WE STAND FOR AMBITION.

University of Kent

# EQUALITY PAY GAP

## 2024 Report

# Contents

# INTRODUCTION

**For the second year running, the University continues to demonstrate its commitment towards transparent pay equality reporting by voluntarily reporting on ethnicity and disability pay gaps, in addition to gender.**

Currently only gender pay gap reporting is an annual statutory requirement. Pay gaps for the other protected characteristics are calculated in the same way as for gender pay gap figures in order to show a direct comparison and enable tracking of these pay gaps, year-on-year.

We continue to see an overall reduction in our mean gender pay gap figures since the launch of statutory gender pay gap reporting in 2017, from 17.5%. to 13.2% although our median pay gap has risen overall during that period from 9.8% to 11.7%. This compares favourably with the UK median gender pay gap[1] for all employees at 13.1% and within higher education at 12% (mean 14.2%)[2].

This year there has been a reduction in both the mean and median gender pay gaps with the mean reducing from 14.5% to 13.2% and the median, from 14.9% to 11.7%. We continue to monitor ourselves against our peer group of eleven institutions with a mean rank of third and median rank of fourth[3].

Our mean and median ethnicity pay gaps have also reduced, from 10.5% to 7.4% and 8.4% to 8.1% respectively as has our mean disability pay gap from 9.7% to 9.2%. The median disability pay gap has increased from 8.9% to 10.7%.

As a result of last year's investigation into the impact of timesheet-paid staff, mainly casual student workers, on Kent pay gaps and following consultation with Executive Group and our Joint Staff Negotiating & Consultation Committee (JSNCC), it was agreed that two sets of figures would be produced for this report, one for statutory reporting and the other set relating only to substantive staff. This is in line with practice at other institutions and the approach taken for our Race Equality Charter and Athena SWAN submissions and will enable the University to track progress more accurately, year-on-year, concentrating action on its static workforce.

We recognise that tackling these pay gaps is a long-term, complex challenge as multiple societal and structural factors drive pay inequality but 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 2024 equality pay gap data, with data taken on 31 March 2024, together with an update on our ongoing work to further close the gaps.

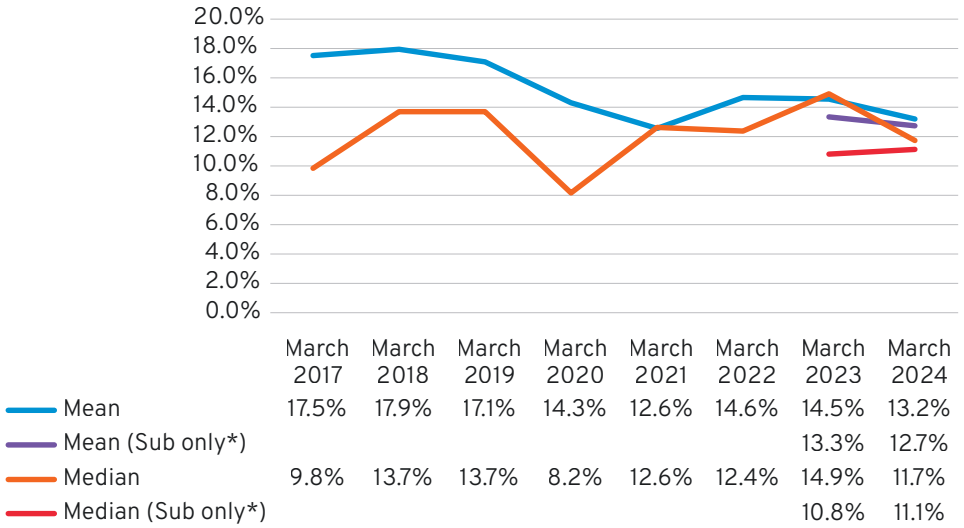
Note: This equality pay gap report compares the overall average pay between men and women (or other protected characteristics) across the organisation as a whole and is based on a snapshot date of 31 March. This is distinct from an Equal Pay Audit. The University's 2022 Equal Pay Audit found that there 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 ≥5% significance threshold set by the Equality and Human Rights Commission (EHRC) and ≥3-5% for monitoring purposes. Pay gaps <3% are within accepted tolerance.

1 Office for National Statistics, Gender pay gap In the UK: 2024
2 Intersectional Pay Gaps In Higher Education 2022-23 published January 2025
3 Based on 2023 figures

# GENDER PAY GAP DATA

## Gender pay gap

**Figure 1: Mean and median pay gap by year**

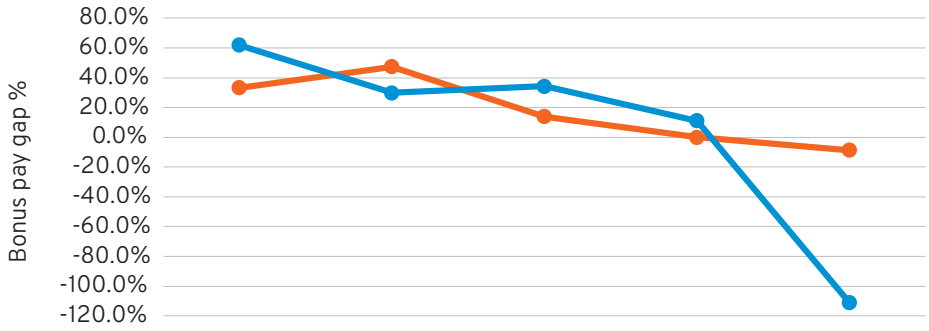



| | March 2017 | March 2018 | March 2019 | March 2020 | March 2021 | March 2022 | March 2023 | March 2024 |
|---|---|---|---|---|---|---|---|---|
| Mean | 17.5% | 17.9% | 17.1% | 14.3% | 12.6% | 14.6% | 14.5% | 13.2% |
| Mean (Sub only*) | | | | | | | 13.3% | 12.7% |
| Median | 9.8% | 13.7% | 13.7% | 8.2% | 12.6% | 12.4% | 14.9% | 11.7% |
| Median (Sub only*) | | | | | | | 10.8% | 11.1% |

*Substantive only = without timesheet paid staff

## Gender bonus pay gap

**Figure 2: Mean and median bonus pay gap by year**




| | March 2020 | March 2021 | March 2022 | March 2023 | March 2024 |
|---|---|---|---|---|---|
| Mean | 28.6% | -17.4% | 20.4% | 11.1% | -102.7% |
| Median | 33.3% | 47.3% | 13.9% | 0.0% | -8.6% |

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

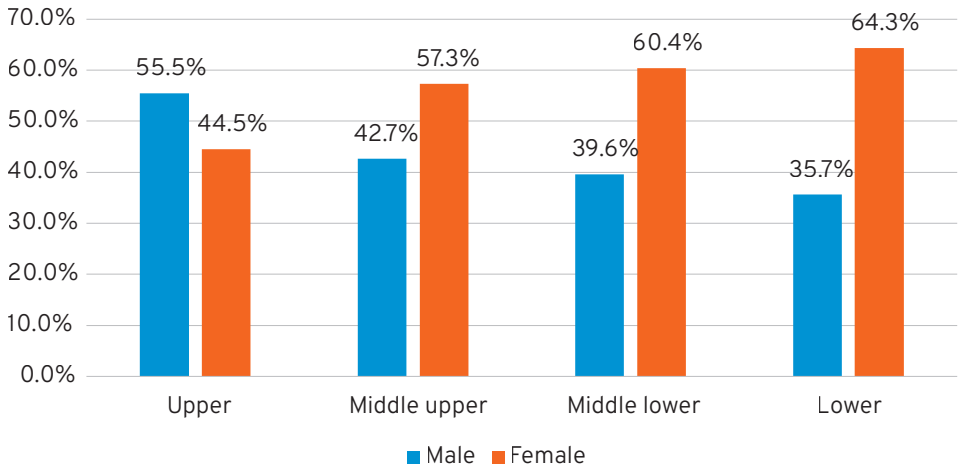
The mean gap is the difference in the average hourly earnings/bonus between men and women.

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.

## Pay quartile distribution

**Figure 3: Gender pay gap – quartile distribution**




| | 2023 | | 2024 | |
|---|---|---|---|---|
| **Quartile** | **M** | **F** | **M** | **F** |
| Upper | 54.2% | 45.8% | 55.5% | 44.5% |
| Upper middle | 43.6% | 56.4% | 42.7% | 57.3% |
| Lower middle | 36.5% | 63.5% | 39.6% | 60.4% |
| Lower quartile | 34.2% | 65.8% | 35.7% | 64.3% |

## Commentary

The **mean gender pay gap** has been fairly stable over the last five years, although has reduced this year to 13.2% which is a 1.3 percentage point reduction from 14.5% in 2023. The **median gender pay gap** decreased from 14.9% in 2023 to 11.7%% in 2024. When timesheet-paid staff are removed, these figures reduce to 12.7% and 11.1% suggesting a smaller impact on these staff on the overall gender pay gap figures. This is explained in the 'Understanding our data' section below. The overall mean gender pay gap has decreased overall since 2017 from 17.5%.

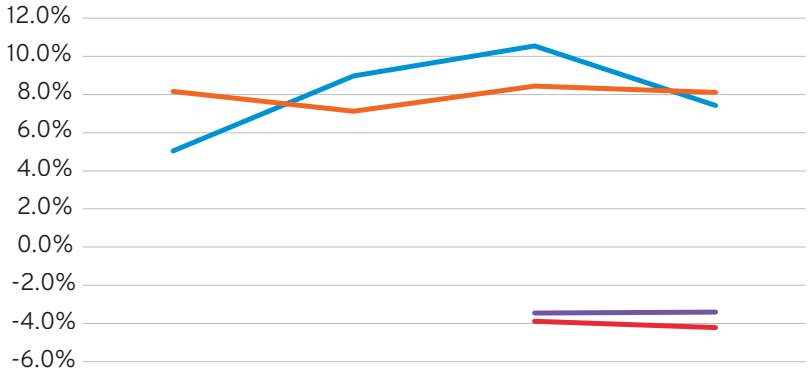
There are significant reductions in both the mean and median bonus pay gaps. The **mean bonus pay gap** has reversed in favour of women to -102.7% from 11.1%. The median bonus pay gap changed from 0.0% to -8.59% in favour of women. Bonus payments have dropped significantly this year to 39 in total, down from 2,312 due to a payment made from the Staff Resilience Fund in August 2022 when all staff were paid the same amount, pro-rata for part-time employees. More detail is 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: Mean and median ethnicity pay gap by year**

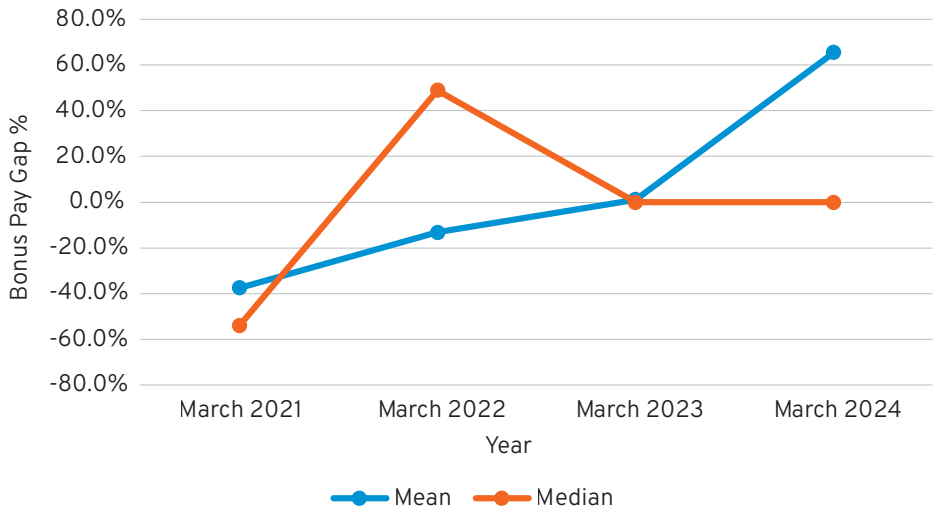



| | March 2021 | March 2022 | March 2023 | March 2024 |
|---|---|---|---|---|
| Mean | 5.1% | 9.0% | 10.5% | 7.4% |
| Mean (Sub only*) | | | -3.4% | -3.4% |
| Median | 8.2% | 7.1% | 8.4% | 8.1% |
| Median (Sub only*) | | | -3.9% | -4.2% |

* Substantive only = without timesheet paid staff

## Ethnicity bonus pay gap

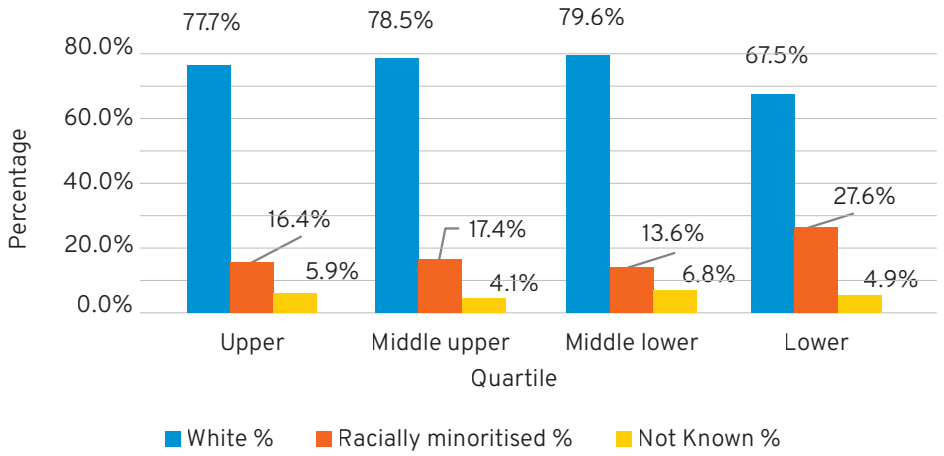
**Figure 5: White/racially minoritised**




| White/racially minoritised | Mean | Median |
|---|---|---|
| March 2021 | -37.5% | -54.0% |
| March 2022 | -13.2% | 49.0% |
| March 2023 | 1.1% | 0.0% |
| March 2024 | 65.5% | 0.0% |

## Ethnicity pay quartile distribution

**Figure 6: Ethnicity pay gap – quartile distribution**




| | 2024 | | |
|---|---|---|---|
| **Quartile** | **White %** | **Racially minoritised %** | **Not Known %** |
| Upper | 77.7% | 16.4% | 5.9% |
| Middle Upper | 78.5% | 17.4% | 4.1% |
| Middle Lower | 79.6% | 13.6% | 6.8% |
| Lower | 67.5% | 27.6% | 4.9% |

## Commentary

This is the second year that the University has included **ethnicity** pay gap reporting in this annual report enabling us to track year-on-year progress in closing the ethnicity pay gap

The **mean ethnicity pay gap** between white and racially minoritised staff decreased from 10.5% in 2023 to 7.4%. The **median ethnicity pay gap** decreased slightly from 8.4% in 2023 to 8.1%. When removing the timesheet-paid staff, both **mean** and **median** pay gaps reverse to -3.4% and -4.2 respectively, % in favour of racially minoritised staff, demonstrating the significant impact of these staff, mainly casual student workers, paid at the lower end of the pay scale.

The **mean bonus pay gap** between white and racially minoritised staff increased from 1.1% to 65.48%.

The **median bonus pay gap** remains at 0.00%. As with the bonus gender pay gap figures, the number of bonuses paid in the past year reduced significantly due to a payment made in the previous year from the Staff Resilience Fund in August 2022 when all staff were paid the same amount, pro-rata for part-time employees.

Further explanation is given in the 'Understanding our data' section below.

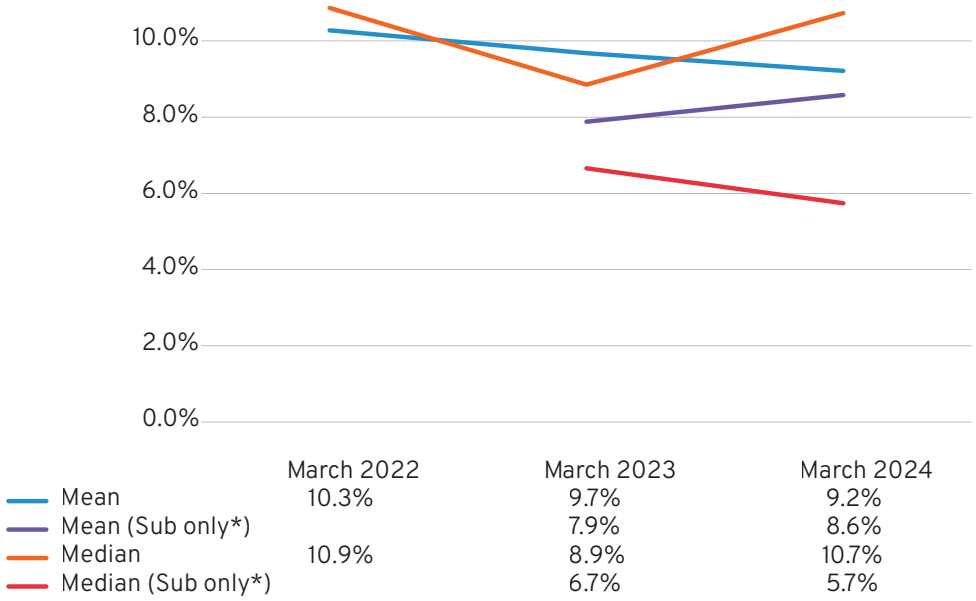
White staff are more highly represented than racially minoritised staff in all pay quartiles, due to the number of white staff employed by the University.

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**

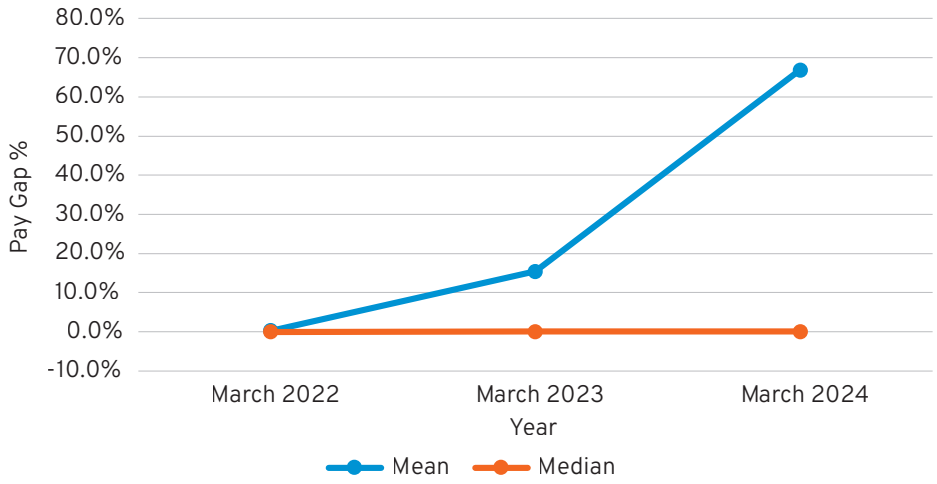



| | March 2022 | March 2023 | March 2024 |
|---|---|---|---|
| Mean | 10.3% | 9.7% | 9.2% |
| Mean (Sub only*) | | 7.9% | 8.6% |
| Median | 10.9% | 8.9% | 10.7% |
| Median (Sub only*) | | 6.7% | 5.7% |

* Substantive only = without timesheet paid staff

## Disability bonus pay gap

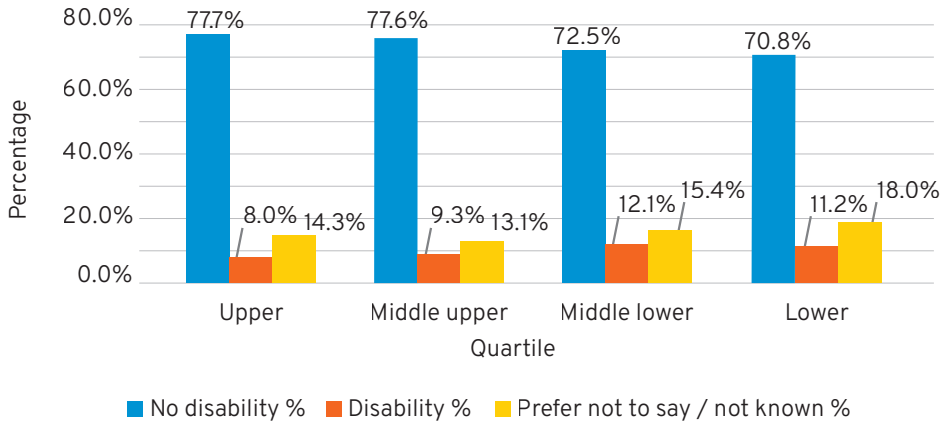
**Figure 8: Disability bonus pay gap**




| | March 2022 | March 2023 | March 2024 |
|---|---|---|---|
| Mean | 0.3% | 15.4% | 66.9% |
| Median | -0.1% | 0.0% | 0.0% |

## Disability pay quartile distribution

**Figure 9: Disability pay quartile distribution**




| | Upper | Middle Upper | Middle Lower | Lower |
|---|---|---|---|---|
| No Disability % | 77.7% | 77.6% | 72.5% | 70.8% |
| Disability % | 8.0% | 9.3% | 12.1% | 11.2% |
| Prefer not to say %/ Not Known% | 14.3% | 13.1% | 15.4% | 18.0% |

## Commentary

This is our second year of reporting this data and is a starting point for future analysis. Disclosure of disability data Issue and the number of staff with no declared disability decreased by 8.8% to 359 while staff with no declared disability decreased by 11.7% (2637).

The **mean disability pay gap** decreased by a 0.5 of a percentage point since 2023 from 9.7% to 9.2%, with the **median disability pay gap** increasing from 8.9% to 10.7% between 2023 and 2024. When removing timesheet-paid staff, the **mean** sits at 8.6% and the **median** at 5.7%.

The **mean disability bonus pay gap** is 66.9% up from 15.4% In 2023, while the **median disability bonus pay gap** remains at 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.

Staff who have not declared a disability are more highly represented in all quartiles, as shown in Figure 9. However, considering the overall distribution, 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

**In depth analysis was carried out last year and determined that the number of timesheet-paid staff at the lower end of the pay scale has a significant impact on our pay gaps as does a change in the proportion of staff within each equality category and contract type. 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. For this reason, a decision was taken to produce two sets of figures, with and without this population.

Analysis of our pay gaps this year has shown that a decrease in staffing of 11.9% over the past year, particularly timesheet-paid staff, has resulted in a reduction in both the mean and median gender gap figures. Two thirds of the change in the census population in 2024 was down to a reduction in female staff, resulting in movement in the proportion of females from timesheet to substantive contracts and consequently a reduction in the gender pay gap.

The staffing reduction also had an impact on our ethnicity pay gap figures with the biggest decrease in racially minoritised staff employed on timesheet contracts. This has changed the ethnicity demographic balance with proportionately more racially minoritised staff now on substantive contracts with staff on substantive contracts on an average rate 44% higher than timesheet staff.

This is further illustrated in the second set of figures produced which demonstrate the impact of timesheet-paid staff on the pay gap figures, showing the reduction in the mean and median gender pay gaps, a reversal of the ethnicity pay gaps and a reduction in the median disability pay gap.

The other main influencing factor on the median pay gap figures was the split implementation of the national pay award where lower graded staff in Kent grades 1 to 6 were prioritised over grade 7+ staff and received the award earlier.

The number of bonuses decreased in 2024 from 2,312 to 39 partly due to a pay freeze in operation since 1 August 2023 which limited the use of financial payments from staff award and recognition schemes. Also, in comparison to the previous year when an unusually high number of one-off payments from the Staff Resilience Fund were made. This payment was in recognition of exceptional staff performance during the pandemic and was a uniform, one-off amount.

The University continues to work to improve the development pipeline of women and other staff with a protected characteristic 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 41.8%. [4] Sector data compares favourably for gender and racially minoritised staff.[5]

4 As at 31 March 2024
5 Sector figures from AdvanceHE Equality in HE: Staff Statistical Report 2024

| Professors | Kent | Sector |
|---|---|---|
| Female | 41.8% | 30.8% |
| Chinese | 6% | 2.3% |
| Asian | 5.6% | 4.6% |
| Black | 1.12% | 0.8% |

The reporting of disability-related Information is affected by the quality of data. The number of staff declaring a disability decreased between 2023 and 2024 decreased and there is under-reporting at both Kent and within the sector. Work is ongoing to improve this situation. An annual audit is conducted to encourage existing staff to provide up-to-date equality data to enable 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'.

# LOOKING AHEAD

**The University continues to champion its vision of a diverse and inclusive working environment although sustained and purposeful change takes time. Equality pay gap reporting supports these actions and monitors progress. Kent's specific gender pay gap performance against its peer group, UK and HE benchmarks Is encouraging but there Is still more work to be done to close our pay gaps.**

Specific action towards these goals include:

- Race Equality Charter submission and accreditation
- The launch of the Professional Services Career Framework in January 2026 will support staff looking to develop their careers within the University
- Development programmes for managers working within Commercial Services and Estates to support staff within those teams
- The addition of a standalone inclusive leadership workshop, co-facilitated by academic colleagues, to the LASR leadership programme
- Specific work with managers to raise awareness of neurodivergence and leading neuro divergent teams
- Offering focused support to neurodivergent staff who wish to obtain a coaching qualification, and to neurodivergent colleagues who request coaching sessions.

We will continue to:

- Work towards Athena Swan reaccreditation supporting gender equality in Higher Education and research
- Demonstrate commitment through dialogue with our EDI networks and stakeholders
- Continue working towards specific People and Culture Strategy Key Performance Indicators (KPIs) linked to increasing the talent pipeline and proportion of women and racially minoritised staff in professorial roles and senior management positions
- Run development leadership and management programmes which support these ambitions including LASR, Foundations of Management, Horizons and the scoping of a bespoke in-house programme to support career development and progression for racially minoritised staff
- Run annual staff surveys to gauge progress around six areas of strategic focus which underpin our inclusive goals
- Monitor staff wellbeing scores as part of the annual staff survey and KPIs specifically looking at absence days related to mental health, increasing the completion of appraisals and wellbeing conversations
- Work through the Action Plan related to the 2022 Equal Pay Audit which includes a review of recruitment and selection processes, including training for Panel Chairs, and the use of timesheet contracts. Interim monitoring of Equal Pay by grade
- Increase the number and offering of apprenticeship programmes open to staff, funded through the Apprenticeship levy
- Provide annual comprehensive pay reporting to Remuneration Committee who oversee the application of University pay policy
- Provide and continuously improve EDI reporting relating to academic promotions to the University Promotions Committee for monitoring.

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