

WE STAND FOR AMBITION.

University of
Kent

EQUALITY PAY GAP

2025 Report





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INTRODUCTION

The University of Kent remains committed to fostering an inclusive and equitable workplace and reducing inequalities in its pay and reward systems. Part of this work involves the auditing of our pay gaps presented here in the 2025 Equality Pay Gap report. This is the third year of going beyond statutory requirements by voluntarily reporting on ethnicity and disability pay gaps, in addition to gender.

Our mean gender pay gap figure has continued to reduce overall since the launch of statutory gender pay gap reporting in 2017, from 17.5% to 12.5% although our median pay gap has risen overall during that period from 9.8% to 13.3%. The UK median gender pay gap for all employees is 13.1% and within higher education, 11.5% (mean 13.6%).¹

Our mean gender pay gap has reduced in the past year from 13.2% to 12.5% although the median has increased from 11.7% to 13.3%. We continue to monitor ourselves against our peer group of eleven institutions with a mean rank of first and median rank of second.²

Our mean and median ethnicity pay gaps have increased, from 7.4% to 9.4% and 8.1% to 10.0% respectively. Both mean and median disability pay gaps have decreased from 9.2% to 8.0% at the mean and from 10.7% to 4.4% at the median.

We continue to produce two sets of figures to demonstrate the impact on our data of timesheet paid staff, mainly casual student workers. One set of figures is for statutory reporting and includes these casual workers, the other set relates only to substantive staff. This enables the University to track progress more accurately, year-on-year, concentrating action on its static workforce.

We recognise that there is still work to be done to narrow our pay gaps, the causes of which are complex and overlapping and the result of economic, societal and educational factors. 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 2025 equality pay gap data, with data taken on 31 March 2025, 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 $\geq 5\%$ 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.

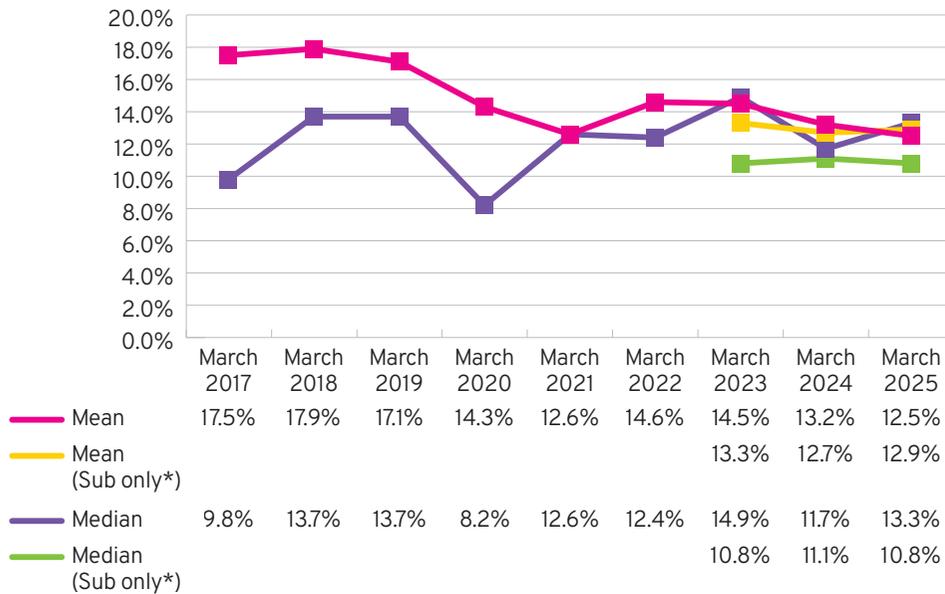
1 Intersectional Pay Gaps In Higher Education 2023-24 published December 2025

2 Based on 2024 figures

GENDER PAY GAP DATA

Gender pay gap

Figure 1: Mean and median pay gap by year



*Substantive only = without timesheet paid staff

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

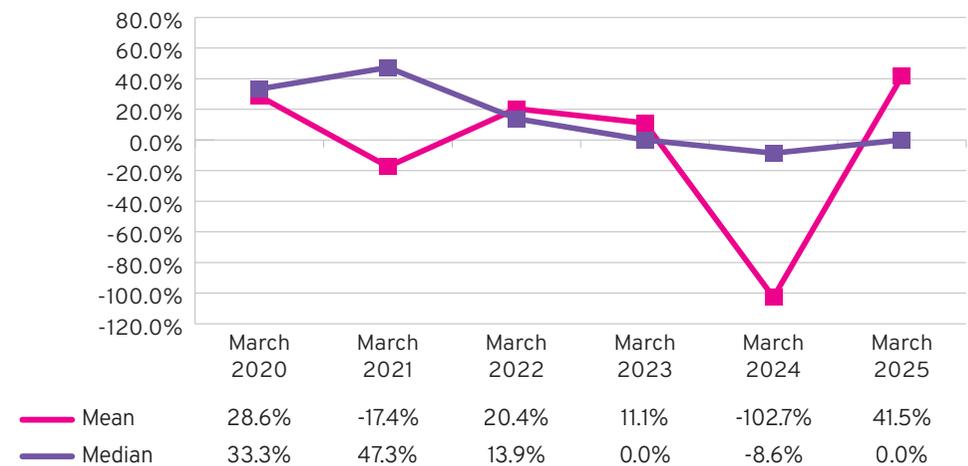
The mean gap is the difference in the average hourly earnings/bonus between men and women.

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.

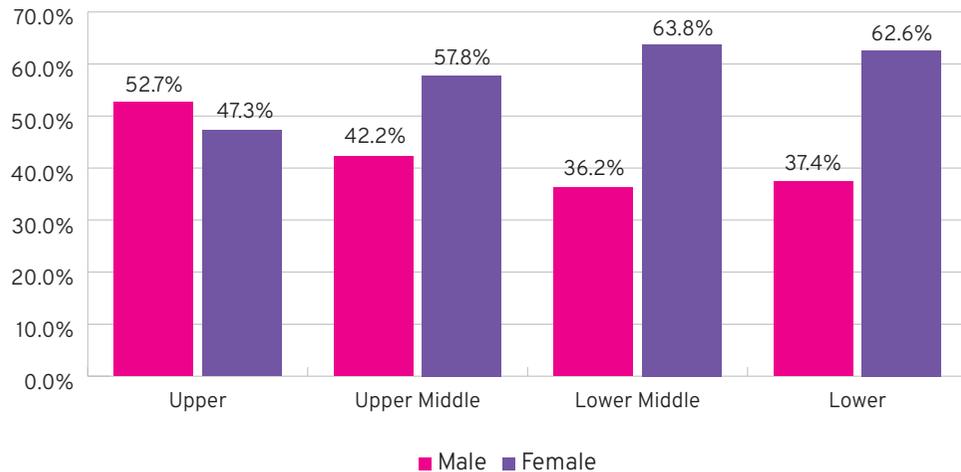
Gender bonus pay gap

Figure 2: Mean and median bonus pay gap by year



Pay quartile distribution

Figure 3: Gender pay gap – quartile distribution



Quartile	2024		2025	
	M	F	M	F
Upper	55.5%	44.5%	52.7%	47.3%
Upper Middle	42.7%	57.3%	42.2%	57.8%
Lower Middle	39.6%	60.4%	36.2%	63.8%
Lower Quartile	35.7%	64.3%	37.4%	62.6%

Commentary

The **mean gender pay gap** has reduced this year to 12.5% which is a 0.7 percentage point reduction from 13.2% in 2024. The **median gender pay gap** increased from 11.7% in 2024 to 13.3% in 2025. These figures are 12.9% and 10.8% when timesheet staff are removed suggesting that casual staff have a smaller impact on the overall gender pay gap figures than can be seen in our ethnicity pay gap figures. The overall mean gender pay gap has decreased overall since 2017 from 17.5%.

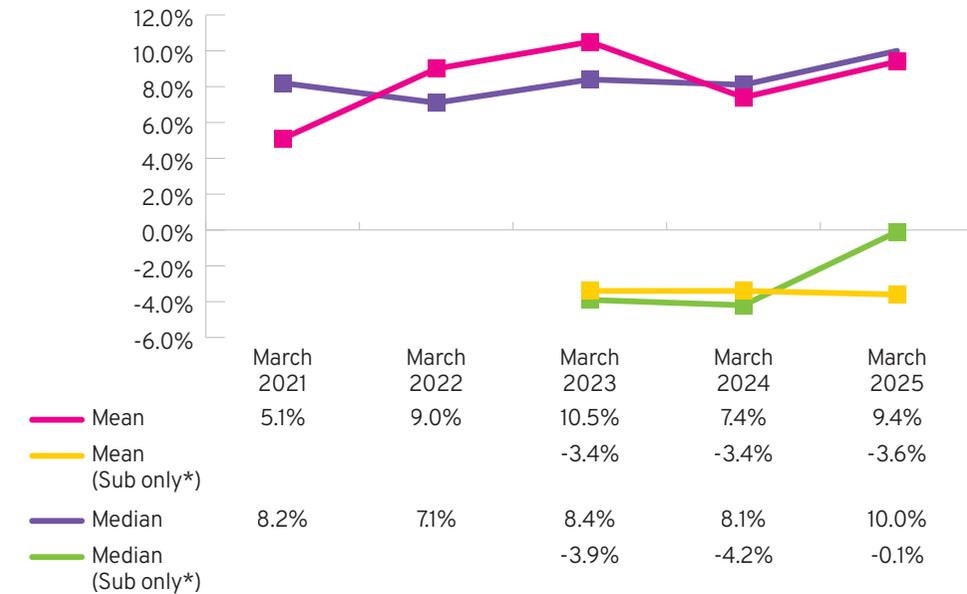
The **mean bonus pay gap** has reversed from -102.7% in favour of women to 41.5%. Likewise the **median bonus pay gap** has changed from -8.59% to 0.0%. The actual number of bonuses paid has remained low at 35, marginally down from 39 the year before.

Male staff continue to be more highly represented in the upper quartile pay band than female staff (Figure 3).

ETHNICITY PAY GAP DATA

Ethnicity pay gap

Figure 4: Mean and median ethnicity pay gap by year



* Substantive only = without timesheet paid staff

Ethnicity pay gap data measures the difference in the hourly pay of white and global majority staff in all roles across the University.

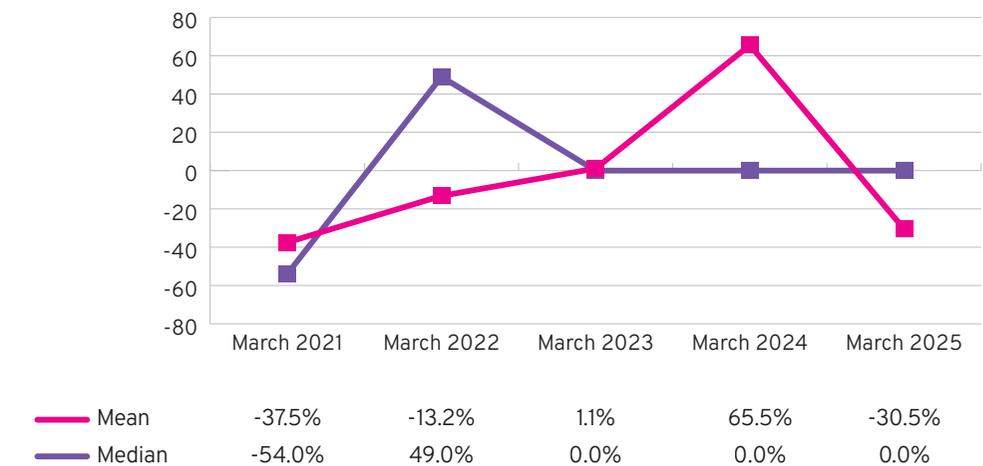
The mean gap is the difference in the average hourly earnings/bonus between white and global majority staff.

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 white staff and a negative value in favour of global majority staff.

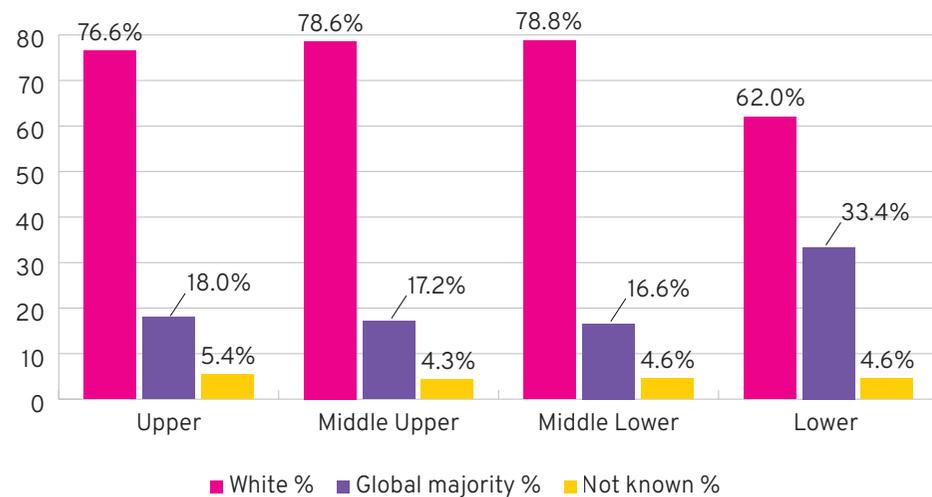
Ethnicity bonus pay gap

Figure 5: Mean and median ethnicity bonus pay gap by year



Ethnicity pay quartile distribution

Figure 6: Ethnicity pay gap – quartile distribution



Quartile	2024			2025		
	White %	Global majority %	Not known %	White %	Global majority %	Not known %
Upper	77.7%	16.4%	5.9%	76.6%	18.0%	5.4%
Middle Upper	78.5%	17.4%	4.1%	78.6%	17.2%	4.3%
Middle Lower	79.6%	13.6%	6.8%	78.8%	16.6%	4.6%
Lower	67.5%	27.6%	4.9%	62.0%	33.4%	4.6%

Commentary

This is the third 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 gaps.

The **mean ethnicity pay gap** between white and global majority staff increased since 2024 from 7.4% to 9.4% in 2025. The **median ethnicity pay gap** increased from 8.1% in 2024 to 10.0% in 2025. When removing the timesheet-paid staff, both **mean** and **median** pay gaps reverse to -3.6% and -0.1 respectively, in favour of global majority staff, demonstrating the significant impact of these staff, mainly casual student workers, paid at the lower end of the pay scale.

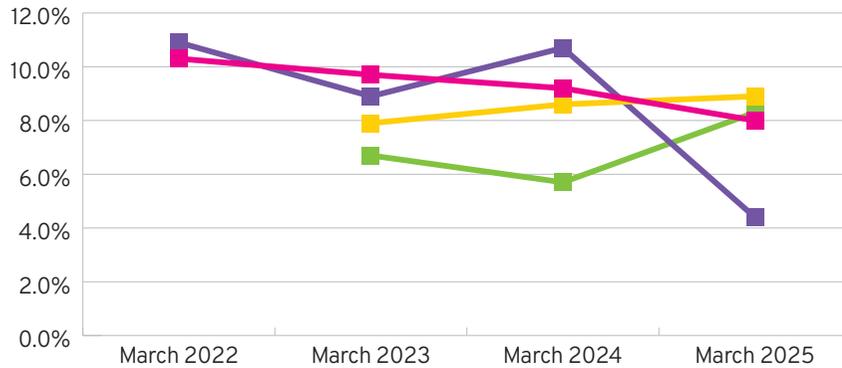
The **mean bonus pay gap** between white and global majority staff reversed from 65.5% to -30.5%. The **median bonus pay gap** remained at 0.0%. As with the gender pay gap bonus figures, the number of bonuses paid in the past year is low at 35, continuing the trend from 2024.

White staff are more highly represented than global majority staff in all pay quartiles (Figure 6), due to the number employed by the University. Further analysis of the data confirms that white staff are over represented in the upper and middle quartiles, whereas global majority staff are over-represented in the lower quartile. This again reflects the number of casual workers in this group.

DISABILITY PAY GAP DATA

Disability pay gap

Figure 7: Mean and median disability pay gap



Mean	10.3%	9.7%	9.2%	8.0%
Mean (Sub only*)		7.9%	8.6%	8.9%
Median	10.9%	8.9%	10.7%	4.4%
Median (Sub only*)		6.7%	5.7%	8.3%

* Substantive only = without timesheet paid staff

Disability pay gap data measures the difference in the hourly pay of no disability declared/disability declared staff in all roles across the University.

The mean gap is the difference in the average hourly earnings/bonus between no disability declared/disability declared staff.

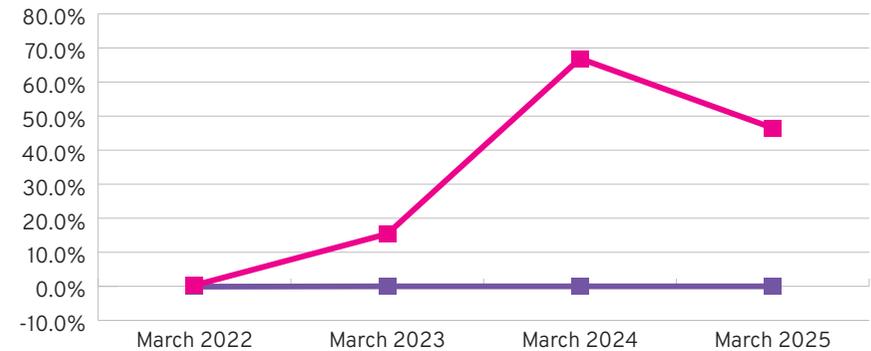
The median gap is the difference in the mid-point of hourly earnings/bonus when they are ordered from lowest to highest. This minimises the effect of any particularly high or low pay rates or bonuses.

A positive value denotes a gap in favour of no disability declared staff and a negative value in favour of disability declared staff.

Disability bonus pay gap

Figure 8: Mean and median disability bonus pay gap by year

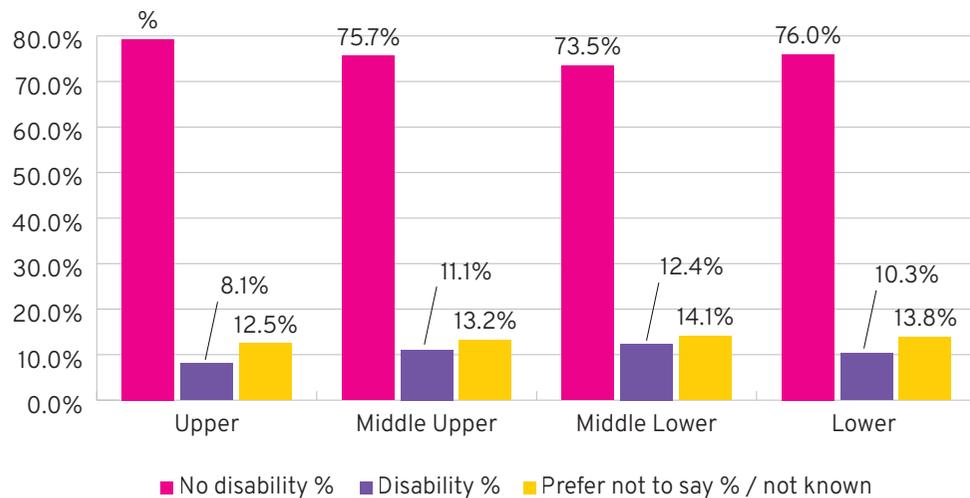
No disability declared/disability declared



Mean	0.3%	15.4%	66.9%	65.5%	46.5%
Median	-0.1%	0.0%	0.0%	0.0%	0.0%

Disability pay quartile distribution

Figure 9: Disability pay gap – quartile distribution



	2024				2025			
	Upper	Middle Upper	Middle Lower	Lower	Upper	Middle Upper	Middle Lower	Lower
No Disability %	77.7%	75.7%	72.5%	70.8%	79.3%	75.7%	73.5%	76.0%
Disability %	8.0%	9.3%	12.1%	11.2%	8.1%	11.1%	12.4%	10.3%
Prefer not to say % / not Known	14.3%	13.1%	15.4%	18.0%	12.5%	13.2%	14.1%	13.8%

Commentary

As with ethnicity pay gap reporting, this is the third year of producing disability pay gap analysis.

The **mean disability pay gap** decreased by 1.2 percentage points since 2024 from 9.2% to 8.0%, with the **median disability pay gap** also decreasing by 6.3 percentage points from 10.7% to 4.4% between 2024 and 2025. When removing timesheet-paid staff, the **mean** sits at 8.9% and the **median** at 8.3%.

The **mean disability bonus pay gap** is 46.5% down from 66.9% In 2024, 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 quartile than the overall percentage for the organisation. Staff who have declared a disability have a higher representation in the lower and middle-lower quartiles.

UNDERSTANDING OUR DATA

Analysis of our pay gaps this year has shown that, while the overall number of staff in the census period has only increased by 0.3% (10 staff), changes within the composition of the census population have impacted the figures. These changes include the differing characteristics between starters and leavers and changes in the disclosure of EDI characteristics.

Although average pay increased more for females overall, thereby narrowing the mean gender pay gap, changes at the middle of the distribution favoured males, thereby increasing the median gender pay gap. The removal of timesheet-paid staff has little impact on the gender pay gap figures.

The main contributor to the ethnicity pay gap increase was the growing number of global majority staff paid on timesheet contracts in casual roles occupied predominantly by students such as Student Ambassadors. These roles provide valuable work opportunities for students while they study but do impact the figures significantly. When these timesheet-paid staff are removed from the calculation, the ethnicity pay gap reverses.

The mean disability pay gap reduced between 2024 and 2025. This reduction in the pay gap can be attributed to better completion of disability data (fewer 'unknown' values), a narrowing of the pay differences between disability statuses for starters and leavers and a higher increase in the hourly rate of staff who have declared a disability. The reduction in the median from 10.7% to 4.4% is partly due to staff changing their disability status between census periods. The additional reduction has also been due to the difference in the hourly rates for starters versus leavers.

The number of bonuses decreased from 39 in 2024 to 35 in 2025. The low number is due to the financial position of the University which has limited the use of financial payments from staff award and recognition schemes. The movement in bonus pay gaps therefore between the two years is based on low numbers and male staff were more likely to receive a bonus than female staff, those who have not declared a disability were more likely to receive a bonus than those who have declared a disability and global majority staff were more likely to receive a bonus than white staff. The definition of bonus for this analysis also includes payment for one-off pieces of work.

LOOKING AHEAD



The University is actively working to progress equality, diversity and inclusion at Kent and to embed a set of core EDI principles as golden threads throughout all of its work. Equality pay gap reports support these actions and monitor the impact of change.

Since last year:

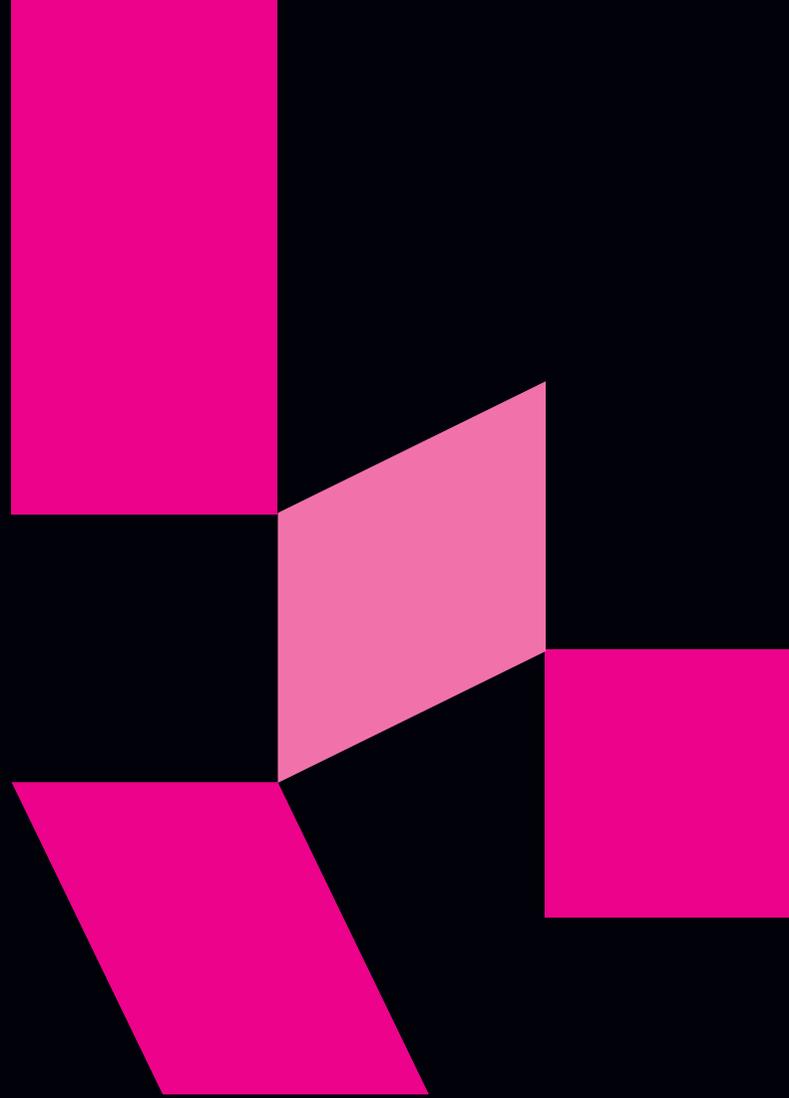
- The Race Equality Charter (REC) submission gained Bronze accreditation which will be valid until October 2029. A REC Monitoring Group has been established to ensure progress on the Action Plan and related commitments
- The EDI Network structure and recognition of Network Chairs has been formally approved to go live in the 2025-26 academic year
- Last year, the annual Staff Survey included core questions from both the Athena SWAN and REC staff surveys to ensure staff experience is being monitored in direct relation to the commitments within the two Charter Marks. Staff Survey response data and wellbeing scores were further analysed by gender, race and caring responsibility to assess trends for negative/positive impact
- A consultation process took place with staff, students and Kent Student Union for the development of the 2025-30 EDI Strategy; this included engagement with traditionally hard-to-reach, non-desk based, shift pattern staff
- An institution-wide stakeholder consultation took place for the formal University response to the EHRC Consultation on the Updated Services Code of Practice post-UK Supreme Court ruling on the legal definition of Sex as defined by the Equality Act 2010. The response was submitted in June 2025.

In addition, the following initiatives went live in the 2024-25 academic year to build stakeholder engagement:

- Equality Impact Assessment Clinics
- Monthly EDI Network Chair drop-ins with the EDI team to identify areas of positive work, areas that require support and provide an informal 'sounding board' for advice and guidance
- Extension to the monthly EDI Café series to include a new Carers' Café, and the continuation of the Menopause and Neurodiversity Cafés
- Creation of a network of School EDI leads and formal links between the central EDI team and School EDI governance structures
- Increased use of Equality Impact Assessments with feedback from Networks / impacted staffing groups on major University initiatives, including HR related processes such as appraisal, promotion, probation and the Academic Career Map.

Work continues to:

- Launch the Professional Services Career Framework in the coming year which will support staff looking to develop their careers within the University
- Gain Athena Swan reaccreditation supporting gender equality in Higher Education and research
- Continue working towards specific People and Culture Strategy Key Performance Indicators (KPIs) linked to increasing the talent pipeline and proportion of women and global majority staff in professorial roles and senior management positions
- Run annual staff surveys to gauge progress around six areas of strategic focus which underpin our inclusive goals
- 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 is being undertaken
- Increase the number and offering of apprenticeship programmes open to staff
- Provide annual comprehensive pay reporting to Remuneration Committee who oversee the application of University pay policy.



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