**Gender Pay Gap Statement 2022**

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 5 April 2021, we had 320 full pay relevant employees (284 in 2020). 64% of employees were female (68% in 2020) and 36% of employees were male (32% in 2020).

We pay individual spot salaries for each of our job roles and all roles are independently benchmarked. 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 pay gap reflects the wide range of job roles available and year on year changes to reflect both leavers and starters in year.

We continue to make good progress. The average female employee at West Kent earns **10.25%** less than the average male employee. There has been a year-on-year reduction of the gender pay gap since 2019 when the average female employee earned 17% less than the average male employee.

The average female employee’s median hourly rate at West Kent is **14.25%** less than the average male employee. There has been a year-on-year reduction of this gap since 2019, when the median hourly rate pay gap was 16.5%.

Our gender pay gap is less than the national average for all employees. However, we are not complacent, and we are aware the following factors have an impact:

• We have more women than men in our workforce, and although we have an increasing number of females in senior roles, there are still more women than men at lower levels of the organisation (74%) – and in part-time roles. This contributes to the headline gender pay gap.

• We have more *female than male* employees in the type of role that is traditionally lower paid in the employment market, such as support roles. Conversely, we have more *male than female* employees in the type of role that is more highly paid in the employment market such as IT and Finance.

We gave a bonus to all front-line staff prorated by the number of days spent delivering services in the community. Later in year staff received a Christmas bonus. Bonuses were pro-rated for hours, for those eligible. 93% of women and 88% of men received a bonus in 2021. The median bonus rate was the same for women and men. The mean (average) women’s bonus pay rate was 16% lower than men. The difference was due to the prorating of the bonuses for part time working and time spent working in the community during the 2020/2021 lockdowns.

Reducing the gender pay gap is an ongoing long-term goal for us. Careers take time to develop and are influenced by wider social attitudes to male and female roles as well.

In 2021 we:

* supported our staff through the pandemic and introduced more flexible working arrangements including paid parental leave. This has evolved into hybrid working to support work life balance.
* continued to assess how we attract candidates and recruit to roles. This work will flow through into our review of our recruiting partners.
* created career opportunities for female colleagues through secondments.
* introduced a job evaluation scheme that will support us in our commitment to equal work for equal pay.
* developed and delivered new equality, diversity and inclusion training and this will be ongoing in 2022.

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| For West Kent overall | 2021 | 2020 |
| Mean (average) women’s hourly rate | **10.25%** lower than men | **10.62%** lower than men |
| Median women’s hourly rate | **14.25%** lower than men | **15.53%** lower than men |

Proportion of men and women in each quartile pay band:

**Top quartile**

• **50%** men

• **50%** women

**Upper middle quartile**

• **38%** men

• **62%** women

**Lower middle quartile**

• **30%** men

• **70%** women

**Lower quartile**

• **26%** men

• **74%** women

**Who received bonus pay**

**2021**

• **88%** men

• **93%** women

**Bonus pay gap**

The mean (average) women’s bonus pay rate was 16% lower than men.

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



Tracy Allison, Chief Executive