

GENDER PAY GAP REPORT 2019

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 170 people 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 2019.

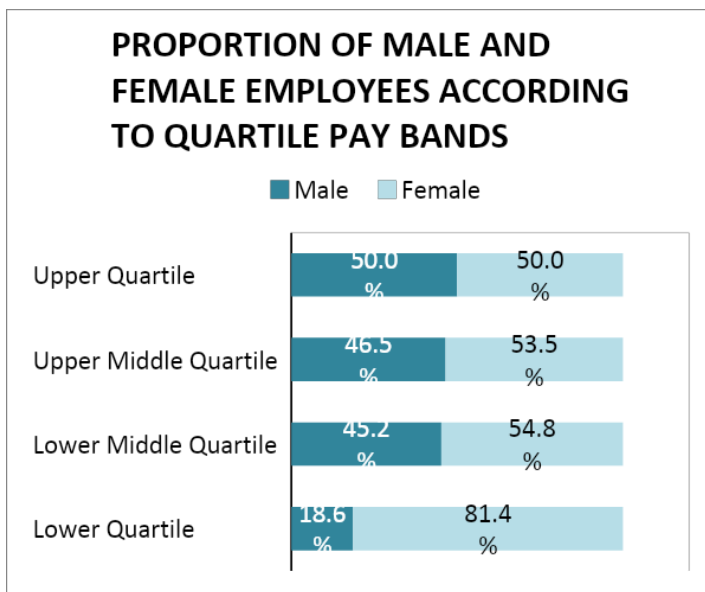
Our Gender Pay Gap Figures

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 2018 (10.1%) and is 11.96% higher than that for a woman,

The mean average pay for a man is 21.71% higher than that of a woman. That is an increase from the 2018 difference of 19.4%.



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, 50% are men, 50% are women.

Summary Results

- Compared with the previous year’s figures, we have seen an increase in our gender pay gap.
- There is an approximate gender balance in the upper three quartiles in KHA which is positive
- The average earnings for a man is higher than the average earnings for a woman.
- Kingdom Housing Association employs more women than men.
- There is a majority of women in KHA in lower paid roles.
- Women are proportionally over represented in lower paid roles.

What we will do to address our gender pay gap

- We will investigate what has driven the increases in our mean and median pay gaps and take remedial action where identified
- We will continue to develop and refine performance management, succession planning and talent management processes that, along with a structured management development programme, will afford women a clearer pathway into more senior roles than they currently have.

- 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 develop our learning & development approach and address any barriers associated with women progressing into senior positions.
- We will undertake an audit of our recruitment and selection processes, procedures and documentation to ensure we do not favour a particular gender or dissuade applications from particular genders into particular roles.
- We will assess the gender balance at particular levels, when recruiting posts and consider this when selecting the most appropriate recruitment route.

Conclusion

This year's Gender Pay Gap Report has shown us disappointing results in our median and mean pay gaps but some improvements in the gender balance across the upper three quartiles. There has been an increase in the proportion of women in the lower quartiles which we believe may have driven the increased median and mean gaps but we will investigate that more fully. 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 2020.

Bill Banks
Group Chief Executive
30 March 2020