

**Kingston  
University**  
London

**Our  
Values**

**Ambitious  
Inclusive  
Innovative  
Enterprising**

# Kingston University Equalities Pay Gap Report

Data as of 31 March 2025

# Introduction

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 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

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

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 2025 reflects previous years. The data used in this report comes from a snapshot of employee data taken on 31<sup>st</sup> March 2025 and includes data from 2021 onwards for comparison.

This year our disability pay gap has decreased. Our gender and ethnicity pay gaps are stable, remaining below external benchmarks. 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 gender pay gap data shows a mean bonus gap of 19.5% and a median bonus gap of 0%. 43 eligible employees received a bonus – 27 female and 16 male. Overall both 1.2% of all female staff and 1.2% of all male staff received a bonus. Of the total bonus payments 63% were paid to females.

In line with the government reporting methodology for pay gap, any staff paid in the snapshot month are included in our data. This means that a large number of hourly paid and temporary workers are in scope each year. When addressing our pay gaps it is important to consider the difference between salaried and hourly paid/temporary staff as these are two substantially different populations. Our pay gaps are generally much narrower for salaried staff.

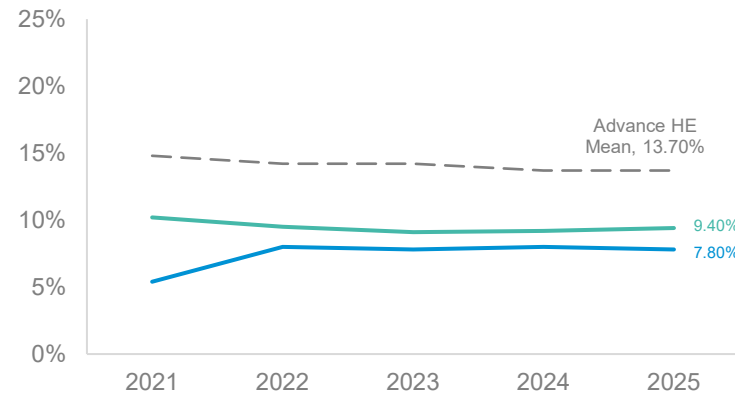
**\*Black, Asian and other ethnically diverse staff are not a discrete, homogeneous group however historically we have combined them for the purposes of reporting due to size and data limitations – we include that grouping here to enable direct comparisons to previous pay gaps, although we are now able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

# Equalities Pay Gap Summary – as of 31 March 2025

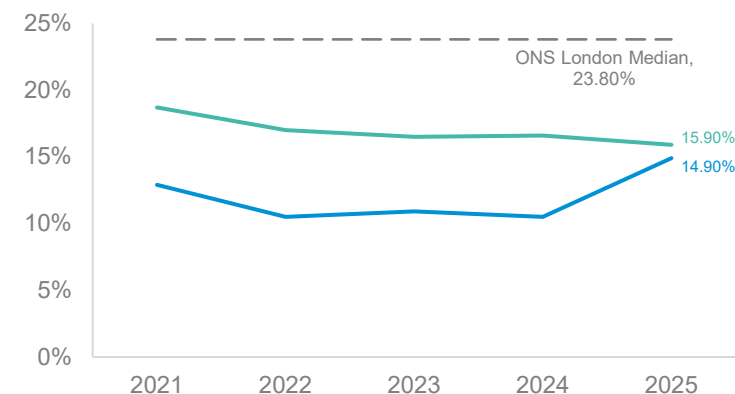
Our commitment to addressing gender, ethnicity and disability pay gaps is at the heart of our values and we continue to go beyond our legal reporting obligations by including pay gap data on ethnicity and declared disability as well as gender, recognising that reporting on declared disability and ethnicity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

Our pay gap report demonstrates the progress we are making, alongside our commitments in our Public Sector Equality Duty (PSED) annual report. We are one of only 67 universities holding a Race Equality Charter (REC) award, we have a commitment to Athena Swan having renewed our institutional Bronze award in 2023 and we continue to strive to create a diverse and inclusive community through our commitments as a Disability Confident employer.

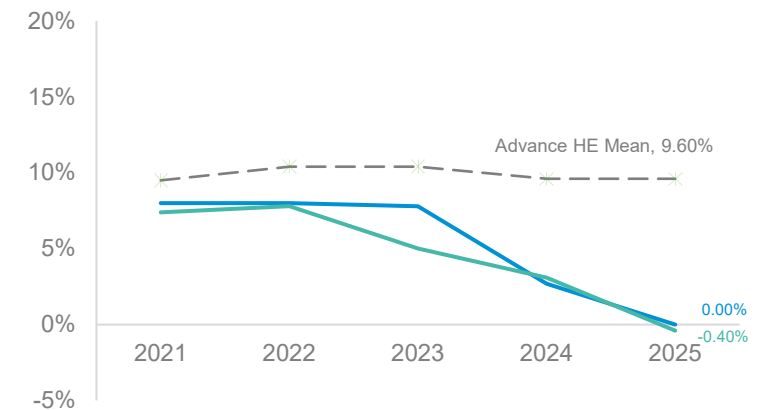
## Gender | Pay Gaps Mean | Median



## Ethnicity | Pay Gaps Mean | Median



## Disability | Pay Gaps Mean | Median



## Key Highlights:

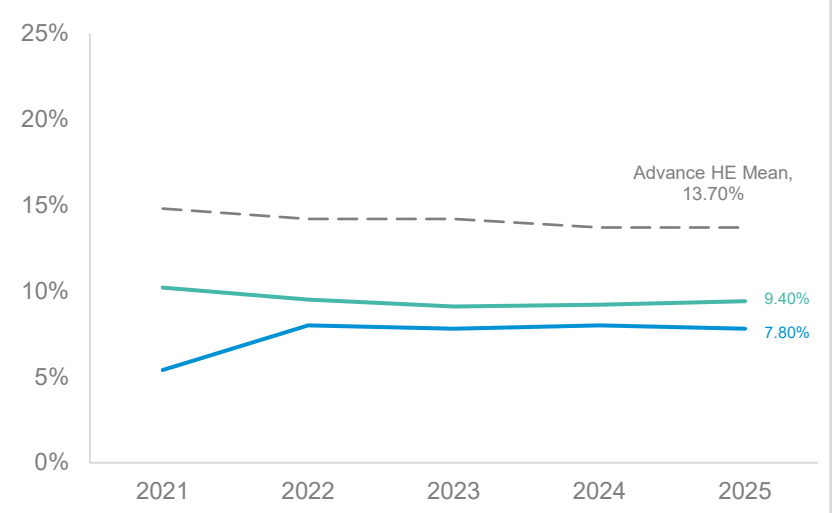
1. The mean and median pay gaps for declared disability have significantly reduced for a second successive year, with the mean disability pay gap now being negative
2. Our pay gaps are between 1.2 and 10.0 percentage points lower than relevant national and sector median benchmarks demonstrating our impact and success
3. The majority of our staff are female (58.3%). The percentage of females in senior roles remains 46% but females are overrepresented in lower grades compared to males
4. The median ethnicity pay gap has increased to 14.9% in 2025. The BAME population has grown mainly amongst casual staff including student workers. Having more of the BAME population in lower paid roles has caused the median BAME salary to decrease slightly from 2024

## Priority Next Steps:

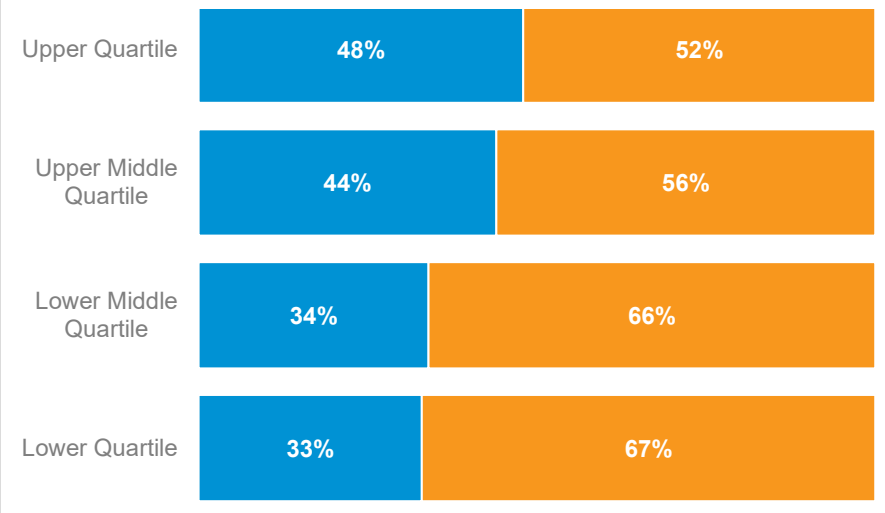
1. Continue to ensure our values and values framework are embedded into key policies, processes and structures to drive accountability for inclusion amongst all staff
2. Introduce new workforce planning model which includes EDI workforce and recruitment data to inform local action plans and address underrepresentation
3. Modify the mandatory Diversity in the Workplace e-learning module following feedback from staff
4. Review effectiveness of new disability guidance for prospective candidates and managers in improving representation and candidate experience

# Gender

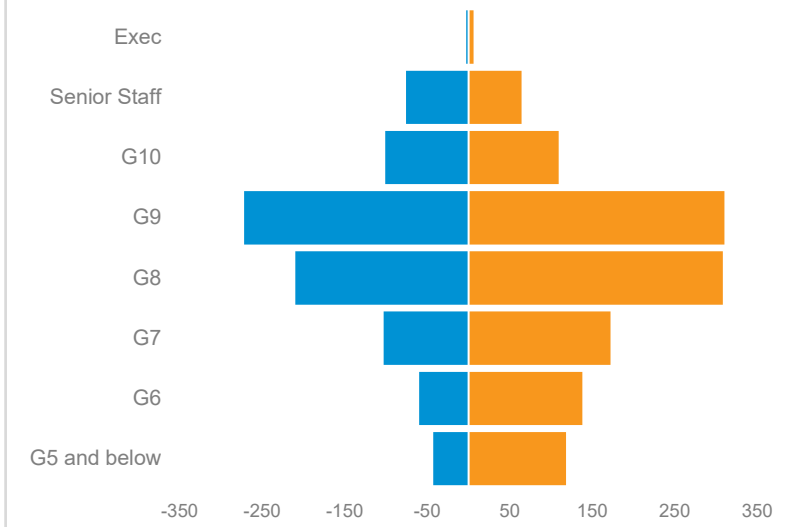
Gender | Pay Gaps  
Mean | Median



Gender | Pay Quartiles  
Male | Female



Gender | Grade Pyramid  
Male | Female



## Insights:

- Female representation at senior staff grade remains unchanged at 46% and compares favourably with the benchmark of 35.3%
- Mean (9.4%) and median (7.8%) pay gaps remain largely flat since 2022, but compares favourably to AdvanceHE benchmarks (13.7% and 9% respectively)
- The main driver for the pay gap remains the higher representation of females compared to males in our lower quartiles (66% lower middle and 67% lower quartile)
- The median gap for academic and research staff is zero, demonstrating equity in these areas

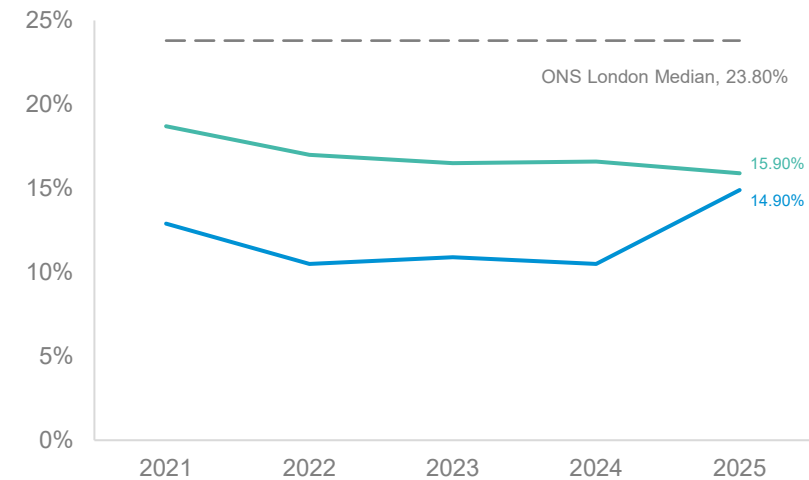
## Response:

- Conduct intersectional analysis of gender, ethnicity and grade to identify gaps and inform local workforce planning and action plans
- Ensure equal pay data is considered as part of recruitment planning activity to promote better understanding and informed decision-making
- Embed inclusive recruitment best practices into recruitment and selection processes to address under-representation across all grades
- Evaluate areas with increased male representation (grades 1-5) and disseminate effective practices for broader application

# Ethnicity

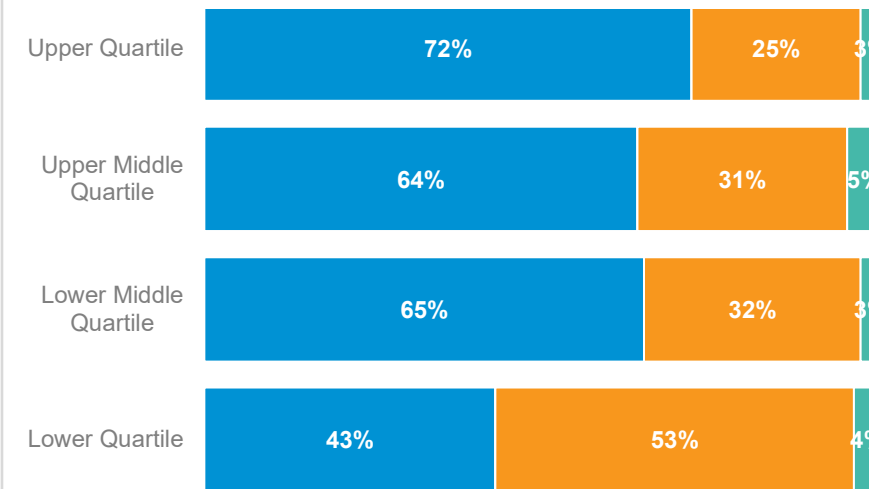
## Ethnicity | Pay Gaps

Mean | Median



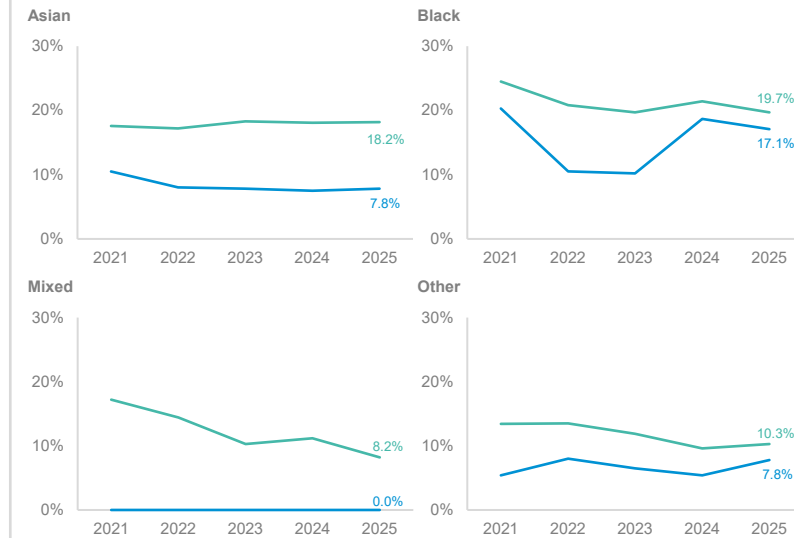
## Ethnicity | Pay Quartiles

White | BAME | Not Known



## Ethnicity Detail | Pay Gaps

Mean | Median



## Insights:

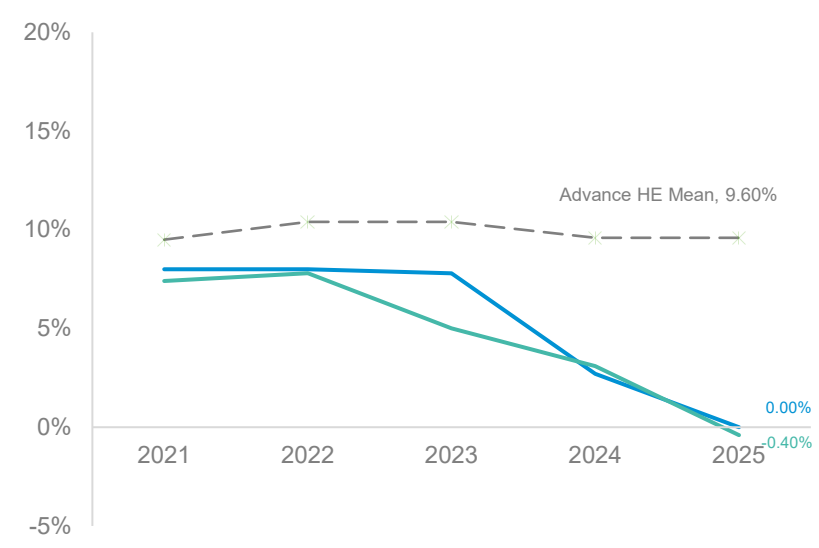
- BAME representation increased by 1.2% from 28.7% in 2024 to 29.9% in 2025, with increases in each pay quartile
- Our mean ethnicity pay gap (15.9%) decreased while our median ethnicity pay gap (14.9%) increased. Both remain below the ONS London median benchmark (23.8%)
- The increase in the median gap is due to growth in the BAME population at lower grades which lowered the median BAME salary (£21.24) compared to 2024 (£21.78)
- The Black median pay gap (17.1%) is above the UCEA benchmark (12%), while the Asian, Mixed and Other staff pay gaps remain below their benchmarks

## Response:

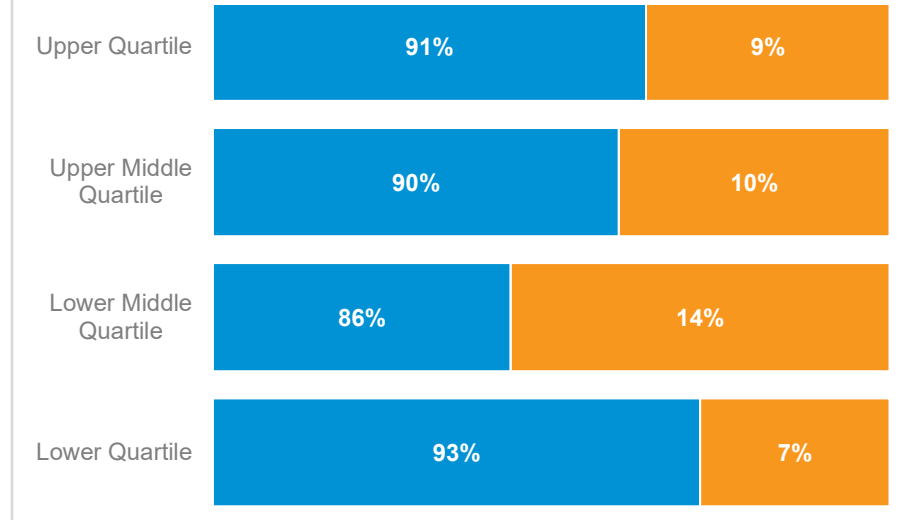
- Analyse variances in ethnicity sub-groups as part of local workforce planning activity and develop action plans
- Reinforce our approach to Equality Impact Assessments at key stages of senior recruitment campaigns
- Embed inclusive recruitment best practices into recruitment and selection processes to address under-representation across all grades
- Investigate and develop initiatives to improve career progression of BAME staff in lower grades and increase representation at senior levels

# Disability

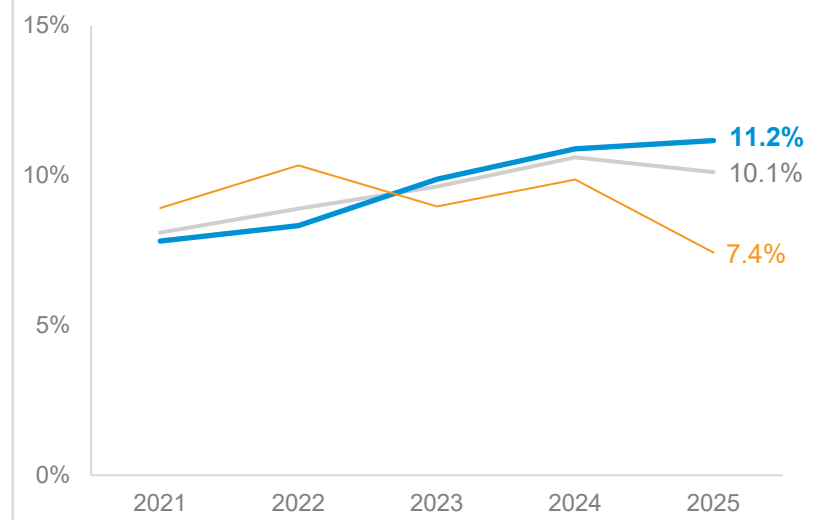
**Disability | Pay Gaps**  
Mean | Median



**Disability | Pay Quartiles**  
Not known to be disabled | Disabled



**Disability | Percentage of staff declaring a disability**  
Overall | Salaried | Casual



## Insights:

- Our median disability pay gap is zero, which compares highly favourably to the HEI sector average of 9.6%
- Disabled staff representation is more evenly distributed across grades than for gender or ethnicity, contributing to a lower pay gap
- Our mean and median disability pay gaps reduced by almost 3% in 2025 to -0.4% and 0.0% respectively (from 3.10% and 2.70% in 2024)
- 265 staff disclosed a disability in 2025, down slightly from 277 in 2024 due to fewer disabled casual staff. The most common declaration remains 'A specific learning difficulty' such as dyslexia, dyspraxia or AD(H)D' (32% of disabled staff)

## Response:

- Build on our Disability Confident Level 2 achievement by advancing the action plan and enhancing processes and systems
- Further understand and investigate our disability categories and develop ways to make staff disability declaration easier
- Partner with occupational health to provide more neurodiversity and mental health webinars and resources via the wellbeing hub
- Produce and promote guides for disabled staff and line managers to improve staff experience and support

# Annexe 1: FAQs

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 employees in an organisation, expressed as a percentage.

**Disability Pay Gap** works out the average hourly rate of pay between disabled colleagues and colleagues not known to be disabled. 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 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 31<sup>st</sup> March 2024 will be data collected on 31<sup>st</sup> March 2023. However, if we chose to, we could publish details before 31<sup>st</sup> March.

Who is included in the report?

All University staff including salaried staff, HPLs and timesheet staff who have been paid in the month of 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