

GENDER PAY GAP REPORT 2019

Introduction

Kingdom Support & Care (KSC) is a subsidiary of Kingdom Housing Association that 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 2019 for KSC

Our Gender Pay Gap Figures

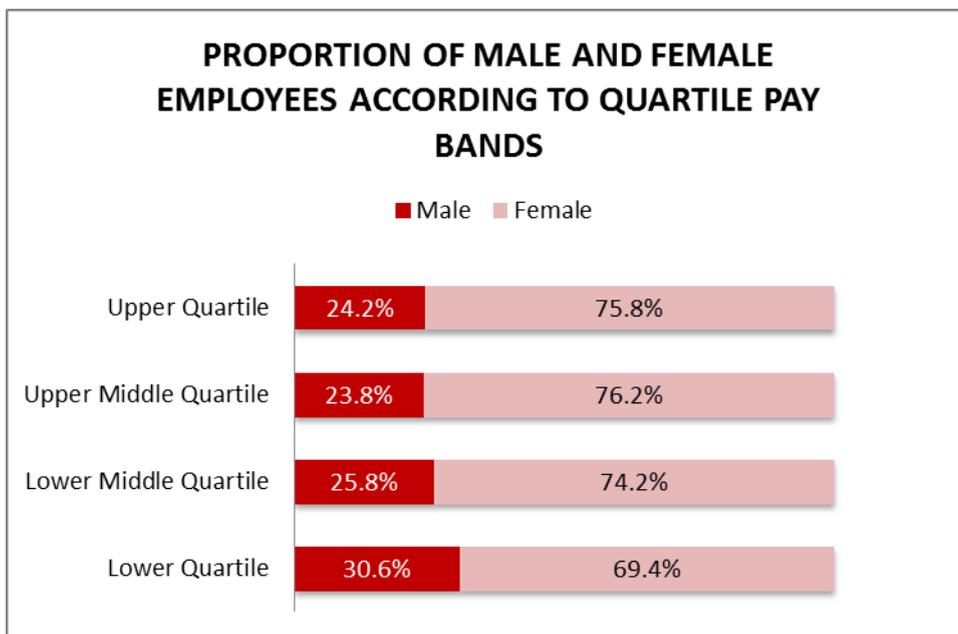
Note: No employees at Kingdom receive bonus payments.

Kingdom Support & Care

Pay gap difference between men and women

The median (or “mid-point”) pay for a man is 1.74% less than for a woman. That represents an increase from 2018 when there was no difference.

The mean average pay for a man is 4.88% lower than that of a woman. That is an improvement from the 2018 difference of 6.1%.



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 significant shift from men in the upper middle quartile to the lower middle and lower quartiles.
- The average earnings for a woman remains higher than the average earnings for a man though that difference has reduced.
- KSC employs significantly more women (76%) than men (24%).
- The proportions of men and women in all quartiles, especially the upper two, are broadly reflective of the overall gender mix across KSC.

What we will do to address our gender pay gap

- 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.

Conclusion

This year's Gender Pay Gap Report shows a general balance in pay across men and women. We do however still have a mean difference in pay between men and women but are pleased to see that continues to reduce. We will, however, continue to seek ways of further reducing the imbalances we have.

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.

A handwritten signature in black ink that reads "W. Banks". The signature is written in a cursive style with a long horizontal stroke underneath the name.

*Bill Banks
Group Chief Executive
30 March 2020*