

# GENDER PAY GAP REPORT 2016 & 2017



## Introduction

Kingdom Housing Association is the parent company of the Kingdom Group which provides quality, affordable housing, support and care as well as a range of complimentary activities across East Central Scotland.

At the first relevant date for this report (April 2016), the Kingdom Group consisted of Kingdom Housing Association and its wholly owned subsidiary, Kingdom Initiatives though it has since created a further subsidiary, Kingdom Support & Care, to deliver its Support & Care function. Therefore, for the second relevant date (April 2017), we have provided separate figures for Kingdom Housing Association (KHA) and Kingdom Support & Care (KSC).

Kingdom Initiatives does not have any employees.

It is important to note that the Gender Pay Gap is different to Equal Pay. The Gender Pay Gap is a measure of the difference between men and women's average earnings whereas Equal Pay refers to the fact that men and women performing work of equal value must receive equal pay.

**Our Gender Pay Gap Figures**

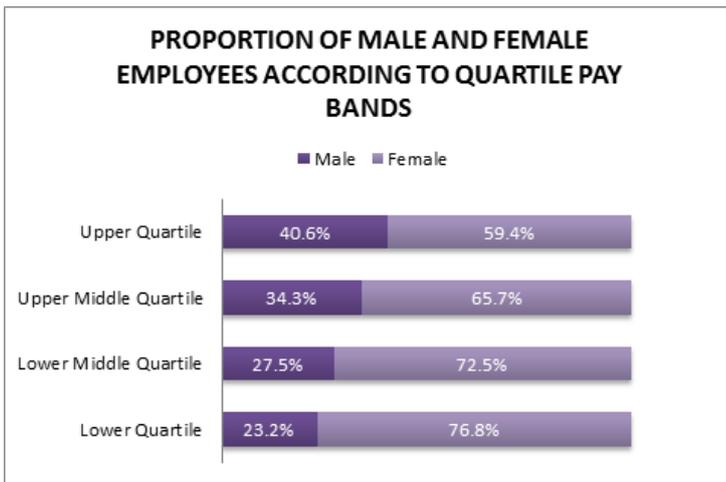
*Note:* No employees at Kingdom receive bonus payments. That applies to both report dates.

**April 2016**

**Kingdom Housing Association (including what is now Kingdom Support & Care)**

**Pay gap difference between men and women**

The median (or “mid-point”) pay for a man is 18.1% higher than that for a woman,  
The mean average pay for a man is 17.8% higher than that of a woman.



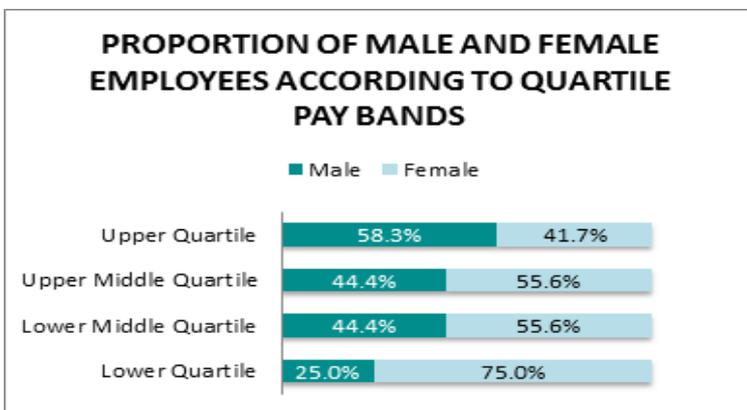
These figures show the percentages of men and women in each quartile of pay at Kingdom, e.g. of those employees who earn the top 25% of pay at Kingdom, 40.6% are men, 59.4% are women.

**April 2017**

**Kingdom Housing Association**

**Pay gap difference between men and women**

The median (or “mid-point”) pay for a man is 10.1% higher than that for a woman,  
The mean average pay for a man is 20.2% higher than that of a woman,

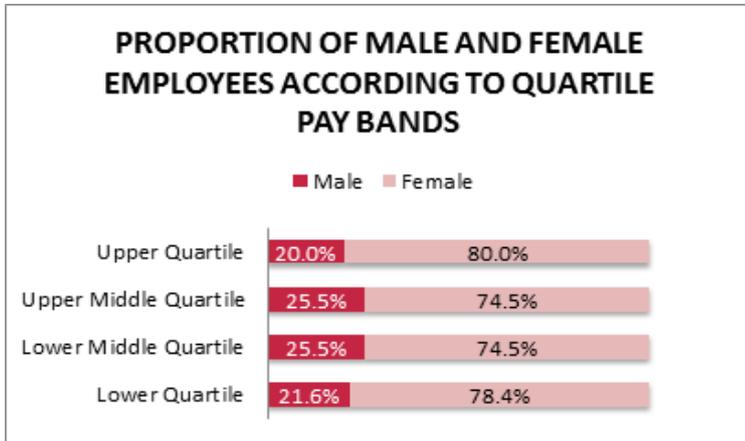


These figures show the percentages of men and women in each quartile of pay in KHA, e.g. of those employees who earn the top 25% of pay in KHA, 58.3% are men, 41.7% are women.

## **Kingdom Support & Care**

### **Pay gap difference between men and women**

The median (or “mid-point”) pay for a man is the same as it is for a woman,  
The mean average pay for a woman is 7.6% higher than that of a man.



These figures show the percentages of men and women in each quartile of pay in KSC, e.g. of those employees who earn the top 25% of pay in KSC, 20% are men, 80% are women.

### **Summary Results**

- The average earnings for a man is higher than the average earnings for a woman across the Kingdom Group.
- The Kingdom Group employs more women than men.
- The majority of women, employed across the Kingdom Group, are in the lower paid roles.
- Most of our senior posts in KHA are occupied by men though the opposite is true for KSC.
- There is a more equal balance of men and women in posts in the middle quartiles.
- Men are proportionally under represented in most lower paid roles.
- KSC generally has a representative proportion of men and women at each level.

### **What we will do to address our gender pay gap**

- We will engage with female staff and undertake further analysis to establish if there are barriers which are restricting women progressing into senior roles and consider what corrective actions we can take.
- We will consider if there are actions we could take to attract more men into roles where they are currently under represented.
- We will continue to develop our talent management, learning & development and succession planning approaches and address any barriers associated with women progressing into senior positions.
- We will undertake an audit of our recruitment and selection processes to ensure we do not favour a particular gender.
- We will assess the gender balance at particular levels, when recruiting posts and consider this when selecting the most appropriate recruitment route.

- We will consider methods for attracting applicants of a specific gender for roles where there is an existing gender imbalance.

### **Conclusion**

The production of our Gender Pay Gap Report has been a helpful exercise for us at Kingdom. We strive to be a diverse and inclusive organisation and this has helped us identify some areas we can do better in. We are conscious that there are no quick or easy solutions to the challenges we have identified but are committed to continuing to work at meeting them.

### **Written Statement**

The calculations in this document are accurate, were calculated in accordance with the requirements and will be published in an accessible place on our website and on the government's designated website (<https://www.gov.uk/report-gender-pay-gap-data>) by 4 April 2018.



*Bill Banks  
Chief Executive  
30 March 2018*