

Gender, Ethnicity and Disability Pay Gap Report 31 March 2021

Equality Act 2010 (Gender Pay Gap Information Regulations 2017)

Foreword

Equality, Diversity and Inclusion (EDI) is truly at the heart of all that we do and remains a strategic priority for us. Our future success will be determined by our strong and sustained commitment to promote a positive culture which celebrates difference, challenges prejudice and ensures fairness.

Last year the University voluntarily published its gender, ethnicity and disability pay gap report in March 2021 (for the census date of 31st March 2020). In a deliberate move to further demonstrate our commitment to achieving pay equality, we have drilled down deeper into our ethnicity pay gaps to report by individual ethnicity groups, as well as for the Black Asian Minority Ethnic (BAME) population overall.

We are pleased to see positive change and progress from last year's gender, ethnicity and disability pay gap report. While our results are competitive within the HE sector, London and the wider economy, there is still more to do improve the diversity of representation at all levels – we cannot become complacent in assuming our work is done.

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, delve deeper into the intersectional analysis as we recognise that it is an important step towards ensuring our workforce is diverse and our practices are inclusive and fair.

Overview

Since 2017, public, private and voluntary organisations with 250 or more employees have a legal obligation to report information on any potential pay gap between male and female employees across 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.

How has our gender pay gap been calculated?

There are two different ways of calculating the gender pay gap:

- **Mean:** Calculated by adding the hourly rates up for all men, dividing by the number of men and comparing to the same calculation for women
- **Median:** Sorting all hourly rates for men from high to low, taking the middle salary and comparing to the same calculation for women. We believe this is a more representative measure of the pay gap at Kingston University because it is not affected by outliers – a few individuals at the top or bottom of the range.

The gender pay gap calculation looks at differences in the average earnings of men and women regardless of their role or seniority (grade).

A gender pay gap can result from a number of factors including differences in the sorts of jobs performed by men and women. It is separate from equal pay, which focuses on the pay differences between men and women performing the same or similar work.

Kingston University's 2021 Gender pay gap report is based on data as of 31st March 2021 and includes data from 2020 for comparison.

The tables below show KU's 2021 gender, ethnicity and disability split across the workforce.

Gender	#	%
Female	1,469	59.7%
Male	992	40.3%

Disability	#	%
Not known to be disabled	2,261	91.9%
Disabled	200	8.1%

Ethnicity	#	%
White	1,659	67.4%
Asian	307	12.5%

Black	160	6.5%
Mixed	116	4.7%
Not Known	88	3.6%
Other	83	3.4%
Prefer not to say	48	2.0%

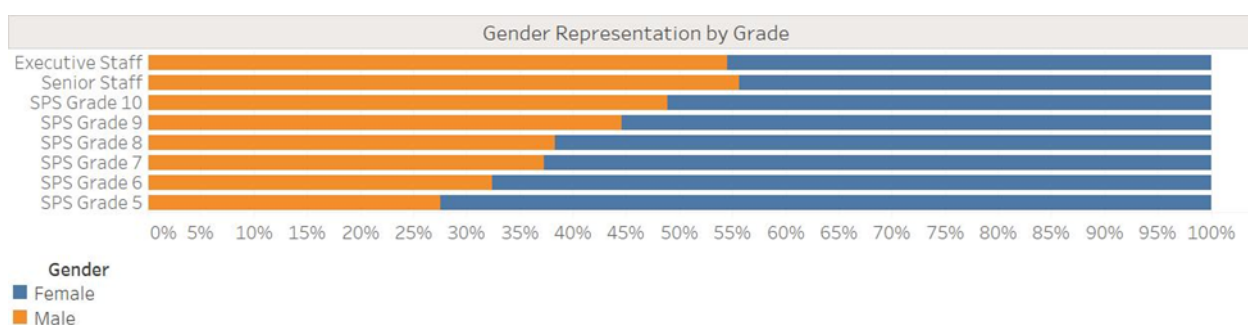
The University's mean and median pay gaps are as follows:

		2020	2021	+/-
Gender	Mean	11.6%	10.2%	-1.4%
	Median	8.7%	5.4%	-3.3%
Ethnicity	Mean	22.5%	18.7%	-3.8%
	Median	33.5%	12.9%	-20.6%
Disability	Mean	8.1%	7.4%	-0.7%
	Median	15.2%	8.0%	-7.2%

Gender Pay

	Mean	Median
KU Hourly pay gap	10.2%	5.4%
HE Sector pay gap	15.8%	14%

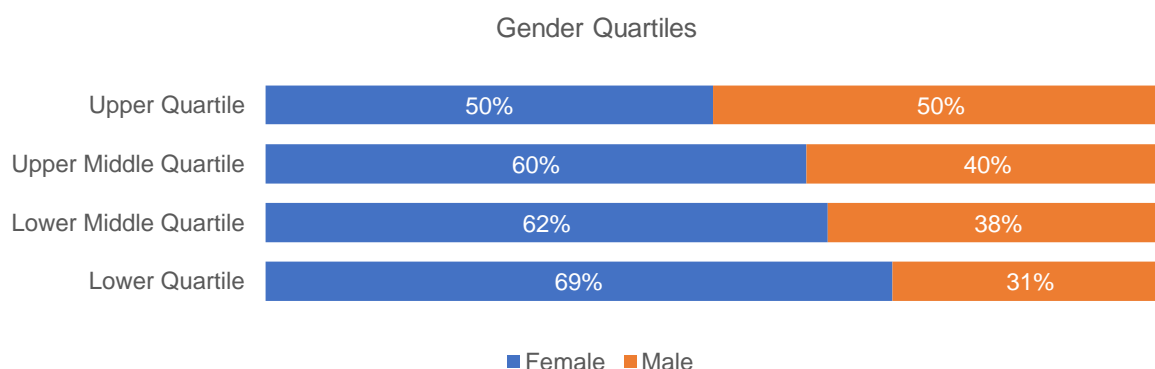
Our gender pay gaps compare favourably to the sector wide pay gaps. Women make up the majority of our workforce (60%), with senior staff at 51% female and 49% male. However, senior staff have a higher percentage of men in the population compared to lower graded roles. The disproportionate representation of female staff in the lower grades decreases the average hourly rate for this group.



The gender pay gap is more significant for professional services staff than for academic and research staff. This is especially pronounced at the senior staff grade. Professional services roles have a wider range of grades, and a greater imbalance in gender distribution across those grades, in particular with more female professional staff employed in lower grades.

		All	Senior Staff	+/-
Academic	Mean	2.5%	-1.3%	-3.8%
	Median	0.0%	-0.1%	-0.1%
Professional Services	Mean	10.2%	15.0%	4.8%
	Median	2.7%	11.5%	8.8%

The following table illustrates the gender distribution across the University in four equally sized pay quartiles.



From 2020 to 2021, the proportion of top quartile earners that are women has decreased from 51% to 50%

Bonus Pay

	% of men	% of women
Bonus Recipients	2.3%	2.9%

During the 12 months to 31st March 2021, 105 employees received a bonus (2.7% of all pay gap relevant staff).

	Mean	Median
Bonus pay gap	10%	0.0%

Of the 105 bonuses paid, only 3 were for amounts over £1,000.

Disability Pay

	Mean	Median
Hourly pay gap	7.4%	8.0%

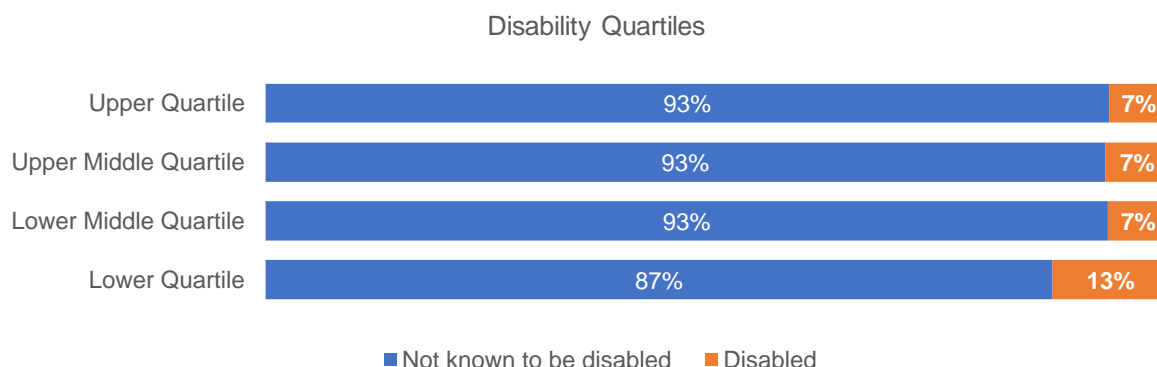
8.3% of all staff in the March 2021 data had a declared disability. This is up from 7.2% in March 2020.

The mean disability pay gap among academic and research staff is 3.5% and there is no median pay gap. The mean disability pay gap for professional services staff is 3.1% and the median is 10.4%.

Our median disability pay gap has decreased from 15.2% to 8%. Our mean disability pay gap has decreased from 8.1% to 7.4%. ONS reports the median disability pay gap nationwide to be 12.2% and in London to be 15.3%.

As with the academic population overall, the Academic mean gap is low and stable – 2.3% in March 2021, and there is no Median pay gap.

Professional services has a mean gap of 3.1% in March 2021 (down from 6.1% in March 2020) and a Median gap of 10.4% across all three time periods.



Representation of disabled staff in the population is reasonably even through the quartiles, with the pay gaps narrowing over time as the number of staff declaring disabilities increases.

Ethnicity Pay

	Mean	Median
Hourly pay gap	18.7%	12.9%

Our median ethnicity pay gap has decreased from 33.5% to 12.9%. Our mean ethnicity pay gap has decreased from 22.5% to 18.7%. UCEA reports the median ethnicity pay gap for London HEIs to be 15.9%, and the mean to be 11%.

The mean ethnicity pay gap among academic and research staff is 7.1% and the median is 2.1%, compared with a mean of 8.6% and a median of 10.4% among professional services staff.

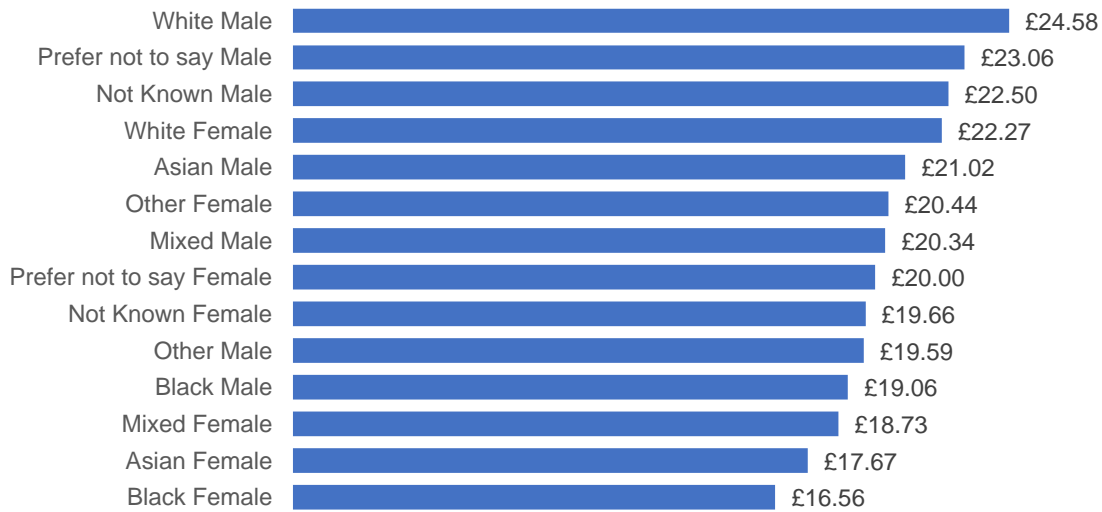
This year we have broken the ethnicity data down into 7 groups – Asian, Black, Mixed, White, Other, Not Known and Prefer Not to Say. This is a development from last year where we just reported White vs BAME staff.

Using this grouping to provide a direct comparison to previous years we have improved in both Mean and Median gaps.

The Mean gap improved to 18.7% in March 2021
The Median gap improved to 12.9% in March 2021

The chart below shows the broad categories BAME & White broken down further to show the ethnic categories represented at the Kingston.

Mean Hourly Rate



The mean hourly rate shows significant variation across ethnic groups with Black staff having the lowest mean hourly rate - £5.68 lower than White staff. In the sector, ethnic minorities earn less than their White counterparts and there are significant differences between broad ethnic minority categories with Black staff systematically earning less than all other groups.

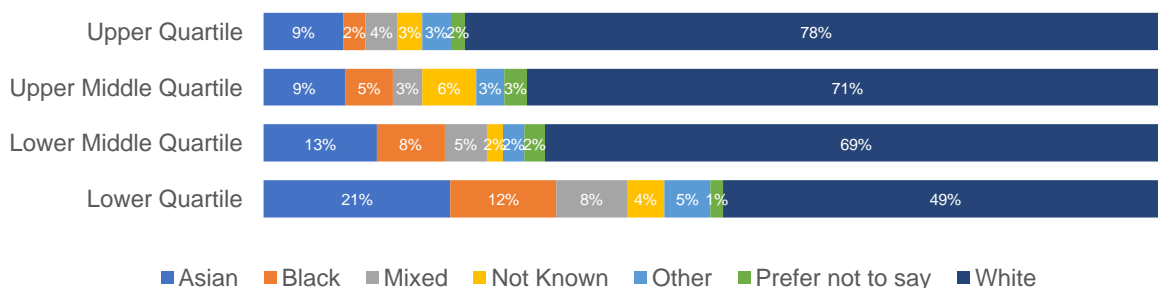
Overall, Black staff experience the most significant pay gap. Asian staff had a pay gap of 17.6% in March 2021, Mixed race staff had a gap of 7.2% in March 2021.

For academic staff the mean gaps are lower than overall – the black academic mean gap is 11.3% in March 2021, and for Asian staff the March 2021 gap is 7%. However, the Black, Asian and Mixed pay gaps increased (albeit slightly) from March 2020 to March 2021.

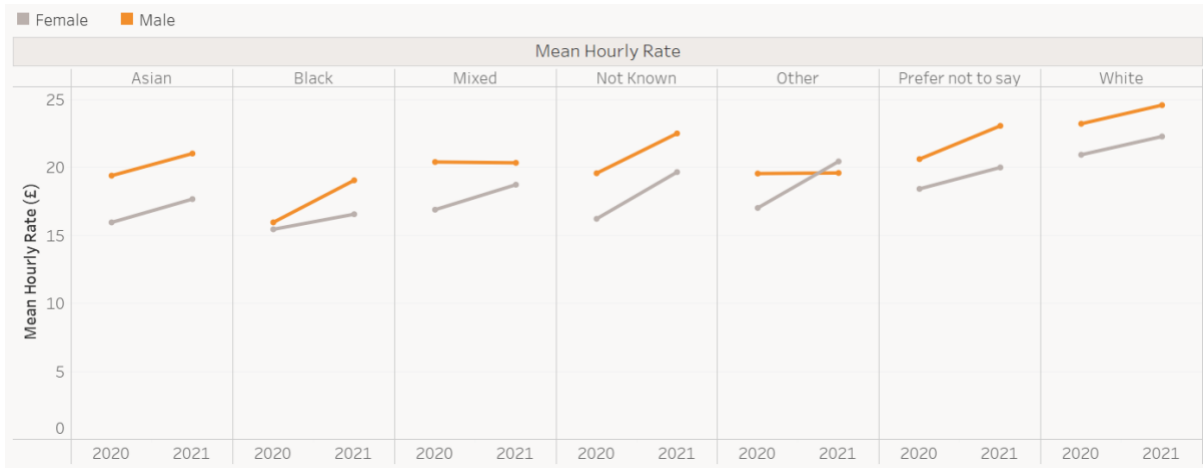
The median academic gap is zero, or very close to zero for all groups, except for Black staff, where it has actually increased over time.

The chart below shows White staff make up less than 50% of the lower quartile of employees, but 78% of the upper quartile. Asian representation in the population drops from 21% at the lower quartile, to only 9% in each of the top two quartiles. Black representation is 13% in the lower quartile, but only 3% in the upper quartile.

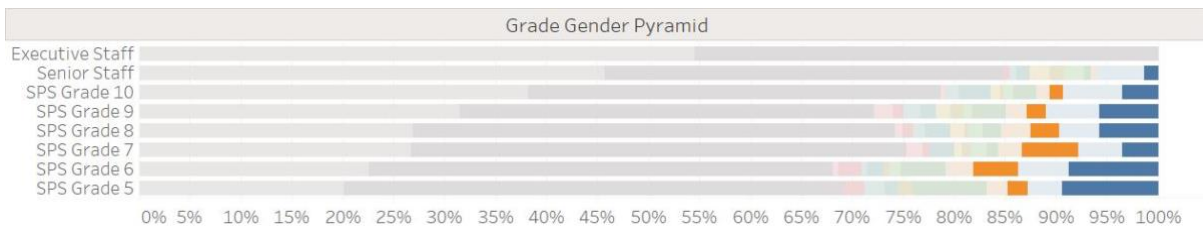
Ethnicity Quartiles



The intersectional view of the data below shows that female staff of all ethnicities have a lower mean hourly rate than their male counterparts and that this effect is more pronounced within ethnic groups.

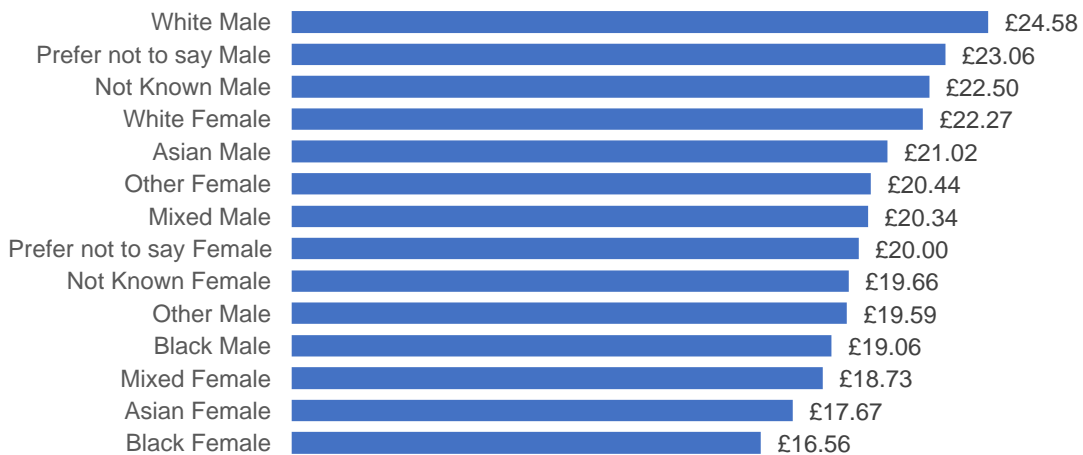


The table below highlights the percentage of Black Female (Orange) and Asian Female (Blue) salaried staff represented at different grades. Representation of these two groups decreases as seniority increases, contributing to their lower mean hourly rate overall.

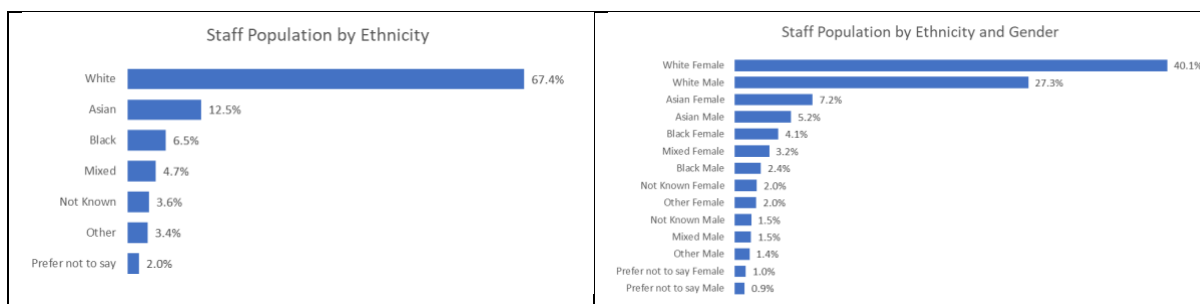


The three lowest paid ethnicity / gender intersectional groups are female, and the three highest are male. 5 of the 7 lowest paid groups are female. There is an £8.02 difference between the mean hourly rate for White Males and Black Females.

Mean Hourly Rate



The tables below show the staff populations included in the March 2021 pay gap by Ethnicity, and Ethnicity / Gender.



There is a continuing underrepresentation of BAME female staff - a greater proportion of BAME female and male staff in lower salary grades, a higher representation of this group on hourly paid contracts, and an underrepresentation in senior and leadership roles including SLT.

How has Kingston University addressed the gaps?

Changes in pay gaps can be surprisingly volatile year on year and are driven by the different proportions of staff employed at different levels in the University.

Contract population changes between the March 2020 and March 2021 reports are likely to have contributed. March 2021 data includes 21 fewer HPLs, and 190 fewer temporary timesheet workers and 32 more salaried staff than March 2020. Staff leaving and joining, particularly at senior levels, can have a significant impact.

An increase in staff recording self-reported characteristics such as ethnicity and disability has also had a positive influence. There has been further development of our data insight tool which allows us to undertake detailed analysis on the intersection between ethnicity and gender pay.

We have also been working on publicising data and sharing equalities impact analyses which helps broaden understanding of where inequality can arise which can impact on behaviours and decision making in subtle ways.

A recruitment working group has been set up to help strengthen our recruitment practices and promotion processes which has resulted in having a more even distribution of representation across all levels in the workplace to improve representation of under-represented groups, at application and offer stage which has helped to narrow pay gaps.

Although there has been progress on closing the gaps, there is still more that can be done to address inequalities across the organisation.

How is Kingston University continuing to improve?

- The University is continuing to embed its work in line with the EDI Action plans. Members of the Senior Leadership Team are acting as sponsors for different protected characteristics and working with staff networks to strengthen our EDI offer and communications.
- The University is continuing its progress with both the [Athena SWAN](#) charter mark and the [Race Equality Charter Mark Action Plan](#) (REC). Within Athena SWAN, the Self-Assessment Teams (SAT) have been embedded into the governance structure and are continuing to work together to progress with upcoming charter mark submissions. REC is working towards its re-accreditation in 2022 and our wider Public Sector Equality Duty goals and actions.
- We are continuing to develop and promote staff development schemes that include and support a diverse group of staff. Programmes include the KU Mentoring Scheme, Aurora Programme and Diversifying Leadership. We are also continuing to review the senior academic promotion processes and the 'Inclusive Leadership' programme as well as supporting Professional Services staff develop their careers.
- We continue to monitor the equalities impact of decisions made surrounding senior pay, promotions and progressions to further our commitment to transparency and accountability.