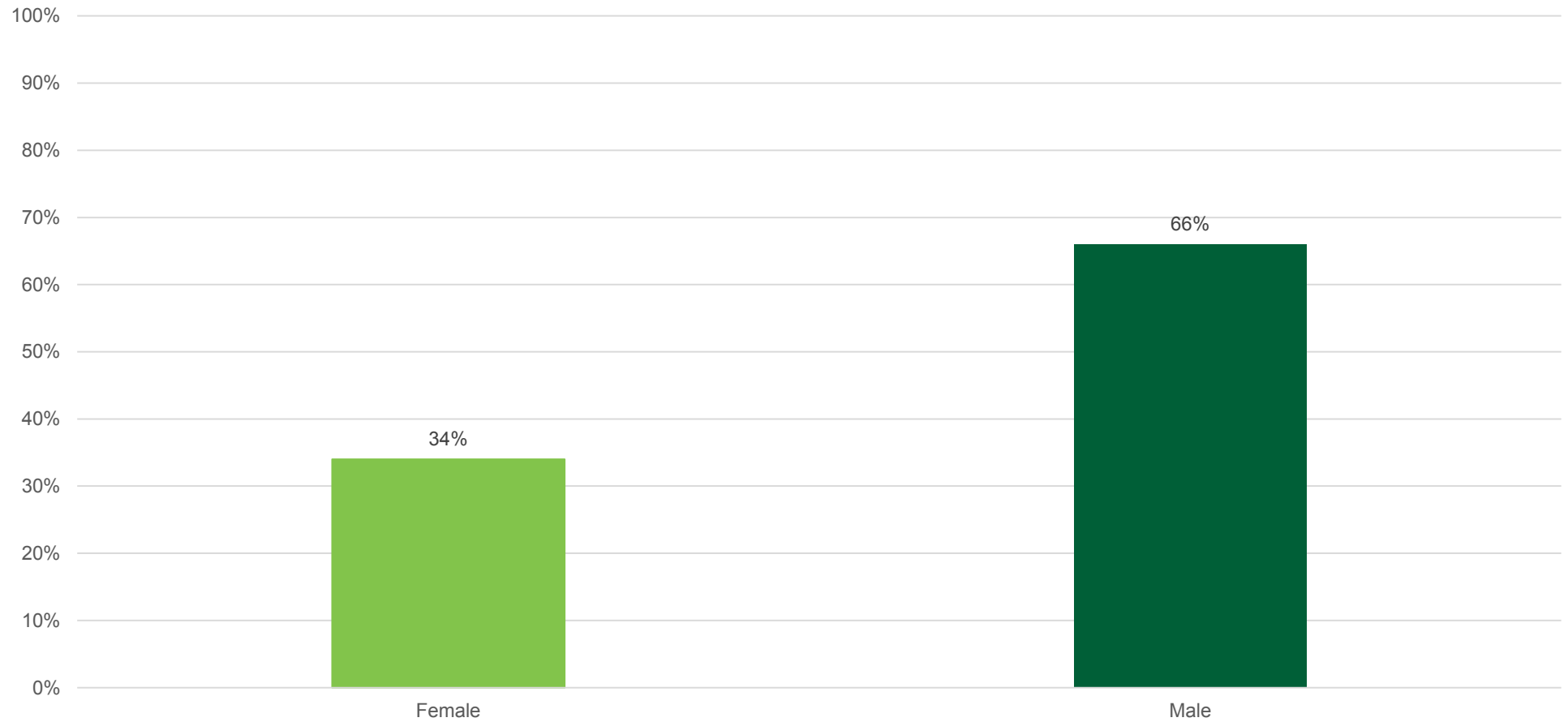
# Gender Pay Gap Report

Snapshot Date  
**5 April 2022**

# Gender Split across KFM



KFM Employees



# Gender Pay Gap Report



This is our gender pay gap report for the snapshot date of 05 April 2021

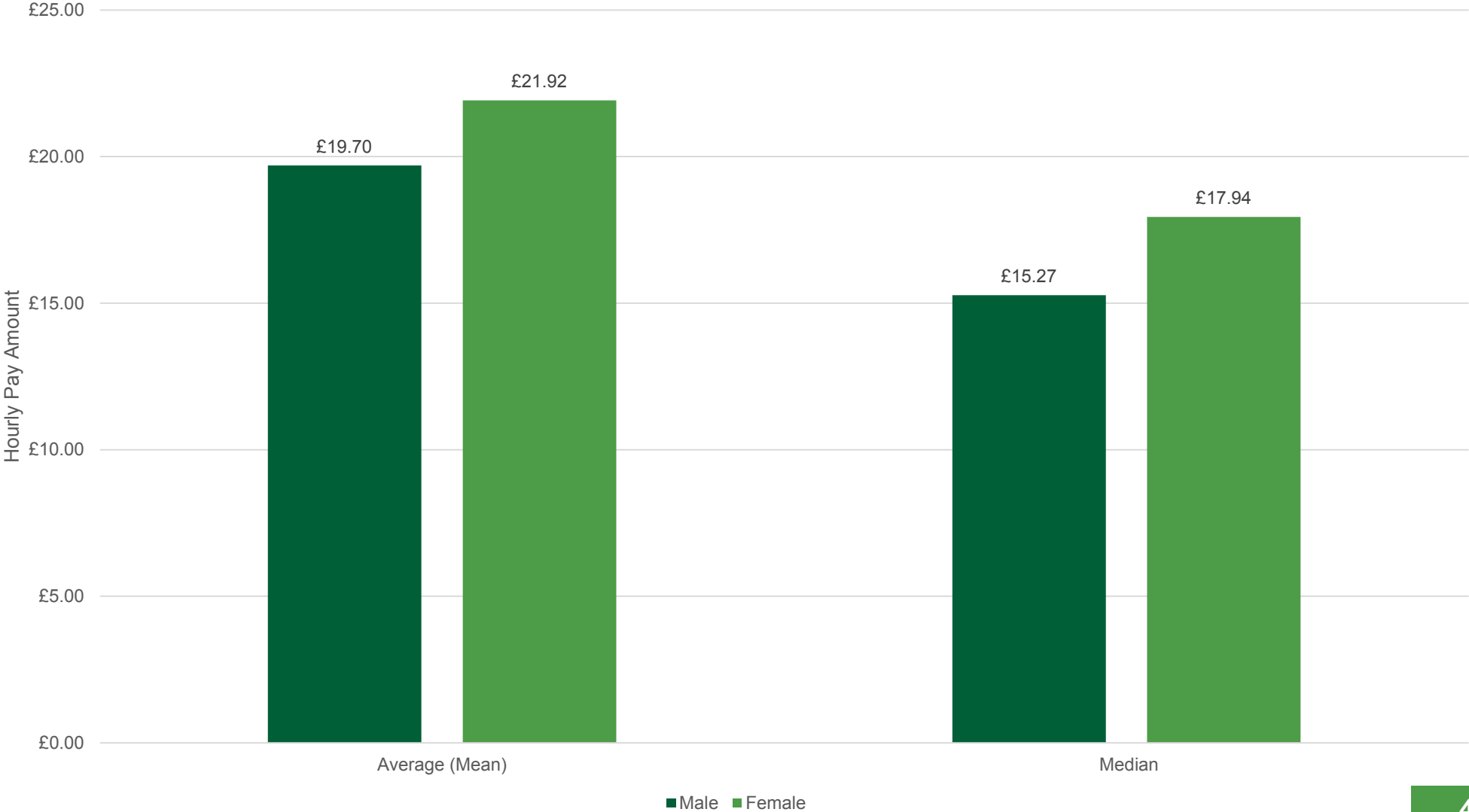
- Our mean gender pay gap is -11.23%
- Our median gender pay gap is -17.61%
- On average (both measures) we pay men less than women per hour

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£19.70	£15.27
Female	£21.92	£17.94
Difference	-£2.22	-£2.67
Pay Gap %	-11.23%	-17.61%

# Hourly Pay Gap



Gender Pay Gap (Hourly Pay)



# Hourly Pay Gap



- On average women are paid more than men at KFM both in mean and median measures of hourly pay.

## **On review of our pay data;**

- Significantly more men than women occupy our lower paid roles in Bands 2, 3 & 4;
  - 47 women to 120 men
- Within higher paid roles, in Bands 8a and above, this split is less pronounced
  - 24 women to 37 men
- Our roles in Bands 2, 3 & 4 are more physically demanding roles which historically have been difficult to attract women applicants which generates this significant difference between gender groups at KFM.
  - Examples of these roles include, Endoscopy Decontamination Technician, Storekeeper, Inventory Coordinator
- The higher number of men in lower banded roles reduces the mean and median pay for men significantly.

# Pay Quartiles (Hourly Pay)



This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	71.79%	28.21%	All employees whose standard hourly rate is within the lower quartile
B	76.12%	23.88%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	66.32%	33.68%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	57.32%	42.68%	All employees whose standard hourly rate is within the upper quartile

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



# Bonus Pay Gap



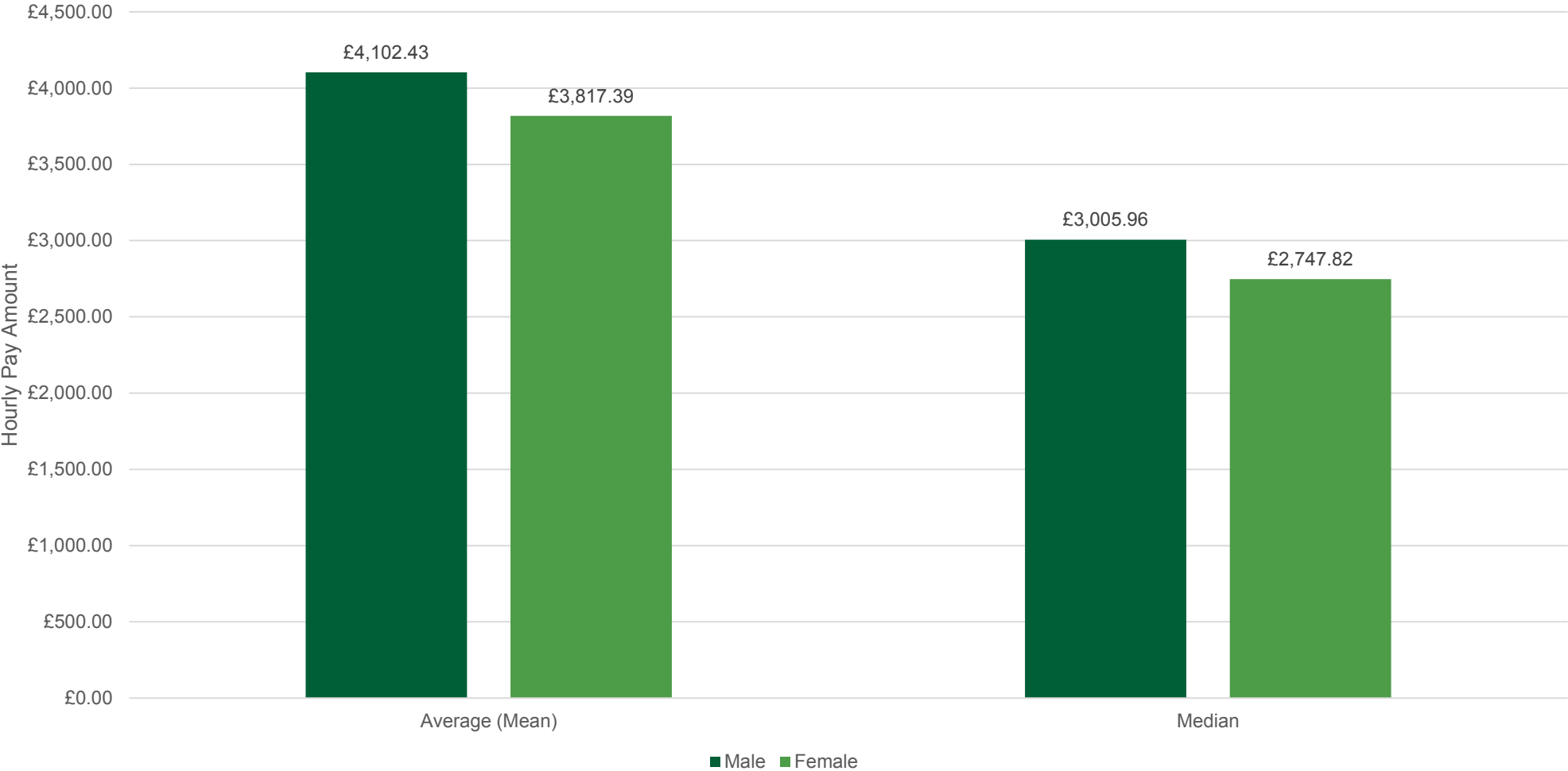
- Our mean gender bonus gap is 6.95%
- Our median gender bonus gap is 8.59%
- The proportion of male employees receiving a bonus is 88% and the proportion of female employees receiving a bonus is 80%.

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£4,102.43	£3,005.96
Female	£3,817.39	£2,747.82
Difference	£285.04	£258.14
Pay Gap %	6.95%	8.59%

# Bonus Pay Gap



Gender Pay Gap (Bonus Pay)



# Bonus Pay Gap



- On average men are paid more in bonus payments under both mean and median measures
- Our bonus scheme pays out in September following the end of the financial year for performance in the preceding financial year.
- Bonus pay is only available to staff who have been with the company during the previous performance year and who are on KFM contracts, and is pro-rata to months worked during that year.
- Last year, we observed that there was a higher proportion of female staff than male staff with part year eligibility (due to being new in post). This year the Bonus Pay Gap is much reduced, although still favours male colleagues.
- During the last 12 months we have made changes to our appraisal and scoring process, introducing a second review to provide more robust challenge and scrutiny of scoring by individual managers, to support consistency of scoring across all staff groups, we expect that this will have some further positive impact on the Bonus Pay Gap

# Declaration



- ◆ I declare that KFM's gender pay gap calculations are accurate and meet the requirements of the Regulations.
- ◆ The calculations, data and assertions contained in this report have been assured by the KFM HR function, who have confirmed that the methodology provided in The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) has been applied correctly.

A handwritten signature in black ink that reads "Andrew Lockwood".

Andrew Lockwood  
Managing Director

02 May 2022