

## Gender Pay Gap Statement 2021

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 2020, we had 284 employees (273 in 2019). 68% of employees were female (70% in 2019) and 32% of employees were male (30% in 2019).

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 average female employee at West Kent earns 10.62% less than the average male employee (17% in 2019). This pay gap reflects the wide range of job roles available and year on year changes to reflect both leavers and starters in year. In 2020 we completed an equal pay audit to ensure there is fairness across the range of roles we have. This confirmed that;

- Our gender pay gap is less than the national average for all employees
- Although we have a higher than average proportion of women in our workforce, and an increasing number of females at higher levels, there are still more women than men at lower levels of the organisation (62.14%) – and in part-time roles – and 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 care workers. 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.

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 2020 we also worked with Housing Diversity Network to complete a health check on our approach as an employer to diversity and inclusion. This work together with the recommendations from the equal pay audit has shaped our plans. During 2021 we will;

- Improve our staff data to be able to understand if we have an ethnicity pay gap
- Continue our progress in assessing how we attract candidates and recruit to roles, what learning and development opportunities we offer to women and ethnic minority staff. We will consider how our policies and benefits support both groups to reach their potential.

- Introduce an ‘Unconscious bias’ module to our Equality and Diversity online training, which is mandatory for all staff.
- Take all necessary steps to ensure that all recruitment shortlists contain a mix of male and female candidates and that they are as ethnically diverse as possible (an extension of the Rooney Rule).
- Identify a series of practical ways to support women in their career development and aspirations.

For West Kent overall:	<b>2020</b>	<b>2019</b>
Mean (average) women’s hourly rate	<b>10.62%</b> lower than men	<b>17%</b> lower than men
Median women’s hourly rate	<b>15.53%</b> lower than men	<b>16.5%</b> lower than men

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

### Top quartile

- **46%** men
- **54%** women

This is 3% higher for men and women compared to 2019

### Upper middle quartile

- **37%** men
- **63%** women

This is 6% higher for men and women compared to 2019

### Lower middle quartile

- **18%** men
- **82%** women

This is 1% higher for men and women compared to 2019

### Lower quartile

- **27%** men
- **73%** women

This is 5% higher for men and women compared to 2019

### Who received bonus pay

#### 2020<sup>2</sup>

- **1.1%** men

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

<sup>2</sup> Equivalent to one employee.

- **0.0%** women

**2019**

- **1.1%** men
- **3.4%** women

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

A handwritten signature in black ink, appearing to read "Tracy Allison". The signature is written in a cursive style with a large, stylized "A" and "S".

Tracy Allison, Chief Executive