

WE STAND FOR AMBITION.

University of
Kent

EQUALITY PAY GAP

2023 Report





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INTRODUCTION

The University previously published an annual pay gap report focusing solely on gender. This year, the report includes sections relating to gender, ethnicity and disability data.

The University is committed to creating an inclusive community and working towards pay equality. While gender pay gap reporting is an annual statutory requirement, ethnicity and disability pay gap reporting is not. This data will be reported and included in this annual report going forward, calculated in the same way as the gender pay gap figures, in order to show a direct comparison and enable scrutiny of these pay gaps, year-on-year.

Since the launch of statutory gender pay gap reporting in 2017, we have seen an overall reduction in our mean gender pay gap from 17.5% to 14.5%. This year there has been a small reduction in the mean pay gap and an increase in the median pay gap, analysed below. We continue to monitor ourselves against our peer group of eleven institutions, this year with a mean rank of second and median rank of fourth.

Although the effects of the pandemic are still being felt, and the Higher Education sector remains financially volatile, we continue our work to reduce pay gaps relating to protected characteristics and in supporting work that fosters these aims including the Athena SWAN programme, Race Equality Charter accreditation, targeted leadership training, inclusive people policies and strategy and work with the EDI networks.

We recognise that closing these pay gaps is a long-term challenge and one that is affected by wider societal, economic and cultural factors. There are however a range of actions that we are taking towards removing barriers to pay equality.

The University remains focused on providing an environment for both staff and students that is characterised by concrete and visible work to advance equality in all areas; addressing equality pay gaps is part of this important work.

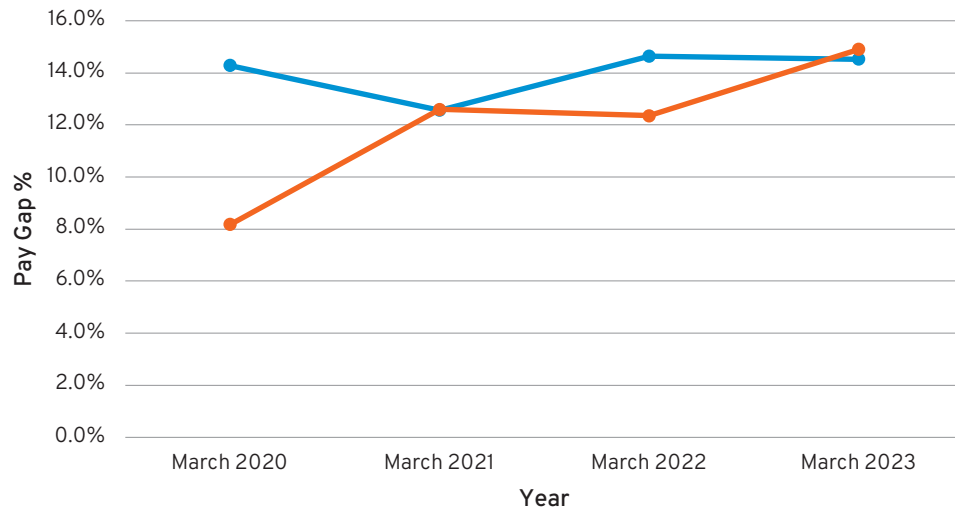
This report presents an analysis of our 2023 equality pay gap data, with data taken on 31 March 2023, together with an update on our ongoing work to further close the gaps.

Note: This equality pay gap report compares the overall average pay between men and women (or other protected characteristics) across the organisation as a whole and is based on a snapshot date of 31 March. This is distinct from an Equal Pay Audit. The University recently concluded its [2022 Equal Pay Audit](#) which found that there were no significant gender pay gaps, by job grade. An Equal Pay audit compares the pay data of men and women (or other protected characteristics) and seeks to establish if there are significant pay gaps between those undertaking similar or equal work, determined by job grade. Our audits use the $\geq 5\%$ significance threshold set by the Equality and Human Rights Commission (EHRC) and $\geq 3-5\%$ for monitoring purposes. Pay gaps $< 3\%$ are within accepted tolerance.

GENDER PAY GAP DATA

Gender pay gap

Figure 1: Gender pay gap – mean and median gender pay gap by year



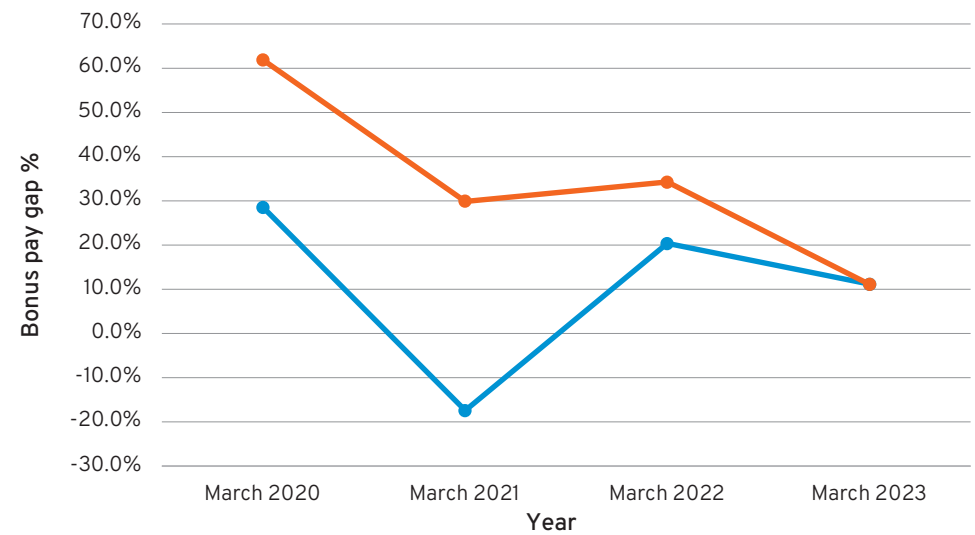
● Mean	14.3%	12.6%	14.6%	14.5%
● Median	8.2%	12.6%	12.4%	14.9%

Gender pay gap data measures the difference in the hourly pay of women and men in all roles across the University.

The mean gap is the difference in the average hourly earnings/bonus between men and women. The median gap is the difference in the mid-point of hourly earnings/bonus when they are ordered from lowest to highest. This minimises the effect of any particularly high or low pay rates or bonuses. A positive value denotes a gap in favour of men and a negative value in favour of women.

Gender bonus pay gap

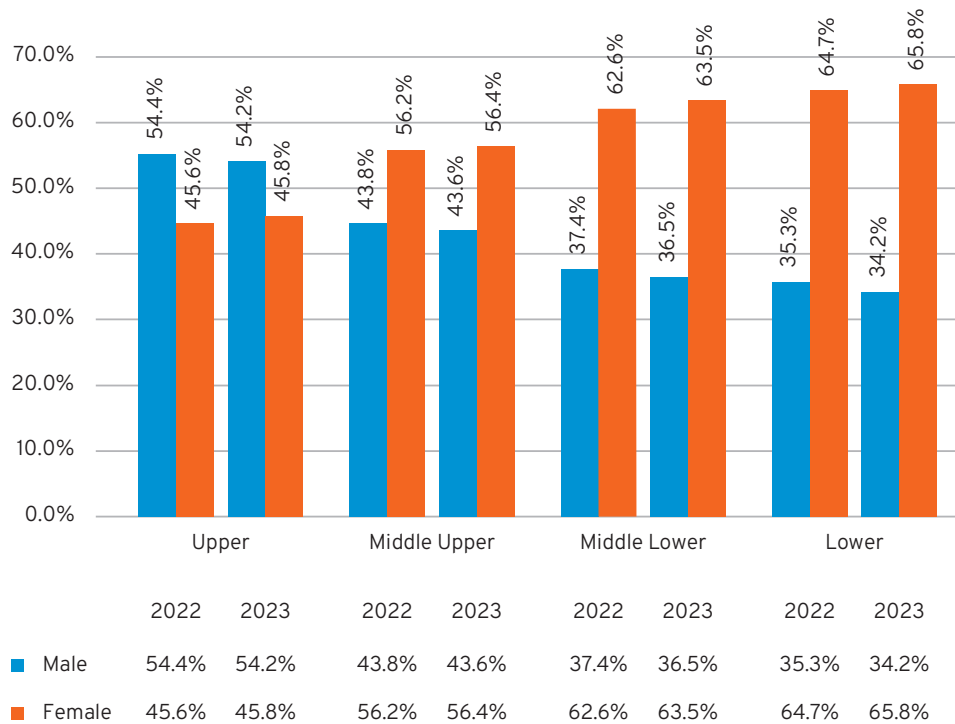
Figure 2: Gender pay gap – mean and median bonus pay gap by year



● Mean	28.6%	-17.4%	20.4%	11.1%
● Median	33.3%	47.3%	13.9%	0.0%

Pay quartile distribution

Figure 3: Gender pay gap – quartile distribution



Commentary

The mean gender pay gap has been fairly stable over the last four years, this year reducing to 14.5% which is a 0.1 percentage point reduction from 14.6% in 2022. The median gender pay gap has increased from 12.4% in 2022 to 14.9% in 2023, following a slight decrease between 2021 and 2022. These figures are significantly impacted by the volume of timesheet-paid staff, mainly student casual workers, at the lower end of the pay scale with a higher proportion of female workers. This is explained in the ‘Understanding our data’ section below. Both the mean and median gender pay gaps were reduced by the effect of the staff furlough scheme during the pandemic and have now returned to pre-pandemic levels. The overall mean gender pay gap has decreased overall since 2017 from 17.5%.

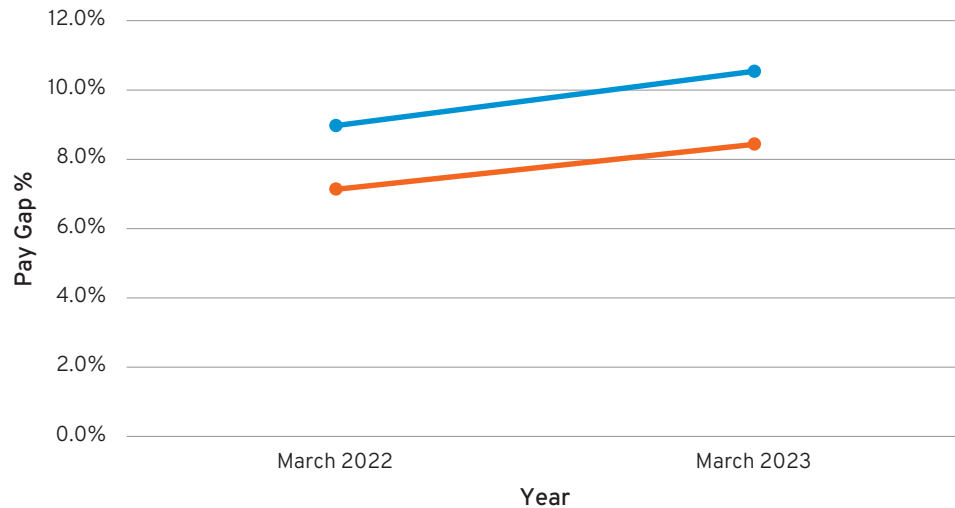
There were reductions in both the mean and median bonus pay gaps. The mean bonus pay gap decreased to 11.1%, a 9.3 percentage point reduction from 20.4% in 2022. The median bonus pay gap decreased to 0.0% from 13.9% in 2022. This is due to a payment from the Staff Resilience Fund in August 2022. All staff were paid the same amount, pro-rata for part-time employees. This is also explained in the ‘Understanding our data’ section below.

Male staff continue to be more highly represented in the upper quartile pay band than female staff.

ETHNICITY PAY GAP DATA

Ethnicity pay gap

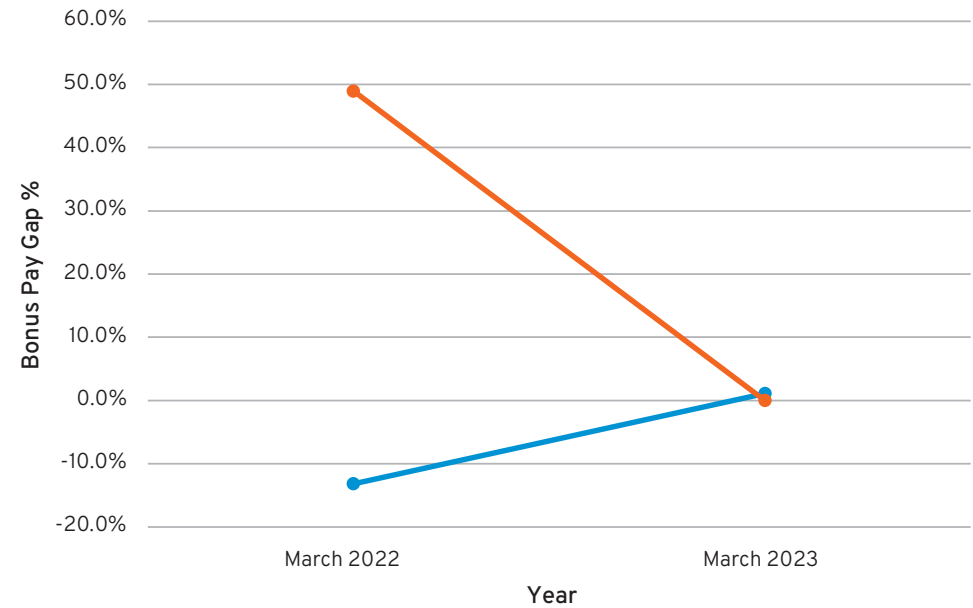
Figure 4: Ethnicity pay gap – mean and median ethnicity pay gap by year



● Mean	9%	10.5%
● Median	7.1%	8.4%

Ethnicity bonus pay gap

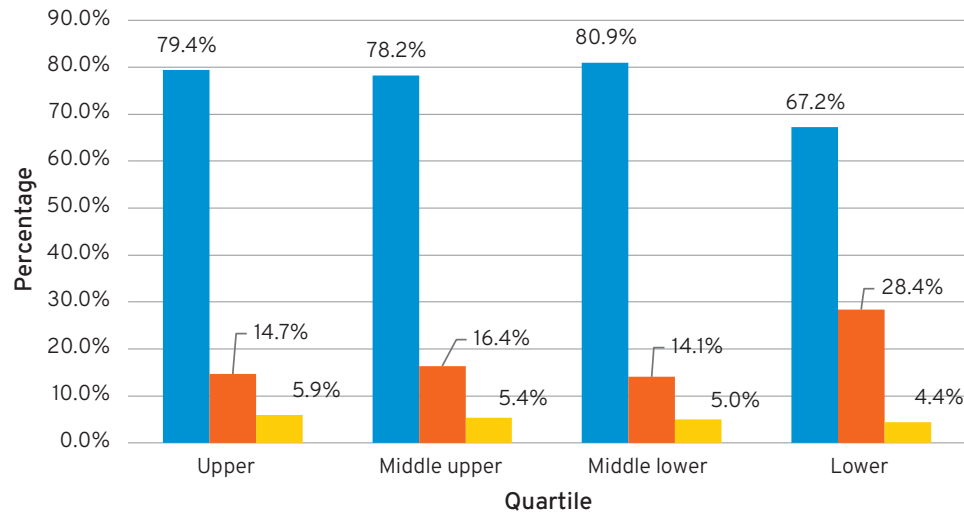
Figure 5: Ethnicity bonus pay gap – white/racially minoritised



● Mean	-13.2%	1.1%
● Median	49.0%	0.0%

Ethnicity Pay quartile distribution

Figure 6: Ethnicity pay gap – quartile distribution



■ White %	79.4%	78.2%	80.9%	67.2%
■ Racially minoritised %	14.7%	16.4%	14.1%	28.4%
■ Not known %	5.9%	5.4%	5.0%	4.4%

Commentary

The University took the decision in 2023 to include **ethnicity** pay gap reporting in this annual report to track progress and demonstrate its commitment towards closing the ethnicity pay gap

The **mean ethnicity pay gap** between white and racially minoritised staff rose to 10.5% in 2023, from 9% the previous year. The **median ethnicity pay gap** also rose from 7.1% in 2022, to 8.4% in 2023.

There was a 22.6% increase in the number of racially minoritised staff paid on timesheet contracts between 2022 and 2023. As with our gender pay gap figures, the inclusion of these staff paid at the lower end of the pay scale is impacting the 2023 figures. This reflects a return to pre-pandemic levels and includes largely student casual labour.

The **mean bonus pay gap** between white and racially minoritised staff increased from -13.2% to 1.1% but remains <3% within accepted tolerance defined by EHRC.

The **median bonus pay gap** decreased to 0.00% from 49% in 2022. The figures are influenced by the payment made from the Staff Resilience Fund in August 2022. All staff were paid the same amount, pro-rata for part-time employees.

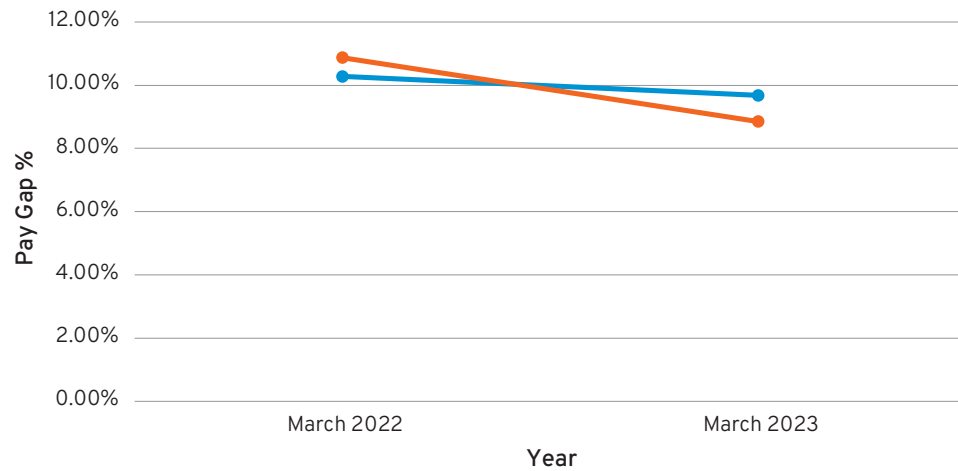
White staff are more highly represented than racially minoritised staff in all pay quartiles, due to the number of white staff employed by the University.

Further analysis of the data confirms that white staff are over represented in the upper and middle quartiles, whereas racially minoritised staff are over-represented in the lower quartile. This again reflects the number of timesheet paid staff in this group, mainly student casual workers.

DISABILITY PAY GAP DATA

Disability pay gap

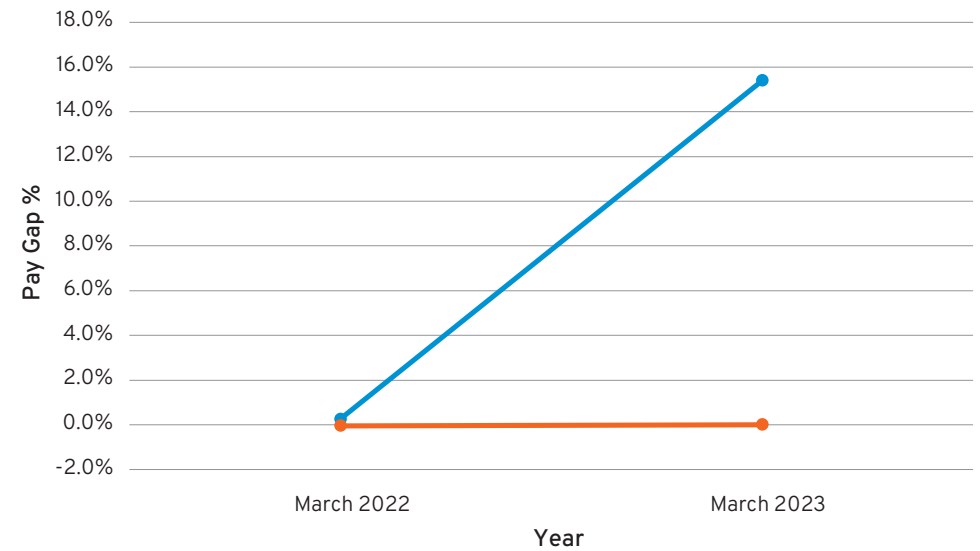
Figure 7: Disability pay gap



Mean	10.3%	9.7%
Median	10.9%	8.9%

Disability bonus pay gap

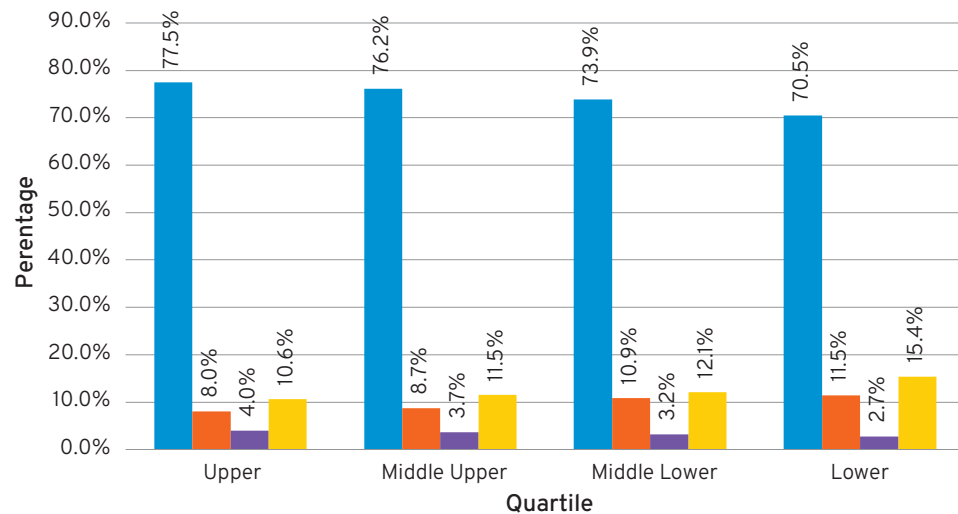
Figure 8: Disability bonus pay gap



Mean	0.3%	15.4%
Median	-0.1%	0.0%

Disability pay quartile distribution

Figure 8: Disability pay quartile distribution



■ No disability %	77.5%	76.2%	73.9%	70.5%
■ Disability %	8.0%	8.7%	10.9%	11.5%
■ Prefer not to say %	4.0%	3.7%	3.2%	2.7%
■ Not known %	10.6%	11.5%	12.1%	15.4%

Commentary

This is our first year of reporting this data, and is a starting point for future analysis.

The **mean disability pay gap** decreased by a 0.6 percentage points since 2022 to 9.7% from 10.3% in 2022, with the median disability pay gap decreasing by 2 percentage points to 8.9% from 10.9% between 2022 and 2023.

The number of staff with no declared disability increased by 2.23% to 391 while staff with no declared disability increased by 1.55% (2986).

The **mean disability bonus pay gap** is 15.4%, while the **median disability bonus pay gap** is 0.00%. This is due to the median bonus amounts for both staff declaring a disability and those not declaring a disability being the same, again due to the payment from the Staff Resilience Fund.

Staff who have not declared a disability are more highly represented in all quartiles, as shown in Figure 9. Staff who have not declared a disability have a higher representation in the upper and middle-upper quartiles, while staff who have declared a disability have a higher representation in the lower and middle-lower quartiles.

UNDERSTANDING OUR DATA

The University has been working for a number of years to improve the development pipeline of women and other staff with a protected characteristic right through to professorial and senior management positions. The number of female professors at Kent has grown from 33.2% over the past five years to 40%. Sector data compares favourably for gender and is roughly in line with the sector for racially minoritised staff.¹

Professors	Kent	Sector
Female	40%	29.70%
Chinese	5%	6%
Asian	4.44%	3.90%
Black	1.11%	1.30%

From an equal pay perspective, the recently completed 2022 Equal Pay Audit has shown that, since the last audit in 2015 when the main findings were around gender pay gaps for staff paid on the Professorial and Senior Managerial pay scale, Kent has moved to a position of no gender pay gaps, by grade, which is a major step forward.

However, the overall pay gap figures summarised in this report are impacted significantly by the number of timesheet paid staff at the lower end of the pay scale. It is therefore not possible to balance the pay gap solely by employing additional women or racially minoritised staff at the top end of the pay scale.

This timesheet paid population fluctuates on a monthly basis and is made up predominantly of temporary female and racially minoritised casual student workers. The pay gap figures that are reported to the Government must include staff who work irregular hours and are paid during the relevant pay reporting period, therefore the number of staff included for statutory reporting purposes is not necessarily representative of the total number of staff employed by the University.

Likewise, there is no straight comparison to the sector as different institutions utilise different employment models including the outsourcing of non-core functions or engagement through a third party, thereby removing this data from their statistics. Like Kent, some institutions directly employ these staff and report a similar impact on data. This mirrors the wider external workforce outside of the Higher Education sector where there is a tendency for horizontal or occupational segregation which concentrates women and racially minoritised staff in certain occupations and in lower paid roles.

In-depth analysis of these workers has shown that they fall mainly into two groups, student ambassadors and catering workers.

A significant amount of analysis and work has been done in recent years to increase the number of male ambassadors as role models including targeted recruitment campaigns, networking with relevant schools and societies and inclusion of male representatives in marketing materials and campaigns. Gender balance has been a focus in the past, emphasis has now shifted to diversity. Despite the influence that this shift has had on the Ethnicity pay gap, the University would not wish to discourage the growth in this population. It is anticipated that the transition to a single source Kent Ambassador scheme over the past year will mean that student ambassadors are working more consistently through the year. This should also result in a reduction in the number of claimants under timesheet paid contracts.

¹ Sector figures from HESA staffing return 21/22

As with ambassadors, timesheet paid catering staff are predominantly students. Since the pandemic, there has been a noticeable difference in work requirements in this population and it is becoming increasingly difficult to recruit. Due to staffing pressures, any applicant is likely to be successful and targeted recruitment to encourage certain demographics is not an option. The increase in racially minoritised staff in these roles is seen as a positive, however, the nature of the work in catering is low paid which is a reflection of the external market and consequently has an impact on the ethnicity pay gap and the gender pay gap.

The reporting of disability-related Information is affected by the quality of data. Although the number of staff declaring a disability between 2022 and 2023 increased, there is under-reporting at both Kent and within the sector. Ongoing work is being done to address this with existing staff being encouraged to provide up-to-date equality data to ensure accurate reporting and subsequent action to address inequalities. New staff to the University are required to provide this Information or state 'prefer not to say'.

The total number of staff receiving a bonus increased significantly by 380% between 2022 and 2023 reducing the median bonus pay gap to 0% across all protected characteristics. This is due to the number of staff receiving a payment under the Staff Resilience Fund in August 2022 from a fund set up to make a one-off payment to all staff in employment on 1 August 2021 in recognition of significant contribution during the pandemic. All staff received the same amount, pro-rata for part-time staff.



LOOKING AHEAD

Kent takes a holistic approach to its work to further equality within the workforce. Work has been ongoing for some years at the University to develop the career prospects of women and other staff with a protected characteristic and this is having an impact on pay gaps. Work will continue through Athena SWAN to encourage the recruitment, promotion and retention of women, with the next accreditation due in 2026 for an overall institutional silver award.

Participation in initiatives such as AdvanceHE's 'Aurora' female leadership programme will also continue to equip women with skills for future progress. The University continues to champion and build apprenticeships opportunities, including STEM subjects, building a talent pipeline for the future. The apprenticeship gender split is currently even.

Career progression and succession planning for professional services staff will be supported by the anticipated launch of the Professional Services Career Framework. The Framework is part of Kent's strategic focus on growing diverse talent and was a specific commitment in the 2025 People and Culture Strategy. Our new people strategy supports all of our work with specific KPIs around progression for women and racially minoritised staff into senior management and professorial roles. Annual staff surveys are run to gauge progress around the six areas of strategy focus which underpin our inclusive goals.

The profile of timesheet paid staff does impact significantly on the figures we report across all protected characteristics, but particularly on the Ethnicity pay gap, however, evening out the profile of this population by reducing the number of female or racially minoritised staff would be counter intuitive and reduce opportunities for those who wish to participate. Today's student population is more likely to be working part-time during their studies in comparison to previous cohorts due to financial pressures. The cost of living crisis and the subsequent need to supplement income are contributing factors. A significant proportion of students taking on part time roles - sometimes more than one - are often from lower income families.

As an institution, Kent is aware of these issues and continues to develop initiatives to help. The Careers and Employability Service runs the 'Empower' scheme (formerly the work-study programme) to help equip students with the skills and confidence they need in the workplace. The team supports students and encourages internal departments at Kent to hire eligible students. Other support is available from the Access to Learning funding programme run by Student Support Services which helps with the cost of living through initiatives such as laptop loans, career development, and emergency funding.

The investigation into timesheet staff has increased understanding of this population and in future, and, following consultation with the Executive Group and JSNCC, it has been agreed that two sets of figures will be produced – one for statutory reporting and the other set relating only to substantive staff which will be a priority for action. This is in line with practice at other institutions and will enable the University to track progress more accurately, year-on-year, concentrating action on its static workforce.

The University remains committed to gaining Race Equality Charter (REC) accreditation and participation in programmes such as StellarHE, designed for Black, Asian and ethnically diverse Individuals who aspire to the senior leadership positions in Higher Education and Kent's own 'Brilliant Leaders' pilot programme run in partnership with an external specialist facilitator, which complements our existing portfolio of leadership and management, targeted at racially minoritised staff in both academic and professional services roles. Each Brilliant Leaders participant had a programme sponsor working at senior or executive level, who supported their learning.

Resources and guides relating to the University's appraisal process have been refreshed and updated. We introduced bite-sized sessions open to all staff who carry out appraisals, to enhance their coaching skills and encourage the creation of an inclusive, welcoming space for two-way conversations. This includes guidance on supporting neurodivergent staff.

Work continues across the University to adapt the appraisal framework and documentation where appropriate for academic and professional services roles.

We have launched an in-house Coaching Professional Apprenticeship and have multiple diverse cohorts of academic and professional services staff working towards this formal qualification. The availability of in-house coaches who understand the Kent context is proving beneficial to a wide range of staff who can now call on their support for focused coaching.

We will also continue to make progress in the actions identified from the 2022 Equal Pay Audit which include the re-launch of recruitment and training modules for managers, production of relevant EDI-related salary data for recruitment panels and information provided to selection panels. Also planned is the review of timesheet contract usage and the ongoing push for disclosure of personal data. On request from the Equal Pay Audit Working Group, the University has also added the inclusion of socio-economic background information from staff, similarly structured to that collected from students, which will improve the quality of future analysis. The first review of equal pay gap monitoring is planned for 2025.





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