



KU CHILDREN'S SERVICES

Gender Pay Gap Employer Statement

“We are firmly focused on living our values and by placing our people at the heart of all we do, we constantly reimagine and co-create a world of work where our people and our purpose thrive in harmony in a supportive and inclusive culture.”

Christine Legg, CEO, KU Children's Services 2023

KU Children's Services (KU) believes staff are truly the heart of the organisation. Everything the organisation does aligns to this belief from the core Strategic Plan objective to have a 'Thriving Professional Workforce' through to placing staff at the centre of organisational responses to COVID.

KU's best in sector employment value proposition is multidimensional and continuously evolving to reflect the needs and desires of a diverse workforce. As a not for profit and for purpose organisation, KU is proud to invest more than 80% of revenue in salaries and wages – offering sector-leading pay and benefits.

KU also works hard to ensure the workplace culture allows people to thrive, innovate and develop lifelong careers.

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At KU, 82 % of our staff are paid under our KU Enterprise Agreements which are blind to gender. Pay rates are based only on qualification and years of experience and no other factors.

The Early Childhood sector is traditionally feminised workforce and this is reflected in our reported Gender Pay Gap for 2023. It reflects a high-level snapshot of pay at a point in time within KU and shows the difference in the average pay between all men and women in our workforce. The composition of KU's workforce is 97 % female and 3 % males.

We have undertaken an analysis of our Gender Pay gap as reported and have identified a one-off anomaly in our male executive pay for 2023 which has impacted our 2023 Gender Pay gap result in favour of males.

KU WORKFORCE

Female
97%

Male
3%

KU remains committed to supporting all staff to progress their qualifications and actively encourage and support more men to see early childhood education and care as a positive career choice and we believe over time this will continue to have a positive impact.

KU has been awarded an Employer of Choice citation for 8 years in a row (2016 - 2023) and we achieve a 92 % staff retention rate which directly impacts on the KU's sector leading quality results.

A recent staff survey revealed 94 % of employees agree that "we live our KU values". The organisation follows through with commitments to its people and is transparent. KU warmly welcomes new staff into the KU family, invests in their future, and supports them as people.

KU's values are embedded into our culture and not only influence the organisation's work, but the way staff work with each other and the broader community.

92%

Retention Rate

94%

of staff agree
we live our KU values

Our Values



Childhood



Integrity and
Relationships



Leadership



Innovation



Sustainability



Diversity and
Inclusion



Through annual employee engagement surveys, the degree to which KU staff connect with these cultural values is measured.

The 2023 survey reported an overall engagement rate of 90 %.

KU proactively pursues diversity in teams, and is producing the next generation of leaders who will continue to drive KU forward.

Reflecting this, 96 % of staff agreed that KU is a diverse and inclusive workplace where people feel valued and safe to bring their whole selves to work.

90 %

Engagement Rate

96 %

of staff feel valued
and safe at KU.