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Gender Pay Gap Statement 2020

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

On 4 April 2019, we had 273 employees (258 in 2018). 70% of employees were female (72% in 2018) and 30% of employees were male (28% in 2018).

We pay a spot salary for each of our job roles and all roles are independently benchmarked. Therefore, men and women are paid equally in the same roles, irrespective of their length of service. We are a small organisation with a wide variety of job roles. The average female employee at West Kent earns 17% less than the average male employee. This pay gap reflects the wide range of job roles available. Therefore, in 2020 we will be carrying out an equal pay audit to ensure there is fairness across the range of roles we have.

Some jobs have traditionally attracted more male applicants (for example trades) or female applicants (for example extra care and support staff) and we are working to challenge this, one vacancy at a time. We have a female plumbing apprentice and a female manager of a gas team along with female surveyors and finance managers. At least two thirds of our managers in every quartile are female, reflecting the fact that our organisation is two thirds female. 61% of managers in the top quartile are female and this is set to increase.

Our gender pay gap data challenges us to reinforce our resolve to recruit and select fairly, without discrimination; and, to encourage and support our workforce to develop in the career path of their choosing.

	2019	
Mean (average) women’s hourly rate	17.0% lower than men	
Median women’s hourly rate	16.5% lower than men	
Proportion of men and women in each quartile pay band ¹ :		
Top quartile	49% men	51% women
Upper middle quartile	31% men	69% women
Lower middle quartile	19% men	81% women
Lower quartile	22% men	78% women
Who received bonus pay	1.1% men	3.4% women

A more detailed analysis by quartile shows a much closer differential in the average pay. The overall organisation pay gap is impacted by the number of women in the lower quartile.

Top quartile average hourly rate

- Men - £26.07

¹ These numbers arise from ranking all employees 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.

- Women - £25.34

Women's hourly rate is 2.8% lower

Upper middle quartile average hourly rate

- Men - £16.26
- Women - £16.02

Women's hourly rate is 1.51% lower

Lower middle quartile average hourly rate

- Men - £13.45
- Women - £13.18

Women's hourly rate is 2.05% lower

Lower quartile average hourly rate

- Men - £8.85
- Women - £10.18

Women's hourly rate is -15.09% higher

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

A handwritten signature in black ink, appearing to read 'Tracy Allison', with a stylized flourish at the end.

Tracy Allison, Chief Executive