

GENDER PAY GAP REPORT 2018

Introduction

Kingdom Support & Care (KSC) is a subsidiary of Kingdom Housing Association supports around 260 people throughout Fife and Falkirk, providing high quality and personalised support and care designed to meet individual needs and desired outcomes.

Our aim is to support people to have a safe and secure home, to live as independently as possible in their own home, to live as full a life as possible and to be part of their local community.

We provide flexible, responsive and person centered support which assists people to live their lives as they wish and to enable them to meet their desired outcomes.

KSC employs approximately 270 people in Fife and Falkirk.

This report provides the gender pay gap information as at April 2018 for KSC

Our Gender Pay Gap Figures

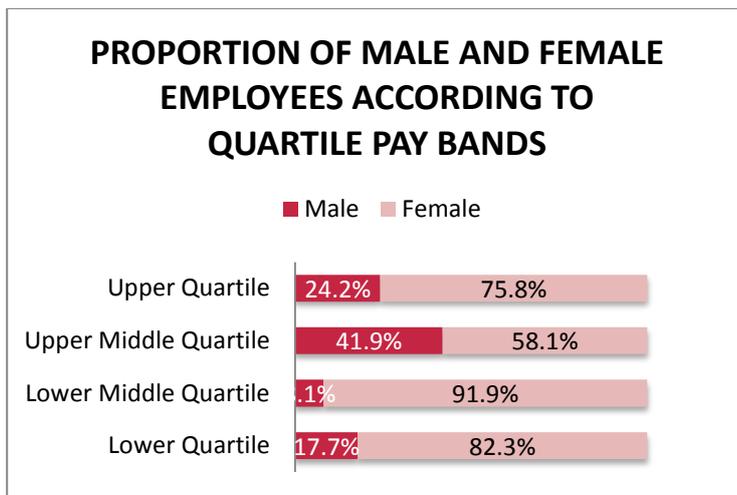
Note: No employees at Kingdom receive bonus payments.

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. That remains unchanged from 2017,

The mean average pay for a man is 6.1% lower than that of a woman. That is an improvement from the 2017 difference of 7.6%.



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, 24.2% are men, 75.8% are women.

Summary Results

- Compared with the previous year’s figures, we have seen a realignment to the gender pay gap in the middle quartiles where it appears a disproportionate number of men have moved from lower middle to upper middle.
- The average earnings for a woman is higher than the average earnings for a man.
- KSC employs significantly more women (77%) than men (23%).
- There is an approximately representative gender balance in the upper quartile.
- Whilst women are paid, on average more than men, there are disproportionately high numbers of women in the lowest two pay quartiles and a disproportionately high number of men in the upper middle quartile.

What we will do to address our gender pay gap

- We will examine our recruitment to establish if there are any underlying reasons for the drift of men from Lower middle to the upper middle quartile.
- We will consider if there are actions we could take to attract more men into roles where they are currently under represented.
- 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

This year's Gender Pay Gap Report has shown some unusual movements in our figures which we will investigate and seek to address. We continue to strive to be a diverse and inclusive organisation and are hopeful that our plans will move us a little further towards that ambition. We remain 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 2019.



Bill Banks
Group Chief Executive
30 March 2019