



Places to live. Space to grow.

Gender Pay Gap Statement 2023

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 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 2022, we had 331 employees (320 in 2021). 65% of employees were female (64% in 2021) and 35% of employees were male (36% in 2021).

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 **10.29%** less than the average male employee. Although there has been a 0.04% increase in the gender pay gap this year, the overall trend is a reduction of the gender pay gap of 6.71% 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 has reduced to **10.08%** (14.25% in 2021) 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 (15.4% mean in 2021).

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

For West Kent overall	2022	2021
<ul style="list-style-type: none"> • Mean (average) women’s hourly rate 	<ul style="list-style-type: none"> • 10.29% lower than men 	<ul style="list-style-type: none"> • 10.25% lower than men
<ul style="list-style-type: none"> • Median women’s hourly rate 	<ul style="list-style-type: none"> • 10.08% lower than men 	<ul style="list-style-type: none"> • 14.25% lower than men

Overall, in West Kent 65% of the workforce are female and 35% are male. The proportion of men and women in each quartile pay band is:

Top quartile

- 45% men
- 55% women

Upper middle quartile

- 40% men
- 60% women

Lower middle quartile

- 34% men
- 66% women

Lower quartile

- 23% men
- 77% women

Who received bonus pay

2022

- 83.3% men
- 92.8% women

Bonus pay gap

The mean (average) women's bonus pay rate was 19.2% lower than men.

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Tracy Allison, Chief Executive