



## Autism at Kingwood Gender Pay Gap Report

April 2019



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. Whilst in 2018 Autism at Kingwood averaged less than 250 employees, for the purposes of best practice we have completed and published our gender pay gap analysis.

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.

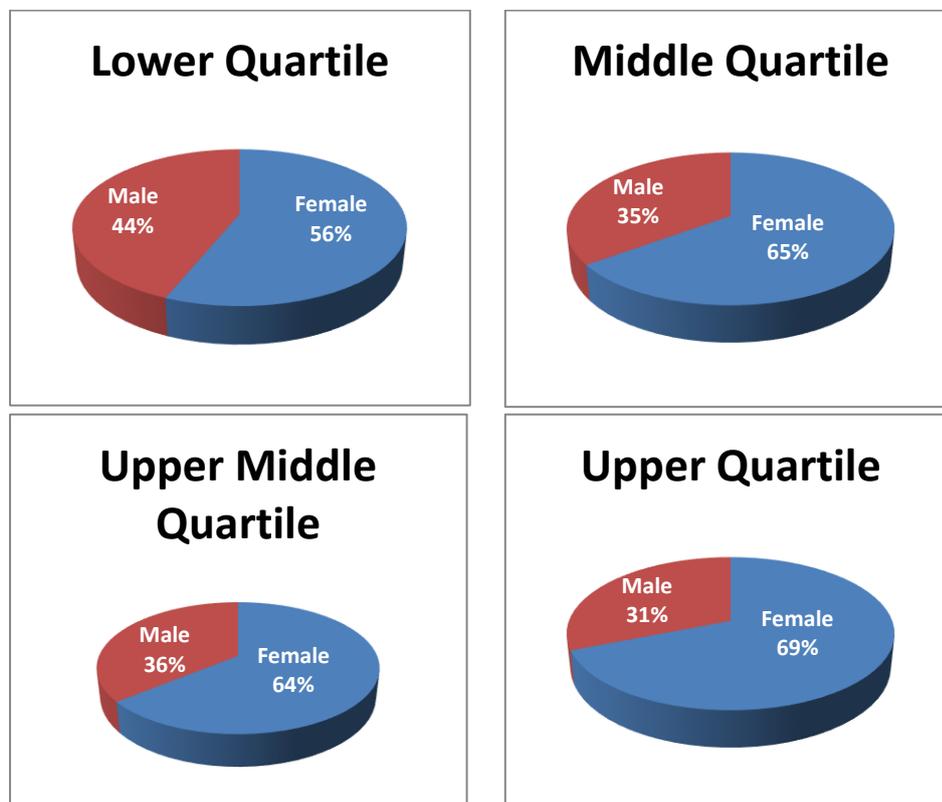
## Gender Pay Gap Reporting

This is the report for Autism at Kingwood using a snapshot of data using our existing HR and Payroll systems as of **April 2018**. This involved carrying out a number of 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.

<b>Mean (average) gender pay gap</b>	<b>-6.92%</b>
<b>Median (mid-point) gender pay gap</b>	<b>-2.08%</b>
<b>The mean hourly rate of pay for male full-pay relevant employees was £9.12</b>	<b>£9.19</b>
<b>The mean hourly rate of pay for female full-pay relevant employees was £10.19</b>	<b>£9.83</b>
<b>The median hourly rate of pay for male full-pay relevant employees was</b>	<b>£8.57</b>
<b>The median hourly rate of pay for female full-pay relevant employees was</b>	<b>£8.75</b>

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.*

The negative variance has increased in this report compared to that using April 2017 figures. One of the contributory factors to this was the recruitment of a female member of the Senior Management Team following the resignation of a male. Autism at Kingwood has a clear policy and pay scale structure that ensures employees are paid equally for the same or equivalent work. Since the last report the make-up of our workforce has changed a little and is comprised of 63% females (59% in 2018) and 37% male (41% in 2018). This is a typical reflection of the gender distribution within the adult social care workforce.

The ratio of men to women in the first quartile is quite similar for men and women. The pay gap increases positively as the quartiles increase through the middle, upper middle and upper quartiles. This means that women are generally paid more than men in the more senior roles in the organisation. The higher numbers of women in the organisation mean that there is a larger pool of female employees applying for positions in operational management.

Whilst this may be a positive reflection of the gender pay gap, Kingwood would like to achieve a better balance of males in management positions and will explore existing recruitment processes in order to better attract both genders to apply.

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.

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 2019

