

King's College London

Pay Gaps Report 2019

The requirement to report on the gender pay gap was introduced by the Government in 2017, and this is the third year we are publishing our figures.

The concept can also be extended to ethnicity, and last year we voluntarily calculated and communicated our ethnicity pay gap figures to the university*, reflecting our commitment to understanding sources of inequality across King's.

As explained below, pay gap measures are an important indicator of “structural inequality” at King's. Structural inequality is a broad term that relates to systemic imbalances in rights and powers in institutions.

Achieving balanced representation for different groups of people in roles at all levels across our institution is a long-term aspiration, helping to address issues of structural inequality. It is a core part of ensuring that everyone, no matter what their background, has equal opportunities as part of the King's community.

We are pleased that we can point to progress in our gender pay gap with a drop from 19% to 17.8% and a fall in the median bonus gap driven by a change in the handling of recognition payments this year. However, the ethnicity pay gap remains constant at 13%. We know we have more to do and cannot afford to be complacent. You can read about the actions we are taking to create the conditions for change later in this report.

This autumn, we will be announcing the results of the Inclusion Survey which ran in May. This data will provide further insight into our staff's experience of fairness and equality of opportunity at King's. It will be used to inform both our university-wide Athena SWAN submission and future work to close pay gaps at King's.

The pay gap measures and what they signify

The government requires all organisations that employ more than 250 staff to report on the following gender pay statistics, based on a data cut on the 31st March (for public sector organisations) of the year in question:

- The % difference in mean and median hourly pay figures
- The proportion of males and females in each pay quartile
- The % difference in mean and median bonus payment figures
- The proportion of males and females receiving a bonus payment

A gender pay gap occurs when there is disproportionate representation of men and woman at different levels in the institution. It is an indicator of “structural inequality”. That is why it is important that we undertake actions to reduce these imbalances through improvements to our policies, processes and practices. These changes aim to optimise fairness and

** The government opened a consultation on ethnicity pay gap reporting which ran from October 2018 to January 2019 and we await further details.*

objectivity, and over time improve representational balance as opportunities arise through the regular flow of people in and out of roles.

It is important to note that the gender pay gap concept is different from equal pay. Equal pay is about comparing the pay of men in women who carry out the same/similar jobs, or work of equal value. This is actively managed at King's, an example being the recent introduction of a Professorial Pay Framework across the university.

Our 2019 pay gap figures

Part A: Gender

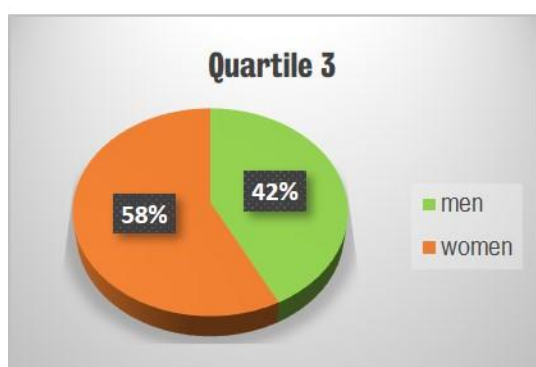
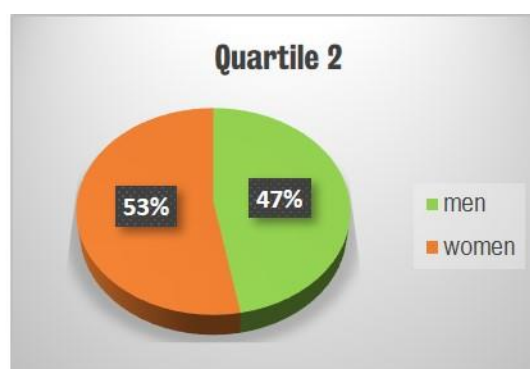
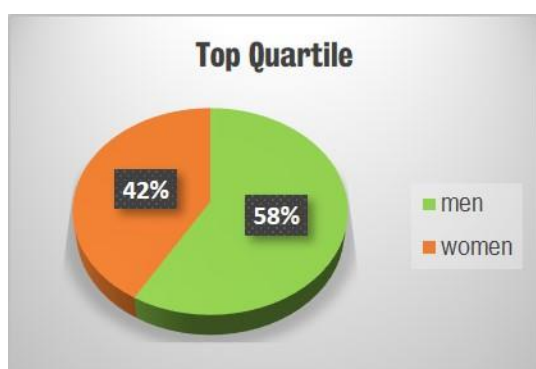
These are our 2019 gender pay gap results, using data from 31st March 2019:

Year	Mean gap	Median gap	Mean bonus gap	Median bonus gap
2019	17.8%	13.0%	59.0%	31.3%
2018	19.0%	14.1%	61.8%	60.6%
Change	1.2 percentage points drop	1.1 percentage points drop	2.8 percentage points drop	29.3 percentage points drop

In terms of the distribution of men and women across the four pay quartiles, the graphs below illustrate structural imbalances at King's.

We have an over-representation of men in the top quartile, and an over-representation of women in the bottom quartile.

These are the biggest drivers of the gender pay gap at King's. The effect can be illustrated by removing these two groups from the calculations. If the top quartile group is removed, the mean pay gap reduces to 3.0%; and if the bottom quartile group is then also removed, the mean pay gap reduces further to 2.5%.



Further analysis of our gender pay gap figures by grade and broad role type are included in the appendix.

In terms of the proportion of men and women receiving a bonus, including Clinical Excellence Awards, 7.4% of men and 6.4% of women received a bonus during the 12 months leading up to 31 March 2019. If Clinical Excellence Awards are excluded, the numbers receiving a bonus falls to 4.6% of men and 5.5% of women.

In relation to the marked fall in the median bonus gap (29.3 percentage points), this is explained by all recognition awards in 2018 being given as one-off payments rather than consolidated into base pay, significantly recalibrating the median bonus payment for men.

Part B: Ethnicity

In terms of our 'high level' figures, the mean Ethnicity Pay Gap showing the difference in pay between White and BME colleagues is unchanged from 2018 at 13.2%. There has been a slight improvement in the median figure which has fallen from 9.4% to 9.2%.

This year we have included tables to show the ethnicity breakdown using narrower descriptions. And, as with gender, we have also published a breakdown of staff ethnicity by grade. These analyses can be found in the Appendix.

What changes have contributed to reducing the pay gap over the last year?

The reduction in the gender pay gap from 2018 can be attributed, in the most part, to small but significant "structural changes" as described below:

- An increase in the proportion of women in roles in the highest pay quartile (from 39% to 41.5%), and a decrease in the proportion of women in the lowest pay quartile (from 66% to 64%).
- A higher proportion of women in academic roles, complemented by an increase in the number of promotion applications and successes for women. For our 2017/18 academic promotions cycle (promotions effective from September 2018), 47% of applications were by women which was an increase of 10 percentage points from the previous year. This figure has fallen back slightly to 45% for the latest round (effective September 2019) but is higher than the 41.5% female representation in academic roles.
- An increase in the proportion of women in clinical roles, from 39.5% to 42.2%. Since March 2018, 54% of recruits into clinical roles have been women.

Our actions – creating the conditions for change

Our principle objective is to create conditions that optimise fairness and objectivity across King's by making improvements to our policies, processes and practices, including addressing sources of bias – conscious and unconscious. This will continue to be the focus of our work, underpinned by our equal opportunity ethos.

The following initiatives are actions we believe will help facilitate a more balanced representation of men and women, and different ethnic groups, across our institution.

- **Professorial Pay Framework** – we have recently introduced a Professorial Pay Framework (PPF) to ensure we have a fair, transparent pay structure for our professors.
- **Promotions Process** – we continue to make improvements in this area such as the introduction of the Academic Education Pathway and requiring members of selection panels to undertake Diversity Matters training.
- **Race Equality Charter Mark** – we participate in the Race Equality Charter (REC) and currently hold a Bronze award.

- **Athena SWAN** – the charter provides a robust self-assessment framework for gender at King’s. Over the coming months we will identify our priority areas and create a strategic action plan, with our first submission planned for April 2020.
- **HR digital services launch** – we are encouraging staff to update their equal opportunity information as part of the self-registration process. This will significantly improve our ability to monitor the impact of our policies and process on different staff groups.
- **Staff and management training** – we are embedding key elements of Diversity & Inclusion in our leadership programmes.
- **Mentoring & Professional Development** – King’s launched the ‘More than Mentoring’ scheme in September 2018 with the aim of providing mentoring support for various groups in the institution.
- **Community Networks** – we have launched a number of network support groups such as the King’s Gender Equality Network (Elevate), the Race Equality Network and the Parents & Carers’ Network.
- **Inclusion Survey** – In May 2019, we conducted an Inclusion Survey to help us understand staff sentiment in relation to inclusion and belonging. Results of the survey will be announced this autumn and feed into our first institutional Athena SWAN submission and overall strategy for D&I at King’s.
- **Research into Gender Pay Gap drivers** – we have commissioned some internal research to better understand some of the factors influencing the Gender Pay Gap at King’s.

APPENDIX – Further analysis of our average pay gap figures

Part A: Gender

Additional analysis by grade and broad type of role provide further insights into where we need to focus our attention in relation to the average gender pay gap findings.

With respect to grade, the graph below shows our distribution of men and women across grades. This table can be viewed as a more granular breakdown of the pay quartile information, as grade is closely related to pay. Apart from Grade 2, there is a clear downward trend of women in more senior roles.

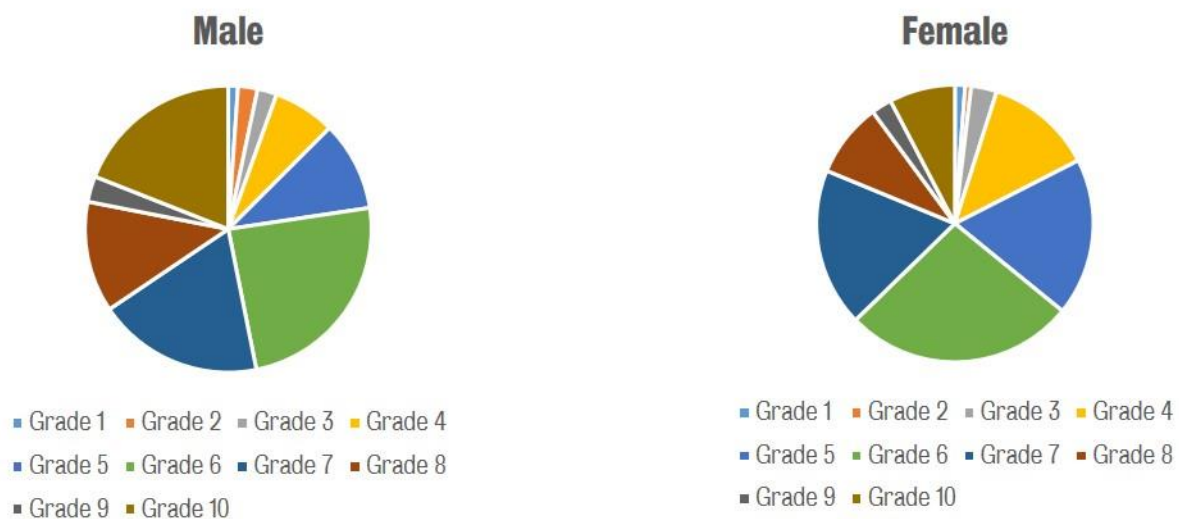
Grade 9 has been used as proxy grade to include Reader, Clinical Psychologist Senior Lecturers, and very Senior Research staff, whilst Grade 10 will include Professors and Senior Professional Services staff (ALC6).

Applying these as numeric values, the mean grade for men is 6.8 and for women it is 6.1.

REPRESENTATION OF MEN AND WOMEN ACROSS KING'S GRADES



The following pie charts show how the distribution of male and female staff across the grades at King's.



In relation to role type, the following table shows the breakdown of pay between the different broad role groupings.

The mean and median numbers are “indices”, expressed relative to the overall mean/median pay figures at King’s where those figures are equivalent to 100. For example, male academics are paid 41.4% higher than the average (mean) employee.

	Mean	Median	n=
Academic			
Male	141.4%	147.4%	1,005
Female	128.0%	137.8%	713
GPG	9.5%	6.5%	
Clinical			
Male	170.9%	169.6%	349
Female	132.9%	135.7%	255
GPG	22.2%	20.0%	
Research			
Male	83.0%	94.7%	709
Female	79.6%	89.7%	1,031
GPG	4.1%	5.3%	
Professional Services			
Male	85.2%	90.0%	1,491
Female	78.1%	85.0%	2,347
GPG	8.3%	5.6%	

What this analysis shows is that the gender pay gap is more accentuated in the:

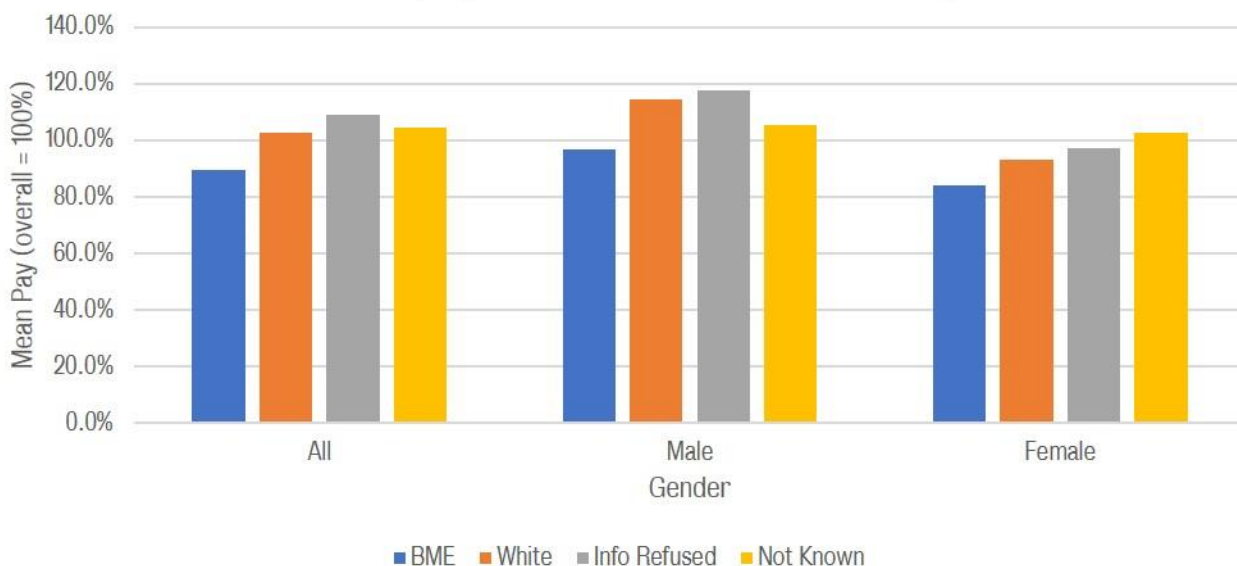
- Clinical group – where there are disproportionately higher numbers of men (60.5%) paid at rates generally higher than other staff, in line with NHS guidelines.
- Professional Services group – where there are disproportionately higher numbers of women (61.3%) paid at rates that are general lower than in the research, academic and clinical groups.

Part B: Ethnicity

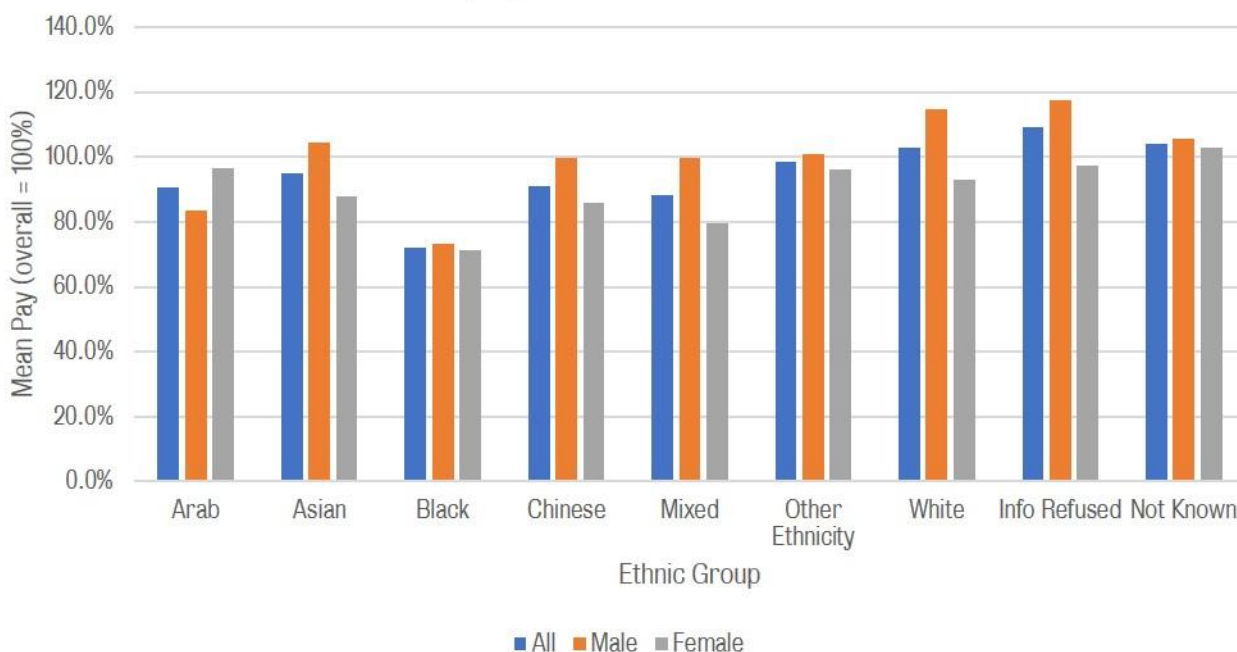
The following charts show:

- The mean hourly pay gap by gender and broad definition of ethnicity;
- A more detailed breakdown by ethnicity and gender;
- The breakdown of how employees in each ethnic grouping are graded, and;
- How each grade then breaks down by ethnic representation.

Mean Pay by Gender and Broad Ethnic Group



Mean Pay by Ethnic Group and Gender



	Arab	Asian	Black	Chinese	Mixed	Other Ethnicity	White	Info refused	Not Known
Grade 1	0.0%	1.0%	6.7%	0.0%	3.9%	1.1%	0.7%	1.9%	1.5%
Grade 2	3.8%	1.5%	7.2%	0.0%	2.7%	4.5%	0.9%	0.7%	3.0%
Grade 3	0.0%	1.8%	5.3%	1.6%	5.1%	3.4%	2.6%	0.7%	1.5%
Grade 4	7.5%	12.5%	23.4%	7.0%	12.9%	9.0%	9.2%	6.7%	7.6%
Grade 5	22.6%	15.4%	21.2%	14.8%	18.4%	15.7%	13.9%	15.7%	10.6%
Grade 6	35.8%	28.0%	16.2%	41.8%	25.0%	23.6%	25.3%	26.2%	19.7%
Grade 7	22.6%	21.5%	12.5%	18.0%	17.2%	18.5%	18.6%	19.5%	22.7%
Grade 8	5.7%	7.6%	4.5%	10.2%	7.0%	10.7%	11.4%	8.2%	13.6%
Grade 9	0.0%	1.1%	0.8%	2.5%	1.2%	3.4%	3.0%	2.6%	0.0%
Grade 10	1.9%	9.6%	2.2%	4.1%	6.6%	10.1%	14.4%	17.6%	19.7%
<i>Sum</i>	<i>99.9%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>99.8%</i>	<i>99.9%</i>
Mean	5.9	6.2	4.9	6.3	5.7	6.2	6.6	6.7	6.8

The table above also shows the mean grade for each ethnic group so, for example, the average grade for employees with 'Asian' ethnicity is 6.2.