



Places to live. Space to grow.

## Gender Pay Gap Statement 2019

West Kent provides housing and community services across Kent and Medway. We are committed to promoting equality, valuing diversity and treating everyone fairly.

As West Kent employs more than 250 people it is required by Government to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.

The headline figures show that our gender pay gap has widened for both the mean and median average. The mean has increased from 14.83% to 17.19%, whilst the median is a much smaller increase from 16.68% to 16.92%. This is disappointing and the result of minor changes in some of the data sets which have a disproportionate impact because of the size of the data samples.

On 4 April 2018, we had 258 employees. 28% of employees were male (31% in 2017) and 72% were female (69% in 2017).

We have a wide variety of job roles. The salaries for our jobs are independently benchmarked and men and women are paid equally in the same jobs. Some jobs have traditionally attracted more male applicants (for example trades) or female applicants (for example extra care scheme managers) and we recognise there is more to do in addressing these imbalances. Many employees have developed their careers at West Kent, including women taking up opportunities to receive support to gain qualifications and take up jobs traditionally occupied by men.

Our gender pay gap data challenges us to reinforce our resolve to recruit and select fairly, without discrimination; and, to encourage our workforce to develop in the career path of their choosing. In 2019 we are revisiting our recruitment training for managers to provide more understanding of unconscious bias and diversity. This will raise awareness of unconscious bias regarding other protected characteristics and is part of a wider focus on inclusion.

West Kent is proud of its supportive and flexible corporate culture, where senior managers have the same opportunity to work flexibly and request part time hours as more junior staff. We publicise this along with our generous benefits package at recruitment. Employees with caring responsibilities particularly value the opportunity to book annual leave by the hour, or agree time off in lieu.

We will continue to focus on ways to improve personal development and career opportunities coupled with a healthy work life balance for all employees.

### 2018

Mean (average) women’s hourly rate	<b>17.19%</b> lower than men
Median women’s hourly rate	<b>16.92%</b> lower than men

Proportion of men and women in each quartile pay band<sup>1</sup>:

Top quartile	<b>41% men</b>	<b>59% women</b>
Upper middle quartile	<b>30% men</b>	<b>70% women</b>
Lower middle quartile	<b>16% men</b>	<b>84% women</b>
Lower quartile	<b>25% men</b>	<b>75% women</b>

Who received bonus pay | **0% men**    **0% women**

I declare that the information contained in this report is accurate.



Frank Czarnowski, Chief Executive

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<sup>1</sup> These numbers are arise from ranking all employers from the lowest to the highest hourly pay rate. This list is divided into four sections (quartiles) with an equal number of employees in each section.