



Autism at Kingwood Gender Pay Gap Report



Snapshot as of April 2020

Produced: September 2021

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.

As a result of the Covid 19 pandemic the Equality and Human Rights Commission extended the deadline for the reporting of Gender Pay Data until October 5th 2020.

For the period ending March 2020 Autism at Kingwood averaged 277 employees. Therefore there is a requirement that the organisation publish its gender pay gap analysis.

Gender Pay Gap Reporting

This is the report for Autism at Kingwood, using a snapshot of data from our HR and Payroll systems as of **April 2020**. 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.

Mean (average) gender pay gap	-9.8%
Median (mid-point) gender pay gap	-2.06%
The mean hourly rate of pay for male full-pay relevant employees	£9.48
The mean hourly rate of pay for female full-pay relevant employees was	£10.41
The median hourly rate of pay for male full-pay relevant employees was	£8.74
The median hourly rate of pay for female full-pay relevant employees was	£8.92

We are very pleased to report again that there continues to be gender equality at Autism at Kingwood and that our data shows that there is no adverse gender pay gap.

However, this next section explains some of the underlying causes of the gaps that do exist and presents a comparison to the wider picture.

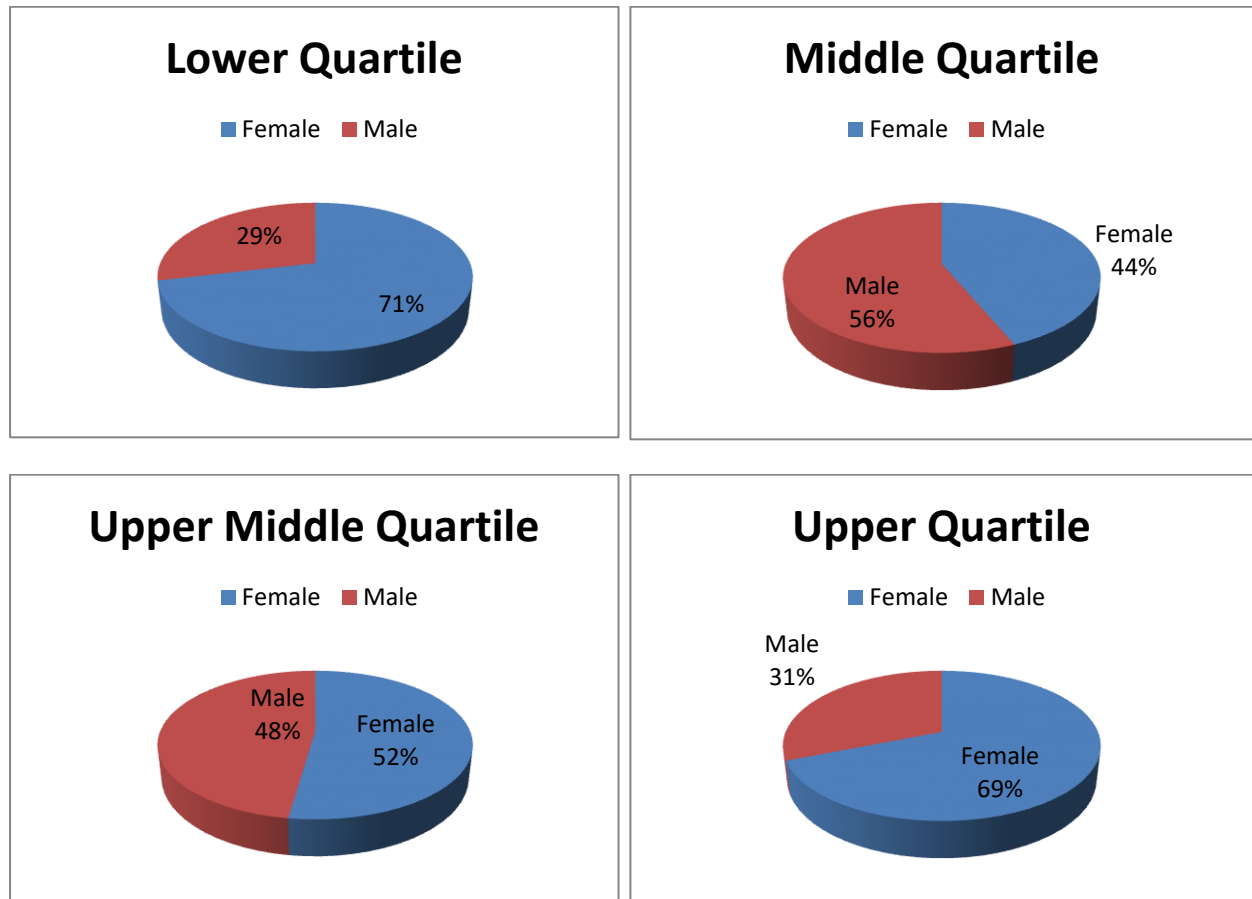
The negative variance has increased in this report compared to our last report. One of the contributory factors to this has been the higher number of female appointed Area Managers to the Senior Management Team following the resignation of a male Area Manager in 2020.

Data from the Office of National Statistics suggests that the gender pay gap for both full time (7.4%) and part time employees (15.5%) fell positively across the country, although the pay gap remains higher in England than in Wales, Scotland and Northern Ireland.

Although the Covid 19 pandemic has had a substantial impact on labour (hours worked and pay) it appears to have had little impact on the gender pay gap with a relatively even proportion of men and women affected.

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 gender make-up of our workforce has changed just a little and is comprised of 65% females (63% in 2019) and 35% male (37% in 2019). Whilst this is a typical reflection of the gender distribution within the adult social care workforce, if we focus just on the frontline workforce the gender balance improves to 60% female and 40% male which is encouraging.

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



The ratio of men to women in the middle and upper quartiles are quite similar for men and women. The ratio between men and woman in the first quartile may be as a result of more men moving into the sector without experience and therefore on the entry level salary.

The pay gap increases positively in the upper quartile. This means that women are generally on higher salaries in the more senior roles in the organisation.

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. Alongside reviewing the existing language and materials used in recruitment processes to explore how to better attract applicants other than female, we will also review our Career Development Programme and analyse applicant diversity in the coming year.

Statistics again from the ONS show that the pay gap within management positions also fell since the previous reporting year across the country.

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; not just within the gender groups, but also crossing ethnicity and disability.

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
September 2021

The logo for 'Embracing Autism' is written in a black, cursive, handwritten-style font. The word 'Embracing' is on the top line and 'Autism' is on the bottom line, with the two words overlapping slightly.

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