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# Gender Pay Gap Report 2019

Since 2017, gender pay gap reporting is now mandatory for all employers with 250+ employees.

For the reporting year 2019 The Kent Autistic Trust (“KAT”) were below this threshold, employing around 170 permanent and 30 casual staff, however we have decided to still share our gender gap information with our stakeholders to show our support and commitment to improving the male/female ratio across the organisation.

## 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

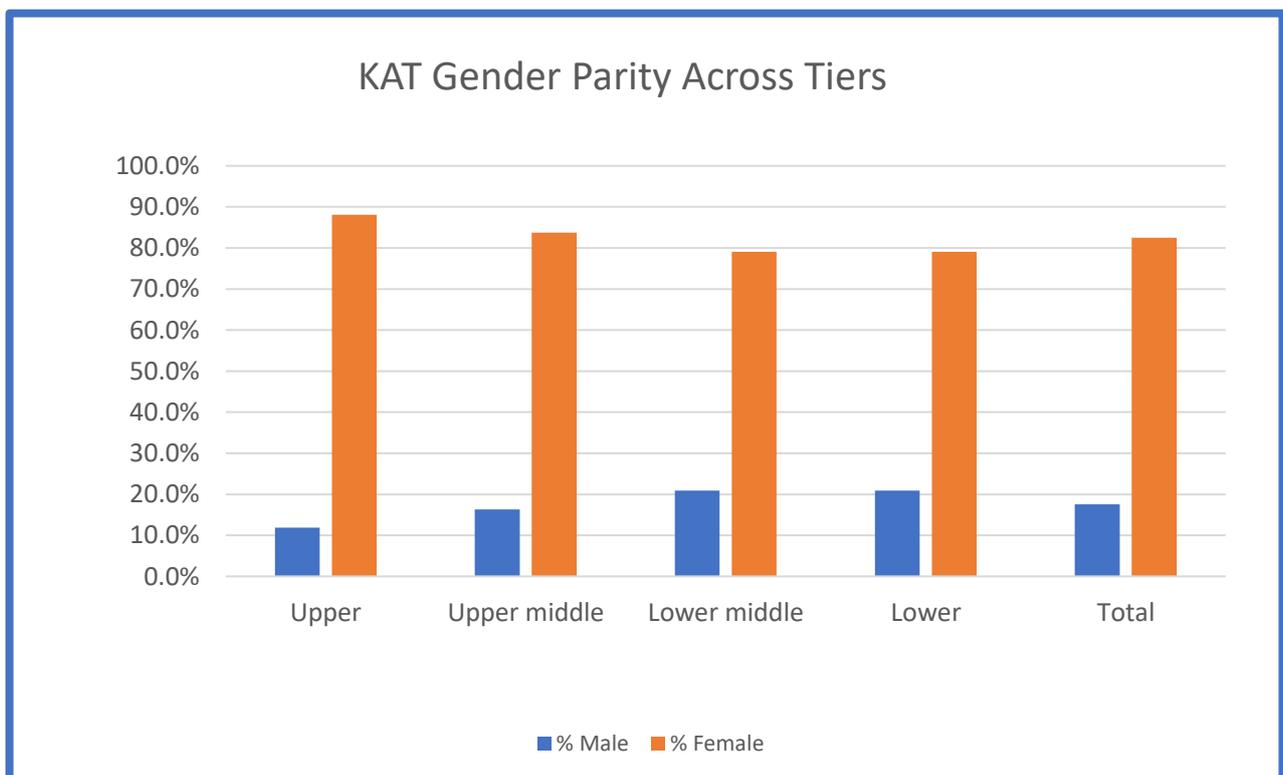
Our pay is gender neutral, with men and women working in the same role receiving the same pay.

We acknowledge that the Care Sector has a gender imbalance with many roles predominantly filled by female workers.

## Gender parity in each pay quartile

In 2019 KAT had a workforce comprising 82% female and 18% male staff.

This is in-line with industry averages of 84% female and 16% male.





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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	%
12%	Upper	88%
16%	Upper Middle	84%
21%	Lower Middle	79%
21%	Lower	79%
18%	Overall	82%

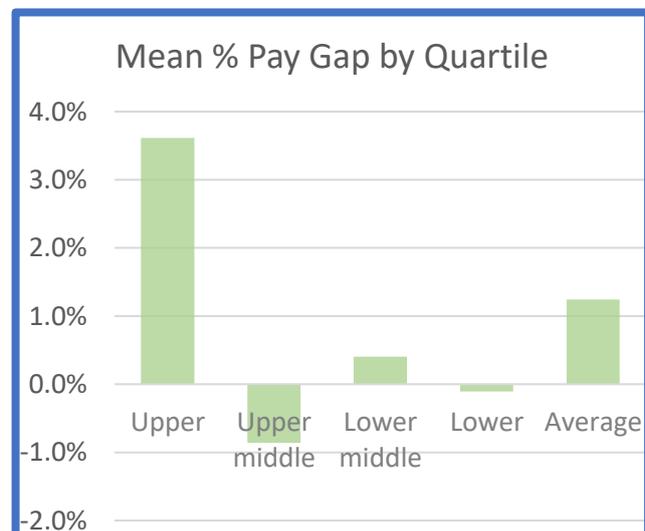


## Mean (average) pay gap results

The mean % pay gap across KAT is **1.2%**, making KAT gender neutral

### Pay gaps by quartile:

Upper quartile	3.6%
Upper middle	-0.9%
Lower middle	0.4%
Lower quartile	-0.1%





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## Median pay gap results

When comparing the median pay gap at KAT, women earn £1.04 for every £1.00 that men earn. Their median hourly wage is 4% higher for women.

## Closing the gap

In reality, there is no gap between what men and women get paid at KAT; however we remain committed to fostering a culture that promotes inclusivity and equality of opportunity for all. This is reflected in our action plan.

## 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 2019 data reported is in line with mandatory requirements.

Christine Edwards-Daem  
Chief Executive