

Gender, Ethnicity and Disability Pay Gap Report

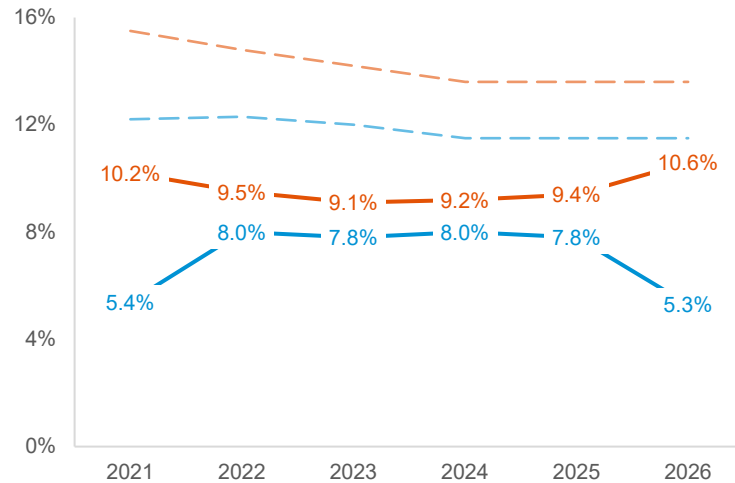
Data as of 31 March 2026

Pay gaps summary

Our 2026 pay gap results remain favourable compared with sector benchmarks, with longer-term trends showing continued progress across gender, ethnicity and disability. Year-on-year movements reflect changes in workforce composition, representation and data quality.

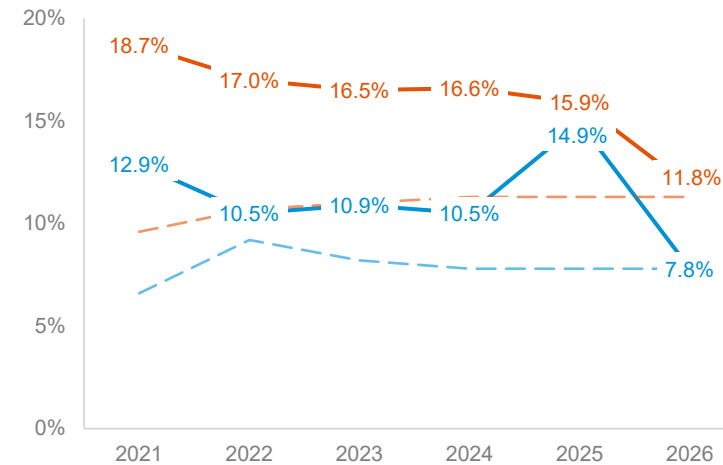
Gender | Pay gaps over time

— Mean — Median — Mean Benchmark — Median Benchmark



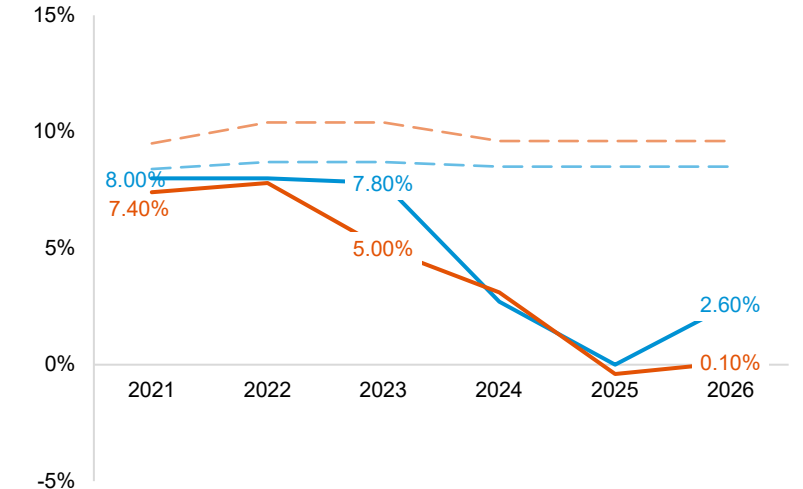
Ethnicity | Pay gaps over time

— Mean — Median — Mean Benchmark — Median Benchmark



Disability | Pay gaps over time

— Mean — Median — Mean Benchmark — Median Benchmark



Gender pay gaps remain below sector benchmarks. The median has narrowed by 2.5 pp while the mean has increased by 1.2 pp, primarily reflecting a reduction in our casual workforce.

Ethnicity pay gaps have narrowed this year, reflecting increased representation of BAME colleagues in higher paid roles. Continued growth in BAME substantive staff has contributed to reductions in mean and median gaps.

Disability pay gaps remain very low and below sector benchmarks. Disability declaration has increased to 11% strengthening data quality, while more balanced representation across grades has contributed to the low gaps.

Commitment to inclusion

Our commitment to addressing pay gaps is guided by our values of being ambitious, inclusive, innovative and enterprising.

We go beyond our statutory reporting obligations by publishing ethnicity and declared disability pay gap data alongside gender, demonstrating our commitment to transparency and accountability.

This report highlights progress in reducing pay gaps and complements our annual Public Sector Equality Duty (PSED) report, which sets out our wider equality, diversity and inclusion commitments.

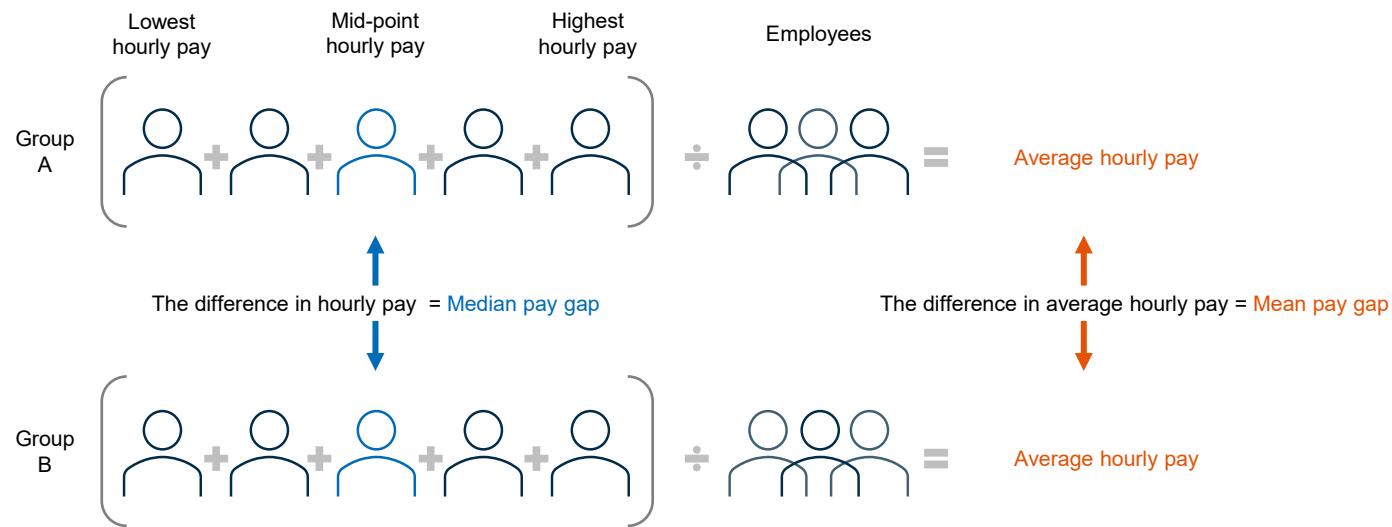
We are proud to hold a Race Equality Charter award, to have renewed our institutional Athena Swan Bronze in 2023 and to be a Disability Confident Employer.

This year's report has been updated to align with our refreshed visual identity and improves accessibility and readability.



How we calculate our pay gaps

We report both the mean and median pay gap because they provide different insights into differences in pay between groups. The mean reflects average pay and can be influenced by very high or very low earners, while the median reflects the midpoint of pay and provides a useful indication of the typical pay difference.



Mean - the average hourly pay for each group. The mean pay gap compares the average hourly pay between the two groups and can be influenced by very high or very low earners.

Median - the midpoint of hourly pay for each group. The median pay gap compares the midpoint of hourly pay between the two groups and is less affected by very high or very low earners.

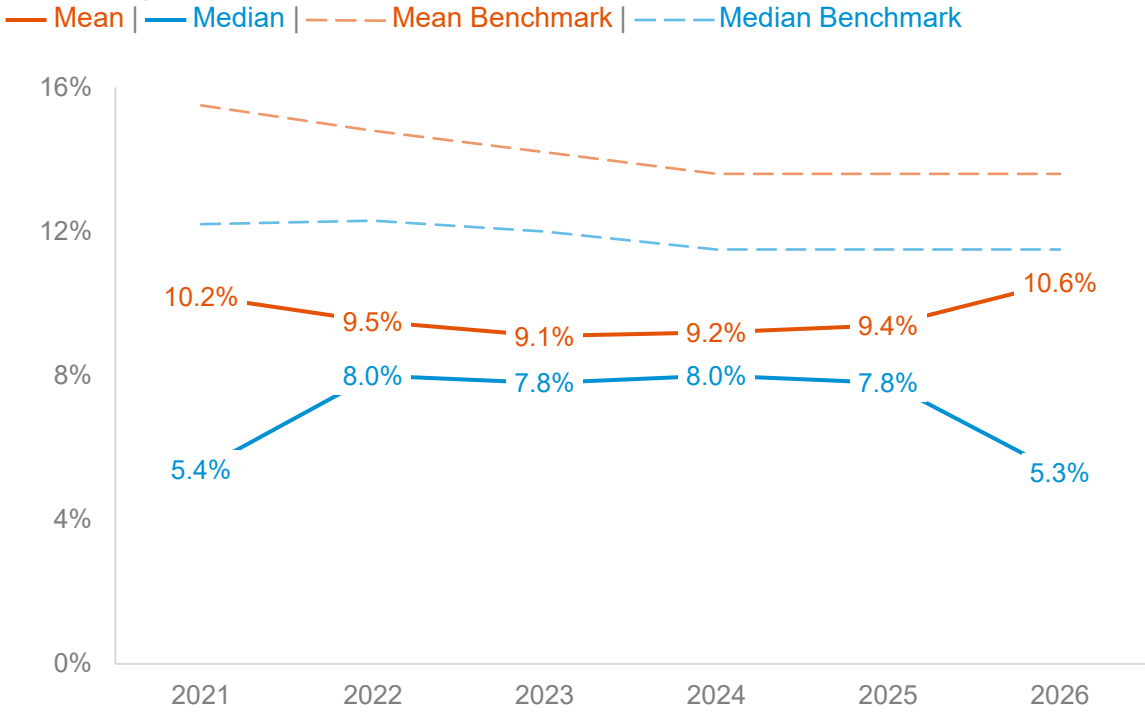
Pay gap and equal pay

A pay gap measures the difference in average or median hourly earnings between groups across the University. It is different from equal pay, which is the legal requirement to provide equal pay for the same work, equivalent work or work of equal value.

Gender

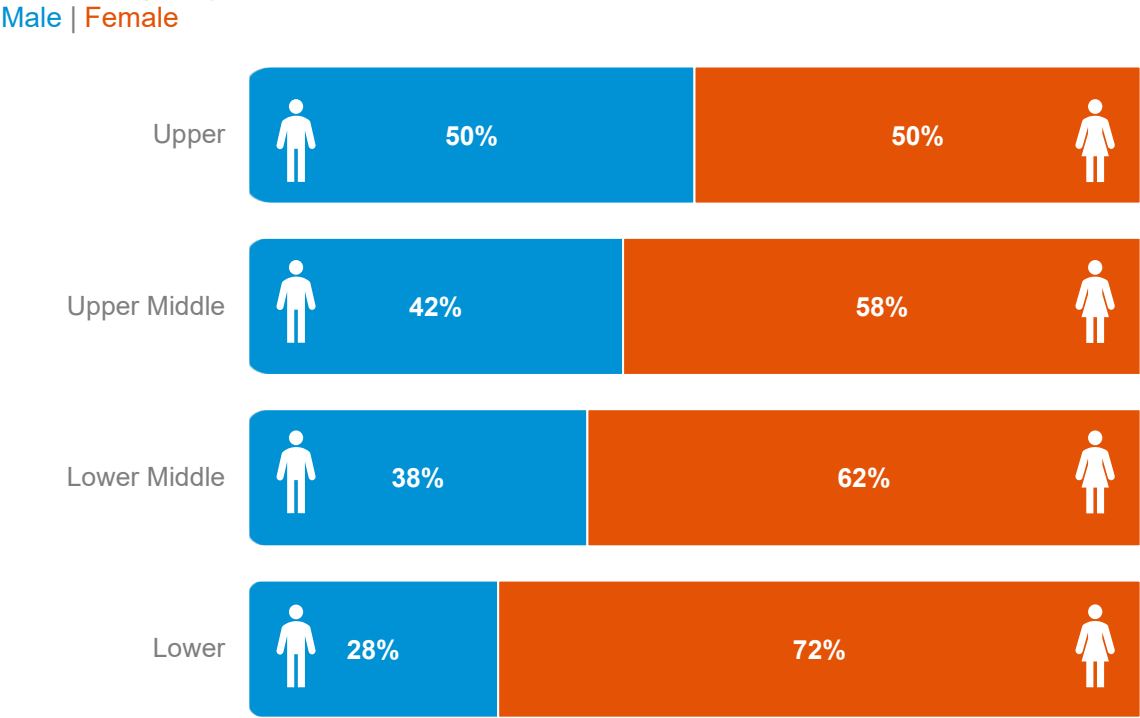
Our gender pay gaps remain below sector benchmarks. The median pay gap has narrowed while the mean pay gap has increased slightly. These year-on-year movements are primarily influenced by changes in the size and composition of our casual workforce.

Gender | Pay gaps over time



Women are represented across all pay quartiles, with equal representation in the upper quartile (50%) and higher representation in the lower and lower-middle quartiles.

Gender | Pay Quartiles



Gender

Mean Pay Gap

10.6%

▲ 1.2% vs '25

Median Pay Gap

5.3%

▼ 2.5% vs '25

Mean Female Hourly Pay

£24.63

▲ £1.17 vs '25

Mean Male Hourly Pay

£27.54

▲ £1.66 vs '25

Median Female Hourly Pay

£23.97

▲ £0.95 vs '25

Median Male Hourly Pay

£25.30

▲ £0.34 vs '25

What is our data telling us?

- Our mean (10.6%) and median (5.3%) pay gaps **remain below** UCEA sector benchmarks (13.6% and 11.5% respectively).
- A 33.5% reduction in casual staff has changed the composition of the workforce included in the calculation, contributing to the reduction in the median pay gap.
- For substantive staff, both the mean (8.2%) and median (7.9%) pay gaps **have narrowed steadily over time**, from 9.5% and 10.5% respectively in 2020, and remain broadly unchanged from 2025.

What actions are we taking to address the gap?

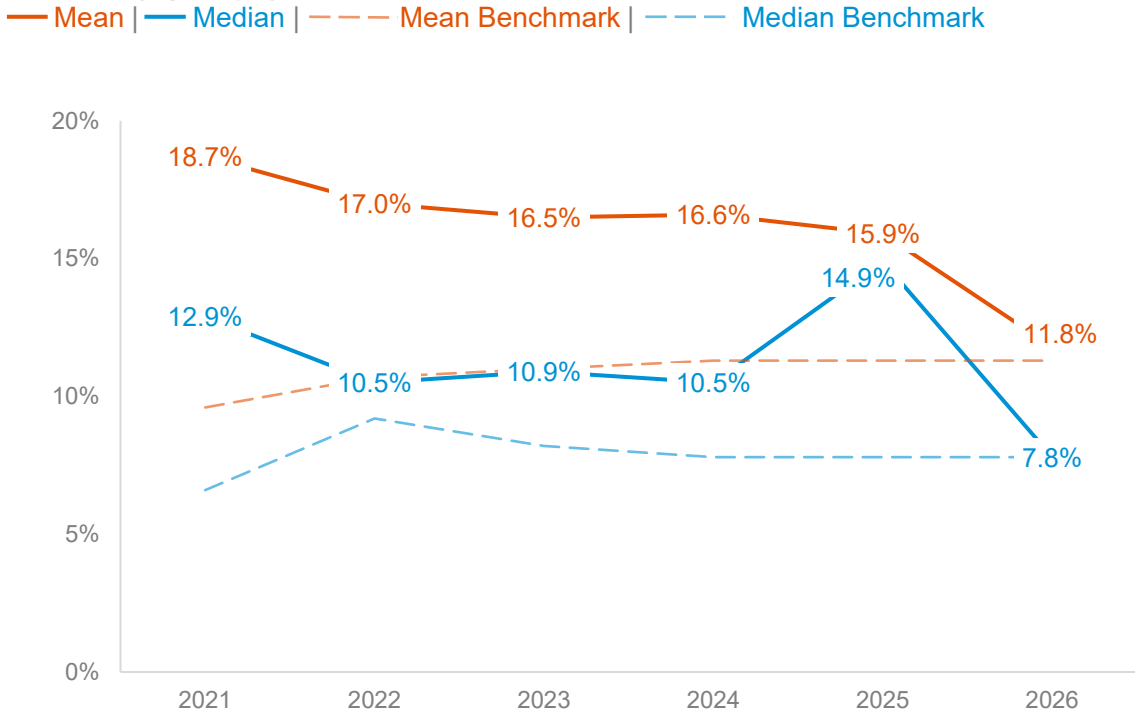
- Embed **inclusive best practices** into **recruitment and selection processes** to address under-representation across all grades.
- **Improve gender balance** in early years, increasing focus on recruiting more **male staff** particularly in Grades 5-8.
- Use **pay gap data** to inform local **recruitment planning activity** and support better-informed decision-making.

Ethnicity

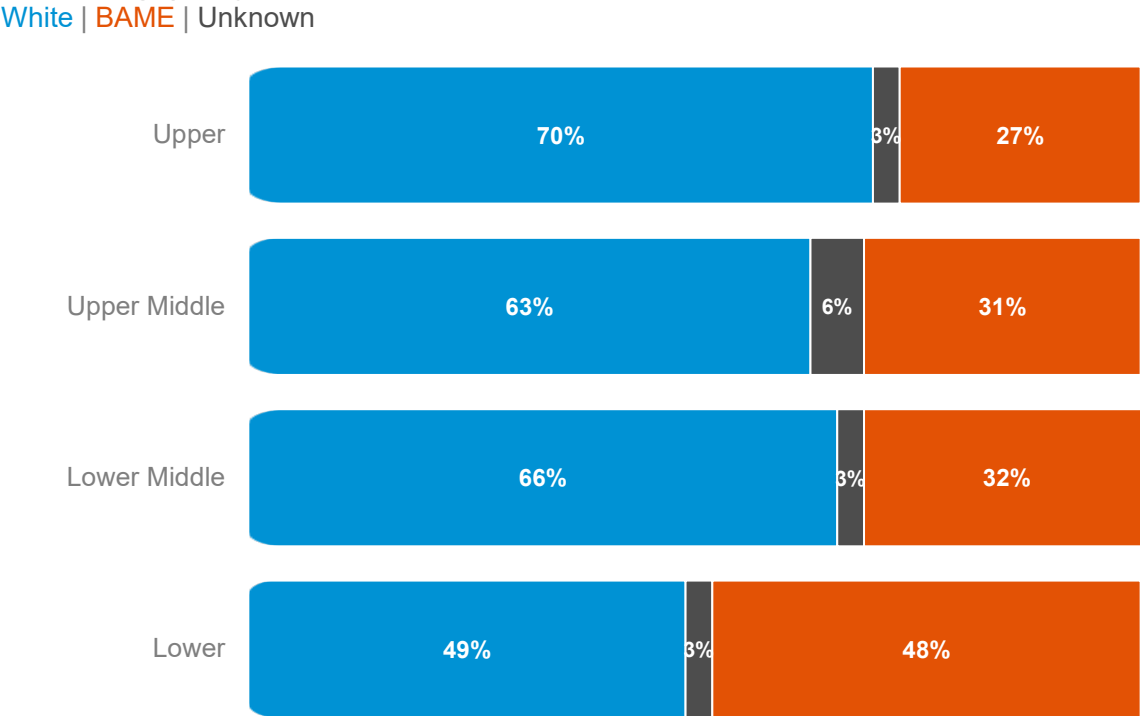
Our ethnicity pay gaps have narrowed in 2026, reflecting increased representation of BAME colleagues across pay quartiles. Pay gaps for both substantive and casual staff have improved.

BAME representation among substantive staff has **increased** from 22% in 2020 to 31% in 2026. The distribution of staff across the pay quartiles has also shifted with 30.2% in the lowest quartile compared with 37.1% in 2025.

Ethnicity | Pay gaps over time



Ethnicity | Pay Quartiles



Ethnicity

Mean Pay Gap

11.8%

▼ 4.1% vs '25

Median Pay Gap

7.8%

▼ 7.6% vs '25

Mean BAME Hourly Pay

£23.76

▲ £1.93 vs '25

Mean White Hourly Pay

£26.95

▲ £0.98 vs '25

Median BAME Hourly Pay

£23.34

▲ £2.10 vs '25

Median White Hourly Pay

£25.30

▲ £0.34 vs '25

What is our data telling us?

- Our mean (11.8%) and median (7.8%) pay gaps are broadly aligned with UCEA sector benchmarks (11.3% and 7.8% respectively).
- **BAME representation** among substantive has increased from 22% in 2020 to 31% in 2026, contributing to lower mean and median pay gaps.
- 22.7% of all BAME staff in 2026 were in the Upper Quartile, **up from 17.9%** in 2025.
- Our substantive staff mean pay gap has **narrowed steadily over time** from 9.4% in 2020, to 7.0% in 2026. The Median gap has moved between 2.7% and 5.5% in the same timeframe.

What actions are we taking to address the gap?

- **Improve senior representation** by embedding inclusive recruitment practices with a particular focus on addressing the under-representation of Black colleagues at senior levels.
- **Review contract types and workforce distribution** to identify and address ethnic disparities through local action plans and ongoing monitoring.
- **Strengthen career development support** through guidance, resources and regular thematic 1:1 conversations to support career aspirations.

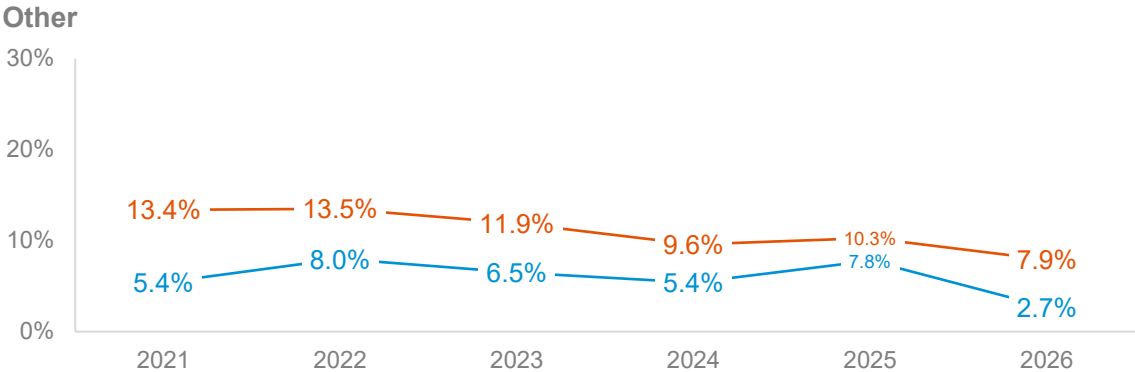
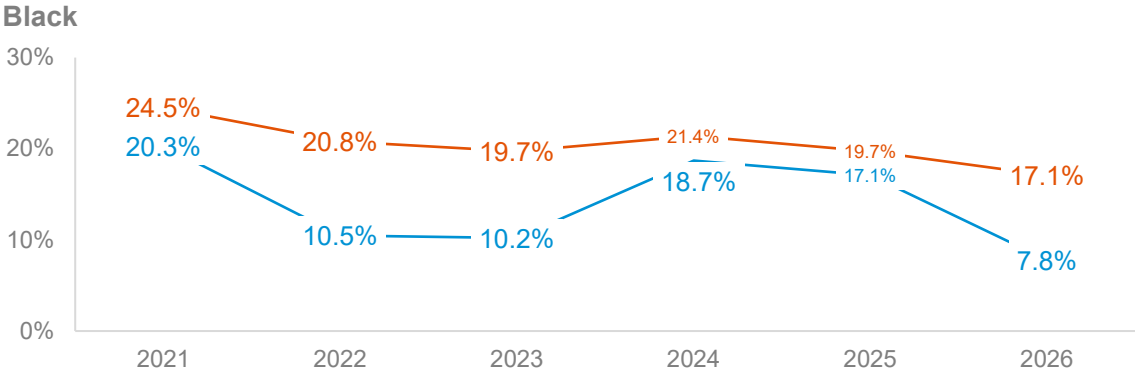
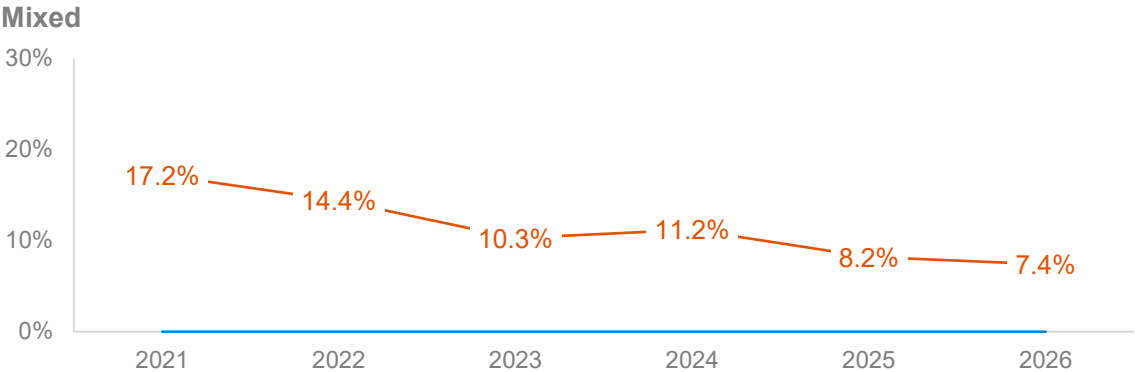
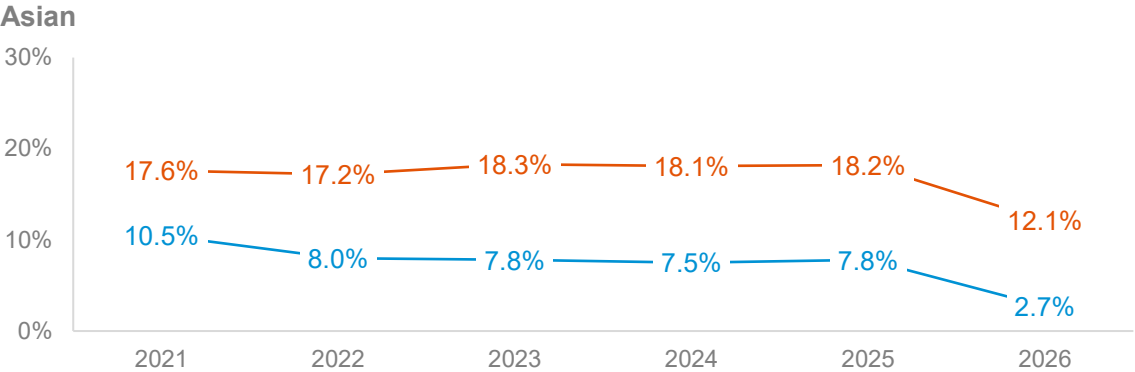
Ethnicity

Pay gaps for all ethnic groups show longer-term improvement, although results for groups with lower representation can be more variable year on year.

Growth in the BAME workforce has been driven largely by increased Asian representation, with Asian colleagues now representing 51% of all BAME staff. In 2026, 15.5% of salaried staff were Asian, compared with 10.4% in 2021. Black representation has also increased, from 4.7% to 5.9% of salaried staff over the same period.

Ethnicity Detail | Pay gaps over time

Mean | Median

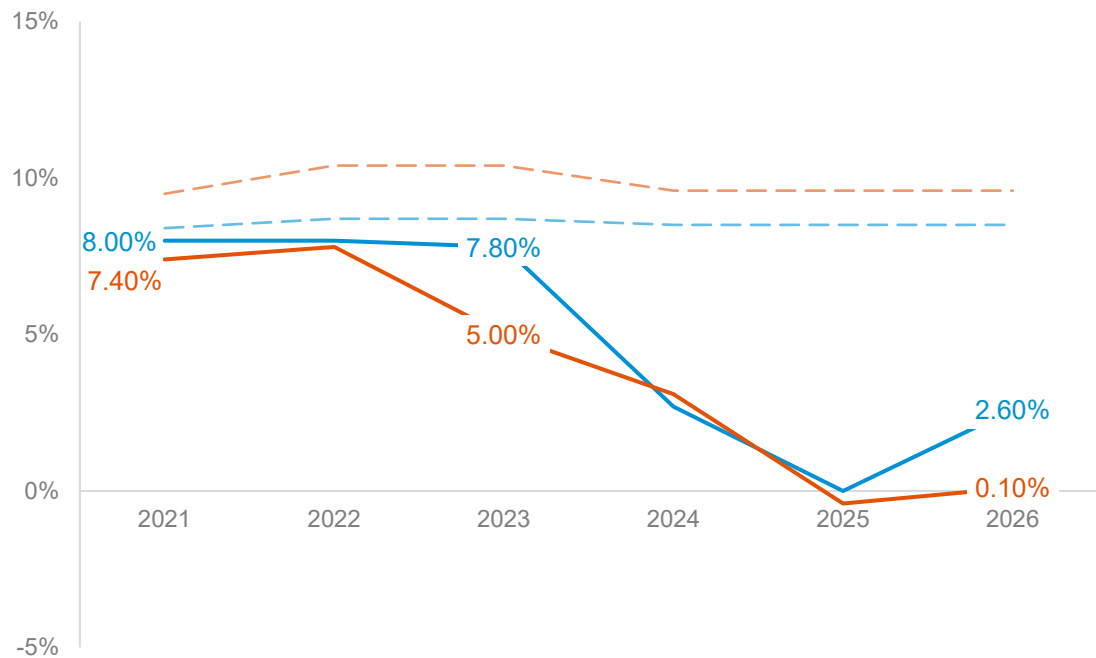


Disability

Disabled staff are **represented relatively evenly across the pay quartiles**, contributing to our low pay gaps. Our disability pay gaps are **well below** sector benchmarks. The increase in the pay gaps this year is largely attributable to changes in the composition of our casual staff population.

Disability | Pay gaps over time

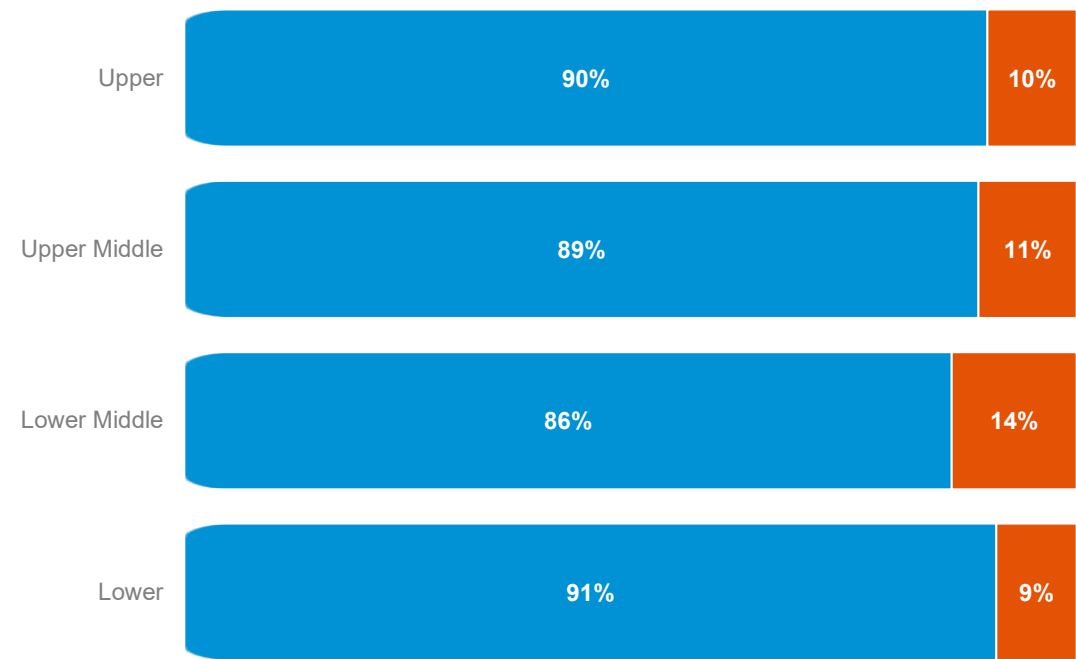
Mean | Median | Mean Benchmark | Median Benchmark



Disability declaration has increased steadily over time from 8% in 2021, to 11% in 2026. Improvements in our data collection have strengthened the quality of our analysis and provide a more accurate picture of disability representation and pay gaps.

Disability | Pay Quartiles

Not known to be disabled | Disabled



Disability

Mean Pay Gap	Median Pay Gap	Mean Disabled Hourly Pay	Mean Non-Disabled Hourly Pay	Median Disabled Hourly Pay	Median Non-Disabled Hourly Pay
0.1%	2.6%	£25.77	£25.80	£24.63	£25.30
▲ 0.1% vs '25	▲ 2.2% vs '25	▲ £1.26 vs '25	▲ £1.38 vs '25	▲ £0.99 vs '25	▲ £1.66 vs '25

What is our data telling us?

- Our Mean (0.1%) and Median (2.6%) pay gaps are **well below** Advance HE sector benchmarks (9.6% and 8.5% respectively).
- Disabled staff are relatively **evenly distributed across the pay quartiles** compared with gender or ethnicity, contributing to low pay gaps.
- **Disability declaration is improving** year on year, strengthening the quality of our workforce data.
- Disabled staff are less concentrated in the lowest pay quartile and increasingly **represented in mid-to-higher grades**, including Grades 7 to 10.

What actions are we taking to close the gap?

- **Build on our Disability Confident Level 2 achievement** by delivering the action plan and enhancing processes and systems.
- **Increase disability declaration rates** by partnering with key stakeholders to improve workforce data quality.
- **Increase awareness of available resources and support** for colleagues with specific inclusion needs.

Glossary of Terms

Glossary of terms	
AS	Athena SWAN
BAME	Black, Asian & Minority Ethnic
BME	Black & Minority Ethnic
EDI	Equality, Diversity, and Inclusion
EE	Equality Essentials
EIA	Equality Impact Assessment
F	Female
FT	Full Time
FTC	Fixed Term Contract
HE	Higher Education
HPL	Hourly Paid Lecturers
HR	Human Resources
KU	Kingston University
LGBTQIA+	Lesbian, gay, bisexual, transgender, and queer (or questioning), intersex, asexual/aromantic and others
PS	Professional Services
PSED	Public Sector Equality Duty
REC	Race Equality Charter
SLG	Senior Leadership Group
SLT	Senior Leadership Team