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Mandatory Gender Pay Gap Report 2021

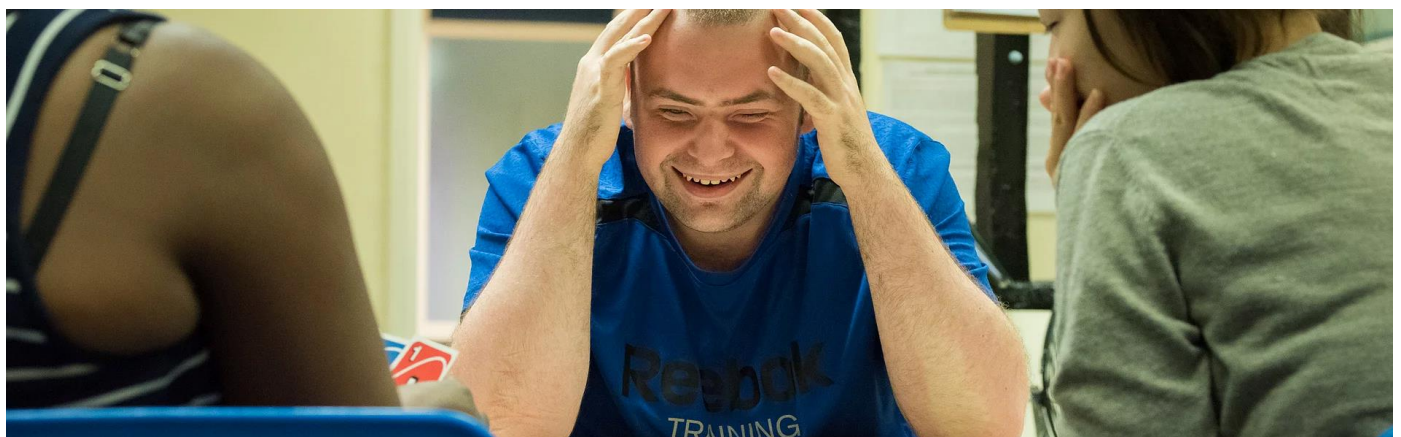
Gender pay gap reporting has been mandatory for employers with 250+ staff since 2017. For the last two years Kent Autistic Trust has been exempt from reporting as our staff count was below the threshold, however; we decided to report our findings to our stakeholders to show our dedication to closing the gap.

For the 2021 reporting period we are pleased to have increased our headcount to 295 employees, 226 of which are permanent and 69 are casual staff, thus making our report mandatory this year.

About us

KAT is a well-respected specialist provider of services for young people and adults with autism and have a passion for people on the spectrum, providing a wide range of services to our users and their families since 1989.

We pride ourselves in achieving Care Quality Commission ratings, with 40% of our establishments rated OUTSTANDING and the remaining rated GOOD.





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Gender pay gap findings

Our gender pay gap remains neutral, with men and women working in the same role receiving the same pay. Although we have been gender neutral for a number of years, the minimal pay gap there was has been reduced to almost 0% since 2019.

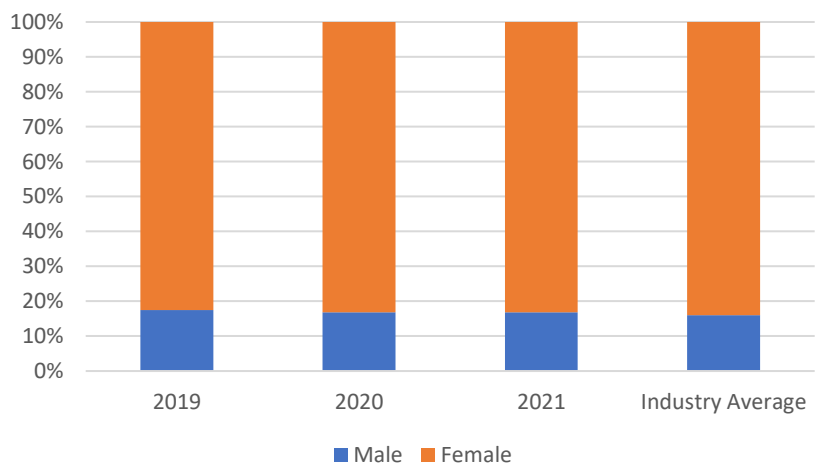
Gender parity

We acknowledge that the Care Sector has a gender imbalance, with the majority of roles staffed by female workers; however KAT continues to operate in line with sector averages.

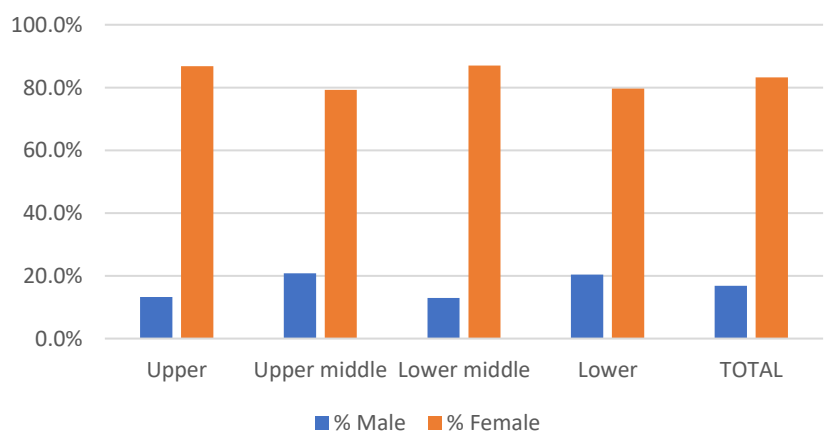
In 2021 KAT had a workforce comprising of 83.2% women and 16.8% men, no change on the 2020 parity.

The % of men to women is lowest in the upper & lower-middle quartiles. This is compensated for by above average parity in the upper-middle and lower quartiles.

2019 - 21 Gender Parity v Industry Average



KAT Gender Parity Across Tiers 2021





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What does the gender pay gap measure?

It compares the average pay for males and females for all roles, regardless of type or level. This differs from equal pay (Equality Act 2010), which measures pay parity between men and women for the same job.

Gender pay gaps are reported using the following calculations:

- Percentage of men and women in each hourly pay quarter
- Median gender pay gap using hourly pay
- Mean (average) gender pay gap using hourly
- As above for bonus pay – not applicable to KAT

What is the median pay gap?

The median pay gap is the difference between the middle-ranking woman & the middle ranking man.

If you were to line up all employees at KAT in two separate lines, one for men and one for women, in order of their salary, the median pay gap is the difference between the woman in the middle of her line and the man in the middle of his.

What is the mean pay gap?

The mean pay gap is the difference between KAT's total wage spend per woman and total wage spend per man.

The number is calculated by taking the total wage bill for women, divided by the number of female employees, and the total wage bill for men, divided by the number of male employees. The difference in that number is the mean pay gap.



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Gender pay gap results by quartile

The quartile tiers are arrived at by sorting staff in order of pay, highest to lowest, and then dividing into equal quarters, ensuring an even spread of men & women per quarter.

Percentage of men and women per quartile



%	Quartile	%
13%	Upper	87%
21%	Upper Middle	79%
13%	Lower Middle	87%
20%	Lower	80%
17%	Overall	83%



Median pay gap results

As of 2020 KAT have successfully reduced their median pay gap, which now stands at 0%. That means for every £1 a woman earns, a man also earns £1. Previously this stood at +4%, with women earning £1.04 for every £1 men earned (2019).

Mean (average) pay gap results

The mean % pay gap across KAT is -0.2%, making the Trust gender neutral for the 4th year running.



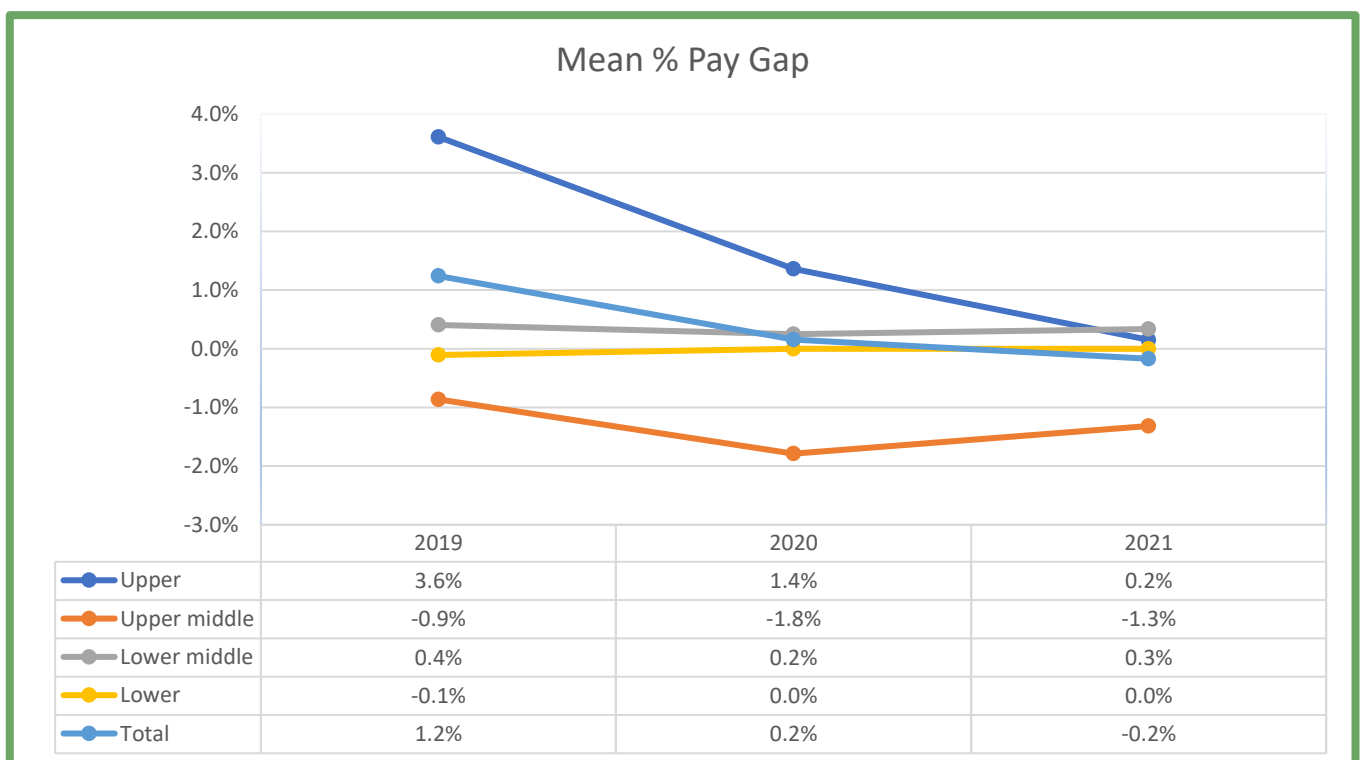
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Closing the gap

KAT are committed to reducing disparity in pay and, while we have always been gender neutral, the small % gap we have has been significantly reduced from an overall gap of 1.2% (male-leaning) to -0.2% (female-leaning).

The gap was more predominant in the upper quartile, with a 3.6% gap in 2019. This has now been reduced to just 0.2% in 2021.



We remain committed to fostering a culture that promotes inclusivity and equality of opportunity for all. Our staff are paid a set wage according to their role, regardless of their gender. Our commitment is reflected in our action plan.



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Our action plan

- We continually review our recruitment processes and training to ensure there is no potential for unconscious bias in the recruitment process
- We continue to review candidate attraction campaigns and strategies to encourage applications from all

Our commitment

I confirm the Kent Autistic Trust is committed to the principle of gender pay equality and the 2021 data reported is in line with mandatory requirements.

Christine Edwards-Daem
Chief Executive