

Kingston University Equalities Pay Gap Report

Data as at 31 March 2024

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 imagination, innovation and 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 2024 reflects previous years. The data used in this report comes from a snapshot of employee data taken on 31st March 2024 and includes data from 2019 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 18.3% and a median bonus gap of 33.3%. This means male staff on average receive a higher bonus amount than female staff. 41 eligible employees received a bonus – 28 female and 13 male. Overall 1.2% of all Female staff received a bonus compared to 0.9% of Male staff. Of the total bonus payments 68.2% were paid to women.

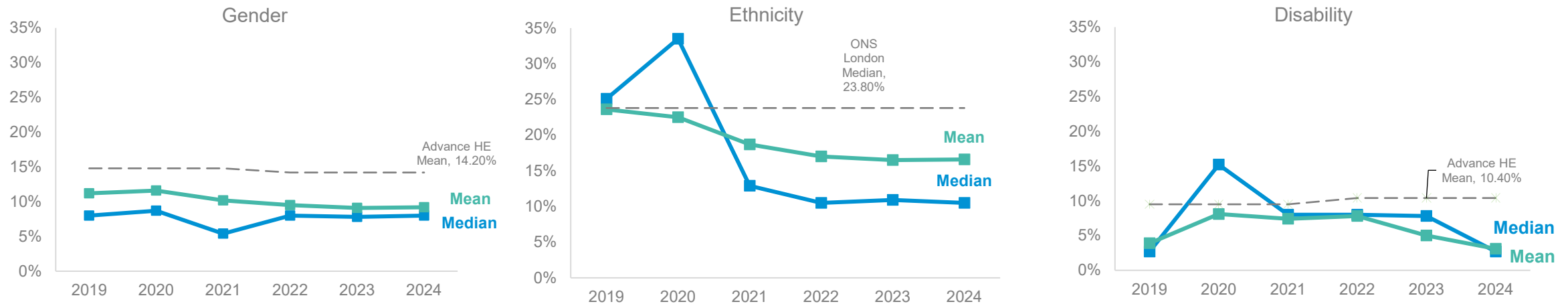
In line with the government reporting methodology for pay gap, any staff paid in the snapshot month are included in our data. This means that a large number of hourly paid and temporary workers are in scope each year. When addressing our pay gaps it is important to consider the difference between salaried 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 at 31 March 2024

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 significant progress we are making, alongside our commitments in our Public Sector Equality Duty (PSED) annual report. We are one of only 51 universities holding a Race Equality Charter (REC) award, we have a commitment to Athena Swan having renewed our institutional 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:

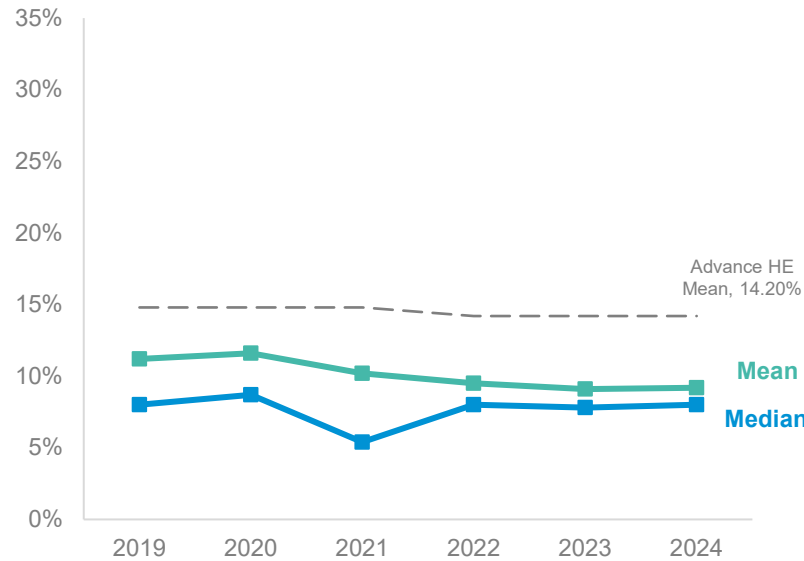
1. The mean and median pay gaps for declared disability have reduced, while the mean and median pay gaps for gender and ethnicity have remained largely flat
2. Our pay gaps are between 0.5 and 13.3 percentage points lower than relevant national and sector median benchmarks demonstrating our impact and success across each characteristic
3. The majority of our staff are female (58.5%). Representation at senior grades has increased (46% in 2024) but females remain overrepresented in lower grades compared to males
4. The Median Ethnicity pay gap has reduced slightly (0.4 percentage points) since 2023, but the mean ethnicity gap has increased marginally (0.1pp)
5. Disability declaration has continued to improve this year. The balanced representation of disabled staff across grades has contributed to reducing our pay gaps

Priority Next Steps:

1. Continue to embed our values and values framework with defined expectations for all staff into key policies, processes and structures
2. Review local workforce plans and develop action plans that will further help to address specific Faculty and Directorates underrepresentation
3. Enhance our attraction and selection of underrepresented groups and embed inclusive recruitment best practice into recruitment and selection processes
4. Launch new Diversity in the Workplace e-learning module as a key compliance course for new and existing staff
5. Publish new disability guidance for prospective candidates, hiring managers (including all panel members) and line managers to improve representation and experience

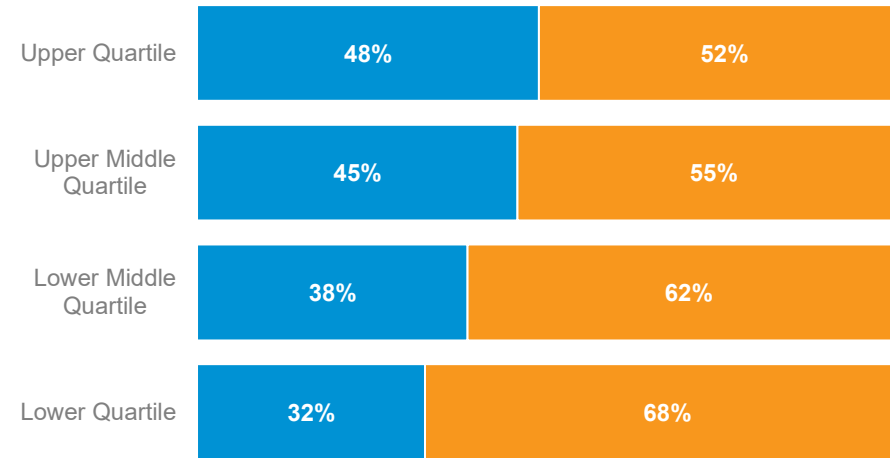
Gender

Pay gaps over time



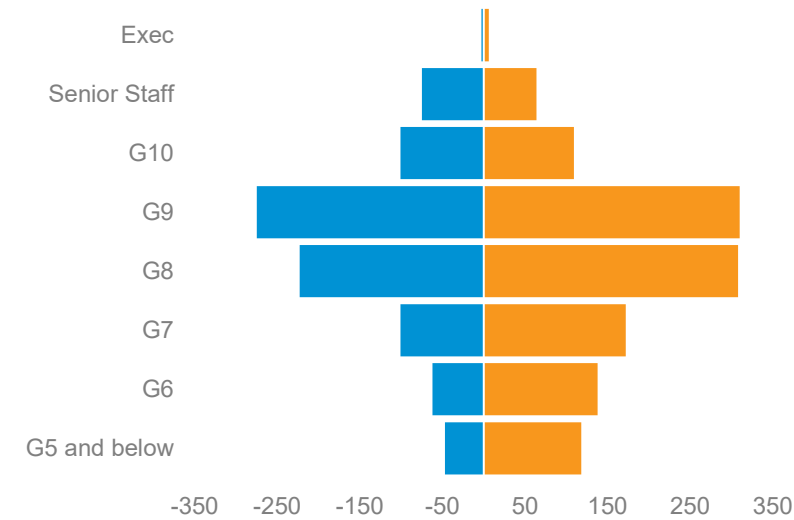
Pay Quartiles

Male / Female



Gender Pyramid

Male / Female split by Grade for Salaried Staff



Insights:

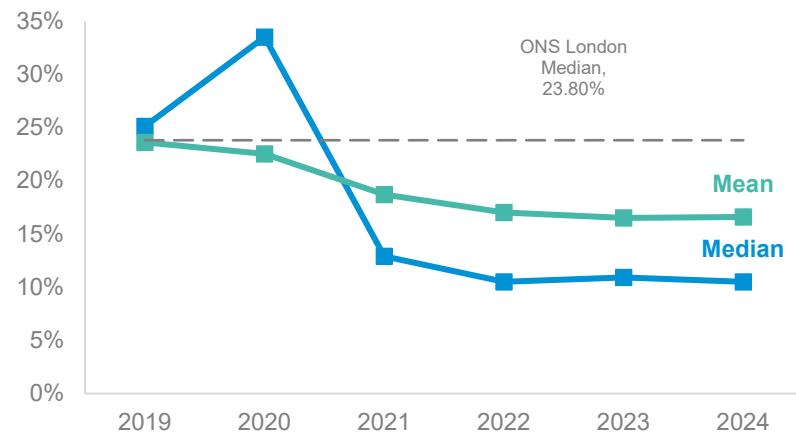
- The mean and median pay gaps have remained largely flat since 2022
- The mean (9.2%) and median (8%) pay gaps compare favourably to sector wide mean (14.2%) and UK median (8.5%) benchmarks
- Female representation continues to increase at senior grades and is now 46% in 2024
- The main driver of the pay gap is the higher representation of females compared to males in our lower grades
- The median pay gap for academic and research staff is zero. The mean pay gap at each grade below G10 is less than 2%, and at some grades the gap is reversed

Response:

- Provide Faculty and Directorate equalities pay gap reports to enable local analysis and the development of local action plans
- Review workforce plans and devise local action plans to address under-representation including males in lower grades
- Embed inclusive recruitment best practice into recruitment and selection processes and address under-representation of males in lower grades
- Review effectiveness of StellarHE, Diversifying Leadership and Aurora programmes and consider recommendations
- Conduct equal pay audits with considerations of intersections with other protected characteristics

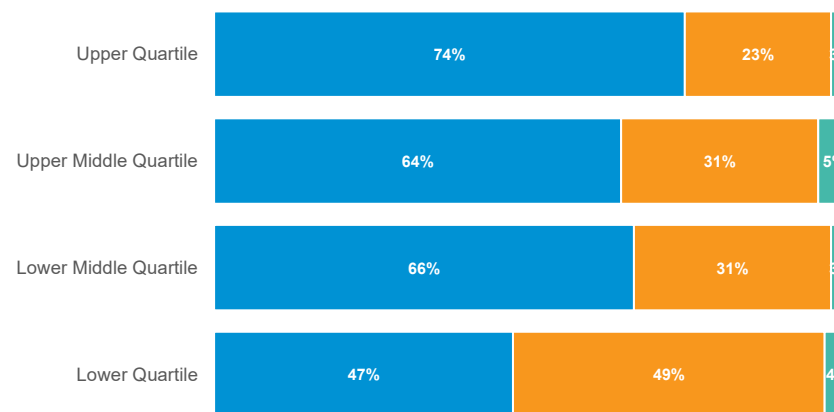
Ethnicity

Pay gaps over time

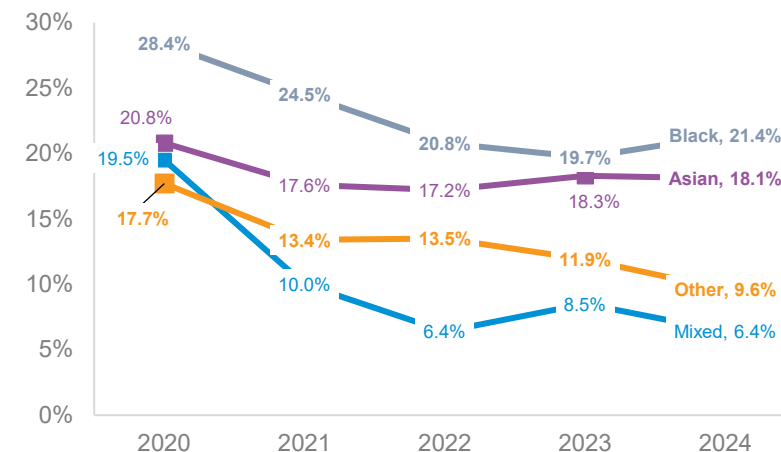


Pay Quartiles

White / BAME / Not Known



Mean Ethnicity Pay Gaps over time



Insights:

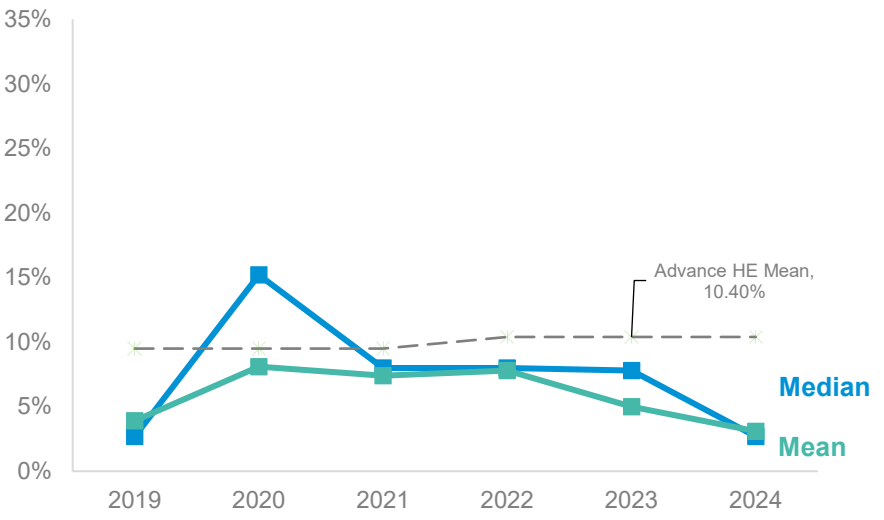
- Our mean and median ethnicity pay gaps remain largely flat since 2022
- Our mean (16.6%) and median (10.5%) pay gaps still compare highly favourably to the ONS London median benchmark of 23.8%
- Representation increased from 27.3% in 2023 to 28.7% in 2024, with a 2-3 percentage point increase in representation in each pay quartile
- BAME staff are not evenly represented across our grades and pay quartiles, with underrepresentation at senior grades
- There is a variance in the pay gap across ethnicity sub-groups which is important to acknowledge in action plans

Response:

- Provide Faculty and Directorate equalities pay gap reports via Tableau to enable local analysis and the development of local action plans
- Review workforce plans and devise local action plans to address underrepresentation in lower grades and in senior roles
- Embed inclusive recruitment best practice into recruitment and selection processes and address underrepresentation
- Implement Equality Impact Assessments at each stage of the recruitment process for senior recruitment campaigns
- Conduct equal pay audits with considerations of intersections with other protected characteristics

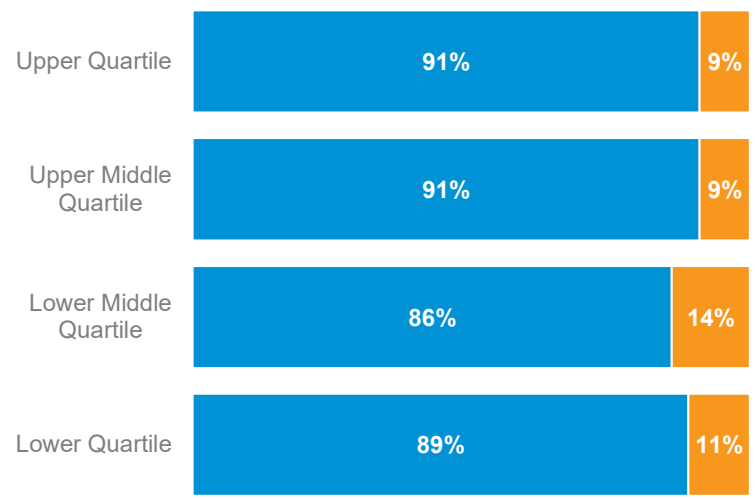
Disability

Pay gaps over time

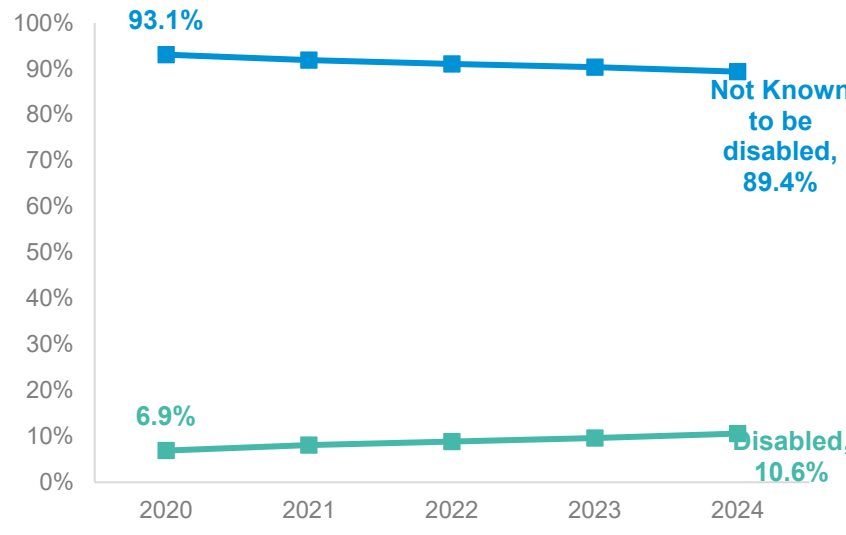


Quartiles

Not known to be disabled / disabled



Disability disclosure rates



Insights:

- Our mean and median pay gaps have reduced since 2023 to 3.1% (mean) and 2.8% (median)
- Our median disability pay gap compares highly favourably to the HEI sector average of 8.7%
- Disabled staff representation is more even across grades than for gender or ethnicity, leading to a lower pay gap
- 277 of our staff have shared their disability status with us which is a 1.0pp increase from last year (251)
- The most common disability declared by staff is 'A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D' (32% of disabled staff)

Response:

- Provide Faculty and Directorate equalities pay gap reports via Tableau to enable local analysis and the development of local action plans
- Review workforce plans and devise local action plans to address disability under-representation
- Embed Disability Champions across Faculties and Directorates to support delivery of local actions plans
- Work with Disability Task Force to improve awareness on how to support neurodiverse staff, including designing and delivering awareness events
- Publish new disability guidance and toolkits for prospective candidates, hiring managers (including all panels members) and line managers to improve representation and experience

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 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 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