



Gender Pay Gap Reporting

In accordance with legislation that came into effect on 6 April 2017, large organisations, (250 employees or more) must publish details of their gender pay gap.

We are required as at 5 April to take a snapshot of our pay data each year and have until the following April to publish the figures, these must then be published on an annual basis. To comply with the legislation, the published findings need to show:

- The difference in mean average and median earnings between men and women
- The proportion of men and women in each pay quartile
- The difference in average bonus payments between men and women

The gender pay gap does not tell us whether women are being paid less than men for the same work, which has been against the law since the Equal Pay Act was introduced in 1970. However, it does give us a measure of the differences in men and women's working patterns: different occupations, part-time roles being predominantly female, and the lack of women in senior roles.

The 2022 data includes hourly rates for 382 staff including all career staff, student staff and temporary staff. At the date the data was taken Kent Union employed 117 male and 265 female staff.

Definition of the gender pay gap

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

The national gender pay gap amongst all employees fell from 17.8% in 2018 to 17.4% in 2019, and continues to decline, latest information shows the pay gap for all employees to be 15.4%.

Within this report the data shows a **decrease** in both our mean average and the median average pay gap than in previous years.

The headline figure shown in **Table 1** is that female pay was -14.46% higher than male pay (mean average) and was 2.2% lower than male pay (median average).

The actual gender pay gap reduced by **27.73%** on the previous years figures, and shows the most positive pay gap since we started reporting in 2017. For the mean average we also saw a **decrease** of **0.96%** in the pay gap for the median average compared to the previous year.



Table 1 – Mean Average and Median Pay by Gender – Year on Year Comparison between 2017-2022

Women’s hourly rate for Kent Union:

	Mean Average (Lower)	Median Average (Lower)
2017	6.27%	0.00%
2018	7.40%	2.08%
2019	7.83%	0.14%
2020	10.76%	5.96%
2021	13.27%	3.16%
2022	(14.46%)	2.20%
Variance	27.73% decrease in gap since 2021	(0.96%) decrease in gap since 2021

Table 2 – Proportion of Male/Female Workers by Quartile Pay Band

	Lower	Lower Middle	Upper Middle	Upper Quartile
Male 2018	28	28	42	32
Male 2019	29	31	28	33
Male 2020	20	36	31	32
Male 2021	34	13	28	40
Male 2022	43	16	34	31

	Lower	Lower Middle	Upper Middle	Upper Quartile
Female 2018	72	72	58	68
Female 2019	71	69	72	67
Female 2020	80	64	69	68
Female 2021	66	87	72	60
Female 2022	57	84	66	69

Table 2 shows the proportion of male/female by quartile pay, highlighting that more female staff working for Kent Union work in all four pay quartiles. Within the data used we can see an increase in the percentage of females within the upper quartile, and a decrease in percentage of females within all the other quartiles.

Table 3 – Proportion of Male and Female Workers Receiving Bonus Pay

	Male	Female
2017	2.25%	1.92%
2018	1.84%	2.38%
2019	5.19%	29.17%
2020	0.00%	2.11%
2021	3.85%	15.98%
2022	3.00%	3.00%
Variance Year on Year for Female Staff %		12.98% variance

Table 4 – Mean Average and Median Bonus Pay by Gender

Women’s bonus pay is:

	Mean Average	Median Average
2017	(59.3%)	(20%)
2018	(22.87%)	(100%)
2019	(100%)	0%
2020	Undefined	Undefined
2021	(5.11%)	(0.01%)
2022	60%	(40%)

Tables 3 and 4 show that equal percentages of male and female staff received bonuses, and the average bonus pay for male staff was higher for the mean average but was significantly lower for the median average.

It is worth pointing out that Kent Union does not normally award traditional bonuses to any staff, the payment used are payments given for length of service, however we have now given Performance Related Pay (PRP) to some staff employed on a KUTL contract, the increase in the mean average is related to a male staff member receiving a PRP payment.



Understanding Kent Union's Gender Pay Gap

Both the Gender Pay Gap mean average percentage and median average have decreased since the last time we undertook the analysis. We believe this is fundamentally due to the changes within the Senior Leadership Team, but we are also pleased to see there are fewer female staff in both the lower and middle quartiles than in previous years.

Family Friendly Policies

One of the biggest drivers of the gender pay gap is that women tend to spend more time out of the labour market and work part-time, often due to caring responsibilities. Family friendly policies, such as flexible working and enhanced parental leave, are good for business as they help attract and retain valuable talent and skills from a wider and more diverse pool of talent, which can in turn improve productivity.

Below is a list of things we have done or shall be prioritising over the next 6 months to help women progress within the organisation:

- We have reviewed our Flexible Working Policy through consultation with our Staff Consultative Committee
- We shall continue to promote flexible working amongst our staff
- Provide training to line managers on how to promote flexible working
- Supported staff to work from home and allow more flexibility in how they work


Women's Progression

Another driver of the gender pay gap is that women are not progressing in the workplace as fully as their talents would allow. Some organisations are not making the best use of their skills and experience.

Below is a list of things we will be doing over the next 6 months to help women progress within the organisation:

- Make senior leaders accountable for addressing the barrier to women's progression
- Senior leaders should role model positive and inclusive behaviour
- Clearly advertise that part-time working and job-sharing is available particularly in senior roles
- Provide training to line managers on how to provide high quality feedback, and support those with high potential
- Set specific and time bound objectives for diversity and inclusion.

The Union does recognise that, in order to be a highly successful organisation, we must be an employer of choice for high calibre and well-motivated staff, and has ensured over the last 20 years that flexible working is integral to its goal of being an outstanding employer; being able to attract and retain talented individuals enabling them to work flexibly e.g. working parents.





Since the Committee last met we are undergoing a full review of our EDI practices and culture with the project being led by an external organisation that are experts in this field.

The main aims of the project are below:

To diversify our workforce, to drive improvement and get staff buy-in across the organisation to push their approach to EDI.

Specifically, to undertake a full review that covers the following areas:

- Support the Senior Leadership team (which includes our Sabbatical Officers) in identifying the vision and long-term direction of our EDI work, making recommendations to us
- Review our systems, procedures and practices with an EDI lens identifying where we need to make changes
- Review the culture within Kent Union identifying opportunities to improve and making recommendations for training and development for the teams to improve their EDI work and practice

We are pleased that the Union's pay gap is significantly reduced from previous years, and we believe that this will continue over the next few years.

The Committee is asked to consider and comment on the report.

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