

Gender Pay Report Annual Analysis

Reporting Period: 2025
Snap Shot Date: 05-04-2025

Executive Summary

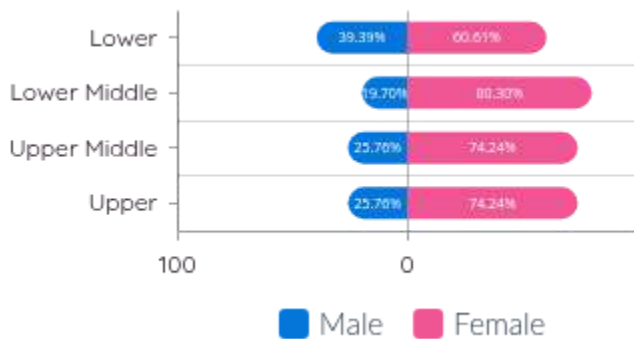
Kingdom Support & Care (KSC) is a subsidiary of Kingdom Housing Association that supports circa 300 people throughout Fife and Falkirk. Our aim is to support people to have a safe and secure home, to live as independently as possible in their own home, to live as full a life as possible and to be part of their local community.

In the 2025 Gender Pay Report, Kingdom Support & Care examines the pay differences between male and female employees. The analysis reveals that the average hourly pay for male employees was £15.27, while female employees averaged £15.43. This represents a -1.07% difference in average pay between genders. However, it's important to note that this difference does not necessarily indicate a bias, as it may be influenced by various factors such as job role, experience, and performance.



2023 2024 2025
When comparing average hourly wages (median), women receive £1.01 for every £1 that men receive.

Percentages of men and women in quartile



Headcount by Gender



Key Highlights

- Male Employees' Average Hourly Pay: £15.27
Male Employees' Median Hourly Pay: £16.20
- Female Employees' Average Hourly Pay: £15.43
Female Employees' Median Hourly Pay: £16.39
- MEAN (average) gender pay gap in hourly pay as a percentage of men's pay: -1.07%
MEDIAN gender pay gap in hourly pay as a percentage of men's pay: -1.17%

Variance Analysis

- Kingdom Support & Care employs significantly more women (73%) than men (27%). Across all quartiles the numbers of men and women are approximately proportionate to the workforce as a whole.
- As our gender pay gap is small and that we appear to have proportionate gender splits across the top three quartiles, our aim is to maintain that. We will explore the drivers of a disproportionately high number of men in the lower quartile and take any appropriate remedial actions. We will continue to monitor our gender pay gap and, where any emerging issues present, we will take remedial action.
- It's crucial to note that pay differences do not inherently indicate discrimination or bias. Various factors contribute to pay disparities, including job performance, responsibilities, and market conditions at the time of hiring.

Conclusion

The 2025 Gender Pay Report provides important insights into the pay differences between male and female employees at Kingdom Support & Care. This year's Gender Pay Gap Report shows an approximate balance in pay across men and women. We will remain vigilant on that and take action to maintain it. We will encourage women across KSC to engage with Kingdom's Women at Work group which seeks to provide community and support to women who aspire to more senior roles. Women at Work is a safe place to discuss promotions, barriers, confidence and aspirations; a support network for mums, carers and women with other responsibilities outside of work; a comfortable place for women at all levels to talk openly and freely.

- 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 2026. We are committed to ensuring fair and equitable pay across our organisation and will continue to monitor and analyse pay differences in future reports.