

KFH Gender Pay Gap Reporting – March 2018

Introduction

From April 2017, all organisations that employ over 250 employees are required to produce an annual report on their gender pay and bonus gap.

A gender pay gap is not the same thing as an equal pay gap. The gender pay gap is defined as the difference in the average earnings between men and women, over a standard period of time, regardless of the role they do.

We're confident that our gender pay gap is not an issue. Our approach to pay is gender neutral by design and any pay gap is driven by the structure of our workforce. We continue to work towards ensuring all of our roles are favourably balanced between men and women.

Gender pay and bonus gap

Gender pay gap regulations require us to report on the median and mean for both the average pay and bonus gaps as represented in the following table:

Difference between men and women

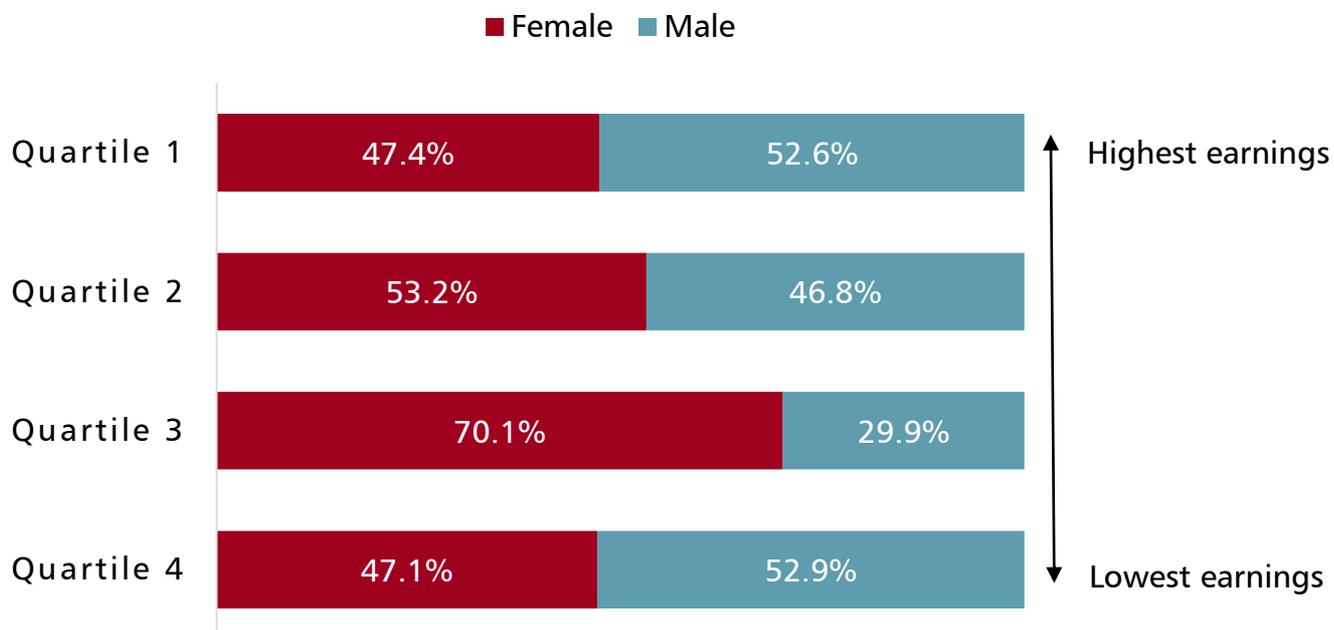
	Mean	Median
Pay gap (as at 5 April 2017)	16.7%	9.9%
Bonus gap (12 months to 5 April 2017)	25.1%	57.3%

We are pleased to report that our mean pay gap of 16.7% compares favourably with other organisations nationwide (1).

Across the UK economy as a whole, men tend to occupy more senior roles (and has been the case historically in the property industry). This is reflected in the bonus pay gap of 25.1%, with a greater proportion of men being employed in bonus paying front-line roles within the business. This is borne out by 85.0% of men receiving a bonus in the 12 months up to 5 April 2017, versus 63.1% for women.

Gender distribution

The following chart illustrates the gender distribution across the business in four equally sized quartiles.



Paul Allerton
Group Finance Director

Additional links:

<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

1. The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 18.4%