



Kooth Plc
**Gender Pay Gap
Report 2021**

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Gender Pay Gap as at 5 April 2021

This year marks the first Gender Pay Gap review at Kooth. Our 2021 gender pay gap (GPG) analysis shows our statutory gender pay gap in response to Government legislation introduced in April 2017. It also provides insight into how we are addressing our gender balance.

Pay gap summary

	Median	Mean
Gender Pay Gap	13.9%	34.2%
Bonus Pay Gap*	81.2%	40.0%

* % of employees receiving bonus: Male (6.7%), Female (5.5%)

Percentage of male and female employees in each quartile in 2021:

	Male	Female
Upper Quartile	42%	58%
Upper Middle Quartile	18%	82%
Lower Middle Quartile	13%	87%
Lower Quartile	15%	85%

Understanding Our Pay Gap:

The gender pay gap shows the difference in pay between men and women across the business, irrespective of job similarities and seniority and a number of complex factors play a role.

The distribution of male and female employees across the business and the type of roles they fill are both key contributors to the gender pay gap. Kooth employs more women than men, 78% across the whole firm with 85% of our practitioners being women. This aligns to the high percentage of female employees in the NHS (75%), as well as the overall percentage of female workers in the public sector (66%).

The mean captures the effect of a small number of high earners. Men and women are paid equally for doing equivalent jobs across the firm and we continue to monitor this regularly to ensure that remains the case. Due to the large number of females holding practitioner positions, the mean is larger than the median pay gap.

Our median hourly pay gap is 13.9% in 2021 which remains better than the national median of 15.4% as reported by the Office for National Statistics and more specifically, we are 4.9% better than the median of the human health services industry (18.8%). Nevertheless we acknowledge there is further progress to be made, and the work we are doing is noted below.

The bonus gap is larger than the pay gap due to the lower number of males receiving a bonus compared to females with 25% of bonuses paid to male staff and 75% paid to female staff. As the number of females receiving a bonus is significantly higher, there is therefore a larger variety in the size of bonus and the median becomes comparatively distorted. However, as mentioned we are working to close this gap through the following initiatives.

Gender Balance Initiatives:

We are committed to reducing our pay gap in the following ways:

- Offering flexible working policies
- Implementing company wide campaigns to ensure employees feel informed and connected
- Ensuring our pay ranges are determined by skills and experience, and are benchmarked against industry averages, excluding gender as a factor
- Analysing and assessing gender and ethnicity data, to understand where more focus is required
- Ensuring a more inclusive approach to hiring. From partaking in blind recruitment of our practitioners to including panel interviews during the process for wider feedback and decision-making