

## 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 (Not-for-Profit) 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 2018 and includes hourly rates for 499 staff including all career staff, student staff and temporary staff. At the date the data was taken the union employed 163 males and 336 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 - Year on Year Comparison

Women’s hourly rate is:

2017	6.27% lower (mean average)	0% lower (median average)
2018	7.40% lower (mean average)	2.08% lower (median average)
Variance	1.13% increase in gap	2.08% increase in gap

### Table 2 – Proportion of Male/Female Workers by Quartile Pay Band 2017

Quartiles	Male % 2017	Female % 2017	Male% 2018	Female % 2018	Variance Year on Year for Female Staff %
Lower	31	69	28	72	3%
Lower Middle	31	69	28	72	3%
Upper Middle	44	56	42	58	2%
Upper Quartile	33	67	32	68	1%

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

	Male	Female
Proportion Receiving Bonus Pay (2017)	2.25%	1.92%
Proportion Receiving Bonus Pay (2018)	1.84%	2.38%
Variance Year on Year for Female Staff %		0.46%

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

Women’s bonus pay is:

59.3% higher (mean average -2017)	20% higher (Median)
22.87% higher(mean average - 2018)	100% higher (Median)

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

The headline figure shown in Table 1 is that female pay was 7.40% lower than male pay (mean average), whereas the national mean average was 18.4% (as at 5 April 2017). This is an increase on prior year by 1.13% for mean average and 2.08% increase for the median average.

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. Tables 3 and 4 show that slightly less males received bonus pay than female staff and the average bonus pay for female staff was higher (both mean average and median) than that for male staff.

**Employee Consultation and Engagement**

Kent Union prides itself on being an outstanding employer, and is committed to not only adhering to best practice in human resource management, but indeed in shaping such best practice. The Union was first accredited with Investor in People status in 2004 and Investor in People Gold status in 2011. We run a Staff Consultative Committee, made up of elected employee representatives from across the organisation, as the formal mechanism for employee consultation. We also utilise an annual employee engagement survey as part of our consultation mechanisms, and as a way of ensuring we continuously strive to improve our human resource management systems and practices.

Senior managers spend time conducting ‘back-to-the-floor’ exercises to ensure they understand the day-to-day experiences of employees. Managers also hold regular team meetings to ensure effective communication with staff, and there are two annual full-staff meetings, at which news about the performance of the organisation is