

Gender Pay Gap Statement 2024

This report looks at our current gender pay gap and helps us consider the work we still need to do. The information provided is a snapshot of **April 2023** and calculated in line with published guidance.

Our operating context

We are a small organisation with a wide variety of job roles. Our services include community development such as youth workers, older person schemes, caretakers and intensive housing management support. We also have a team of engineers completing repairs and maintenance direct to our homes. We aim to be a flexible and supportive employer, and have a number of roles that are part time.

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. Pay progression (through payment above spot salary) is linked to professional development, where there is continued exceptional performance or as part of our talent path and succession planning.

Our analysis continues to indicate that the pay gap in West Kent reflects the wide range of job roles available and the changes in number and mix of staff. The following table sets out the five year trend across quartiles and shows a much closer differential in the average pay.

In April 2023 we had 350 full pay relevant employees (331 in 2022). Of these 66% of employees were female (65% in 2022) and 34% of employees were male (35% in 2022). This ratio has slightly reduced from 69.9% women since April 2019. However, the increase in number of men employed over the period has been mainly in the upper and lower middle quartile jobs.

	Male Average Hourly Rate	Female Average Hourly Rate	Percentage women's pay is lower	No. of Men in Quartile	No. of Women in Quartile
Upper Quartile					
2023	32.74	32.39	1.1%	41	46
2022	30.67	31.11	-1.4%	37	45
2021	28.39	30.15	-6.2%	40	40
2020	26.03	28.04	-7.7%	33	38
2019	26.07	25.34	2.8%	33	35
Upper Middle Quartile					
2023	20.33	19.96	1.8%	40	48
2022	18.96	18.78	1.0%	33	50
2021	17.79	17.47	1.8%	30	50
2020	16.81	16.20	3.7%	26	45
2019	16.26	16.02	1.5%	21	47
Lower Middle Quartile					
2023	16.45	16.41	0.2%	21	66
2022	15.47	15.44	0.2%	28	55
2021	14.35	14.44	-0.6%	24	56
2020	13.63	13.70	-0.5%	13	58
2019	13.45	13.18	2.0%	13	56
Lower Quartile					
2023	12.42	13.03	-4.9%	17	71
2022	11.86	12.20	-2.9%	19	64
2021	10.37	11.57	-11.5%	21	59
2020	10.02	10.86	-8.4%	19	52
2019	8.85	10.18	-15.1%	15	53

Our Pay Gap Results

The average female employee at West Kent earns **15.4%** (10.29% in 2022) less than the average male employee. Although there has been a 5.11% increase in the gender pay gap this year, this is due to the number of female staff being recruited into roles that traditionally fall in the lower two quartiles. The overall trend is a reduction of the gender pay gap of 1.8% since 2018 when the average female employee earned 17.2% less than the average male employee.

The average female employee's median hourly rate at West Kent has increased to **19.5%** (10.08% in 2022) less than the average male employee.

Our gender pay gap is slightly higher than the national average for all employees (14.9% mean in 2022).

	2023	2022	2019
Mean (average) women's hourly rate	15.4% lower than men	10.29% lower than men	17.0% lower than men
Median women's hourly rate	19.5% lower than men	10.08% lower than men	16.5% lower than men

Bonus pay

Women who received bonus pay 87.3%	Men who received bonus pay 86.9%
Mean - 9.3% lower than men	Median - 0% lower than men

We aim to be consistent and fair in awarding bonus to staff.

In 2022 we introduced an all-staff bonus which could be up to £500 linked to achieving five service performance measures. In 2023, all eligible staff received the same award of £325 (pro-rated for part-time employees).

In addition, staff can be recommended for honoraria where an employee undertakes a project or other additional responsibility. These are now considered by a moderation panel and approved by the Chief Executive. For consistency, the criteria is:

- £250 for smaller specific reasons for recognition
- £500 for work that was longer in duration and more pressurised
- £1,000 plus where there were long term serious issues such as building/resident safety issues

In 2023, 5 women and 6 men were awarded a total of £5250 for honoraria

Conclusion

At West Kent, men and women are paid equally for the same roles and our analysis by quartile shows a small differential in the average pay. We are satisfied that the overall pay gap in West Kent reflects the wide range of job roles available and the year on year changes in number and mix of staff.

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

A handwritten signature in black ink, consisting of the name 'Tracy' followed by a stylized, cursive flourish.

Tracy Allison, Chief Executive