

KFH Gender Pay Gap Reporting

April 2019

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 still confident that our gender pay gap is not an issue. Our approach to pay remains 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 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 2018)	13.97%	9.12%
Bonus gap (12 months to 5 April 2018)	30.3%	74.2%

We are very pleased to report that our mean pay gap has reduced from 16.7% in 2017 to 13.97% in 2018. Our Median has changed (albeit marginally) from 9.9% in 2017 to 9.12% in 2018. This still remains favourable compared with other organisations nationwide, currently 17.9% (1).

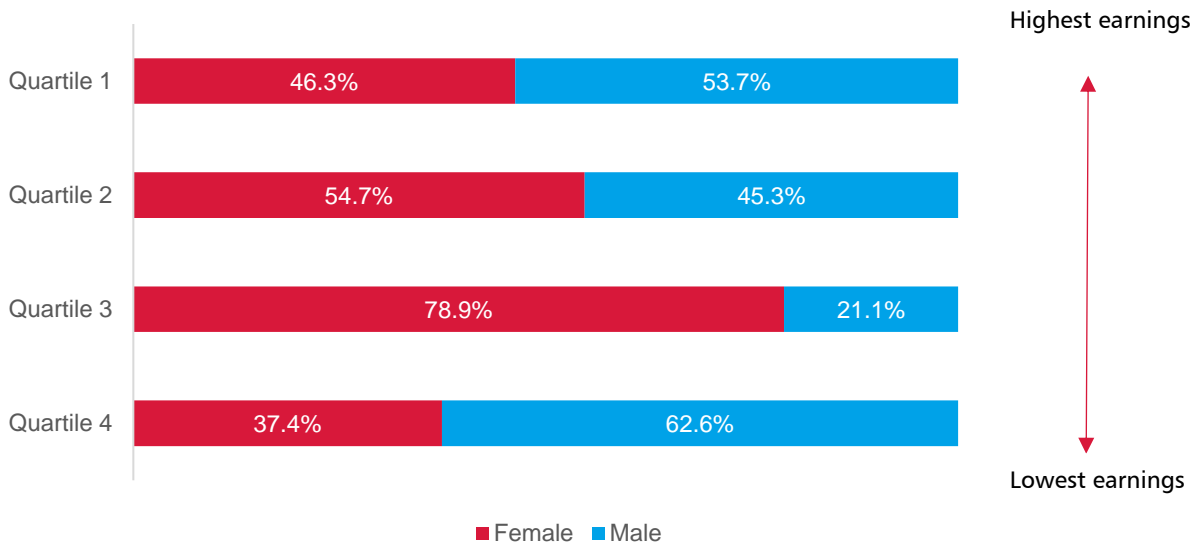
Across the UK economy as a whole, men tend to occupy more senior roles (and has been the case historically in the property industry). This is reflected in the bonus pay gap, with a greater proportion of men being employed in bonus paying front-line roles within the business. This is borne out by 88.0% of men receiving a bonus in the 12 months up to 5 April 2018, versus 67% for women. Compared with last years' figures (63.1%) more women received bonuses.

Gender distribution

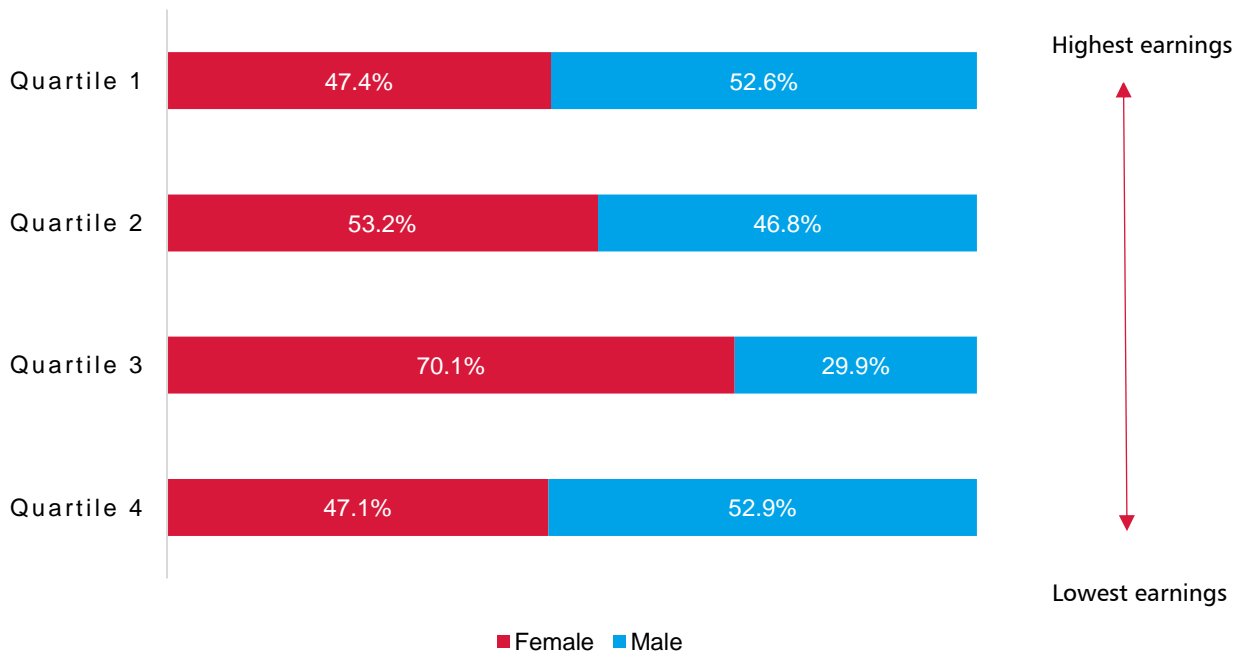
The following chart illustrates the gender distribution across the business in four equally sized quartiles.

As you will see the data is again comparable with last year's

2017-18



2016-17





Paul Allerton
Group Finance Director

Additional links

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

Previous Gender Pay Gap reports

2018

(1) The median gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures is 17.9%

