

GENDER PAY GAP REPORT 2020

Introduction

Kingdom Housing Association is a Registered Social Landlord which provides quality, affordable housing and a range of complementary activities across East Central Scotland.

KHA employs approximately 192 people (113 women, 79 men) so is not obliged to report on its gender pay gap but we have chosen to do so as we believe it is the right thing to do.

This report provides the gender pay gap information as at April 2020.

Our Gender Pay Gap Figures

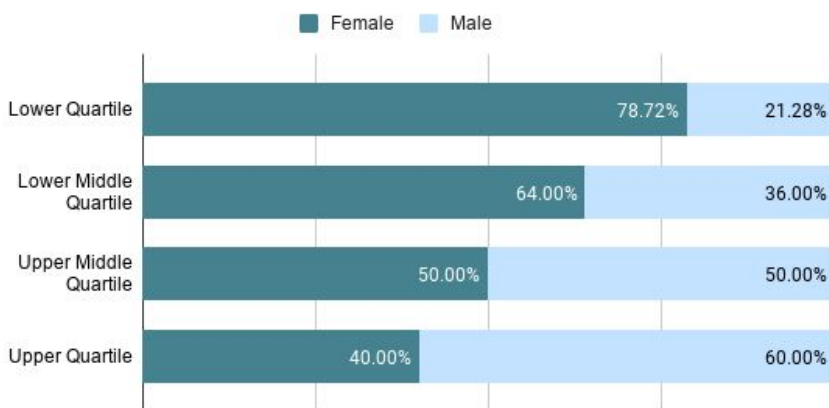
Note: No employees at Kingdom receive bonus payments.

Pay gap difference between men and women

The median (or “mid-point”) pay for a man has increased from 2019 (11.96%) and is 15.31% higher than that for a woman,

The mean average pay for a man is 22.81% higher than that of a woman. That is a slight increase from the 2019 difference of 21.71%.

PROPORTION OF MALE AND FEMALE EMPLOYEES
ACCORDING TO QUARTILE PAY BANDS



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, 60% are men, 40% are women.

Summary Results

- Compared with the previous year’s figures, we have seen an increase in our gender pay gap.
- As c60% of our employees are women and c40% men, the lower middle quartile is approximately representative but, in other quartiles, women are proportionally over represented in lower paid roles and under represented in higher paid roles
- The average earnings for a man are higher than the average earnings for a woman.
- Kingdom Housing Association employs more women than men.

What we will do to address our gender pay gap

- We are developing a Women in Business programme which will seek to provide community and support to women who aspire to more senior roles
- As part of that programme, we will seek to create a Women in Housing network to provide a broader community with partner organisations.

- Our Management Development Programme will include specific interventions that focus on development, learning and support for women who aspire to managerial and leadership roles at Kingdom.
- We will consider if there are actions we could take to attract more people of a particular gender into roles where they are currently under represented.
- We will continue to scrutinise our recruitment and selection materials and process to ensure they do not favour a particular gender or contain gender-coded language.

Conclusion

At Kingdom, we are committed to embracing diversity, having a culture and environment that is welcoming and inclusive and being a place where all our people are able to reach their full potential. We are therefore disappointed that we have not made the progress in our gender pay gap that we had hoped. We recognise that effecting change to our gender pay gap will be a long process that will require concerted effort which we are committed to make

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 2021.



Bill Banks
Group Chief Executive
30 March 2021