



GENDER PAY GAP REPORT

Kingston University Services Company Limited

Snapshot Date: 5th April 2024

Issued: March 2025

1. Background

The **Gender Pay Gap** shows the difference in the average pay between all men and women in an organisation. The gender pay gap is different to equal pay. **Equal Pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay employees unequally based on their gender.

KUSCO supports the fair treatment and reward of all staff irrespective of gender and are committed to developing a more inclusive culture within and a diverse workforce at all levels.

The challenge in our organisation and in Great Britain is to eliminate any Gender Pay Gap. This report covers KUSCO's reporting requirements and sets out what we are doing to close the gender pay gap in the organisation.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Warren O'Leary', written over a horizontal line.

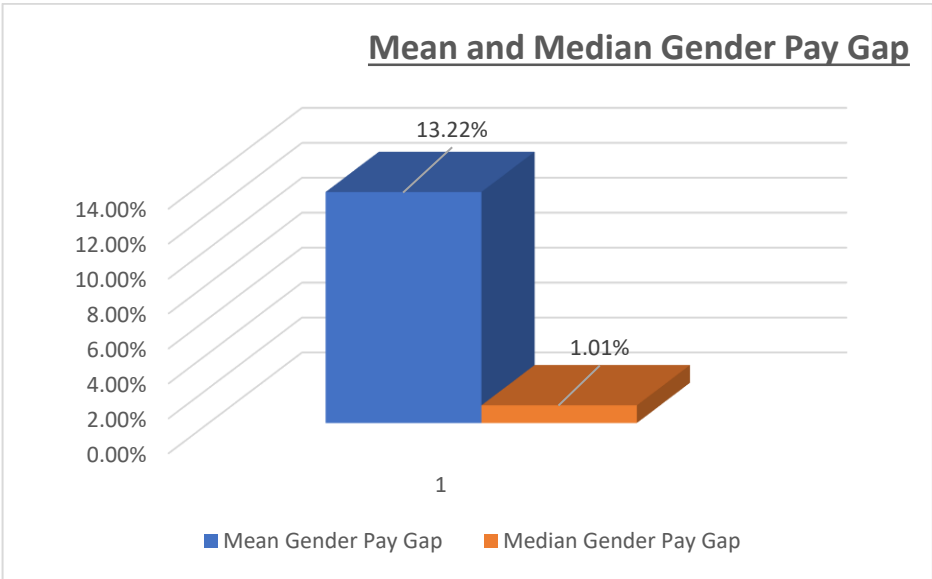
Warren O'Leary
Managing Director

31st March 2025

2. Gender Pay Gap Data

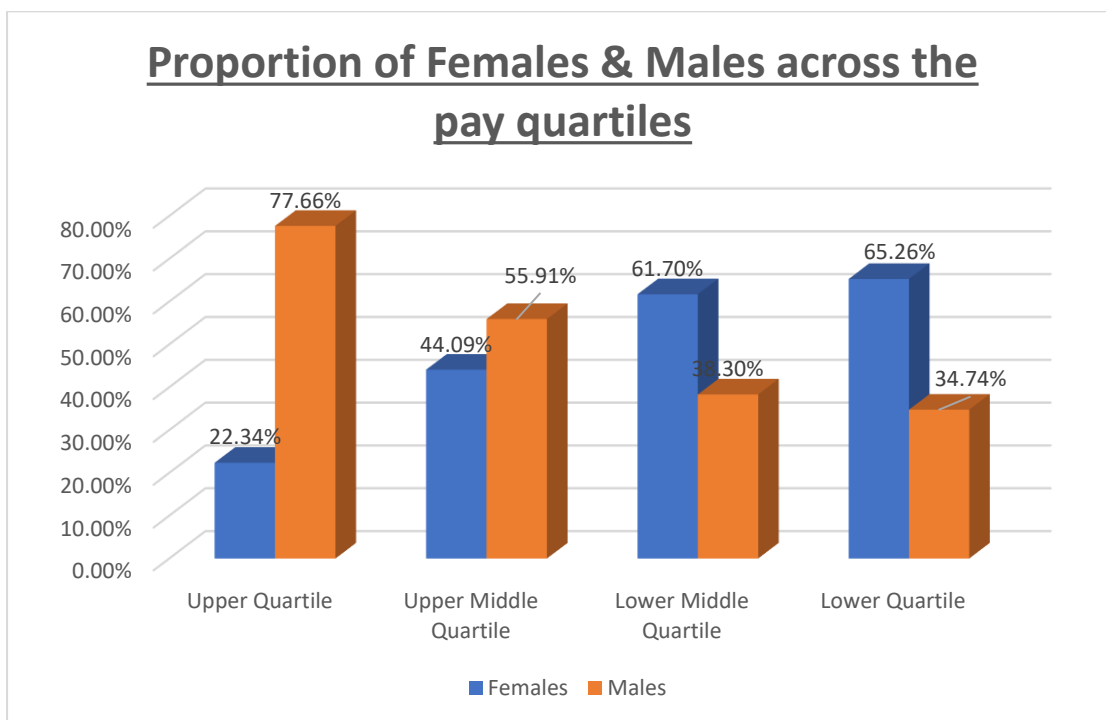
At-a-glance figures for KUSCO's Gender Pay Gap Reporting

Mean Gender Pay Gap	13.22%
Median Gender Pay Gap	1.01%
Mean Gender Pay Gap – Bonus Pay	0%
Median Gender Pay Gap – Bonus Pay	0%



Distribution of Pay with Quartiles		
	Females	Males
The proportion of male and female receiving a bonus payment*	0%	0%
Proportion of males and females in each pay quartile		
Upper Quartile	22.34%	77.66%
Upper Middle Quartile	44.09%	55.91%
Lower Middle Quartile	61.70%	38.30%
Lower Quartile	65.26%	34.74%

*No bonus payments were made to any members of staff in the year 2023-24

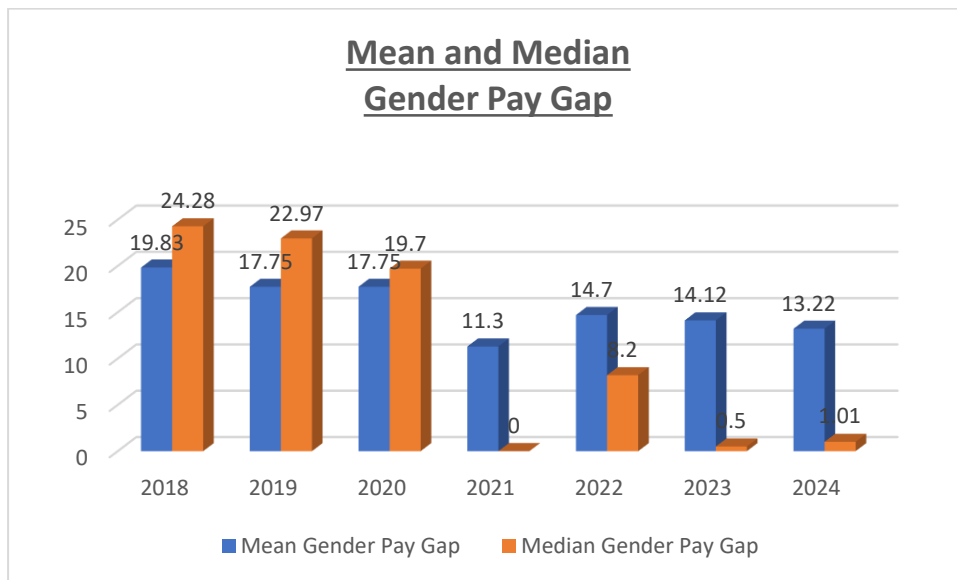


3. Understanding our Gender-pay gap

KUSCO are reporting that as on 5th April 2024, we had a mean Gender Pay Gap of 13.22% and a median Gender Pay Gap of 1.01%. Since KUSCO did not pay any bonuses to staff in the last year, we are not reporting any data in this category.

There is a marginal improvement of 0.90% in the mean gender pay gap data from April 2023.

We have drawn a comparison in the data in the years since we have been reporting the gender pay gap it shows a consistent and significant decrease in the number for median pay gap percentage.



Since this report is being published from 2019, we have been acutely aware of the pay gap and have focussed on making a difference in this area. It is clear that there has been a tremendous improvement in the Median Gender Pay Gap figures with a starting rate of 24.28% in 2018 to merely 1.0% reported in 2024. Although a median number can sometimes be like a throw of the dice, but the consistent decrease year-on-year is more than apparent.

The mean pay gap also shows a constant decrease and is now at 13.12%, one of the lowest since 2018. I believe that this pattern is owing to sincere efforts made in this direction and the initiatives in the following area are noteworthy:

Recruitment and Promotion

- **Equal Pay for equal work – Pay grades and points**

As the name suggests individuals working with KUSCO, regardless of their gender (or in-fact any other differences) are paid the same level: it is only governed by the work. Most of the jobs available are graded under a

set pay structure, introduced in 2015, which ensures that all new starters in a particular job start at the same level. Competency assessments are held at set intervals to assess the proficiency of the individual to check if they are delivering at the next pay level before increasing their pay. These competency assessments, which are absolutely neutral and solely based on the job, are reviewed on a regular basis and updated based on changes in the job / business areas.

Flexible working and shared parental leave

- KUSCO actively promotes shared parental leave to staff since its introduction in the UK in 2014/15. Since there has not been much interest in uptake of extended paternity leave, we have considered enhancing the statutory minimum paternity leave. A decision has not been made yet.
- Parental leave is available at any point in to encourage sharing caring responsibilities beyond the first year of their child's life.
- In accordance with the new regulations, flexible working is available to staff from the first day of their employment. This is a fact which is widely known as well as advertised. Staff are also allowed to make up to two requests in any 12-month period and KUSCO ensures that we are able to, as much as reasonably possible, agree to staff requests or at least provide a reasonable alternative.
- KUSCO also promotes a wide range of flexible working practices with flexi-timing, flexi-week and day / nights only working arrangements available as well as in implementation.

Training and Development

- It is ensured that optimum training opportunities are available to staff and equal consideration is given to both men and women for development. This is ensured by the way of Staff Development & Recognition (SDR) Scheme) which supports staff to consider their own developmental needs and gives everyone a fair opportunity to share their development plan, as well as training needs both for present as well as the future.
- Apprenticeships and other vocational training opportunities are available while KUSCO supports them by providing the time at work to train and study as well as the practical on-the-job training as they complete their course programme.

Although it is clear that some progress has been made but we are conscious that more efforts need to be made in this area in order to make further improvements and bridging the gap even further.