

# Gender Pay Gap Reporting

In accordance with legislation, which came into effect on 6 April 2017, large organisations (250 employees or more) must publish details of their gender pay gap. The information must include the difference in hourly earnings as well as bonus pay. Organisations are required as of 5 April to take a snapshot of their pay data each year, and then have until the following April to publish their figures, these must then be published on an annual basis.

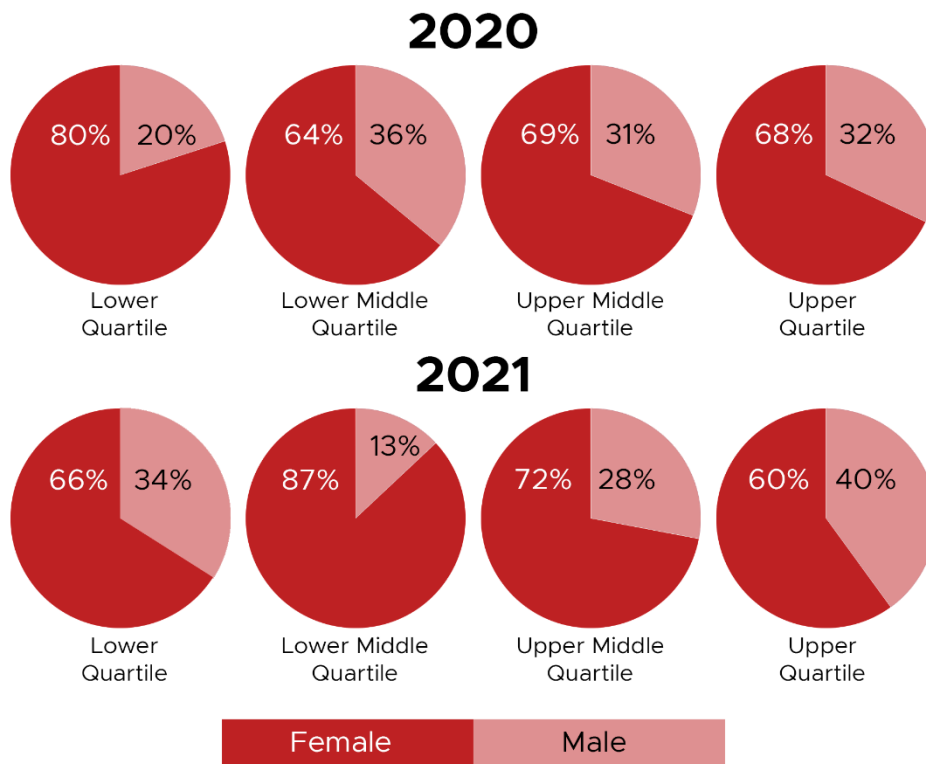
The data used is taken as at 5 April 2021 and includes hourly rates for 272 staff including all career staff, student staff and temporary staff. At the date the data was taken the union employed 78 males and 194 female staff. To comply with the legislation, the published findings need to show:

- The difference in mean average and median earnings between men and women;
- The proportion of men and women in each pay quartile;
- The difference in average bonus payments between men and women.

**Table 1 – Mean Average and Median Pay by Gender – 2020/21 Comparison**

Year	Women’s hourly rate is:	
2020	10.76% lower (mean average)	5.96% lower (median average)
2021	13.27% lower (mean average)	3.16% lower (median average)
Variance	2.51% increase in gap	2.8% decrease in gap

**Table 2 – Proportion of Male/Female Workers by Quartile Pay Band – 2020/21 Comparison**



**Table 3 – Proportion of Male and Female Workers Receiving Bonus Pay**

	Male	Female
Proportion Receiving Bonus Pay (2020)	0%	2.11%
Proportion Receiving Bonus Pay (2021)	3.85%	15.98%
Variance Year on Year		13.87%

**Table 4 – Mean Average and Median Bonus Pay by Gender**

Year	Women's bonus pay is:	
2020	Undefined (mean average - 2020)	Undefined (median)
2021	5.11% higher	0.01% higher

The data shows an increase in our mean average and a decrease in our median average pay gap than in previous years.

The headline figure shown in Table 1 is that female pay was 13.27% lower than male pay (mean average) and was 3.16% lower than male pay (median average). There was an increase of 2.51% on the previous year for mean average and we saw a decrease of 2.8% increase for the median average on the previous year.

Table 2 shows the proportion of male/female by quartile pay, highlighting that more female staff working for Kent Union work in all four pay quartiles. Within the data used we can see an increase in the percentage of females within the lower middle and upper middle, and a decrease in percentage of females within the lower and upper quartiles.

Tables 3 and 4 show that fewer males received bonus pay than female staff and the average bonus pay for female staff was higher for the mean average and very slightly higher for the median average.

It is worth pointing out that Kent Union does not normally award traditional bonuses to any staff, the payment used are payments given for length of service and for this year an additional amount was given to staff within a department at Christmas as they were unable to take the additional holiday that was given to all other staff.



## Understanding Kent Union's Gender Pay Gap

To help us fully understand our gender pay gap we have sought guidance from the Government's WAGE Programme:

### Family Friendly Policies

One of the biggest drivers of the gender pay gap is that women tend to spend more time out of the labour market and work part-time, often due to caring responsibilities. Family friendly policies, such as flexible working and enhanced parental leave, are good for business as they help attract and retain valuable talent and skills from a wider and more diverse pool of talent, which can in turn improve productivity.

Below is a list of things we are currently doing or will be doing over the next 6 months to help women progress within the organisation;

- We are reviewing our Flexible Working Policy through consultation with our Staff Consultative Committee;
- We shall continue to promote flexible working amongst our staff;
- Provide training to line managers on how to promote flexible working;
- Support staff to work from home, and to allow more flexibility in how they work.

### Women's Progression

Another driver of the gender pay gap is that women are not progressing in the workplace as fully as their talents would allow. Some organisations are not making the best use of their skills and experience. By doing this will help attract and retain talent and improve productivity and performance.

Below is a list of things we will be doing over the next 6 months to help women progress within the organisation;

- Make senior leaders accountable for addressing the barrier to women's progression;
  - Senior leaders should role model positive and inclusive behaviour;
  - Highlight managers and senior leaders who work part-time;
  - Clearly advertise that part-time working and job-sharing is available particularly in senior roles;
  - Provide training to line managers on how to provide high quality feedback, and support those with high potential;
  - Set specific and time bound objective for diversity and inclusion.
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