Kingston University
Equalities Pay Gap Report

Data as at 31 March 2023

At Kingston University we are committed to inclusivity and ensuring equality of opportunity to enable all our staff and students to thrive.

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

Kingston University have gone beyond the legal requirement and used this methodology for the purposes of assessing any potential pay gap for other protected characteristics. In March 2021 we published a gender, ethnicity and disclosed disability pay gap report for the first time, and in March 2022 we conducted further analysis to report pay gaps by individual ethnicity groups, as well as a collective analysis of Black Asian & Minority Ethnic (BAME*) staff. Our approach for 2023 reflects previous years and in addition we have started to analyse data relating to sexual orientation which we intend to report on in the future.

Kingston University is demonstrating our commitment to Equality, Diversity and Inclusion (EDI) by continually enhancing our reporting and transparency. In undertaking this analysis and publishing the data, we are able to engage our staff and provide greater insights into their experiences, working together to create an inclusive environment where everyone flourishes. This is aligned to the Town House Strategy and our People Plan. Inclusivity is one of our four University values, that both enables and embraces imagination, innovation and individuality.

The data used in this report comes from a snapshot of employee data taken on 31st March 2023 and includes data from 2019 onwards for comparison.

We have seen several years of consistent narrowing of our pay gaps. There is more that can be done to ensure that we continue to close the gaps (across all characteristics) and achieve equality for our staff. The Insights and Response segments of the following pages set out this detail.

Our bonus pay gap data shows a mean bonus gap of -8.7% and a median bonus gap of 33.3%. This means female staff on average receive a higher bonus amount than male staff, but the mid-point of bonus values is higher for male staff. 36 eligible employees received a bonus – 21 female and 15 male. Overall 0.9% of all Female staff received a bonus compared to 1.0% of Male staff. Of the total bonus payments 58.3% were paid to women.

*Black, Asian and other ethnically diverse staff are not a discrete, homogeneous group however historically we have combined them for the purposes of reporting due to size and data limitations – we include that grouping here to enable direct comparisons to previous pay gaps, although we are now able to report at the level of individual ethnicity groups as well.

Equalities Pay Gap Summary – as at 31 March 2023

Our commitment to addressing gender, ethnicity and disability pay gaps is at the heart of our values and we continue to go beyond our legal reporting obligations by including pay gap data on ethnicity and declared disability as well as gender.

Our pay gap report demonstrates the progress we are making as part of our EDI journey, alongside our annual publishing of our Public Sector Equality Duty (PSED) report. We are one of only 35 universities to hold the Race Equality Charter (REC), we have a commitment to Athena Swan having renewed our institutional Athena Swan Bronze award this year, and we continue to strive to create a diverse and inclusive community through our commitments as a Disability Confident employer.
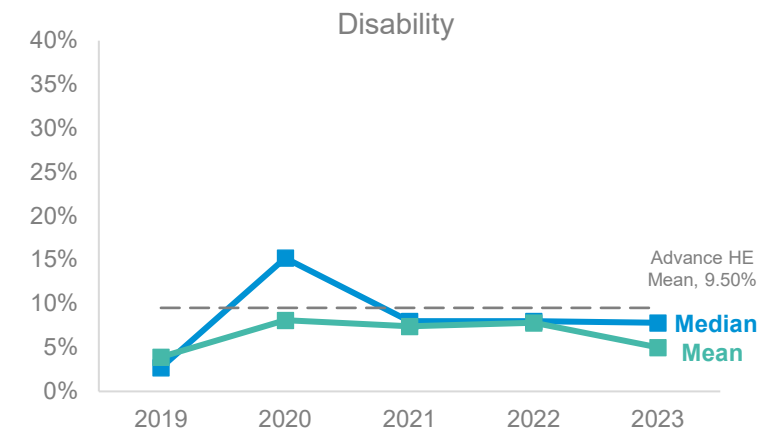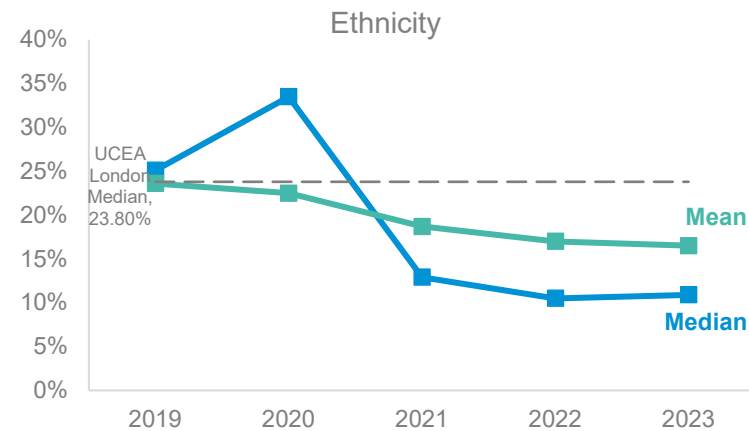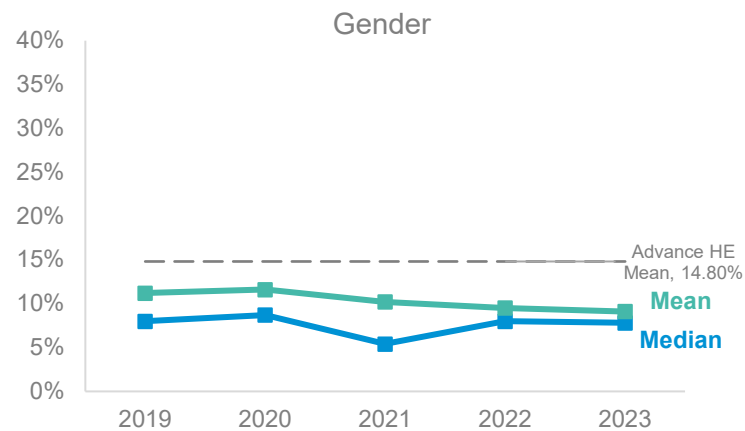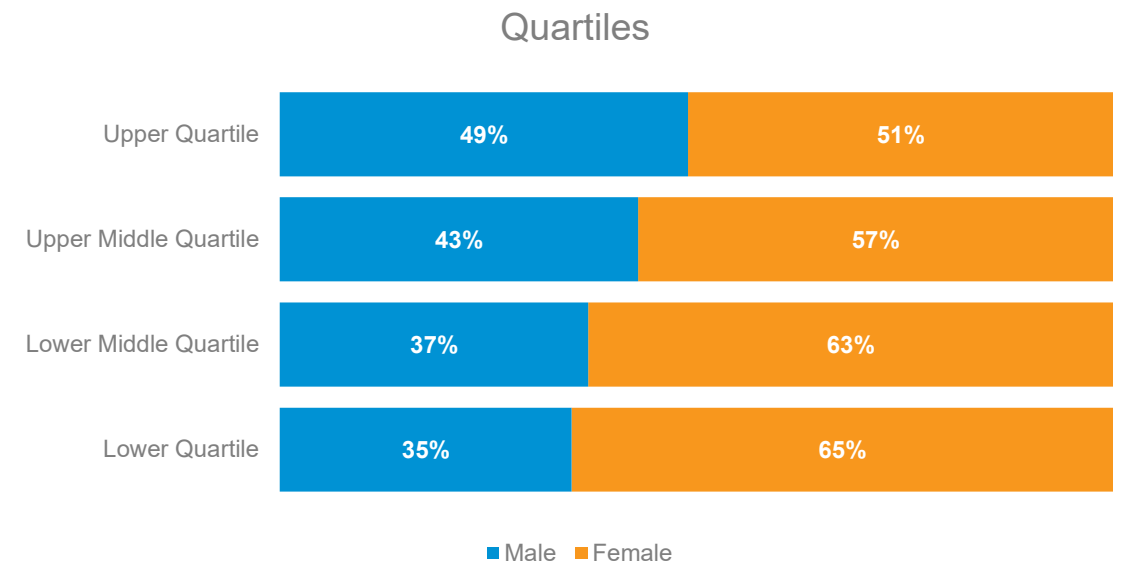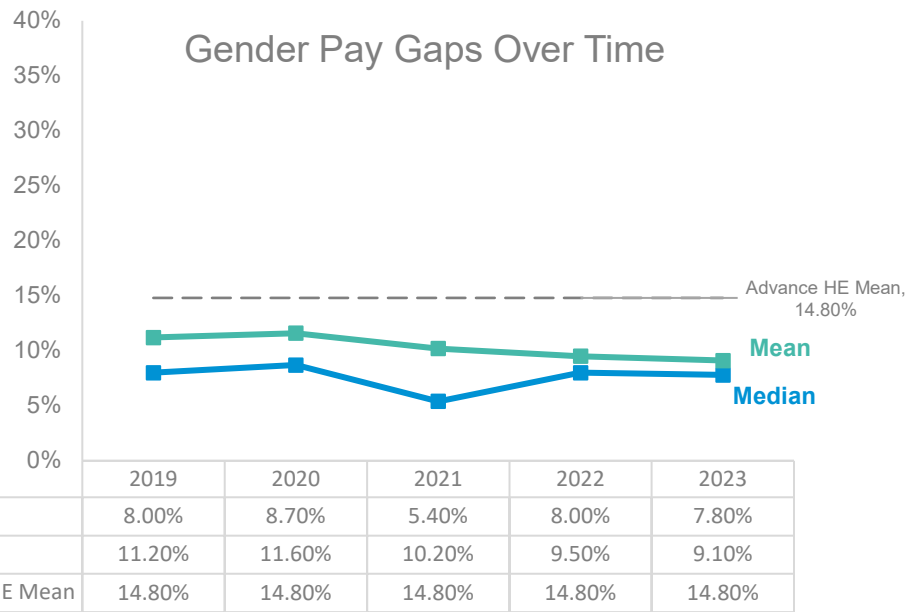

Key Highlights:
1. The mean pay gap for gender, ethnicity and declared disability have reduced in 2023
2. Our pay gaps are between 0.6 and 12.9 percentage points lower than relevant national and sector median benchmarks demonstrating our impact and success across each characteristic
3. 57% of our total workforce are women, 45% of senior leadership staff are women and 68% of grades 1–5 are women
4. Both the mean and median gender pay gap have marginally improved since last year
5. Ethnicity pay gap remains stable since the previous year and is significantly lower than the comparator benchmark
6. Our disability and gender pay gaps for academics remain at less than 3%

Priority Next Steps:
1. Launch our values framework with defined expectations for all staff and embed values within key HR policies such as appraisals, recruitment and learning and development
2. Continue to undertake Equality Impact Assessments for annual pay cycle activity
3. Improve our attraction and selection of underrepresented groups and revise our recruitment and selection guidance to include inclusive best practice standards
4. Introduce a new recruitment and selection training course including EDI awareness
5. Include Unconscious Bias training as part of compliance training for all staff
6. Introduce a revised inclusive language guide which includes up to date language and terms
7. Conduct local workforce planning that will further help to address specific Faculty and Directorates underrepresentation

Gender

Gender Pay Gaps Over Time

	2019	2020	2021	2022	2023
Median	8.00%	8.70%	5.40%	8.00%	7.80%
Mean	11.20%	11.60%	10.20%	9.50%	9.10%
Advance HE Mean	14.80%	14.80%	14.80%	14.80%	14.80%

Advance HE Mean, 14.80%

Quartiles

|	Male	Female
Upper Quartile	49%	51%
Upper Middle Quartile	43%	57%
Lower Middle Quartile	37%	63%
Lower Quartile	35%	65%

■ Male ■ Female

Insights:

- The mean pay gap has positively reduced to 9.1% from 9.5% in 2022 and our median pay gap has reduced to 7.8% from 8.0%
- The pay gap compares favourably to the sector wide mean benchmark (14.8%) and the UK median of (8.5%)
- The median gender pay gap for academic and research staff remains zero
- The relative over representation of males in the senior grades and under representation in the lower grades is a key factor
- Female representation continues to increase at senior grades and is now 45% in 2023
- 57% of our workforce is female and hold more part time roles. 68% of grades 1–5 are female
- The mean pay gap is no more than 3% for grades 1-9. At G6 and G7 the mean female salary is higher, so the pay gap is reversed
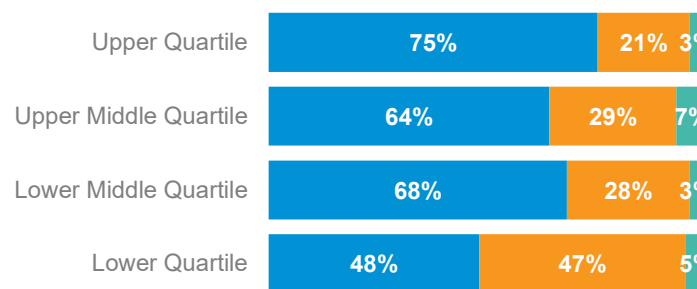- Our collection of data on sex is 100%

Response:

- Recruitment workstream to review and refresh our approach to using positive action and inclusive language in recruitment processes
- Address any gender biases and barriers to recruitment experienced by females (and those identifying as female) by removing gendered language and images in job adverts
- Work with Athena SWAN Self-Assessment team (SAT) and Race Equality Charter (REC) SAT to address both the gender and ethnicity pay gap through an intersectional lens
- Introduce Faculty and Directorate equalities pay gap reports to develop local action plans
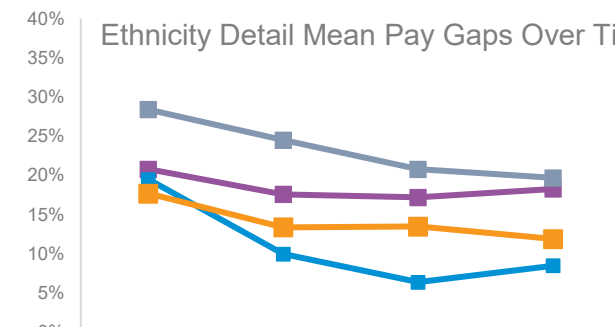
Ethnicity

Ethnicity Pay Gaps Over Time
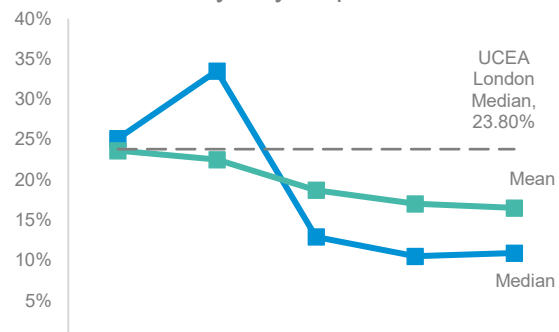
	2019	2020	2021	2022	2023
Median	25.10%	33.50%	12.90%	10.50%	10.90%
Mean	23.60%	22.50%	18.70%	17.00%	16.50%
UCEA London Median	23.80%	23.80%	23.80%	23.80%	23.80%

UCEA London Median, 23.80%

Quartiles

	White	BAME	Not Known
Upper Quartile	75%	21%	3%
Upper Middle Quartile	64%	29%	7%
Lower Middle Quartile	68%	28%	3%
Lower Quartile	48%	47%	5%

Ethnicity Detail Mean Pay Gaps Over Time

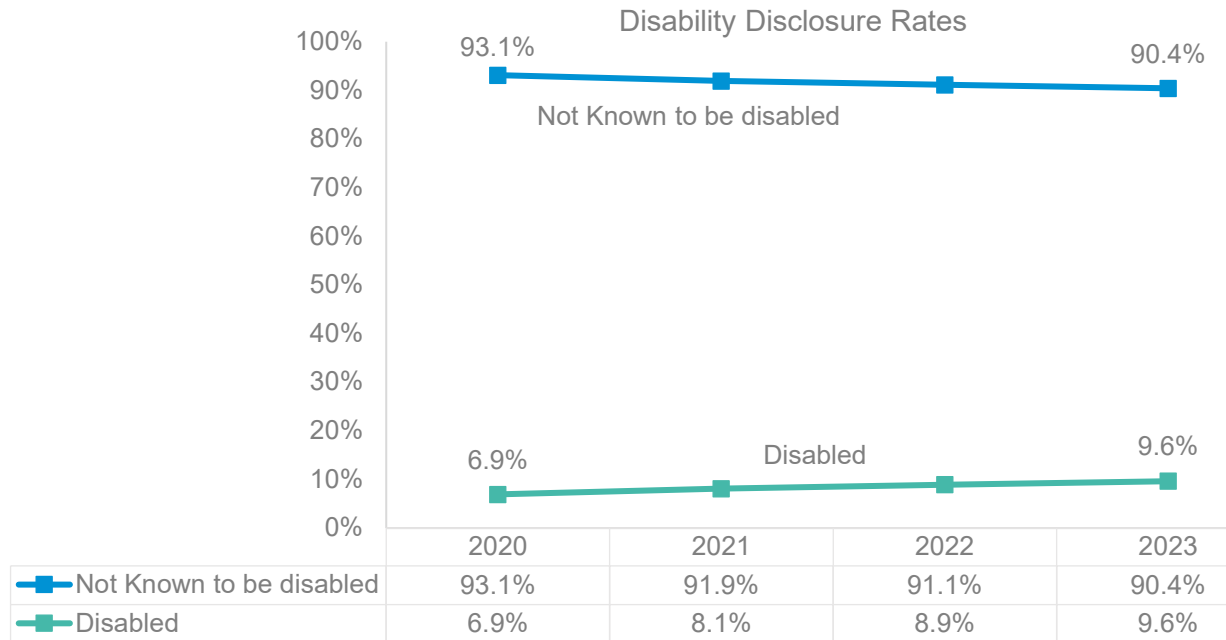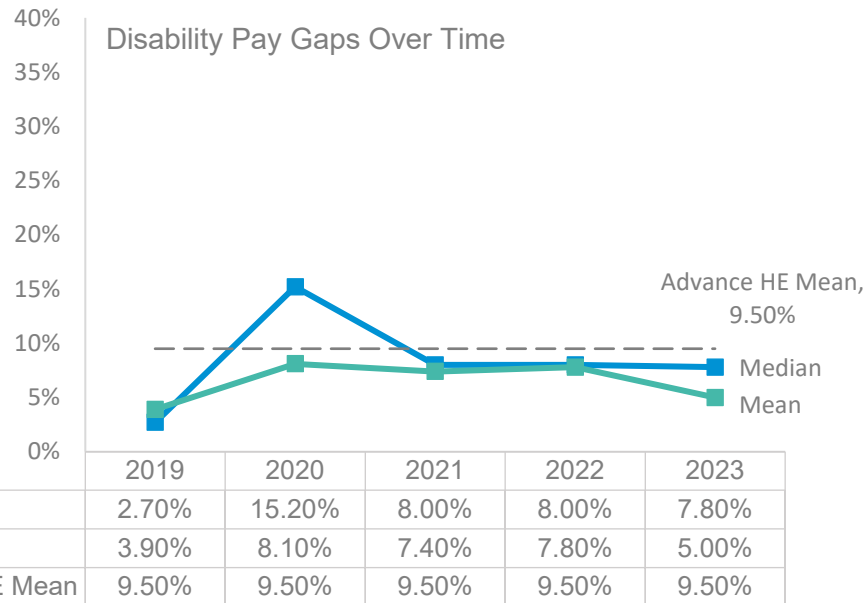|	2020	2021	2022	2023
Asian	20.8%	17.6%	17.2%	18.3%
Black	28.4%	24.5%	20.8%	19.7%
Mixed	19.5%	10.0%	6.4%	8.5%
Other	17.7%	13.4%	13.5%	11.9%

Insights:

- Our mean ethnicity pay gap continues to reduce incrementally year on year
- Our mean and median pay gaps have reduced since 2021 to 10.9% (median) and 16.5% (mean)
- Our mean and median pay gaps still compare favourably to the UCEA benchmarks of 11% (mean) and 15.9% (median)
- BAME staffing numbers increased from 24.6% in 2022 to 27.3% in 2023
- The percentage of BAME staff in the upper quartile increased from 19% in 2022 to 21% in 2023
- The mean hourly rate continues to show a significant variation across ethnic groups with black staff earning a mean hourly rate £4.87 lower than white staff
- Asian representation is 26% at the lower quartile, but only 11% in each of the top two quartiles
- Black representation is 10% in the lower quartile, but only 3% in the upper quartile
- Collection of ethnicity data remains at 97%, an increase from 2021 and consistent with 2022

Response:

- Conduct equal pay audits on ethnicity with considerations of intersections with gender
- Conduct analysis on our four lowest paid ethnicity/gender intersectional groups to develop appropriate actions
- Continue to work with the BAME staff network and EDI action groups to further highlight main contributing factors to ethnicity pay gaps
- Include an ethnicity pay gap action within the Race Equality Chartermark
- Showcase the contributions of BAME staff and students of as part of our celebrations during Black History Month

Disability

Disability Pay Gaps Over Time

	2019	2020	2021	2022	2023
Median	2.70%	15.20%	8.00%	8.00%	7.80%
Mean	3.90%	8.10%	7.40%	7.80%	5.00%
Advance HE Mean	9.50%	9.50%	9.50%	9.50%	9.50%

Advance HE Mean, 9.50%

Median
Mean

Disability Disclosure Rates

93.1% Not Known to be disabled 90.4%

6.9% Disabled 9.6%

	2020	2021	2022	2023
Not Known to be disabled	93.1%	91.9%	91.1%	90.4%
Disabled	6.9%	8.1%	8.9%	9.6%

Insights:

- Our median disability pay gap continues to improve 7.8% which compares favourably to the HEI sector average of 8.4%
- 251 of our staff have shared their disability status with us which is a 0.3pp increase from last year (239)
- 89.4% of staff have provided a response on their disability status (9.6% yes, 77.5% no, 2.3% prefer not to say). 10.6% of staff have not informed us of their status
- Our mean disability pay gap has significantly decreased from 7.8% to 5.0% and remains lower than the HEI sector average of 9.5%
- 11% of staff (69 employees) in the lower quartile are known to have a disability while 8% are known to have a disability in the upper quartile (52)

Response:

- Introduce Disability Champions model with representation from all Faculties and Directorates to capture the needs of staff with disabilities
- Action for the Disability Task Force to provide guidance for Line Managers on support measures for neurodiverse staff
- The Disability Task Force will work with staff networks and local EDI committees to design and deliver neurodiversity and disability awareness events
- Plan to drive improvements within our recruitment process for Disabled applicants, with a view to achieving Disability Confident Level 2 status

The FAQs 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.

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 Bond 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 2022-31 March 2023.

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 2024 will be data collected on 31st March 2023. 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.

Annexe 2: 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