



## Autism at Kingwood Gender Pay Gap Report

April 2018



From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. It compares the average earnings of women employed by Autism at Kingwood to the average earnings of men to establish whether men are paid more.

## Gender Pay Gap Reporting

This is the report for Autism at Kingwood using a snapshot of data using our existing HR and Payroll systems as of 5<sup>th</sup> April 2017. This involved carrying out six calculations to show the difference between the average earnings of men and women in our organisation.

Autism at Kingwood does not operate a bonus scheme therefore there is no data to report on.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

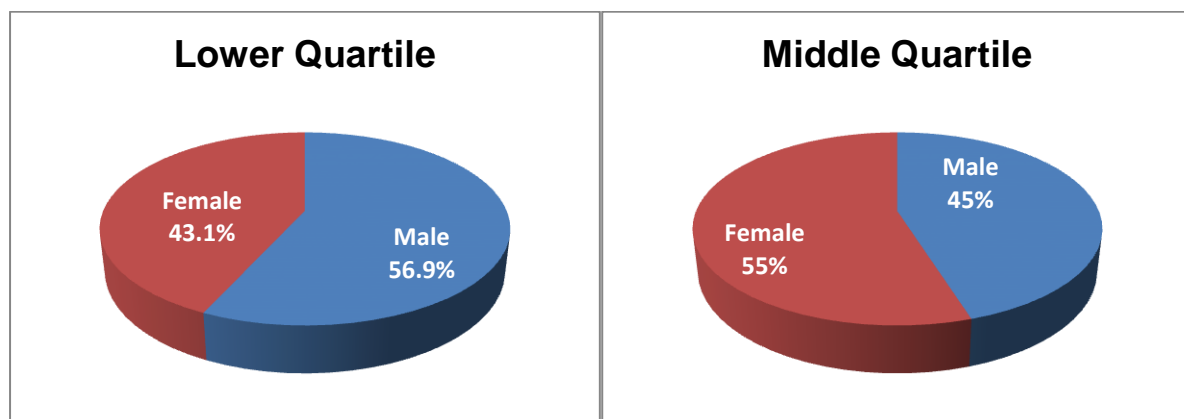
The report is published both on our website and on the Governmental website.

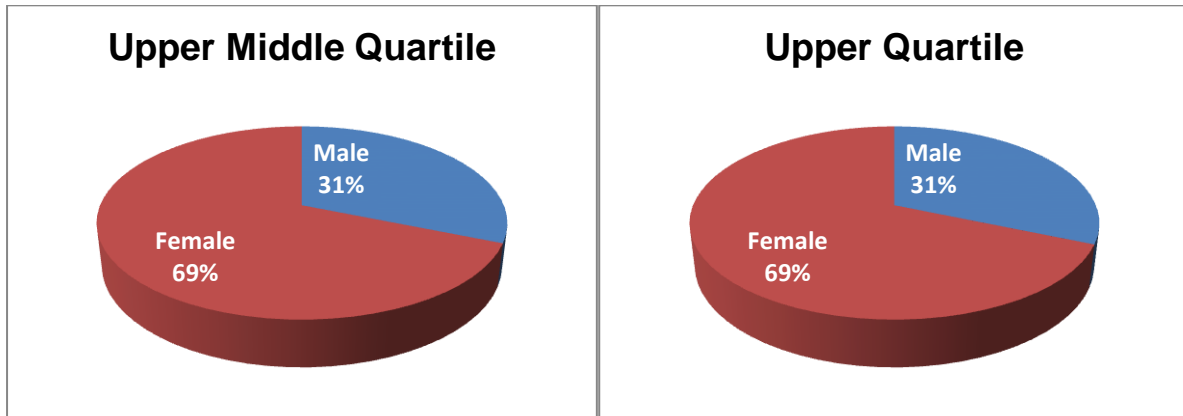
Mean (average) gender pay gap	-11.80%
Median (mid-point) gender pay gap	-0.1%

The mean hourly rate of pay for male full-pay relevant employees was £9.12	£9.12
The mean hourly rate of pay for female full-pay relevant employees was £10.19	£10.19
The median hourly rate of pay for male full-pay relevant employees was	£8.41
The median hourly rate of pay for female full-pay relevant employees was	£8.41

There is therefore a 0% median gender pay gap

The proportion of men and women in each of four quartile pay bands is as follows:





We are very pleased that there is gender equality at Autism at Kingwood and that our data shows that there is no gender pay gap.

*This next section explains some of the underlying causes of the gender pay gap and presents a comparison to the wider picture.*

Autism at Kingwood has a clear policy and pay scale structure that ensures employees are paid equally for the same or equivalent work. However the care and support sector traditionally attracts more females than males and whilst that is the situation at Autism at Kingwood, the margins are narrower than the sector average. Our workforce is comprised of 59% females and 41% male. This result may indicate that our efforts to attract both male and female employees to work alongside people with autism are proving successful.

The higher numbers of females in the organisation mean that there is a larger pool of female employees applying for positions in operational management and this is reflected in the result for middle quartile. The data also demonstrates that we have a high proportion of women in senior roles (in the upper or upper middle quartiles) and this is one key reason why we have a negative gender pay gap.

The remuneration applied is appropriate to each role to ensure we are able to recruit and retain high calibre people required. The results presented substantiate that we are committed to the principles of equal opportunities and equal treatment for all employees, and that our recruitment approach applies due consideration to equality, diversity and inclusion.

The Autism at Kingwood gender pay gap compares favourably with the national average and we will continue to promote equality.

This is due to a number of factors and our commitment to being an employer genuinely committed to equality of opportunity and inclusion include:

- A competency and values based approach to recruitment, ensuring that all appointments and internal promotions are made solely on the basis of merit.
- A career development programme which supports all individuals to achieve their potential, regardless of gender and other demographic variables.
- A wide range of flexible working options available to all employees.

Autism at Kingwood is committed to reporting on an annual basis and the information will be published on our website. Thank you for taking the time to read our report, if you have any further questions please do contact our HR Team located at our Head Office.

I confirm that the information in this statement is accurate.



**Kate Allen**  
**Chief Executive**  
March 2018

*Embracing  
Autism*

2 Chalfont Court, Chalfont Close, Lower Earley, Berkshire, RG6 5SY

