

Our Gender Pay Gap Report 2025



Places to live. Space to grow.

At West Kent, men and women are paid equally in the same roles. We pay individual spot salaries for each of our job roles and all roles are independently benchmarked. 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.

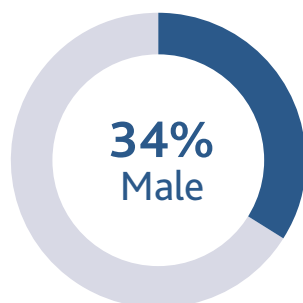
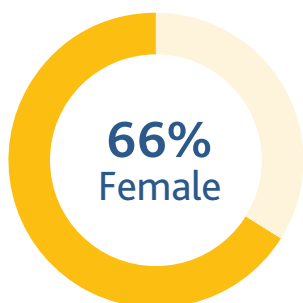
This report looks at our current gender pay gap and helps us consider the work we still need to do. The information provided is a snapshot of April 2024 and calculated in line with published guidance.

Our operating context

We are a small housing association 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 part-time roles.

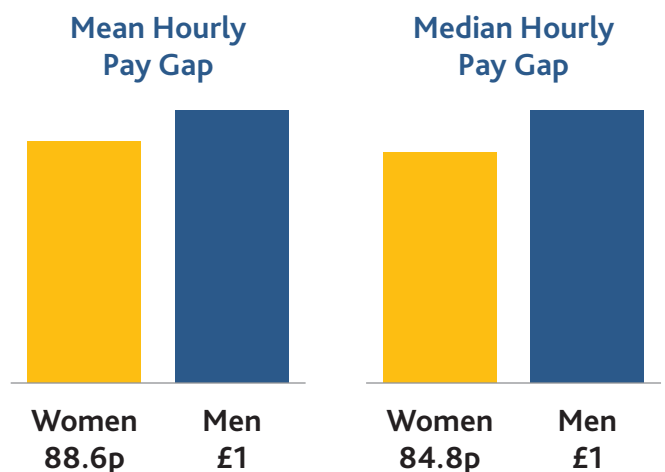
Gender Pay Gap

In April 2024, we had 352 full pay relevant employees (350 in 2023). Of these, 66% of employees were female and 34% of employees were male, this ratio remains unchanged from 2023.



The average female employee at West Kent earns 11.4% less than the average male employee (15.4% in 2023), which means our female employees earn 88.6p for every £1 our male employees earn.

The average female employee's median hourly rate at West Kent is 15.2% less than the average male employee (19.5% in 2023).



Our analysis continues to indicate that the pay gap in West Kent reflects the wide range of job roles available and the higher representation of women in the lower two pay quarters. The decrease in our pay gap this year is largely due to more women in the past year being recruited into roles which fall within the upper pay quarter (21.1% of new female employees, compared to 11.8% of new male employees) and more men being recruited into roles which fall within the lower pay quarter (41.1% new male employees, compared to 34.2 % of new female employees).

The tables below set out the average hourly pay of our female and male employees in each pay quarter for the last two years and show a much closer differential in average pay.

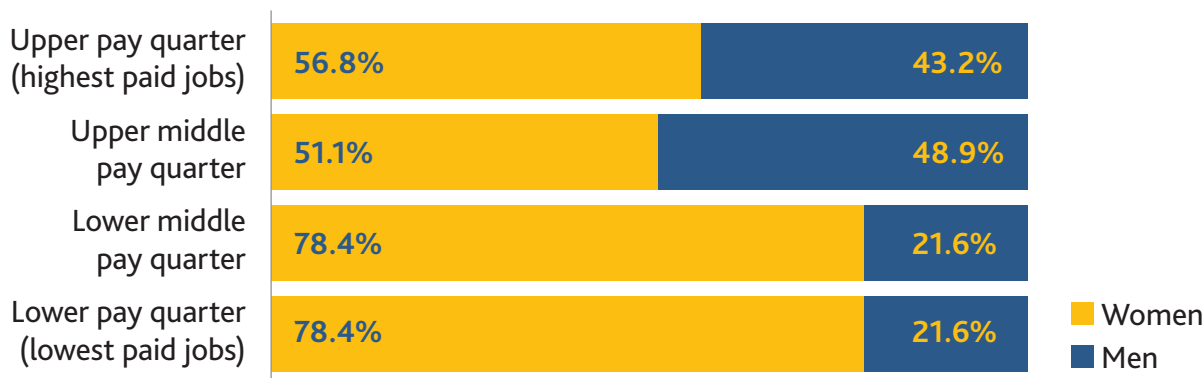
Average hourly pay in each pay quarter (£)

2024	Women	Men	Women's hourly rate is
Upper pay quarter (highest paid jobs)	33.86	33.42	1.32% higher
Upper middle pay quarter	20.72	20.98	1.2% lower
Lower middle pay quarter	17.18	17.08	0.6% higher
Lower pay quarter (lowest paid jobs)	13.92	13.35	4.3% higher

2023	Women	Men	Women's hourly rate is
Upper pay quarter (highest paid jobs)	32.39	32.74	1.1% lower
Upper middle pay quarter	19.96	20.33	1.8% lower
Lower middle pay quarter	16.41	16.45	0.2% lower
Lower pay quarter (lowest paid jobs)	13.03	12.42	4.9% higher

The chart below shows the proportion of women and men in each pay quarter. Although 57% of employees in the upper pay quarter were women, a higher percentage of women were in the lower two pay quarters. It is the higher representation of women in these lower pay quarters which contributes to our gender pay gap. The roles in the lower pay quarter tend to be cleaners, scheme assistants, customer service advisors and administration roles, many of which are part-time and traditionally attract women.

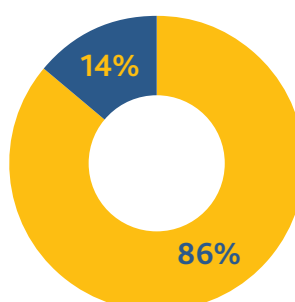
Percentage of women in each pay quarter 2024



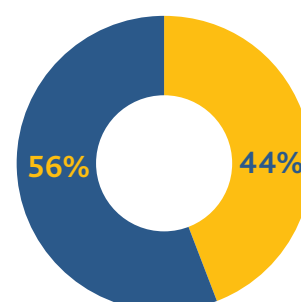
Our executive directors are predominantly women (86%) and our board is fairly evenly split between men and women (56% and 44% respectively).

■ Women ■ Men

Executive directors

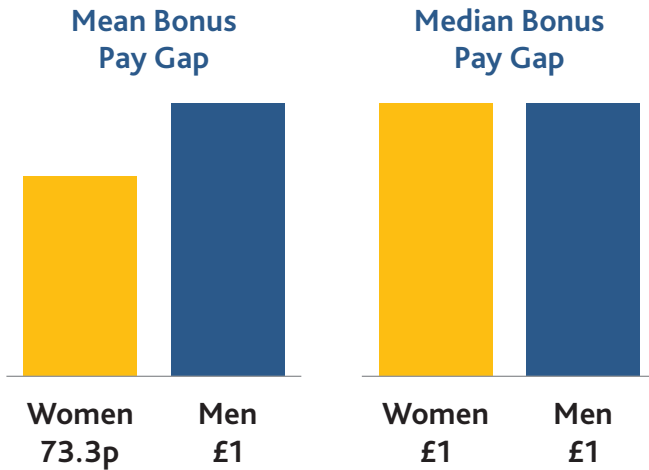


Board members



Bonus Pay Gap

Our average bonus pay gap was 26.7% (9.3% in 2023) which means female employees earned 73.3p for every £1 that male employees earned in bonus pay. The median bonus pay gap was 0% which means female and male employees median bonus pay was the same.



We aim to be consistent and fair in awarding bonuses to employees.

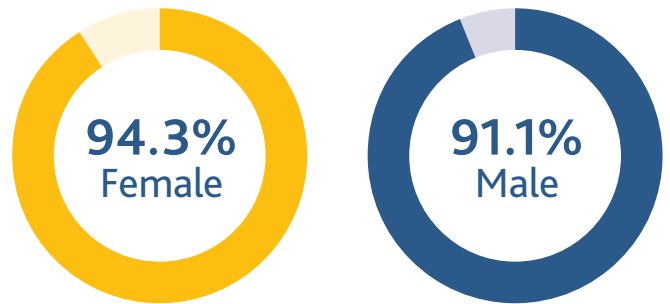
In 2023, we announced an all-staff bonus of up to £500 linked to achieving five service performance measures. In March 2024, all eligible staff received the same award of £400 (pro-rated for part-time employees and new employees who joined during the performance period).

A significant reason for the average bonus pay being lower for women is that 33.3% of female employees were working part-time compared to only 12.7% of male employees. As the bonus is pro-rated this impacted the bonus amount received.

All employees eligible for the all-staff bonus received a bonus.

94.3% of female employees received a bonus (87.3% in 2023) and 91.1% of male employees received a bonus (86.9% in 2023).

Who received a bonus in 2024



In addition to the all-staff bonus, employees can be recommended for honoraria where they undertake a project or other additional responsibility. These are considered by a moderation panel and approved by the chief executive. For consistency, the criteria are: £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 2023/4, 12 relevant employees, 5 women and 7 men were awarded a total of £12,250 for honoraria.

Conclusion

At West Kent, men and women are paid equally for the same roles and our analysis by pay quarter 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 in this report is accurate.

Tracy Allison, Chief Executive