

Kent County Council
Gender Pay Gap Reporting Statement

2025

What is Gender Pay Gap Reporting?

This is KCC's ninth Gender Pay Gap Report. For the public sector, the calculation is based on the hourly pay rate for each employee during the pay period that includes 31 March each year.

The gender pay gap is not the same as equal pay. Most organisations that pay men and women the same rate for work at the same level will still have a gender pay gap. This is because of the different proportions of men and women working across the whole organisational structure. The gender pay gap figures highlight if there are proportionately more men at higher levels within organisations. Undertaking this calculation helps organisations understand their own position and to consider ways to reduce the difference. Figures from the Office of National Statistics (ONS) indicate that the gender pay gap among all employees was 13.4% in 2025.

What we need to calculate

The legislation sets calculations to show the difference in hourly pay and other payments between men and women across the whole of the organisation. The mean percentage shows the difference in the average pay and the median is the middle value for all the payments when put in a list. In line with legislative reporting requirements, we also need to show the proportions of men and women receiving an amount outside of the hourly pay calculation, this is referred to as a bonus in terms of the regulations and the gender proportions in each quarter of the pay structure.

Our data

This is Kent County Council's (KCC) annual gender pay gap report for the snapshot date of 31 March 2025.

- The mean gender pay gap for KCC is 9.3% and the median is 10.6%.
- The mean gender bonus pay gap for KCC is 11.9% and the median is 0%.
- The proportion of male employees in KCC receiving a bonus is 7.0% and the proportion of female employees receiving a bonus is 3.2%.

Pay quartiles by gender

Band	Males	Females
Lower quartile	18%	82%
Lower middle quartile	16%	84%
Upper middle quartile	23%	77%
Upper quartile	27%	73%

What the figures indicate

- **Pay** – The median pay gap for KCC has decreased from the figure last year which stood at 12.0%. This can be explained by the absolute and proportionally higher

increases in the last year of the average median hourly pay for women compared to the average median hourly pay for men. KCC's mean pay gap has reduced to 9.3% from 9.7% previously. This is because the mean hourly pay rate for women has proportionately increased compared to the mean hourly pay for men.

KCC compares favourably to those employers (both public and private sector) reporting pay gaps in the Southeast where the median pay gap is 16.0% and the mean pay gap is 16.4%. This is also the case for Kent based employers where the median pay gap is 16.6% and mean pay gap is 14.3% (ONS provisional data, 2025)

- **Bonus** – This has a broad definition within the scope of gender pay gap reporting requirements and KCC does not operate a traditional bonus scheme. Only a small proportion of the workforce received these payments, and the data needs to be interpreted carefully because of this. Rather than a traditional bonus scheme, managers can recognise individual performance using cash awards. Compared to 2024 figures, there is no difference in the median bonus being paid to our employees, with the median bonus figure increasing for males to the same level as females. The mean figure has decreased from 12.7% to 11.9%, which can be explained by an increase in females receiving a bonus in 2025. Proportionately, more women received a cash award (bonus) than men. 372 payments were made above £150 of which 236 were to women.
- **Gender distribution** – The proportion of women to men across KCC is c.79% v 21% respectively. Within the lower half of the grading structure the balance is towards women. Within the upper quartile the proportion is 73% v 27%. There is, therefore, still a significantly greater proportion of women in each of the pay quartiles. This may help explain why the KCC mean gender pay gap is lower than the national average of 13.8% (ONS provisional data, 2025). Within our leadership cohort the balance is c.59 /41 in favour of women.

The wider KCC context

KCC is committed to ensuring that gender does not constrain or define choices within or outside the workplace. The reduction of the gender pay gap depends on various factors, including societal expectations and norms. Factors within our control encompass the entire employment cycle, such as recruitment, career progression, maternity/return-to-work processes, leadership development, apprenticeships, learning culture, organisational wellbeing, and the implementation of flexible working arrangements. We aim to identify and address barriers to create practical and positive changes, combined with a supportive management culture and through the execution of our People Strategy.

KCC's People Strategy is designed to achieve the Council's corporate equality objectives, which include being an inclusive employer. This involves creating an inclusive environment where people can be their true selves at work and inclusion is integrated into everything we do. As our ways of working evolve, affecting both how our staff work and how services are delivered, many roles now offer some flexibility. This allows individuals to better balance their personal circumstances and commitments with work requirements. The policy frameworks and focus on good quality conversations between managers and staff aim to address individual needs positively, thereby enhancing career progression and personal development for all employees, which will contribute to reducing pay gaps.

KCC is dedicated to promoting equality and fairness in the workplace. The equal pay audits that KCC have undertaken show that men and women receive consistent pay for work of

equal value. This is supported by a grading structure and job evaluation system that focuses on roles rather than gender. However, it is crucial to remain vigilant. There are various opportunities where both equality and diversity are promoted. These include: -

- A simple and robust approach to job evaluation aims to ensure that individuals are compensated fairly and consistently for the roles they perform within the organisation.
- Inclusive and accessible training – a lot of our training is now delivered through an eLearning platform, providing greater access and availability regardless of location and working hours.
- Enhancing conversation and dialogue in our performance management approach aims to assist individuals in discussing their aspirations and identifying the appropriate development and support needed to achieve them.
- Training is actively promoted to all staff to increase knowledge and awareness of all aspects of equality and inclusion related to protected characteristics.
- Staff groups are forums established to promote equality and diversity. There are six such groups:
 - Aspire** for employees under 30 which supports and develops younger people to realise their potential.
 - Level Playing Field** promotes best practice and broadens the knowledge around disability issues within KCC.
 - Staff Ethnic Diversity Forum** supports black and minority ethnic staff in all directorates and helps the council to develop and review council policies that affect both staff and the wider community to ensure that they are inclusive.
 - Rainbow** supports those who identify as Lesbian, Gay, Bisexual, Transgender, Queer or questioning, and anyone else who identifies as LGBTQ+. It gives advice on the services that KCC provides to ensure that all aspects of the organisation's work are accessible and appropriate to all Kent's residents, regardless of sexual orientation.
 - Mental Health Support Network** for all staff within KCC, provides support to members and encourages open conversations around mental health. It helps KCC to raise awareness of mental health and reduce the stigma in the workplace.
 - Single Parent Staff Group** supports staff who are single parents with caring responsibilities for a child.
- Flexible working arrangements are designed to help individuals balance their personal and professional commitments effectively, benefiting both the employees and the organisation.

KCC will continue to seek opportunities to promote and improve pay parity. The principles and focus of our performance management approach are to encourage dialogue and inclusion. This is important for identifying aspirations, development opportunities, and the support needed to help individuals progress and remove any actual or perceived barriers.

I confirm that the data reported is accurate.



Amanda Beer
Chief Executive