



the
kent autistic trust
a better life, a better future

MANDATORY GENDER PAY REPORT 2018

We welcome and fully support the requirement to publish our gender pay gap and are committed to improving the male/female ratio across our business.



The Kent Autistic Trust (“KAT”) employs around 200 permanent staff and 50 casual workers. We are now required by legislation to report on our gender pay gap for our payroll as of 5 April 2018.

We are a well-respected specialist provider of services for young people and adults with autism and have a passion for people on the spectrum. We pride ourselves in achieving a Care Quality Commission rating of OUTSTANDING for 40% of our services with the remaining services rated GOOD and we have been providing services for individuals and their families since 1989.



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THE GENDER PAY GAP FINDINGS

Our pay is gender neutral. Men and women in the same role are paid the same as each other. We acknowledge that the care sector has a gender imbalance with many roles predominantly filled by female workers.

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.

What is the Median Pay Gap?

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

If you line up all the men and women working at KAT in two separate lines in the 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 and dividing it by the number of women employed by KAT, and by taking the total wage bill for men and dividing it by the number of men employed by KAT. The difference in that number is the mean pay gap.

In this report we have published our 2018 figures and an action plan we have put in place to promote equality of opportunity for all.



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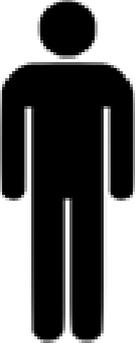
Hourly Wages Pay Gap

At KAT, women earn £1.11 for every £1 that men earn when comparing median hourly wages.

Their median hourly wage is 10.5% higher than men's. When comparing mean hourly wages, women's mean hourly wage is 2.2% higher than men's.

Proportion of women in each pay quarter

The pay quartile bands list % of male and female in each quartile when we list the rate of pay from the lowest to the highest and then divide into four equal parts.

	%	QUARTILE	%	
	20.0	Upper	80.0	
	13.3	Upper Middle	86.7	
	28.3	Lower Middle	71.7	
	18.6	Lower	81.4	

Bonus Pay Gap

No employees received a bonus.



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Closing the Gap

In reality, there is no gap between what men and women are paid at the Trust. However, we remain committed to fostering a culture that promotes inclusivity and equality of opportunity for all, and this is reflected in our Action Plan.

Our Action Plan

- We're launching a number of new ways to help colleagues reach their full potential through developing and launching bespoke Leadership Programmes and apprenticeship schemes.
- We're going to conduct a review of our recruitment processes and training to ensure there is no potential for unconscious bias in the recruitment process.
- We're going to review candidate attraction campaigns and strategies to encourage applications from all with a particular

Our Commitment

I confirm The Kent Autistic Trust is committed to the principle of gender pay equality and the 2018 data reported is in line with mandatory requirements.

Christine Edwards-Daem
Chief Executive