

**EQUAL PAY AUDIT/
TECHNICAL REPORT:**
For all Stakeholders
1st March 2016



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1. Summary

- 1.1 This report sets out the technical details of the Equal Pay Audit (EPA) undertaken at the University of Kent in 2015.
- 1.2 It outlines the data parameters and background analytics of the EPA 2015. It also presents the full findings. All data tables are presented at Appendices B to I.
- 1.3 This report does not cover the investigation of pay gaps. These are presented in the EPA Stakeholder Report (along with the abridged findings from this EPA Technical Report).

2. Scope, Methodology and Data Parameters

- 2.1 The scope and methodology for the EPA 2015 was contained in the Equal Pay Audit Scoping Paper, as presented to the Staff Policy Committee and the JSNCC early in 2015.
- 2.2 The scope of the EPA 2015 is summarised at Appendix A. This extended beyond gender to include: disability; ethnicity; age; full-time working (by gender); part-time working (by gender); and full-time versus part-time. Thus it was substantially broader in its scope than Kent's previous EPA in 2008.
- 2.3 The population for analysis was all staff on open-ended and fixed terms contracts (circa 2800 staff).
- 2.4 Staff on fixed term contracts were included in the scope of the EPA 2015 (except some notable exclusions listed at 2.6 below).
- 2.5 Clinical Academics were included in the whole organisation analysis and feature in the data tables at Appendices B to I. However, they do not feature in the narrative of the EPA Stakeholder Report as, with salaries set by the NHS, they were considered atypical.
- 2.6 The following groups were outside the scope of the EPA 2015 to ensure that the audit remained manageable in its scope:
 - The Executive Group (an analysis of relative pay rates and recommendations for corrective action had already been undertaken by HAY in Summer 2014);
 - Graduate Teaching Assistants¹ (as they were considered atypical);
 - HPLs/Timesheet staff (as a separate HR Timesheet Project was underway);
 - Other atypical staff such as Kent Union and staff at international sites.
- 2.7 All figures were calculated with the fixed term interim HR Director² in post.
- 2.8 The unit of analysis was contracts, based on the Full-Time Equivalent (base salaries only), where live on the census date of 1st October 2014³.

¹ GTAs are postgraduate research students who receive a stipend for their fees and provide teaching via fixed-term fractional contracts.

² The permanent HR Director was appointed just 5 days after the EPA census date.

³ 1st October is when all salary reviews and increments become live on PSE (the HR System).

- 2.9 Allowances and overtime were excluded from the EPA 2015. This decision was made by the EPA project team based on the following rationale:
- A separate review of allowances paid to Heads of School and Deans was already underway by the HR Assistant Director - Operations and Reward.
 - Further to this, the remaining few allowances paid to staff were fixed, role related, and with no opportunity for managers to make individual judgments.
 - Kent's previous Equal Pay Audit in 2008 (Section 2) showed that very few allowances were made and that these did not have a significant impact on the pay gaps - other than at Grade 3 which was justified by the unsocial hours and shift work for security staff.
- 2.10 Annual figures were calculated for the period 1st Aug 2013 - 31st July 2014.
- 2.11 The test statistic was the arithmetic mean⁴. The median and standard deviation were also calculated and are referenced within this Technical Report. All statistical terms are explained in the Glossary at Appendix J.
- 2.12 As per guidance from the EHRC⁵ and JNCHEs⁶, pay gaps were deemed necessary for investigation⁷ if they hit the 5% trigger threshold; pay gaps of between 3 to 5% were carried forward for monitoring.
- 2.13 The M&P sub-groups⁸ included: Deans; Professors; and Directors of Professional Services (PSDs):
- The dataset of Professors was agreed in a meeting with the HR Assistant Director - Operations and Reward. It comprised all M&P staff with the job title of Professor (including Professors of Teaching and Scholarship) at UCEA Level 5A. Heads (or Acting Heads) of Academic School and Heads of Centre, who held a personal title of professor, were included. Clinical Academics who were professors were excluded from this aspect of the analysis (as stated at section 2.5);
 - Directors of Professional Services were analysed according to the UCEA categories of UCEA Level 3B (Directors of Major Corporate Services) and UCEA Level 4B (Directors of Functions). These categories are defined in the Glossary of Terms at Appendix J.
 - Deans were analysed as a discrete group, and were sub-divided into Senior Deans (UCEA Level 3A) and sub-Deans (UCEA Level 4A). Full-time Deans who were also Professors feature in the Deans analysis only. Hence, in this EPA, some Deans were excluded from the Professor analysis.

⁴ Hereon, all findings refer to the mean unless otherwise stated.

⁵ Equality and Human Rights Commission.

⁶ Joint Negotiating Committee for Higher Education Staff

⁷ Pay gaps of 5% or more are deemed significant for investigation, with action required to address the issue and close the gap. Where the difference is greater than 3% but less than 5%, the position should be regularly monitored. Where a pay differential related to gender is less than 3%, no action is required.

⁸ There was also a sub-group of "others" (n=14, all male).

- As stated above, Heads of Academic School were included in the professoriate dataset if they were also professors. Heads of Academic School were also extracted as a distinct cohort for separate pay gap analysis.

2.14 By way of a note for the reader, pay gaps in favour of minority groups are denoted by a negative symbol within this EPA Technical Report and the Stakeholder Report.

3. Background Information and Staff Metrics

In accordance with the New JNCCHES Equal Pay Review Guide (2013), the following background information was deemed relevant to the EPA and is provided below for context.

3.1 Staff gender metrics at whole institutional level:

3.1.1 The distribution of staff contracts by gender is plotted against the UCEA pay spine for Grades 1 to 10 (at Appendix K) and for the M&P group (at Appendix L).

3.1.2 The total number of contracts included in the scope⁹ of the EPA was 2858. Of these, 53.7% (n=1534) were female¹⁰ and 46.3% (n=1324) were male. Although there were more female (than male) contracts included in the audit, proportionately more women were positioned in the lower grades (with the opposite pattern observed for males):

- 53% (n=709) of males, but 73% of females (n=1119) fell between Grades 1 to 7 where mean full time salaries ranged from £14,649 - £35,957;
- Just 3.5% (n= 50) of all females, whereas 16% (n=216) of all males, occupied M&P contracts. For M&P, the mean full-time salary was calculated as £78,451;
- The overall (whole organisation) mean salary of females was £32,423; for males it was £40,609. This represented a difference in earnings of £8186pa based on the overall mean¹¹;
- For females, the standard deviation¹² from the mean was £14,743; there was wider variance for males where the standard deviation was £20,501.

3.2 A small number of employees (<8, in Grades 6 to 8) were in receipt of pay protection. Whilst there are no definitive regulations or case law covering the point, it is generally accepted that employers are given 3 years grace to correct any pay inequities. All of these contracts had expired by the time of the EPA investigation. However, a procedure to monitor the end dates of pay protection was recommended for the future (see the EPA Stakeholder Report, Section 8).

3.3 Individual anomalies: the initial data cleanse showed that a very small number of individuals (<8) were unexpectedly remunerated at M&P. These were flagged for further examination (see the EPA Stakeholder Report, Section 8).

⁹ The full scope and methodology is outlined in the EPA Scoping report

¹⁰ This aligns with the UK sector figure of 53.9% female representation of staff in HEIs (HESA, 2012/13)

¹¹ This is a headline figure which reflects the distribution of staff by gender in the organisation. It is not useful for understanding if pay gaps are justified and is very different to the statutory definition of a gender pay gap which is the average difference between men and women at each grade (not the institutional wide average). Please also see Section 4.4 of this EPA Technical Report.

¹² See the Glossary of Terms for an explanation of the statistical terms

3.4 Several employees were in receipt of market supplements. At Kent, market supplements are paid as an allowance and not consolidated into base pay. Sums are agreed by committee, further to a market analysis by HR to determine the level of supplement. As an outcome of the EPA, it was recommended that review dates be set in future so that the alignment to the market can be monitored (see the EPA Stakeholder Report, Section 8).

3.5 Starting salaries for UCEA Grades 1-10 (see Appendix M)

3.5.1 Table 1 (below) presents the starting salaries of staff appointed during the current year. It shows that more women than men were appointed overall, with women more likely to be appointed to the lower grades of 1-7. By contrast, fewer men were appointed, but proportionately more men than women were appointed to the higher grades of 8+;

3.5.2 A small number of employees (<8, all male) were directly appointed to discretionary points at Grades 7 and 9 where this represented 33% of all new appointments. The rationale for this, although not clearly documented, is that these higher salaries were necessary to secure essential staff and were reflective of the market.

Table 1: Starting salaries of staff appointed to UCEA Grades 1-10 in the current year (1/8/13-31/7/14)

UCEA Grades:	Females (n)	Males (n)	% F	% M	Grand Total
1-7	142	85	63%	37%	227
8-10	18	27	40%	60%	45
Total:	160	112	58%	42%	272
No. starting on discretionary points:	0	<8	0%	100%	<8

3.6 Starting salaries of staff in the M&P group

3.6.1 Table 2 (overleaf) presents the starting salaries of M&P staff appointed during the current year. The trends showed that:

- a) 50% of new females and 86% of new males started above the minimum spine entry points of 1-5, but the sample size was small (n=18).
- b) A small number of new professors (50% of new females and 70% of new males) started above the minimum spine entry points of 1-5, but the sample size was small. However, average starting salaries were the same: at spine point 13 for both men and women.
- c) An historical analysis of the professors' starting salaries over an eight year period from 2006-2014 revealed that 37% (n=13) of females and 54% (n=56) of males started above the minimum spine entry points. Contrary to point b) above, an historical analysis showed that, over time, average starting salaries were higher for men (at spine point 9, compared to spine point 6 for women).

Table 2: Starting salaries of new M&P staff

CURRENT YEAR ONLY (1/8/13-31/7/14)							
M&P Spine pt	non-Professors		Professors		Total M&P group		
	F	M	F	M	F	M	Total
1-5:	/	/	<8	<8	<8 (...)	<8 (...)	<8 (100%)
6-51	<8	<8	<8	<8	<8 (...)	>8 (...)	14 (100%)
Total	<8 (17%)	<8 (83%)	<8 (25%)	10 (75%)	<8 (...)	>8 (...)	18 (100%)
Average starting salary:			Spine pt13	Spine pt13.5	/	/	/
HISTORICAL ANALYSIS 2006-2014 (also see Appendix O):							
1-5:	/	/	22 (63% of 35)	48 (46% of 104)	/	/	/
6-51:	/	/	13 (37% of 35)	56 (54% of 104)	/	/	/
Average starting salary:			Spine pt6.7	Spine pt9.1	/	/	/

3.7 In conclusion, overall trends showed that men were more likely to be appointed above the minimum spine entry points than women. In addition, more women were appointed to UCEA Grades 1-10, but were more likely to be appointed to the lower grades of 1-7 where salaries were lower. Conversely, although fewer men were appointed overall, they were more likely to be appointed to the higher grades (Grade 8 or above) - and they commanded higher starting salaries. This finding was crucial in helping to understand Kent's whole institution-level gender pay gap (see Section 4.3 of this report, and Sections 5.2.2 and 8 of the EPA Stakeholder Report).

4. Findings

4.1 This section presents the full results of the pay gap analyses by: gender; full and part-time; ethnicity; disability; and age. All associated data tables are presented at Appendices B to I.

4.2 Sector benchmarks¹³ are provided for context, and links are drawn to Kent's previous EPA in 2008.

4.3 Kent's whole institution gender pay gap:

4.3.1 Kent has a whole institution gender pay gap of 20.2%¹⁴ in favour of men. This aligns with the sector figure of 19.2% and is a five percentage point reduction since the previous equal pay audit (representing a decline of 0.8 percentage points per annum since then). Kent's median gender pay gap is 18.6% which exactly aligns with the ECU sector figure and is slightly below that of the ONS (at 19.1%). Please see Table 3 (overleaf).

¹³ Sector benchmarks are from the Equality in Higher Education: Statistical Report 2015 (ECU, 2015) and cite the figure for HEIs in England (excluding London). These data are based on HESA data from 2013/14.

¹⁴ This is a headline figure which reflects the distribution of staff by equalities groups in the organisation and disregards the impact of grade. It is not useful for understanding if pay gaps are justified and is very different to the statutory definition of a gender pay gap which is the average difference between men and women at each grade (not the institutional wide average).

Table 3: Summary of benchmark comparisons

	Mean pay gap	Median pay gap	Mean full-time only pay gap	Median full-time only pay gap	Mean part-time only pay gap	Median part-time only
Kent in 2014	20.2% ¹⁵	18.6%	15.1%	13.7%	28.5%	unavailable
Kent in 2008	25.0%	unavailable	unavailable	unavailable	31.6%	unavailable
Benchmarks:						
ECU Sector figure¹⁶	19.2%	18.6%	unavailable	unavailable		
ONS¹⁷	/	19.2%		9.4%		-5.5%

4.3.2 Chart 1 and Table 4 (overleaf) show the distribution of contracts by grade and gender at Kent. They illustrate that women are concentrated in the lower grades: women outnumber men at Grades 1, 3, 4, 5, 6 and 7, whereas men outnumber women at Grades 8, 9, 10 and M&P.

4.3.3 This distribution helps to explain the whole-institution gender pay gap which, of itself, is not an indicator of unlawful equal pay. In fact, the Government consultation (which closed on 6th September 2015) stresses that the gender pay gap is not simply a result of unequal pay practices. It identifies a number of causes which have a “significant cumulative impact” on a woman’s earning potential during her lifetime, including: the tendency for women to be in lower paid roles, the negative effect on salaries of having worked part-time or taken time out for caring, unconscious stereotyping of not wanting or being able to take on more senior roles, and of women less willing than men to negotiate salaries.

4.3.4 In light of this, it was recommended that Kent reports on the proportion of women up to, and above, Grade 7 in future EDI Annual Reports. This will ensure that the impact of Athena SWAN, Aurora, and other equalities initiatives already instigated by the University of Kent to address the recruitment and progression of women can be monitored (see the EPA Action Plan).

¹⁵ Comparison of Kent’s mean gender pay gap with other Universities: York 20.6% (2013); Cambridge 20.1% (2013/14)

¹⁶ Equality in Higher Education: Statistical Report 2015 (ECU, 2015: 250). This is the sector figure for HEIs in England (excluding London).

¹⁷ The Office of National Statistics (all employees median hourly earnings, excluding overtime) , available at <http://visual.ons.gov.uk/what-is-the-gender-pay-gap/>

Chart 1: Number of contracts by grade and gender in 2014

Key: yellow (displayed on the LHS) =female; blue (displayed on the RHS) =male; each square represents 10 contracts

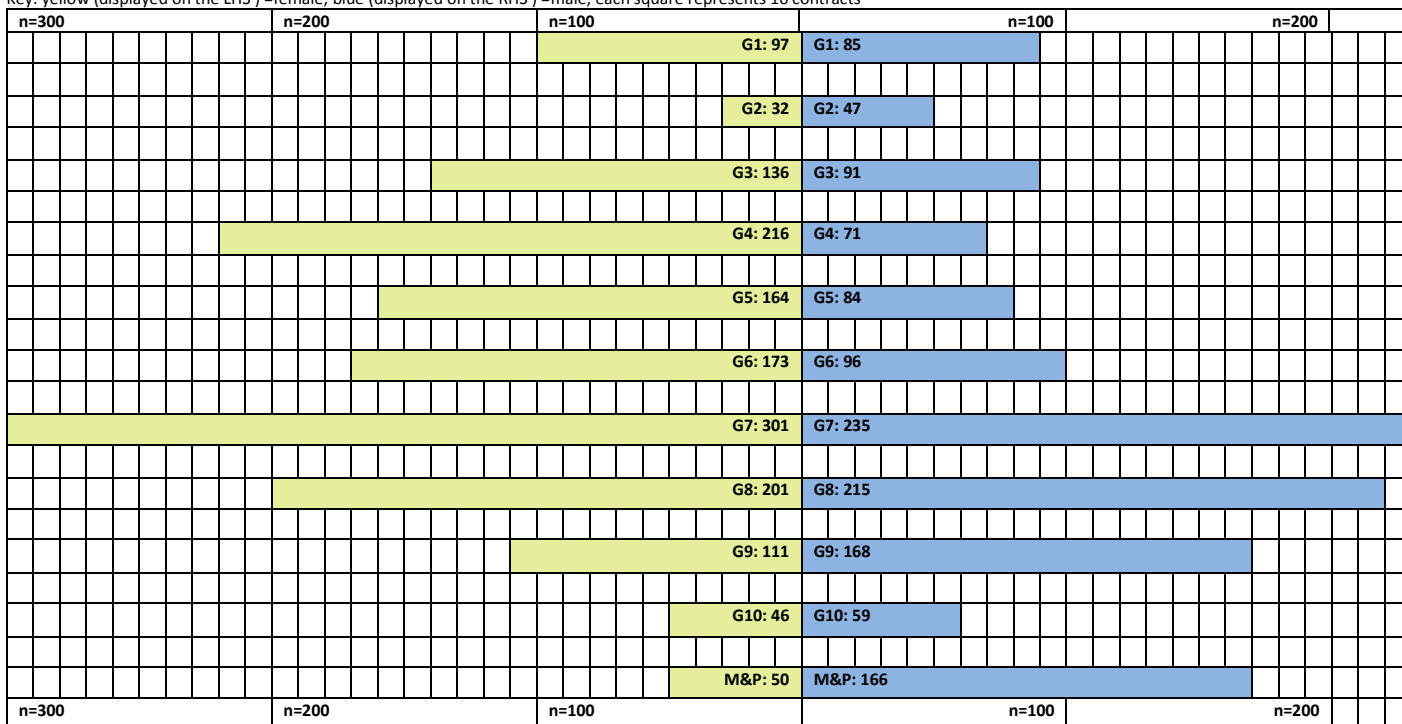


Table 4: Gender pay gaps at Kent by grade in 2014, and 2008

Grade	Population			Average basic pay				Pay gap in 2008
	Female	Male	% F	Female	Male	Difference	Pay gap	
1	97	85	53%	14645	14654	9	0.1%	0.3%
2	32	47	41%	15612	15631	19	0.1%	2.2%
3	136	91	60%	17285	17372	35	0.5%	-0.4%
4	216	71	75%	20090	20063	-14	-0.3%	-0.2%
5	164	84	66%	23277	23305	9	0.1%	3.1%
6	173	96	64%	28761	28699	-22	-0.2%	0.1%
7	301	235	56%	35991	35913	-34	-0.2%	0.1%
8	201	215	48%	43818	44655	432	1.9%	2.2%
9	111	168	40%	52521	52650	78	0.2%	3.8%
10	46	59	44%	59662	59419	-136	-0.4%	/
M&P	50	166	23%	74271	79666	5395	6.6%	4.1%
Total	1534	1324	54%	32419	40609	8190	20.2%	25.0%

4.4 Kent's gender pay gaps at grade level:

4.4.1 Appendix B shows that no single grade exceeded the 5% criterion, except M&P.

4.4.2 The M&P group showed a gender pay gap of 6.6% in favour of men. This was also a 2.5 percentage point increase from 2008 (when it stood at 4.1%). The investigation of this pay gap is covered in the EPA Stakeholder Report.

4.4.3 When Heads of Academic School were extracted as a distinct cohort for separate analysis, their pay gap stood at 1.6% in favour of men.

4.4.4 Appendix B also shows that Kent's gender pay gaps at Grades 5 and 9 had improved since 2008 and now fell outside the 3-5% band.

4.4.5 To help understand the nature and potential reasons for any pay gaps, the population was also segmented into those with more or less than 5 years of service¹⁸ in grade. The findings at grade level (at Appendix C) showed that just one pay gap hit the 5% trigger threshold: the M&P group (for those staff with less than 5 years of service in grade only), at 7.4%. In addition, the gender pay gap for M&P staff with more than 5 years of service stood at 4.4%; this was carried forward for monitoring (see the EPA Stakeholder Report, Section 8).

4.5 Full-Time staff only

4.5.1 Appendix D presents the results of the gender pay gap analyses for all full-time staff at Kent. This shows that:

- Kent has a whole institution gender pay gap of 15.1% in favour of men;
- However no single grade has a significant full-time gender pay gap, except M&P where men are paid on average 6.4% more than women.

4.6 Part-Time

4.6.1 Appendix E presents the results of the gender pay gap analyses for part-time staff only. This shows that:

- Kent has a whole institution gender pay gap of 28.5% in favour of men (even though there were only 208 male compared to 507 female contracts in the cohort). This pay gap was also larger than the full-time pay gap.
- The overall male standard deviation was twice that of the females'; this observation was also apparent at Grade 9 although medians at this grade were almost identical. At M&P the male standard deviation was almost £4000 more than the females', but medians were identical.
- A reduction on the part-time gender (whole institution) pay gap of 3 percentage points since 2008.

¹⁸ Five years' service is a break point as in most cases, and in line with age regulations outlined in the Equality Act, fully effective job performance may be assumed after 5 years (on the basis of equal performance).

- No single grade has a pay gap that exceeds the 5% criterion, except Grade 9 where men are paid on average 5.7% more than women. This has however, reduced by 1 percentage point since 2008. The pay gap for part-time staff at Grade 9 is investigated in the EPA Stakeholder Report
- There is no longer a significant pay gap at Grade 8 and this pay gap has swung in favour of part-time women rather than men.
- The part-time gender pay gap at Grade 4 stood at -4.0% and for M&P at 4.6%. Both were carried forward for monitoring (see the EPA Stakeholder Report, Section 8).

4.7 The full-time versus part-time pay gap

4.7.1 The EPA dataset was segmented so that the pay of those who worked full-time could be compared with the pay of those who worked part time (based on the FTE salary).

4.7.2 The results at Appendix F show that:

- Kent has a whole institution part-time (where women predominate) versus full-time pay gap of 18.7% in favour of full-time staff;
- However, no single grade has a part-time/full-time pay gap that exceeds the 5% criterion;
- In addition, the following pay gaps fall within the 3-5% criterion and were carried forward for monitoring (see EPA Stakeholder Report, Section 8): Grade 9 at -3.7%; and M&P at -4.4% (both in favour of part-time staff).

4.8 Ethnicity pay gap

4.8.1 Appendix G presents the results of the ethnicity pay gap analyses and shows that:

- Kent has a whole institution ethnicity pay gap of -8.5% in favour of BME staff, compared to a sector figure of 4.6%¹⁹ in favour of white staff (ECU, 2015: 196).
- No single grade has a pay gap that exceeds the 5% criterion²⁰.
- There is an ethnicity pay gap of 3.3% in favour of White staff at Grade 3. Whilst noting that BME numbers at this grade are low (n=8), this is carried forward for monitoring (see EPA Stakeholder Report, Section 8).

4.9 Disability pay gap

¹⁹ This is the figure for England (excluding London)

²⁰ This was because proportionately more BME than White staff occupied Grade 8 and above. Overall BME numbers were small.

4.9.1 Appendix H presents the results of the disability pay gap analyses and shows that:

- Kent has a whole institution disability pay gap of 2.7% in favour of non-disabled staff;
- Not only does the disability pay gap fall below the 5% trigger threshold, it is over 3 percentage points lower than the sector figure of 6%²¹ (ECU, 2015: 112). This is a very positive finding for disability equality at Kent;
- In addition, there are no pay gaps by grade, except M&P. Here the disability pay gap stands at -18.3% in favour of disabled staff. Whilst noting that number were very small (n=4), this is another positive finding for disability equality at Kent.

4.10 Age pay gap, by gender

4.10.1 Appendix I presents the results of the pay gap analyses by age bands and shows that:

- Kent has gender pay gaps that fall beyond the 5% trigger threshold in favour of men in each age band, except for those under 25 years of age;
- There is a gender pay gap of -10.3% in favour of women for those staff under 25 years of age;
- The gender pay gap increases as age increases (when the proportion of staff in higher grades within each age band also increases).
- For the latter age bands (age 46, up to age 65 and over), the male standard deviation is much higher than the females', indicating a greater spread in the range of male salaries for these age groups.

4.10.2 To ensure that it remained manageable in its scope, the age distribution by grade was not analysed further. This said, on average, older staff are more likely to be paid more than younger staff (as reflected in grade). There are also socio-economic factors and other causes which have a significant cumulative impact on a woman's earning potential during her lifetime (as already mentioned at section 4.3.3) which, whilst relevant to the wider equality agenda, sit outside the scope of this Equal Pay Audit. Therefore, the age results at a whole institution level should not be regarded as signifying any high risk in equal pay terms.

5. Conclusion

- 5.1 Kent's Equal Pay Audit (2015) tells a very positive story in that once grade is taken into account there are very few pay gaps which fall beyond the 5% trigger threshold across the University.

²¹ This is the figure for England (excluding London)

- 5.2 In addition, Kent's whole institution pay gaps are in line with, and in some cases, are more favourable than, those in the sector more generally. This is particularly true with disability.
- 5.3 There are no pay gaps by grade that fall beyond the 5% trigger threshold when comparing full-time versus part-time staff or taking into account ethnicity or disability.
- 5.4 Furthermore, several pay gaps (including the whole institution gender pay gap) have reduced since the previous audit in 2008.
- 5.5 The only exceptions are staff within the M&P group (although this gap disappears after they have been employed at Kent for five years) and an isolated gender pay gap for part-time staff (only) at Grade 9.

6. Recommendations

- 6.1 It is recommended that the grade-level pay gaps that fall above the 5% trigger threshold are carried forward for full investigation (this is reported in the EPA 2015 Stakeholder Report).
- 6.2 It is also recommended that the grade-level pay gaps that fall between the 3-5% trigger threshold are carried forward for monitoring. This is covered in Section 8 of the EPA Stakeholder Report.
- 6.3 It is recommended that Kent reports on the proportion of women up to, and above, Grade 7 in future EDI Annual Reports. This will ensure that the impact of Athena SWAN, Aurora, and other equalities initiatives already instigated by the University of Kent to address the recruitment and progression of women can be monitored (see the EPA Action Plan).

APPENDIX A: Equal Pay Audit 2015, Summary of planned scope and data parameters

DATA PARAMETER	DESCRIPTION	2008 EPA
Population for analysis:	All staff on open-ended and fixed-term contracts (c.3300 substantive staff). The following groups of staff will be excluded: Timesheet ²² and atypical (e.g. GTAs); HPLs, Kent Union, staff at international sites; and apprentices. EG will be excluded as an equal pay audit was undertaken by HAY in Summer 2014.	All staff on open-ended and fixed-term contracts (c. 2200 substantive staff). The following groups of staff appeared to be excluded: Timesheet, and atypical; HPLs and apprentices.
Census date:	1 st October 2014 (as per EDI Annual Report & HR Planning Round).	August 2007
Unit of analysis:	Contract ²³ (this will differ from the EDI Annual Report and HR Planning Round where headcount is used).	Contract?
Salary comparisons for: 1) 'work rated as equivalent' 2)'work of equal value' 3) 'like work'	1. Grade analyses. The categories are: UCEA Grades 1 to 10; Clinical Academics; and Managerial and Professorial. The overall pay gap across all grades and within each grades will be calculated for each reported equality characteristic. 2. Occupational Groups analyses (defined as management level categories on PSE). The categories are: Research; Academic (Teaching & Scholarship; Teaching & Research; Clinical Academics; and Academic Managers e.g. Heads, Deans); Administrative (including Managerial and Professional, and Masters); Clerical; Manual; and Technical. <i>The pay gap within management levels will only be calculated for reported equality characteristic where the grade level analysis indicates a concern.</i> 3. Heads, Deans and Masters will be disaggregated for separate analysis.	1. Within grades. The categories were: UCEA Grades 1 to 10; plus Managerial and Professorial. The overall pay gap across all grades was calculated. 2. Within broad job families (defined as occupational categories on PSE). The categories were: Academic, Clinical Academics; Administrative; Clerical; Manual; Technical; and Research.
Other areas:	New Starters will be analysed separately, as recommended by the ECU. Length of time to reach the top of each pay scale could be analysed later.	New Starters were analysed separately.

²² The HR project analysing timesheet staff has not yet completed; timesheet staff will therefore be excluded from this audit.

²³ The analysis will be based on contract rather than headcount, as a person may have more than a single contract which could straddle more than one grade. This means some staff will be double counted in the EPA.

Equality dimensions to be analysed by grade:	<ul style="list-style-type: none"> • Gender: males vs females* • Part-time vs full-time • Full-time: males vs full-time females • Part-time: males vs part-time females • Age: bands of <25; 26-35; 36-45; 46-55; 56-64; 65+* by gender <p><i>*will also be analysed by <5> years of service in the grade.</i></p> <ul style="list-style-type: none"> • Disability, to be analysed at high level only • Ethnicity, to be analysed at high level only 	<ul style="list-style-type: none"> • Gender: males vs females • Part-time: males vs part-time females.
Equality dimensions by occupational groups:	<ul style="list-style-type: none"> • Gender if the grade analysis indicates a concern. 	<ul style="list-style-type: none"> • Gender (only).
Reward to be analysed:	<p>Base pay only.</p> <p>Overtime and allowances are excluded.</p>	<p>Base pay only. Also analysed allowances, but found this did not have a significant effect on the pay gaps other than for Grade 3 (justified by unsocial hours & shift work for security staff).</p>
Salary comparator:	<p>Full-Time Equivalent (FTE) i.e. the annualised value of the spine point.</p>	<p>Full-Time Equivalent (FTE) salary.</p>
Test statistic:	<p>The mean (and standard deviation). The median (to enable external benchmarking with ONS data).</p>	<p>The mean and standard deviation</p>
Significant pay gap:	<p>5% or more, or a pattern of pay gaps between 3% and 5%.</p>	<p>5% or more. Pay gaps of 3% - 5% should be regularly monitored.</p>
Factors for analysis:	<ul style="list-style-type: none"> • pay distribution within grade by incremental point • numbers and proportions on discretionary points • spine points on entry to grade upon appointment • additional increments/discretionary payments/additional salary awards received • those on market supplements or pay protection • TUPE/other individuals off the scale (outside the maximum), including “Personal to Holder” grades. 	

Appendix B: Gender Pay Gap

Grade	Population			Gender Split (%)		% on Discretionary		Average (mean) Basic Pay								Median Basic Pay		
	Female	Male	Total	Female	Male	Female	Male	Female	Female Std. Dev.	Male	Male Std. Dev.	Total	2015 Pay Gap	(F-M) £ p.a	2008 Pay Gap	Female	Male	2015 Pay Gap
1	97	85	182	53.3%	46.7%	...	...	£14,645	£66	£14,654	£85	£14,649	0.1%	-9	0.3%	£14,631	£14,631	0%
2	32	47	79	40.5%	59.5%	...	...	£15,612	£247	£15,631	£361	£15,623	0.1%	-19	2.2%	£15,765	£15,765	0%
3	136	91	227	59.9%	40.1%	...	...	£17,285	£829	£17,372	£750	£17,320	0.5%	-35	-0.4%	£17,528	£17,528	0%
4	216	71	287	75.3%	24.7%	...	...	£20,090	£984	£20,036	£929	£20,076	-0.3%	+14	-0.2%	£20,198	£20,198	0%
5	164	84	248	66.1%	33.9%	...	...	£23,277	£1,056	£23,305	£1,022	£23,286	0.1%	-9	3.1%	£23,386	£23,386	0%
6	173	96	269	64.3%	35.7%	...	...	£28,761	£1,624	£28,699	£1,650	£28,739	-0.2%	+22	0.1%	£28,695	£28,695	0%
7	301	235	536	56.2%	43.8%	...	...	£35,991	£2,327	£35,913	£2,413	£35,957	-0.2%	+34	0.1%	£37,394	£37,394	0%
8	201	215	416	48.3%	51.7%	...	...	£43,818	£2,982	£44,655	£3,060	£44,250	1.9%	-432	2.2%	£44,620	£45,954	2.9%
Clinical Ac	<8	<8	14	Redacted														
9	111	168 \$	279	39.8%	60.2%	...	...	£52,521	£3,667	£52,650	£4,606	£52,599	0.2%	-78	3.8%	£51,702	£51,702	0%
10	46	59	105	43.8%	56.2%	...	...	£59,662	£1,637	£59,419	£1,692	£59,526	-0.4%	+136	-	£59,913	£59,913	0%
M&P	50	166^	216	23.1%	76.9%	...	...	£74,418	£11,251	£79,666	£13,699	£78,451	6.6%	-4033	4.1%	£73,599	£77,608	5.2%
All	1,534	1,324	2,858	53.7 %	46.3%	9.3%	11.0%	£32,423	£14,743	£40,609	£20,501	£36,215	20.2%	-8186	25.01%	£30,434	£37,394	18.6%

Appendix C: Gender Pay Gap by Years of Service in Current Grade ≤5>yrs

Grade	≤5yrs						>5yrs						G.TOT
	F (n)	Mean salary	M (n)	Mean salary	Total (n)	Pay Gap % Mean	F (n)	Mean salary	M (n)	Mean salary	Total (n)	Pay Gap % Mean	
1	49	£14,631	55	£14,643	104	0.1%	48	£14,658	30	£14,675	78	0.1%	182
2	20	£15,521	32	£15,511	52	-0.1%	12	£15,765	15	£15,887	27	0.8%	79
3	96	£16,942	62	£17,038	158	0.6%	40	£18,109	29	£18,085	69	-0.1%	227
4	155	£19,720	47	£19,564	202	-0.8%	61	£21,028	24	£20,960	85	-0.3%	287
5	114	£22,808	67	£23,049	181	1.0%	50	£24,345	17	£24,313	67	-0.1%	248
6	141	£28,316	75	£28,164	216	-0.5%	32	£30,722	21	£30,608	53	-0.4%	269
7	234	£35,473	192	£35,433	426	-0.1%	67	£37,800	43	£38,057	110	0.7%	536
8	142	£42,591	132	£43,104	274	1.2%	59	£46,769	83	£47,121	142	0.7%	416
Cl Ac	<8		<8	Redacted			<8		<8	Redacted			
9	94	£51,788	131	£51,437	225	-0.7%	17	£56,575	37	£56,944	54	0.6%	279
10	46	£59,662	49	£59,220	95	-0.7%	0	/	10	£60,392	10	/	105
M&P^	33	£71,797	102^	£77,496	135	7.4%	17	£79,506	64	£83,125	81	4.4%	216
TOT	1,125	£32,613	947	£39,235	2,072	16.9%	409	£31,901	377	£44,061	786	27.6%	2,858

Appendix D: Full-Time Gender Pay Gap

Grade	Population			Gender Split (%)		% on Discretionary		Average (mean) Basic Pay							Median Basic Pay		
	Female	Male	Total	Female	Male	Female	Male	Female	Female Std. Dev.	Male	Male Std. Dev.	Total	2015 Pay Gap	2008 Pay Gap	Female	Male	2015 Pay Gap
1	22	40	62	35.5%	64.5%	...	...	£14,646	£70	£14,672	£110	£14,663	0.2%	-	£14,631	£14,631	0.0%
2	23	35	58	39.7%	60.3%	...	...	£15,570	£270	£15,597	£409	£15,586	0.2%	-	£15,765	£15,765	0.0%
3	81	74	155	52.3%	47.7%	...	...	£17,205	£811	£17,430	£743	£17,312	1.3%	-	£17,039	£17,780	4.2%
4	130	63	193	67.4%	32.6%	...	...	£19,915	£936	£20,095	£942	£19,974	0.9%	-	£20,198	£20,198	0.0%
5	100	77	177	56.5%	43.5%	...	...	£23,205	£1,056	£23,350	£997	£23,268	0.6%	-	£23,386	£23,386	0.0%
6	117	81	198	59.1%	40.9%	...	...	£28,662	£1,634	£28,801	£1,580	£28,719	0.5%	-	£28,695	£28,695	0.0%
7	216	216	432	50.0%	50.0%	...	...	£35,871	£2,421	£35,906	£2,423	£35,889	0.1%	-	£37,394	£37,394	0.0%
8	159	195	354	44.9%	55.1%	...	...	£43,710	£3,090	£44,801	£3,050	£44,311	2.4%	-	£44,620	£45,954	2.9%
Clinical Ac*	<8	<8	12	Redacted													
9	89	146	235	37.9%	62.1%	...	...	£52,496	£3,599	£52,171	£3,604	£52,294	-0.6%	-	£51,702	£51,702	0.0%
10	39	55	94	41.5%	58.5%	...	...	£59,539	£1,651	£59,339	£1,703	£59,422	-0.3%	-	£59,913	£59,913	0.0%
M&P	45	128	173	26.0%	74.0%	...	...	£74,029	£11,202	£79,077	£12,902	£77,764	6.4%	-	£72,782	£77,608	6.2%
Overall	1,027	1,116	2,143	47.9%	52.1%	10.2%	11.9%	£34,764	£15,170	£40,960	£19,358	£37,991	15.1%	-	£33,242	£38,511	13.7%

Appendix E: Part-Time Gender Pay Gap

Grade	Population			Gender Split		% on Discretionary		Average (mean) Basic Pay							Median Basic Pay		
	Female	Male	Total	Female	Male	Female	Male	Female	Female Std. Dev.	Male	Male Std. Dev.	Total	2015 Pay Gap	2008 Pay Gap	Female	Male	2015 Pay Gap
1	75	45	120	62.5%	37.5%	...	...	£14,644	£65	£14,638	£49	£14,642	-0.0%	0.7%	£14,631	£14,631	0.0%
2	9	12	21	42.9%	57.1%	...	...	£15,720	£136	£15,731	£118	£15,726	0.1%	0.9%	£15,765	£15,765	0.0%
3	55	17	72	76.4%	23.6%	...	...	£17,404	£848	£17,120	£750	£17,337	-1.7%	-1.9%	£18,031	£17,039	-5.8%
4	86	8	94	91.5%	8.5%	...	...	£20,354	£1,001	£19,574	£701	£20,287	-4.0%	-0.6%	£20,781	£19,083	-8.9%
5	>8	<8	71	90.1%	...	...	...	£23,389	£1,053	£22,810	£1,246	£23,332	-2.5%	2.1%-	£24,057	£22,685	-6.1%
6	56	15	71	78.9%	21.1%	...	...	£28,966	£1,599	£28,145	£1,953	£28,793	-2.9%	4.2%	£29,552	£27,864	-6.1%
7	85	19	104	81.7%	18.3%	...	...	£36,294	£2,052	£35,994	£2,358	£36,239	-0.8%	-0.5%	£37,394	£37,394	0.0%
8	42	20	62	67.7%	32.3%	...	...	£44,226	£2,520	£43,227	£2,848	£43,904	-2.3%	7.8%	£45,954	£43,973	-4.5%
Clinical Ac	<8	<8	<8	Redacted													
9	22	22	44	50.0%	50.0%	...	...	£52,624	£4,016	£55,831	£8,174	£54,227	5.7%	6.8%	£53,272	£54,841	2.9%
10	<8	<8	11	63.6%	36.4%	...	...	£60,349	£1,482	£60,512	£1,198	£60,408	0.3%	/	£59,913	£59,913	0.0%
M&P	<8	>8	43	...	88.4%	...	...	£77,916	£12,381	£81,650	£16,134	£81,216	4.6%	-7.5%	£79,153	£79,153	0.0%
Overall	507	208	715	70.9%	29.1%	7.5%	6.3%	£27,682	£12,577	£38,725	£25,759*	£30,895	28.5%	31.6%	£23,386	£32,277	27.6%

Appendix F: Full-Time versus Part-Time Pay Gap

Grade	Population			Part-Time/ Full-Time Split		% on Discretionary		Average (mean) Basic Pay							Median Basic Pay		
	Part-Time	Full-Time	Total	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Part-Time Std. Dev.	Full-Time	Full-Time Std. Dev.	Total	2015 Pay Gap	2008 Pay Gap	Part-Time	Full-Time	2015 Pay Gap
Grade 1	120	62	182	65.9%	34.1%	...	...	£14,642	£59	£14,663	£98	£14,649	0.1%	-	£14,631	£14,631	0.0%
Grade 2	21	58	79	26.6%	73.4%	...	...	£15,726	£123	£15,586	£358	£15,623	-0.9%	-	£15,765	£15,765	0.0%
Grade 3	72	155	227	31.7%	68.3%	...	...	£17,337	£830	£17,312	£785	£17,320	-0.1%	-	£17,528	£17,528	0.0%
Grade 4	94	193	287	32.8%	67.2%	...	...	£20,287	£1,000	£19,974	£940	£20,076	-1.6%	-	£20,781	£20,198	-2.9%
Grade 5	71	177	248	28.6%	71.4%	...	...	£23,332	£1,078	£23,268	£1,031	£23,286	-0.3%	-	£24,057	£23,386	-2.9%
Grade 6	71	198	269	26.4%	73.6%	...	...	£28,793	£1,699	£28,719	£1,610	£28,739	-0.3%	-	£28,695	£28,695	0.0%
Grade 7	104	432	536	19.4%	80.6%	...	...	£36,239	£2,102	£35,889	£2,419	£35,957	-1.0%	-	£37,394	£37,394	0.0%
Grade 8	62	354	416	14.9%	85.1%	...	...	£43,904	£2,649	£44,311	£3,112	£44,250	0.9%	-	£45,954	£45,287	-1.5%
Clinical Ac*	<8	>8	14	Redacted													
Grade 9	44	235	279	15.8%	84.2%	...	...	£54,227	£6,568	£52,294	£3,598	£52,599	-3.7%	-	£54,841	£51,702	-6.1%
Grade 10	11	94	105	10.5%	89.5%	...	...	£60,408	£1,325	£59,422	£1,675	£59,526	-1.7%	-	£59,913	£59,913	0.0%
M&P	43	173	216	19.9%	80.1%	...	...	£81,216	£15,665	£77,764	£12,647	£78,451	-4.4%	-	£79,153	£74,416	-6.4%
Overall	715	2,143	2,858	25.0%	75.0%	7.1%	11.1%	£30,895	£18,157	£37,991	£17,745	£36,215	18.7%	-	£24,057	£37,394	35.7%

Appendix G: Ethnicity Pay Gap *NB: Those of unknown ethnicity were removed from the dataset before undertaking the analysis*

Grade	Population			Ethnicity Split (%)		% on Discretionary		Average (mean) Basic Pay							Median Basic Pay		
	BME	White	Total*	BME	White	BME	White	BME	BME Std Dev	White	White Std Dev	Total*	2015 Pay Gap	2008 Pay Gap	BME	White	2015 Pay Gap
1	18	121	139	12.9%	87.1%	...	...	£14,649	£77	£14,647	£72	£14,648	-0.0%	-	£14,631	£14,631	0.00%
2	<8	>8	64	...	90.6%	...	...	£15,629	£211	£15,602	£326	£15,605	-0.2%	-	£15,765	£15,765	0.00%
3	8	191	199	4.0%	96.0%	...	...	£16,763	£617	£17,337	£788	£17,314	3.3%	-	£16,577	£17,528	5.4%
4	13	236	249	5.2%	94.8%	...	...	£19,696	£931	£20,116	£984	£20,094	2.1%	-	£19,083	£20,198	5.5%
5	<8	>8	216	...	97.7%	...	...	£22,971	£1,027	£23,323	£1,038	£23,315	1.5%	-	£22,685	£23,386	3.0%
6	18	213	231	7.8%	92.2%	...	...	£28,371	£1,698	£28,841	£1,632	£28,804	1.6%	-	£27,864	£28,695	2.9%
7	46	414	460	10.0%	90.0%	...	...	£35,391	£2,542	£36,102	£2,343	£36,031	2.0%	-	£34,233	£37,394	8.5%
8	56	299	355	15.8%	84.2%	...	...	£44,203	£2,517	£44,347	£3,232	£44,324	0.3%	-	£44,620	£45,954	2.9%
CI Ac*	<8	<8	Redacted														
9	27	220	247	10.9%	89.1%	...	...	£51,638	£3,356	£52,566	£4,376	£52,465	1.8%	-	£51,702	£51,702	0.0%
10	11	88	99	11.1%	88.9%	...	...	£58,344	£1,427	£59,698	£1,622	£59,548	2.3%	-	£58,172	£59,913	2.9%
M&P	15	161	176	8.5%	91.5%	...	...	£75,205	£11,907	£77,268	£12,930	£77,092	2.7%	-	£71,183	£74,416	4.3%
Overall	226	2,219	2,445	9.2%	90.8%	7.1%	10.8%	£38,980	£16,354	£35,927	£17,771	£36,209	-8.5%	-	£39,685	£33,242	-19.4%

Appendix H: Disability Pay Gap NB: Those of unknown disability status were removed from the dataset before undertaking the analysis

Grade	Population			Disability Split (%)		% on Discretionary		Average (mean) Basic Pay							Median Basic Pay		
	Disabled	Not Disabled	Total*	Disabled	Not Disabled	Disabled	Not Disabled	Disabled	Disabled Std. Dev.	Not Disabled	Not Disabled Std. Dev.	Total*	Kent 2015 Pay Gap	Kent 2008 Pay Gap	Disabled	Not Disabled	Kent 2015 Pay Gap %
1	<8	71	73	...	97.3%	...	...	£14,631	£0	£14,645	£66	£14,644	0.1%	-	£14,631	£14,631	0.00%
2	<8	27	28	...	96.4%	...	...	£15,765	-	£15,644	£290	£15,648	-0.8%	-	£15,765	£15,765	0.00%
3	<8	116	123	...	94.3%	...	...	£17,055	£614	£17,245	£789	£17,234	1.1%	-	£17,039	£17,528	2.8%
4	12	166	178	6.7%	93.3%	...	...	£20,219	£904	£19,828	£946	£19,855	-2.0%	-	£20,781	£19,632	-5.9%
5	<8	132	138	...	95.7%	...	...	£23,379	£878	£22,944	£971	£22,963	-1.9%	-	£23,036	£22,685	-1.6%
6	14	152	166	8.4%	91.6%	...	...	£27,833	£1,287	£28,285	£1,532	£28,247	1.6%	-	£27,864	£27,864	0%
7	15	320	335	4.5%	95.5%	...	...	£35,931	£1,882	£35,559	£2,401	£35,576	-1.1%	-	£37,394	£37,394	0%
8	10	225	235	4.3%	95.7%	...	...	£44,844	£2,941	£43,673	£2,789	£43,723	-2.7%	-	£45,954	£44,620	-3.0%
CI Ac	Redacted																
9	14	179	193	7.3%	92.7%	...	...	£51,694	£3,340	£52,231	£4,557	£52,192	1.0%	-	£50,951	£51,702	1.5%
10	<8	>8	74	...	95.9%	...	...	£59,333	£1,005	£59,264	£1,624	£59,267	-0.1%	-	£59,913	£59,913	0.00%
M&P	<8	132	136	...	97.1%	...	...	£90,860	£25,531	£76,833	£12,817	£77,245	-18.3%	-	£84,059	£74,416	-13.0%
Overall	88	1602	1,690	5.2%	94.8%	5.7%	7.1%	£36,245	£18,219	£37,238	£17,920	£37,186	2.7%	-	£33,242	£34,233	2.9%

Appendix I: Age Pay Gap by Gender (with mode of work)

Age Band:	Population									Gender Split (%)		Average (mean) Basic Pay						Median Basic Pay			
	Female			Male			Total			F	M	Female		Male		Total	2015 Pay Gap	08 Pay Gap	Female	Male	2015 Pay Gap
	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total			Std Dev	Std Dev								
25 or under	73	21	94	58	18	76	131	39	170	55%	45%	£20,484	£5,664	£18,565	£4,971	£19,626	-10.3%	-	£18,549	£16,577	-11.9%
26 to 35	287	90	377	249	33	282	536	123	659	57%	43%	£28,628	£8,663	£31,368	£9,406	£29,800	8.7%	-	£27,864	£33,242	16.2%
36 to 45	277	161	438	334	35	369	611	196	807	54%	46%	£35,364	£13,446	£42,096	£15,870	£38,443	16.0%	-	£37,394	£43,325	13.7%
46 to 55	256	145	401	299	49	348	555	194	749	54%	47%	£34,380	£16,944	£44,728	£21,217	£39,188	23.1%	-	£30,434	£45,954	33.8%
56 to 64	126	75	201	156	46	202	282	121	403	50%	50%	£34,041	£19,089	£46,866	£25,931	£40,470	27.4%	-	£28,695	£45,954	37.6%
65 or over	8	15	23	20	27	47	28	42	70	33%	67%	£39,179	£20,813	£62,630	£31,921	£54,925	37.4%	-	£37,394	£68,094	45.1%
All	1,027	507	1,534	1,116	208	1,324	2,143	715	2,858	54%	46%	£32,423	£14,743	£40,609	£20,501	£36,215	20.2%	-	£30,434	£37,394	18.6%

Appendix J: Glossary of Terms

Disclosure to third parties: The disclosure to third parties of data contained in this audit is covered by the Data Protection Act (1998). The results of an equal pay audit can be disclosed as regards individuals or small groups as long as they are in sufficiently anonymised form. Accordingly, the data in the redacted EPA Technical and Stakeholder Reports has been anonymised where fewer than 8 employees are identified (as per guidance from the Equality Challenge Unit).

Length of service in grade was calculated from PS Enterprise (PSE) by extracting the start date of continuous service in the grade. Where there were gaps in service, any previous service at that grade was discounted. Where there were contractual changes, but the dates and grade remained constant, service was counted as continuous. Categorisation of ≤5> years in grade was undertaken by: a) dividing the number of month by 12; b) rounding the answer up or down to the nearest decimal place; c) then applying the ≤5> categorization. There is, therefore, a small margin of error as contracts of 61 to 66 months were included in the less than 5 years category.

Mean and median averages: Average salaries can be calculated by either using the mean or median values. A number of appendices in this report use both, with the mean (and standard deviation) and median (with quartile information) values provided. Where there are outlying values within the data being analysed, the median can be a more appropriate method of measuring averages than the mean. The median is also helpful for benchmarking with national statistics (ONS) and institutions who primarily use the median. However, a significant proportion of salaries on the University's pay scale are on the top service of the grade, for both male and female employees. In this situation the median values for both genders will tend to be the same.

The mean can help highlight the differential distribution of groups across grades. Therefore, for the purposes of this report, the mean has been used as the primary method of analysis and continues to inform the narrative of the report, providing consistency with the previous EPA report in 2008. Where the term average is used this will be the mean unless otherwise stated.

Pay gap methodology: The pay gap calculation is based on the average mean salaries which is a standard equal pay approach and allows for meaningful comparisons with external organisations and publicly available statistics.

$$\text{Gender pay gap} = \frac{\text{Average male salary} - \text{Average female salary}}{\text{Average male salary}} \times 100\%$$

Standard Deviation: A number of appendices in this report include standard deviation calculations. This statistic identifies the dispersion of values from the average (mean) salary value. A low standard deviation indicates that the pay totals are clustered around the mean whereas a high standard deviation indicates that the pay totals are spread over a wide range. This provides another helpful indicator on the conclusions that can be drawn from comparisons. Please note that where the sample group size is less than 10, the standard deviation may be misleading. *NB: Unlike the variance, the standard deviation is expressed in the same units as the data.*

UCEA Terms/Definitions:

- **Directors of Professional Services - UCEA level 3B.** These are defined as directors of major functions or a group of functions, e.g. finance, corporate services, HR. They are part of the HEI's senior management team, with responsibility for staff within the function or activity at a strategic rather than operational level. They have major strategic input into financial matters related to the area of activity, with influence across the institution. They report to Level 1 (Head of Institution) or 2 (Deputy Vice-Chancellor or Pro-Vice Chancellor).

- **Directors of Professional Services - UCEA Level 4B.** These are defined as directors of a complete function or activity below Senior Management Team level. They are part of the management team for the overall function and have responsibility for budget setting and responsibility for staff within the function or activity. They report to Level 2 (Deputy Vice-Chancellor or Pro-Vice Chancellor) or 3 (Head/Director of a major academic area/Academic Registrar/Dean).

Appendix K: Pay distribution of staff at UCEA Grades 1-10, and M&P, by gender (as at 1/10/14)

Grade	Spine Point	Total	Tot F in Grade	Tot M in Grade	Total																																																																														
1:	3	172	97 (53%)	85 (47%)	182																																																																														
	4	10				2:	4	10	32 (41%)	47 (59%)	79	5	13	6	50	7	6	3:	7	43	136 (60%)	91 (40%)	227	8	32	9	28	10	20	11	96	12	<8	4:	13	37	216 (75%)	71 (25%)	287	14	51	15	30	16	38	17	105	18	18	19	<8	20	<8	5:	21	22	164 (66%)	84 (34%)	248	22	38	23	36	24	38	25	91	26	19	6:	27	<8	173 (64%)	96 (36%)	269	28	29	29	48	30	46	31	30
2:	4	10	32 (41%)	47 (59%)	79																																																																														
	5	13																																																																																	
	6	50																																																																																	
	7	6																																																																																	
3:	7	43	136 (60%)	91 (40%)	227																																																																														
	8	32																																																																																	
	9	28																																																																																	
	10	20																																																																																	
	11	96																																																																																	
	12	<8																																																																																	
4:	13	37	216 (75%)	71 (25%)	287																																																																														
	14	51																																																																																	
	15	30																																																																																	
	16	38																																																																																	
	17	105																																																																																	
	18	18																																																																																	
	19	<8																																																																																	
	20	<8																																																																																	
5:	21	22	164 (66%)	84 (34%)	248																																																																														
	22	38																																																																																	
	23	36																																																																																	
	24	38																																																																																	
	25	91																																																																																	
	26	19																																																																																	
6:	27	<8	173 (64%)	96 (36%)	269																																																																														
	28	29																																																																																	
	29	48																																																																																	
	30	46																																																																																	
	31	30																																																																																	
	32	25																																																																																	
	33	73																																																																																	

Grade	Spine Point	Total	Tot F in Grade	Tot M in Grade	Total
7:	31	57	301 (56%)	235 (44%)	536
	32	92			
	33	73			
	36	237			
	37	46			
	38	21			
	39	10			
8	37	16	201 (48%)	215 (52%)	416
	38	36			
	39	48			
	40	41			
	41	31			
	42	35			
	43	146			
	44	30			
	45	17			
	46	10			
	47	<8			
49	<8				
9	44	33	111 (40%)	168 (60%)	279
	45	51			
	46	38			
	47	27			
	49	78			
	50	23			
	51	16			
	52	9			
	(blank)	<8			
10	50	12	46 (44%)	59 (56%)	105
	51	21			
	52	56			
	53	<8			
	54	9			
	55	<8			
UCEA TOTAL:			1,477 (56%)	1,151 (44%)	2,628
M&P			50 (23%)	166 (77%)	216
GRAND TOTAL:			1527	1317	2844

NB: Clinical Academic are excluded from this pay distribution table.

Appendix L: Distribution of M&P contracts mapped against the criteria for Kent salary reviews & UCEA Senior Staff Salary Survey

Spine Point	Professors				Senior Managers		Spine Point	
	F	M	Incremental Review Criteria	UCEA Senior Staff Remuneration survey	F	M		Incremental Review criteria
1			Professors are normally appointed within points 1-5. Those who continue to fully meet the criteria associated with the title of Professor detailed below** normally progress by annual increments up to pt5 and are <u>required to apply annually.</u>	Professor C (pt 1-5): Entry-level professor and the first level of academic appointment above the National Framework Agree. The points range is chosen by Kent.			Senior Managers are normally appointed within points 1-5. Those who continue to fully meet the general criteria outlined below** normally progress by annual increments up to pt5 and are <u>required to apply annually.</u>	1
2								2
3								3
4								4
5	15	29						5
6			Those providing evidence that their work, by comparison with others in the University, exceeds the standard professorial criteria may apply for additional increments up to point 10.	Professor B (points 6-23): Has a well-established/national professorial reputation in the field or has external presence that places them above the first level of professorial appointment.			Further increments are awarded on the basis of operational performance, strategic contribution and professional/external and enterprise achievement.	6
7								7
8								8
9								9
10	9	32						10
11			Those providing evidence that their work is of a standard that might reasonably equate with the highest national standards within their discipline may apply for additional increments up to point 15.	The points range is chosen by Kent.	R	R		11
12					E	E		12
13					D	D		13
14					A	A		14
15	10	38			C	C		15
16			Those providing evidence that standards of work might reasonably equate with highest international standards in their discipline may apply for additional increments beyond pt15 Evidence for progression beyond points 5, 10 and 15 is likely to be based on outstanding and individual performance measures and might include: prizes; invited papers; membership and chairing of sig. national and international bodies; outstanding contributions to the field; exceptional publications, books or monographs; membership of learned societies; very large grants and other evidence of international acclaim. **i) to provide effective management and leadership of a section/division, leading to operational performance achieving all significant objectives and accountabilities ; (ii) to make a contribution to the Uni. of strategic importance impacting on the future development of their own area of activity and the University as a whole. In addition, relevant experience, scale of responsibilities, size and complexity of the unit managed and any external professional activities and resps. are important criteria.	Professor A (points 24+): A major academic figurehead, internationally renowned, one of the professorial stars of the institution, likely to be very few in number.			**i) to provide effective management and leadership of a section/division, leading to operational performance achieving all significant objectives and accountabilities ; (ii) to make a contribution to the University of strategic importance impacting on the future development of their own area of activity and the University as a whole. In addition, relevant experience, the scale of responsibilities, size and complexity of the unit managed and any external professional activities and responsibilities are important criteria.	16
17								17
18								18
19								19
20								20
21								21
22								22
23								23
24								24
25								25
26								26
27								27
28					28			
29					29			
30					30			
31					31			
32					32			
33					33			
34					34			
35					35			
36					36			
37	6				37			
Total	40	139			10	27		

Appendix M: Starting salaries by gender for UCEA Grades 1-10 (current year only)

Grade	Spine Point	Females (n)	Males (n)	Total	Fs appointed to grade	Ms appointed to grade		
1	2			<8	<8 (20%)	16 (80%)		
	3			15				
2	4			>8	<8 (70%)	<8 (30%)		
3	7			23	21 (72%)	8 (28%)		
	8			<8				
	10			<8				
	11			<8				
4	12			28	29 (85%)	<8 (15%)		
	13			<8				
	14			<8				
	16			<8				
5	17			18	18 (75%)	<8 (25%)		
	18			<8				
	19			<8				
	21			<8				
6	24			20	18 (69%)	8 (31%)		
	25			<8				
	26			<8				
	28			<8				
7	31			46	45 (54%)	38 (46%)		
	32			15				
	33			10				
	36			12				
	37			<8			/	<8 (100%)
Sub-total:					142 (63%)	85 (37%)		
8	37			<8	15 (39%)	23 (61%)		
	38			<8				
	39			11				
	40			<8				
	41			<8				
	42			<8				
	43			<8				
9	44			<8	<8 (50%)	<8 (50%)		
	46			<8				
	47			<8				
	49			<8				
	51			<8			0	<8 (100%)
	52			<8				
10	52			<8	<8 (100%)	/		
Sub-total:					18 (40%)	27 (60%)		
Total		160	112	272	160 (58%)	112 (42%)		

Appendix N: References and further reading

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Comment [TL1]: