

Kingston University Equalities Pay Gap Report

for 31 March 2022

Introduction

At Kingston University we are committed to inclusivity and ensuring equality of opportunity to enable all our staff and students to flourish in an inclusive environment. 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:

1. Mean hourly pay gap
2. Median hourly pay gap
3. Quartile pay band proportions
4. Bonus proportions
5. Mean bonus gap
6. Median bonus gap

The FAQs at the end of this document detail the methodology and how the pay gap has been calculated. 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 or disability pay gap reporting.

In March 2021 Kingston University published a gender, ethnicity and disability pay gap report for the first time (for the snapshot date of 31 March 2020). In March 2022 (census date of 31 March 2021) Kingston conducted further analysis to report pay gaps by individual ethnicity groups, as well as for Black Asian & Minority Ethnic (BAME*) staff. For 2022 Kingston has adopted the same approach. The data used in this report comes from a snapshot of employee data taken on the snapshot date of 31st March 2022 and includes figures from 2019 - 2021 for comparison.

Although there have been mixed results with our pay gaps, we have seen several years of consistent narrowing. However, there is more that can be done to ensure that we continue to close the gaps and achieve equality for staff.

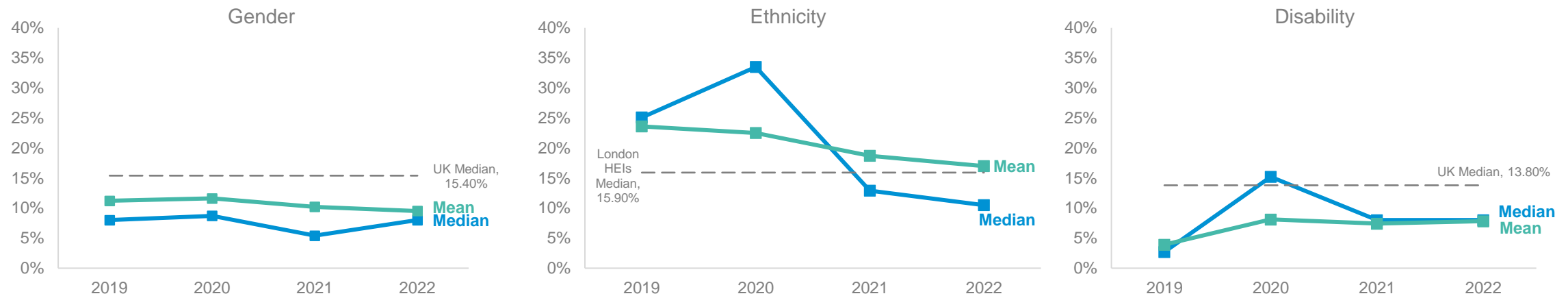
Our bonus pay gap data shows a mean bonus gap of 16% and a median bonus gap of 20%. 68 eligible employees received a bonus – 44 female and 24 male. Overall 1.9% of all Female Relevant staff received a bonus compared to 1.5% of Male Relevant staff. Of the total bonus payments 65% were paid to women.

You can view our published Gender Pay Gap results on the Government's Gender Pay Gap service website [here](#).

Equalities Pay Gap Summary – as of 31st March 2022

This is a summary of the Equalities Pay Gap Report which was shared with our Senior Leadership Team and Board of Governors. We continue to go beyond our legal reporting obligations by including pay gap data on ethnicity and disability as well as gender.

Our pay gap report demonstrates the progress we have made in achieving our EDI objectives and is evidence of our values in action. Our pay gaps are sector leading and are significantly below the national average. We are one of only 35 universities to hold a Race Equality Charter mark. We have schools or departments in every faculty that hold an Athena Swan bronze award, and one school with an Athena Swan silver award. We are in the process of renewing our institutional Athena Swan bronze award and we continue to strive to create a diverse and inclusive community.



Key Highlights:

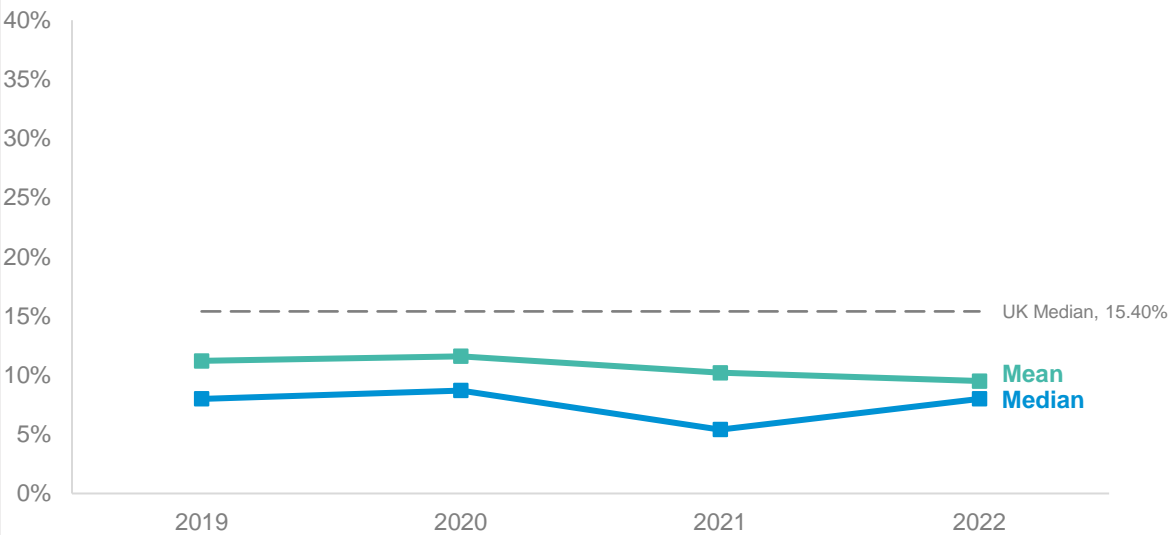
1. Our pay gaps are between 33% and 48% lower than relevant national and sector median benchmarks which demonstrates our impact and success across all three characteristics
2. 60% of our total workforce are women (compared to 55% in the sector as a whole), 48% of Senior Staff are women and 73% of grades 1–5 are women
3. Pay gaps for academics are less than 3% across all three characteristics and our professional services are no more than 3% for grades 1-5 across all three characteristics
4. We have this year started to review Intersectional data which is providing us with more detailed and specific insights
5. The quality and completeness of our EDI data continues to improve year on year increasing to at least 90% completion rate across all three characteristics compared to 80% last year

Priority Next Steps:

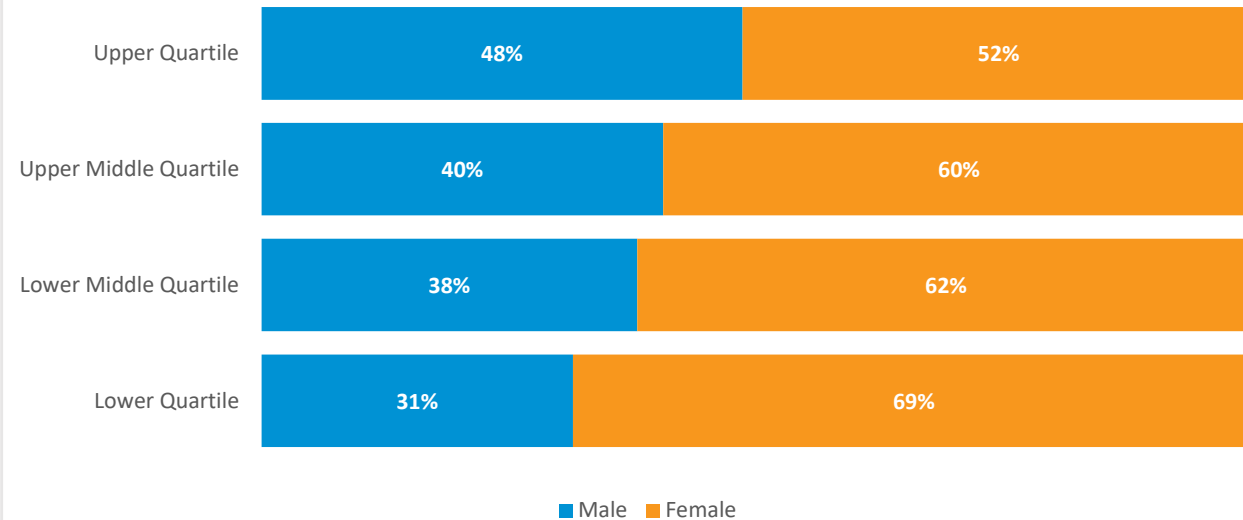
1. Provide improved recruitment and selection guidance including job evaluations across the recruitment cycle with particular focus on gender, disability and ethnicity perspectives
2. Embed our values within HR policies and in the redesign of the appraisal framework, where clear expectations and behaviours are set and measured with guidance for line managers
3. Implement regular equal pay audits to identify and address unintended salary anomalies across the university including undertaking EIAs for annual pay round
4. Complete greater in-depth analysis of data sets across characteristics to identify more nuanced ways of addressing the causes of our pay gaps
5. Local action planning that will further help to address specific Faculty and Directorates underrepresentation

Gender – as of 31st March 2022

Gender Pay Gaps Over Time



Quartiles



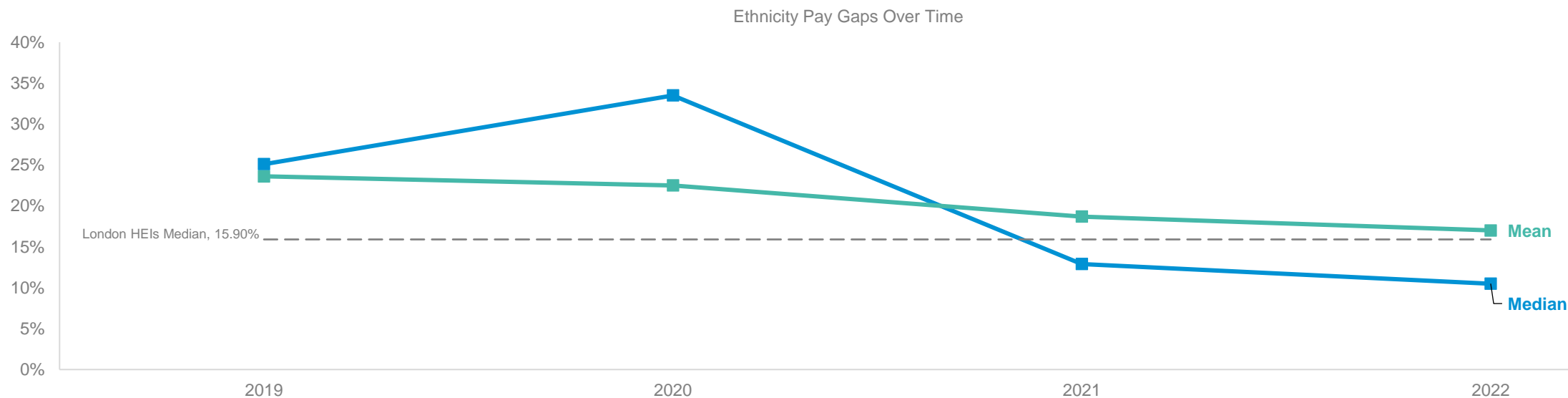
Insights:

- The mean pay gap has positively reduced to 9.5% from 10.2%, while our median pay gap has increased from 5.4% to 8.0%
- The median pay gap compares favourably to the sector wide median benchmark (16.2%) and the UK median of 15.4%
- The mean pay gap is no more than 3% for any grade. At G7 and G8 the mean female salary is higher
- The median gender pay gap for academic and research staff remains zero
- 60% of our workforce is female and hold more part time roles
- 73% of grades 1–5 are women; this gap is widening slowly over time
- The 2022 data includes more new female staff, 70% of whom were employed at salaries lower than the previous year median value
- Female representation has increased at Senior Grades to 48%
- Professional services staff pay gaps remain higher at 9.9% although decreasing in trend
- The collection of data on sex is 100%

Response:

- Implement a robust job evaluation process to ensure consistency and pay parity
- Develop an equal pay audit process to identify unintended salary anomalies
- Introduce Faculty and Directorate equalities pay gap reports to develop local action plans
- Develop greater understanding for managers to interpret our pay policies
- Continue system enhancements to Unified to provide better data insights
- Submit our next Athena SWAN Charter Marks action plan for external accreditation

Ethnicity – as of 31st March 2022



Insights:

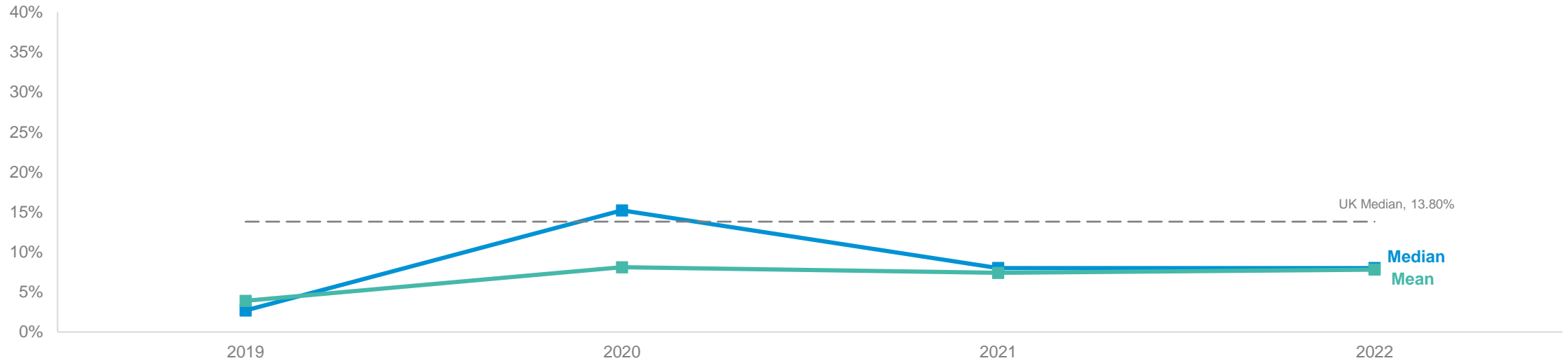
- Our mean and median pay gaps have positively reduced from 12.9% to 10.5% (median) and 18.7% to 17% (mean) last year
- The mean and median pay gaps compare favourably to the UCEA benchmarks of 11% (mean) and 15.9% (median)
- The data indicates our BAME staffing numbers continue to increase across grades each year
- Asian representation is 21% at the lower quartile, but only 10% in the top two quartiles
- Black representation is 10% in the lower quartile, but only 2% in the upper quartile
- White staff (71% of total) make up 52% of the lower quartile but 78% of the upper quartile
- Collection of ethnicity data is 97.4%, an increase from last year
- The mean hourly rate shows significant variation across ethnic groups with Black staff earning a mean hourly rate £4.88 lower than White staff
- Asian staff continue to earn a rate of £19.45 per hour on average compared to White staff at £23.49 and £18.61 for Black staff

Response:

- Conduct equal pay audits on ethnicity with consideration of intersections with gender
- Conduct further analysis on our four lowest paid ethnicity / gender intersectional groups
- Work with the BAME staff network and Local EDI committees to further reduce pay gaps
- Submit our next Race Equality Chartermark (REC) action plan for external accreditation
- Improve our systems and processes and data analysis including modelling examples

Disability – as of 31st March 2022

Disability Pay Gaps Over Time



Insights:

- Our median disability pay gap has remained the same at 8.0% which compares favourably to the HEI sector average of 8.4%
- Our mean disability pay gap has marginally increased from 7.4% to 7.8% but remains lower than the HEI sector average of 9.5%
- ONS reports the median disability pay gap in the UK to be 13.8% and in London to be 17%
- 10% of our salaried staff are known to have a disability (an increase from 8.4% last year) and 90% do not have a known disability
- Establishing a Disability Task Force to address accessibility and participation matters has increased recording of disabilities from our staff
- 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
- Advance HE report that for academic staff, the widest median disability pay gap was among managers, directors and senior officials (8.5%)

Response:

- Continue to work with the Disability taskforce and working groups to enhance our policies with our external partner The Business Disability Forum
- Proactively drive campaigns and raise awareness to see an increase in the recording of neurodiverse conditions and learning difficulties
- Work with local EDI committees to design and deliver local interventions to increase participation and access for staff with disabilities
- Create disability awareness events and add to our EDI Campaigns group work
- Review with our external occupational health provider what additional data is available and provide a better support provision

FAQs

What is a pay gap report?

A pay gap report outlines the mean and median pay gaps for different groups of employees. The government requires organisations to report on the Gender pay gaps and some organisation opt to report on other protected characteristic such as ethnicity and disability. This data is gathered from Unified at a specific date known as the 'snapshot date'. Pay gap data is based on a snapshot as at 31 March for the year before. For all pay gap data sets that we publish we include the mean, median and demographics of our staff.

Gender Pay Gap identifies and acknowledges the percentage difference in the average hourly earnings for women and men. This is done by working out the median average, which shows the pay that half of people earn more than, and half earn less than.

Ethnicity Pay Gap shows the difference in the average hourly rate of pay between Black, Asian and Minority Ethnic (BAME) and white (or non-BAME) employees in an organisation, expressed as a percentage.

Disability Pay Gap works out the average hourly rate of pay between disabled colleagues and non-disabled colleagues. This calculation is done in the very same way as your gender reporting

Bonus pay Gap works out the mean and median bonus pay gaps for gender are calculated in the same way as the main pay gap but compares only the bonus pay paid to male and female relevant employees during the 12 months prior to the snapshot date, expressed as a percentage of the bonus pay paid to male relevant employees. The bonus payment percentages reflect the distribution of bonus payments made to men and women in the period 1 April 2021-31 March 2022.

What is the Methodology?

The proposed equal pay review for protected characteristics mirrors key elements of the statutory approach set out in the Gender Pay Gap Information Regulations 2017 and applies them to race, gender and disability. The approach is compliant with the JNCHES guidance – Equal Pay Reviews: Guidance for Higher Education Institutions January 2018, as set out by the Universities and Colleges Employers Association (UCEA).

What is a pay gap?

Not to be confused with the issue of equal pay, the gender and ethnicity pay gaps show the difference in the average hourly rate of pay between women and men and ethnic minority and non-ethnic minority employees. It is expressed as a percentage of the average hourly rate of pay of ethnic minority staff and non-ethnic minority staff

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 female

Median: Sorting all hourly rates for men from high to low, taking the middle salary and comparing to the same calculation for female. 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 female regardless of their role or seniority (grade).

What is the difference between mean and median?

The median pay gap is the difference between the midpoints in the ranges of hourly earnings It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. We believe this is a more representative measure of the pay gap at the University because it is not affected by outliers – a few individuals at the top or bottom of the range.

What is the difference between an equal pay issue and a pay gap?

A pay gap is different from equal pay. Equal pay is the right for individuals to be paid the same for the same/equivalent work or work of equal value. Equal pay reviews are used to establish whether there are significant pay differences for people doing 'equal work'. A pay gap is not necessarily an indication of an equal pay issue as it explores pay regardless of grade.

How we measure?

We take an intersectional approach, i.e., where data intersects two demographic groups, for example gender/ethnicity. This will assist us in identifying the extent of the underlying issue(s) across the University and, in turn, develop the steps we need to take to address these.

When do we publish?

Legally we are required to report our gender pay gap data within one year of the snapshot date (31 March). In practice this means that like most organisations we publish our pay gap data in March based on salaries from the previous year. E.g. Details published for 31st March 2023 will be data collected on 31st March 2022. However, if we chose to, we could publish details before 31st March.

Who is included in the report?

All University staff including salaried staff, HPLs and timesheet staff who have been paid on the snapshot date. Those excluded from the calculations are individuals who are nil pay because they are on 'leave' e.g., those on maternity leave, and long-term sick leave. Staff who have been on strike during the relevant pay period are counted as 'full pay relevant employees' even though their calculated hourly pay will be less than their normal pay.

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 |
| LGBTQ+ | Lesbian, gay, bisexual, transgender, and queer (or questioning) and others |
| PS | Professional Services |
| PSED | Public Sector Equality Duty |
| REC | Race Equality Charter |
| SLG | Senior Leadership Group |
| SLT | Senior Leadership Team |