

Gender, Ethnicity and Disability Pay Gap Report 31 March 2020

Equality Act 2010 (Gender Pay Gap Information Regulations 2017)

Foreword

In addition to the mandatory reporting on gender, for the first time the University is publishing data around ethnicity and disability. Whilst we need to do more work in these areas, we hope that this demonstrates our commitment to pay equality for all staff, regardless of any protected characteristics.

Our gender pay gap compares favourably to the rest of the sector and wider economy and our progress on this gives us confidence that over time we can also close our ethnicity and disability pay gaps.

We have made improvements in the accuracy of our data in relation to disability and ethnicity over the past year, this will help us to track our progress over the longer term, but it affects our ability to make meaningful comparisons with 2019.

The University is committed to the principle of equal pay for work of equal value for all its employees. We believe that operating a fair, transparent and objective pay system is fundamental to sustaining wellbeing, success and organisational reputation.

We will therefore continue to voluntarily publish our ethnicity and disability pay gap data because we believe it's an important step towards ensuring our workforce is diverse, inclusive and fair for everyone. We are committed to transparency and want to identify and address inequalities which have persisted for many years.

Steven Spier
Vice Chancellor

Pay Gap Overview

The University is confident that it is paying equally for work of equal value, based on equal pay analysis carried out to support statutory gender reporting where role size and relativities are consistent with grades.

The University's median gender pay gap of 8.7% compares favourably to the HE sector pay gap of 15.5% in 2018/19¹ although it has risen from 8.0% in 2019. The mean gender pay gap has risen slightly to 11.6% (from 11.2%).

Only 1.0% of employees received a bonus. Men were more likely to receive a bonus, but the average bonus amount awarded to women was higher than for men.

Our median ethnicity pay gap has increased to 33.5%, from 25.1% in 2019. The mean ethnicity pay gap has decreased slightly to 22.5%.

Our median disability pay gap is 15.2%, which is higher than the sector average of 8.5%². However our mean disability pay gap is 8.1%, which compares favourably to the sector average of 9.0%².

The University is confident that the measures taken this last year will continue to maintain and advance the commitment to reward. The University continues to assess new pay rates to ensure that they match the current London Living Wage and expect this to reduce the gender pay gap at the University for the lowest paid.

The University will also undertake a competitive review of its current total reward and recognition provisions and it expects this to provide a number of meaningful outputs that will be used to develop the University's reward and recognition systems. Achieving pay equality will be a key principle for this work.

		2019	2020	+/-
Gender	Mean	11.2%	11.6%	0.5%
	Median	8.0%	8.7%	0.7%
Ethnicity	Mean	23.6%	22.5%	-1.0%
	Median	25.1%	33.5%	8.5%
Disability	Mean	3.9%	8.1%	4.2%
	Median	2.7%	15.2%	12.4%

1 <https://www.ucea.ac.uk/library/infographics/gender-pay/>

Introduction

Public, private and voluntary organisations with 250 or more employees have to report on their gender pay gaps using six different measures:

- **Mean hourly pay gap**
- **Median hourly pay gap**
- **Quartile pay band proportions**
- **Bonus proportions**
- **Mean bonus gap**
- **Median bonus gap**

These statutory instruments, set out in the Equality Act 2010 (Gender Pay Gap Information Regulations 2017), build on existing equal pay duties.

In August 2018, the Equality and Human Rights Commission (EHRC) recommended a legal requirement by April 2020 for employers to report on ethnicity and disability staff data, including on pay gaps. Following the close of consultation in early 2019, there is still no requirement in place for ethnicity pay gap reporting.

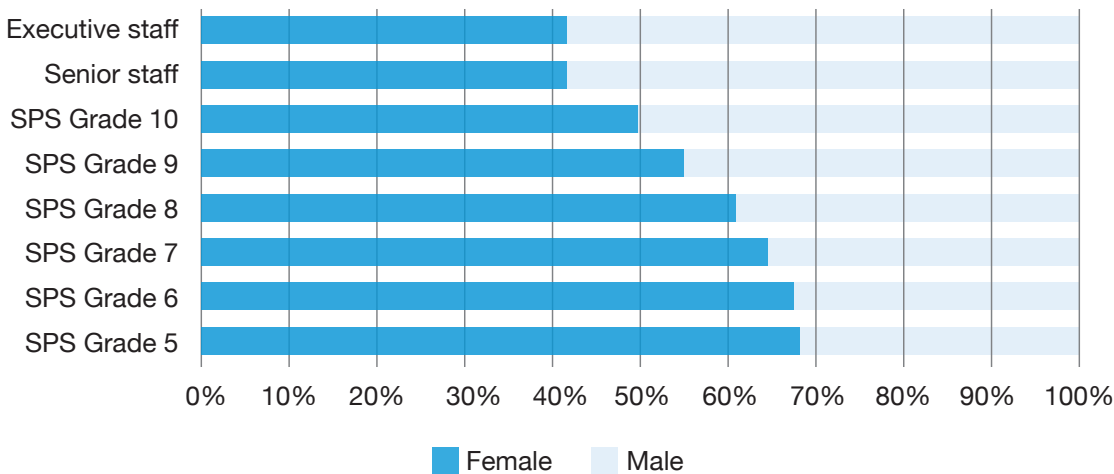
Since 2019, we have committed to extend the principles of this reporting methodology to other protected characteristics to allow Kingston to report on gender, ethnicity and disability pay gaps.

Gender pay

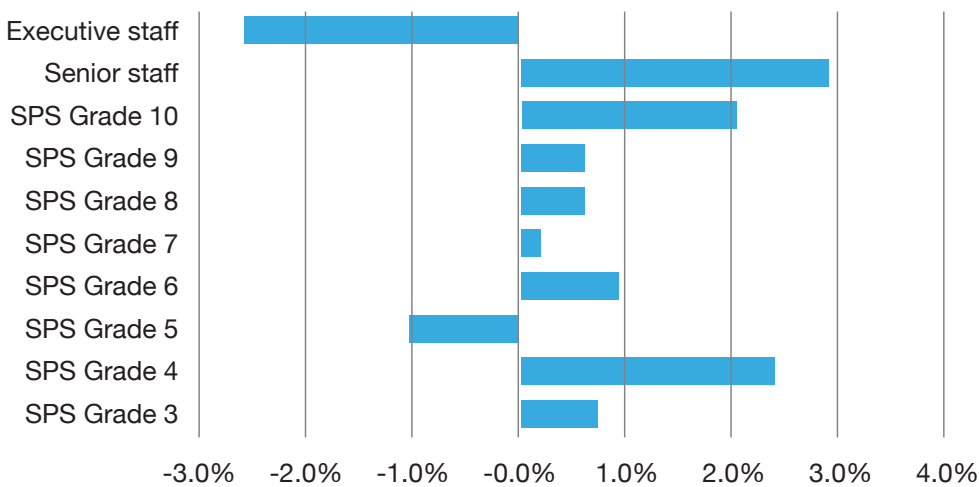
	Mean	Median
Hourly pay gap	11.6%	8.7%

The table above shows the mean and median hourly gender pay gap. The median gender pay gap of 8.0% compares favourably with the higher education sector median gender pay gap of 15.5% and the whole economy median gender pay gap of 17.3%¹.

Analysis shows that senior roles are more likely to be occupied by men, while women are over-represented in lower graded roles.



Mean Pay Gap Percentage by Grade



Based on equal pay analysis, the University is confident that men and women are being paid equally for doing equivalent jobs across the university. Within each grade, the highest gap is 2.7%.

Pay quartiles

Kingston's gender balance is 60% female and 40% male, a higher proportion of women than the sector average of 54%. The following table illustrates the gender distribution across the University in four equally sized pay quartiles.

Quartile	Men	Women
Top	49%	51%
Upper middle	43%	57%
Lower middle	35%	65%
Lower	34%	66%

From 2019 to 2020, the proportion of top quartile earners that are women has increased from 49% to 51%.

Bonus

	% of Men	% of Women
Bonus recipients	1.1%	0.9%

During the 12 months to 31st March 2020, only 30 employees received a bonus (1% of all gender pay gap eligible staff); men were more likely to receive a bonus.

	Mean	Median
Bonus gap	-14.2%	0.0%

Of the 30 staff who received a bonus, 16 were female, 14 were male. 27 of the 30 bonuses were for £1,000 or under.

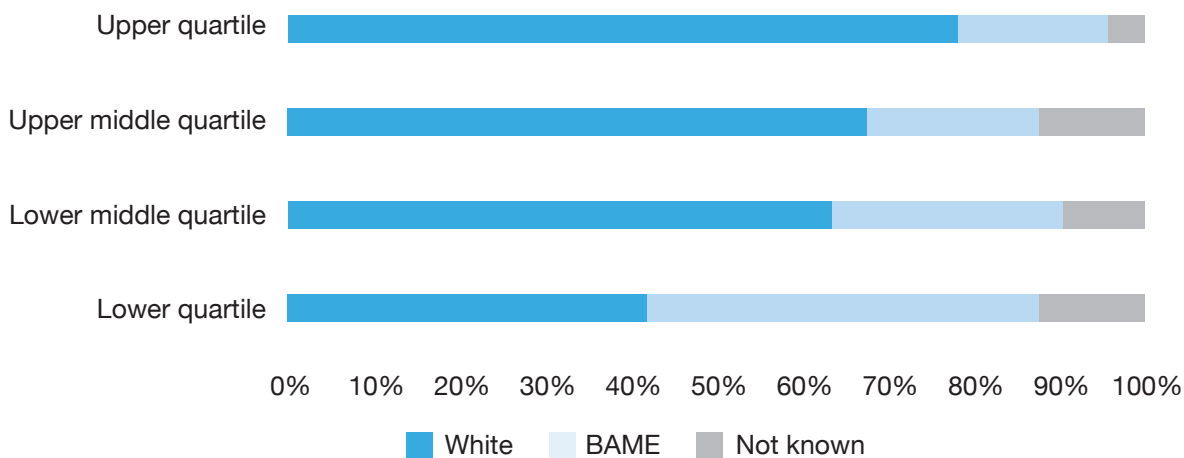
Ethnicity pay

	Mean	Median
Hourly pay gap	22.5%	33.5%

This is the first year that we have published our Ethnicity Pay Gap.

The size of the gap reflects that we have more Black, Asian and Ethnic Minority staff at lower grades than we do at senior Grades. ONS 2019 data also suggests the ethnicity pay gap is higher in London than other regions - at 23.8% compared to Wales at 1.4%.

Ethnicity pay gap quartiles



As with Gender Pay we are confident that we are paying staff equally for doing equivalent jobs across the university. Within each grade the highest ethnicity pay gap is 3.2%.

Predominately as a consequence of improvements in data reporting and self-declaration, the percentage of eligible staff identifying as being from a Black, Asian or Ethnic Minority background has increased from 23.2% in 2019 to 27% in 2020. However, there is a lack of BAME staff in Senior Staff and SLT roles. The Mean BAME salary has stayed almost exactly the same between 2019 and 2020, while the Mean White salary has dropped slightly. Although the BAME Mean has stayed static, there have been relevant changes within this group since 2019 likely as a result of turnover and organisational change. In 2019 the percentage of eligible staff being paid under £10ph was 18%. In 2020 this figure is <1% representing our commitment to pay the London Living Wage. This change has benefitted a higher percentage of BAME staff because they disproportionately occupy lower paid roles.

However, as with disabled staff, in 2020 the percentage of all BAME staff in academic and professional services roles has decreased, and the percentage in temporary roles has increased. So while the mean salary gap decreases slightly, the median is still dragged down by the ratio of BAME staff in lower paid roles

Disability pay

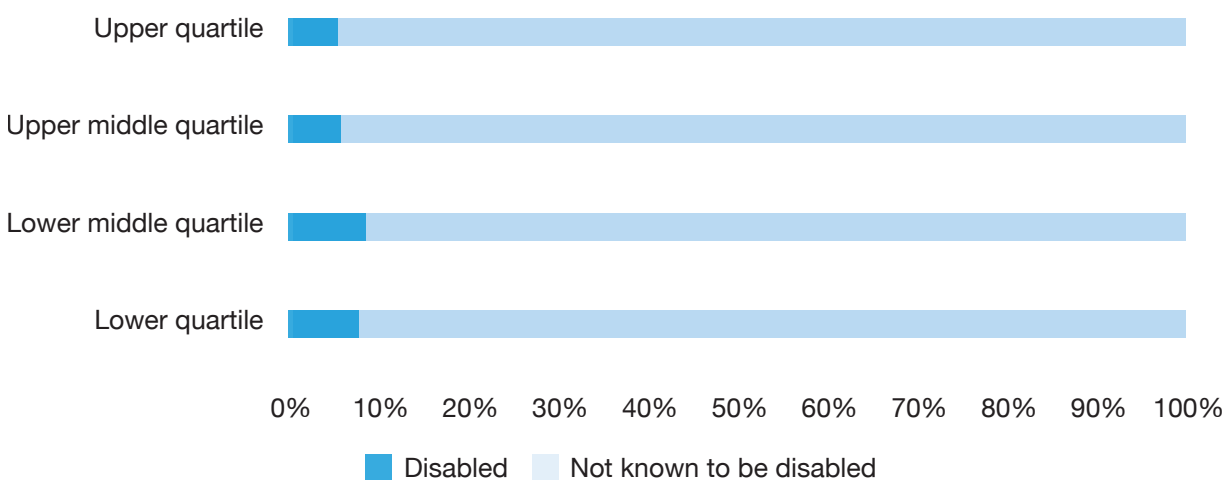
	Mean	Median
Hourly pay gap	8.1%	15.2%

Our median disability pay gap is 15.2%, higher than the sector average of 8.5%². However our mean disability pay gap is 8.1%, which compares favourably to the sector average of 9.0%.

The University’s population identifying with a disability, including temporary workers, is 6.9%. 19% of the working age population in the UK reports having a disability.

The percentage of eligible staff who identify as Disabled has increased from 6.0% to 6.9% overall. Within that overall increase the percentage of disabled staff who are academics or professional services has decreased, while the percentage of disabled staff who are Temporary Workers has increased and this has resulted in a widening of the pay gap. In 2019 47% of all disabled staff earned less than £20ph, but in 2020 this figure has increased to 58%, dragging down the mean and median salaries for disabled staff. As a consequence of improvements in reporting of disabled staff, we see increased numbers of disabled staff employed in lower paid roles, while the number of disabled staff in higher paying roles has actually decreased in the period.

Disability pay gap quartiles



Tackling the pay gaps

Pay gaps are driven by the different proportions of staff employed at different levels in the University. The University recognises that there is more work to balance headcount in each of the pay quartiles. A key priority will be to look at our approach to recruitment and promotion into senior roles and opportunities for staff in lower grades to develop their careers. Encouragingly there is the potential to develop a pipeline of Black, Asian and Ethnic Minority staff to be able to take on more senior leadership roles.

The University will launch critical personal development initiatives, including new domain descriptors that will be used to define academic promotion and leadership and mentoring programmes which focus on female and BAME staff:

- **Aurora programme**
- **KU Mentoring Scheme**
- **Diversifying Leadership**

These schemes support the development of leadership skills across a diverse group of staff facilitating opportunities for career advancement, progression and promotion.

The global pandemic of 2020 has highlighted the importance of being a flexible and family friendly employer, as many staff have had to adapt their work and caring commitments. Looking ahead we will use what we have learnt from this period to promote more agile working and flexible forms of employment.

In the year ahead, the University will undertake a competitive review of its current total reward and recognition provisions, and it expects this to provide a number of meaningful outputs that will be used to develop the University's reward and recognition systems.

In 2021 the University will consult and publish its Public Sector Equality Duty (PSED) report, reviewing progress against the previous PSED objectives, and setting new objectives for the future.

For the lower middle and lower quartile groups, significant action needs to be undertaken to tackle perceptions of gender specific roles and to improve the underrepresentation of men in the bottom quartiles. The University will be looking at how apprenticeship schemes could help to provide entry level opportunities for our graduates and the local community as part of responding to the challenging economic climate.

To strengthen its commitment further, the University will carry out detailed analysis on the intersection between ethnicity and gender pay. Using new data insight tools, the aim is to ensure the University can locate and understand where pay inequity and issues lie, so it can proactively find appropriate solutions.

In the past year the University has established active BAME and LGBTQ+ staff networks which have helped us to understand more about their lived experiences of working at the University. We now want to establish a staff network for staff with disabilities within our university community so we can do more to ensure their needs are met, and career progression supported.

Signatures

We confirm the data reported is accurate: