

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 February 2017 meeting of Remuneration Committee decided that Kent Union would publish its figures in its Financial Statements each year. The data used is taken as at 5 April 2019 and includes hourly rates for 635 staff including all career staff, student staff and temporary staff. At the date the data was taken the union employed 192 males and 443 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 – 2018/19 Comparison

Year	Women’s hourly rate is:	
2018	7.40% lower (mean average)	2.08% lower (median average)
2019	7.83% lower (mean average)	0.14% lower (median average)
Variance	0.43% increase in gap	1.94% decrease in gap

Table 2 – Proportion of Male/Female Workers by Quartile Pay Band – 2018/19 Comparison

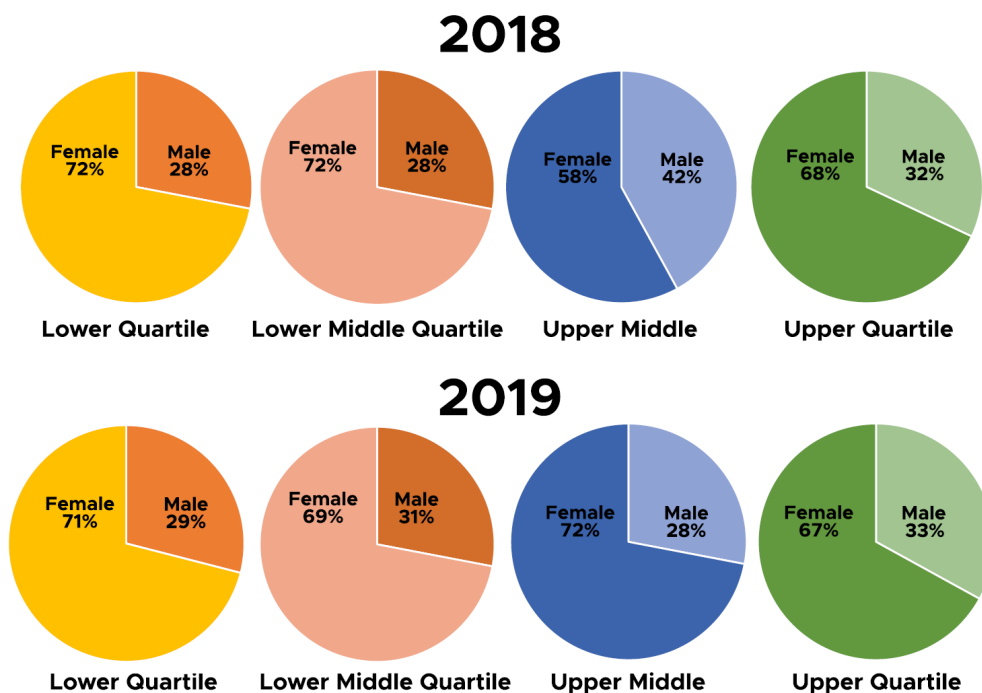




Table 3 – Proportion of Male and Female Workers Receiving Bonus Pay

	Male	Female
Proportion Receiving Bonus Pay (2018)	1.84%	2.38%
Proportion Receiving Bonus Pay (2019)	5.19%	29.17%
Variance Year on Year	3.35%	26.79%

Table 4 – Mean Average and Median Bonus Pay by Gender

Year	Women’s bonus pay is:	
2018	22.87% higher (mean average - 2018)	100% higher (median)
2019	100% higher (mean average - 2019)	0.00% higher (median)

The data suggests either positive, relatively low or negligible differences in gender pay across the organisation compared to national averages.

The headline figure shown in Table 1 is that female pay was 7.83% lower than male pay (mean average). This is an increase on prior year by 0.43% for mean average and 1.94% decrease for the median average.

Table 2 shows the proportion of male/female by quartile pay, highlighting there are more female staff working for Kent Union across all pay quartiles. Tables 3 and 4 show that less males received bonus pay than female staff and the average bonus pay for female staff was higher than that for male staff.

