

Pay Gaps 2023



At King's, the way we do things is as important to us as what we achieve.



Professor Shitij Kapur,
Vice-Chancellor & President

Inclusion and belonging is key to our success. It is a core part of ensuring that everyone, no matter what their background, has an equal opportunity to succeed at King's. It is by reaching out and seeking to understand others, that we build the trust needed for a thriving community, where everyone feels a sense of belonging and can fulfil their potential.

Over the last year both our gender and ethnicity pay gaps have decreased. The University is committed to achieving balanced representation for different groups of people at all levels and is proud of the work being done to develop a culture of inclusion and belonging across King's. We are mindful of the systemic barriers which can affect us as a community and will continue to develop this much needed change.

Implementing our gender and race inclusion action plans continues. Inclusive best practice will be embedded within our leadership and management activity and pay equity across new and existing roles will continue to be monitored.

Whilst gender and ethnicity are important areas of focus, we are passionate and committed to the equality of opportunity and representation across all protected characteristics.

All of us have a part to play in creating an environment where everyone is included and can thrive. We look forward to working with colleagues across the University to effect the changes needed.

Statutory declaration: We confirm that the gender pay gap calculations are accurate and meet the requirements of regulations

A handwritten signature in black ink, appearing to be 'Shitij Kapur', written over a horizontal line.

A handwritten signature in black ink that reads 'Fiona Roberts'.



Fiona Roberts
Vice President (People & Talent)/Chief People Officer

Gender Pay Gap

31 March 2023 Data

Gender Pay Gap 2023



Why does King's have to report gender pay gap?

Mandatory gender pay gap reporting in the UK is a requirement for all legal entities with over 250 employees.



What is gender pay gap?

The gender pay gap is the difference between the hourly rate of pay of men and women. It is expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported as both a mean (average) and a median (mid-point).



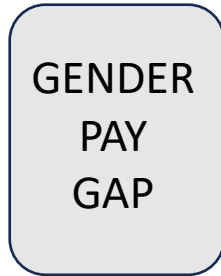
Is gender pay gap the same as equal pay?

Gender pay gap is not the same as equal pay. Equal pay compares the salaries of men and women doing the same or equivalent work. A gender pay gap does not mean that women earn less than their male counterparts doing the same job.

What are mean and median gender pay gaps?

MEAN PAY GAP

MEAN
(AVERAGE)
PAID MALE



MEAN
(AVERAGE)
PAID FEMALE



The mean (average) is calculated by adding together all values and dividing by the number of values.

The mean gender pay gap is the difference between the mean hourly pay rate for male employees and the mean hourly pay rate for female employees. This is then expressed as a percentage of the mean hourly rate for male employees.

MEDIAN PAY GAP



HIGHEST PAID



THE MEDIAN



LOWEST PAID

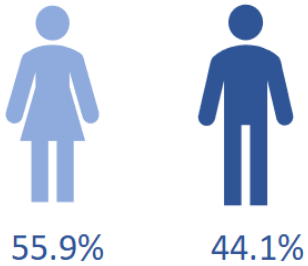
The median is the middle value in a list sorted from lowest to highest. The median measurement is less impacted by high or low outliers.

The median gender pay gap is the difference between the median value of hourly pay rate for male employees and the median value of hourly rates for female employees. This is then expressed as a percentage of the median rate for male employees.

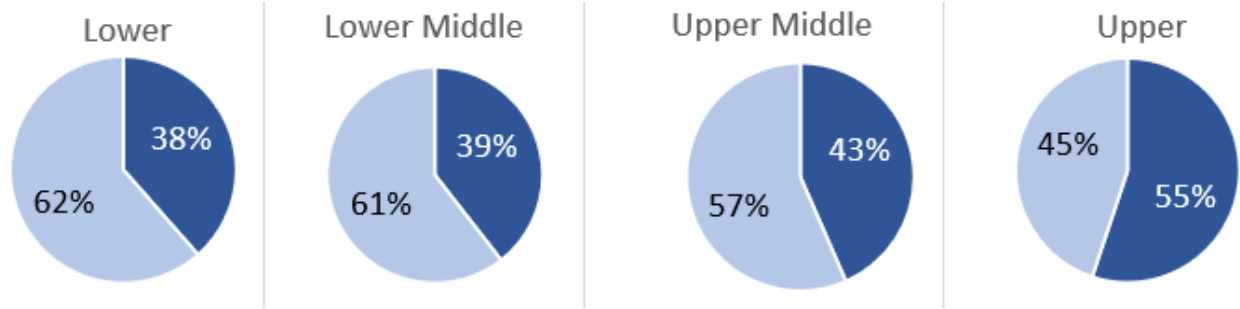
Gender Pay Gap – Our headline results according to statutory calculations

Mean 13.2 % Median 8.6 %

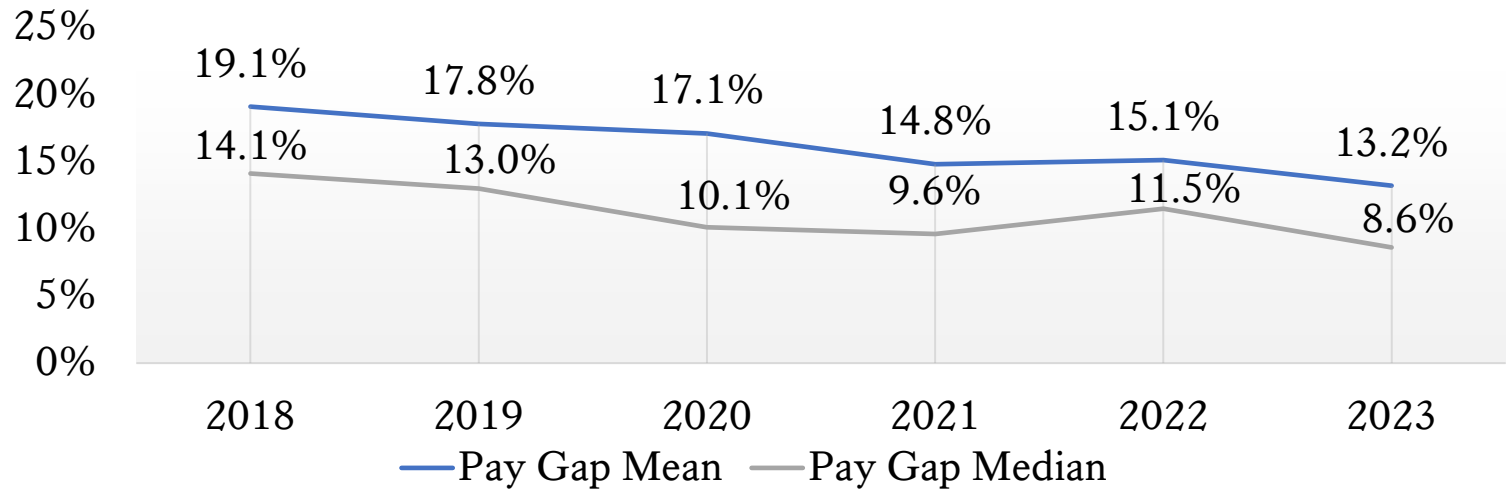
Percentage of men and women overall



Pay quartiles by gender



Gender pay gap year on year



Our mean gender pay gap has decreased by 1.9% and our median gap has decreased by 2.9% since last year.

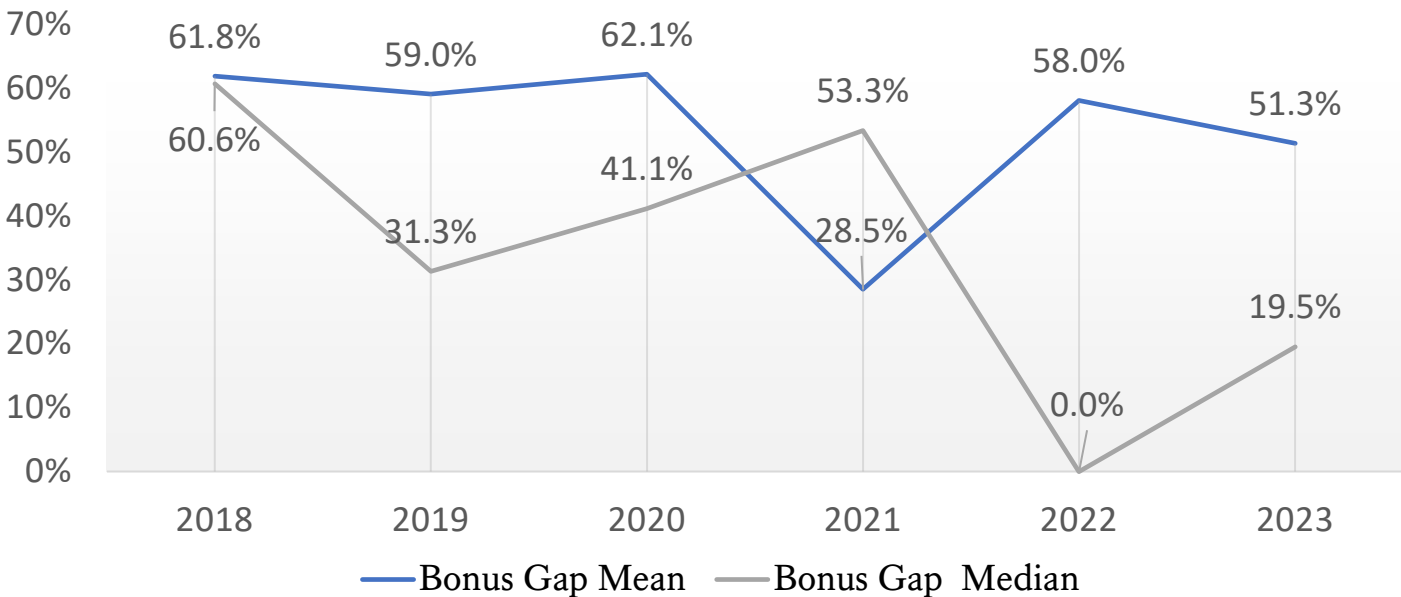
We continue to compare favourably with our direct comparator group of Russell Group universities. We have moved from having the fourth lowest mean gender pay gap to third lowest. Our median gender pay gap has moved from tenth place to joint fifth place.

We have the third highest proportion of women paid in the upper pay quartile.

Gender Bonus Gap – Our headline results according to statutory calculations

Mean 51.3 % Median 19.5 %

Gender bonus gap year on year



A bonus is a one-off payment that is not related to working additional hours. The most frequent example of a bonus at King’s is a one-time payment through the recognition pay scheme.

Our mean gender bonus gap has decreased by 6.7% and our median bonus gap has increased by 19.5% since last year.

The median bonus gap has increased from 0% due to most recognition payments being at £1,000 in the 2022 results.

Clinical Excellence Awards (CEA) are bonuses that are determined by the NHS. We are required by the gap reporting legislation to include these bonuses in our calculations.

With CEA excluded the mean gender bonus gap decreases to 15.5% and the median decreases to 5.2%. With CEA excluded the percentage receiving bonus reduces to 7.7% of women and 7.8% of men.

Percentage of men and women receiving bonus



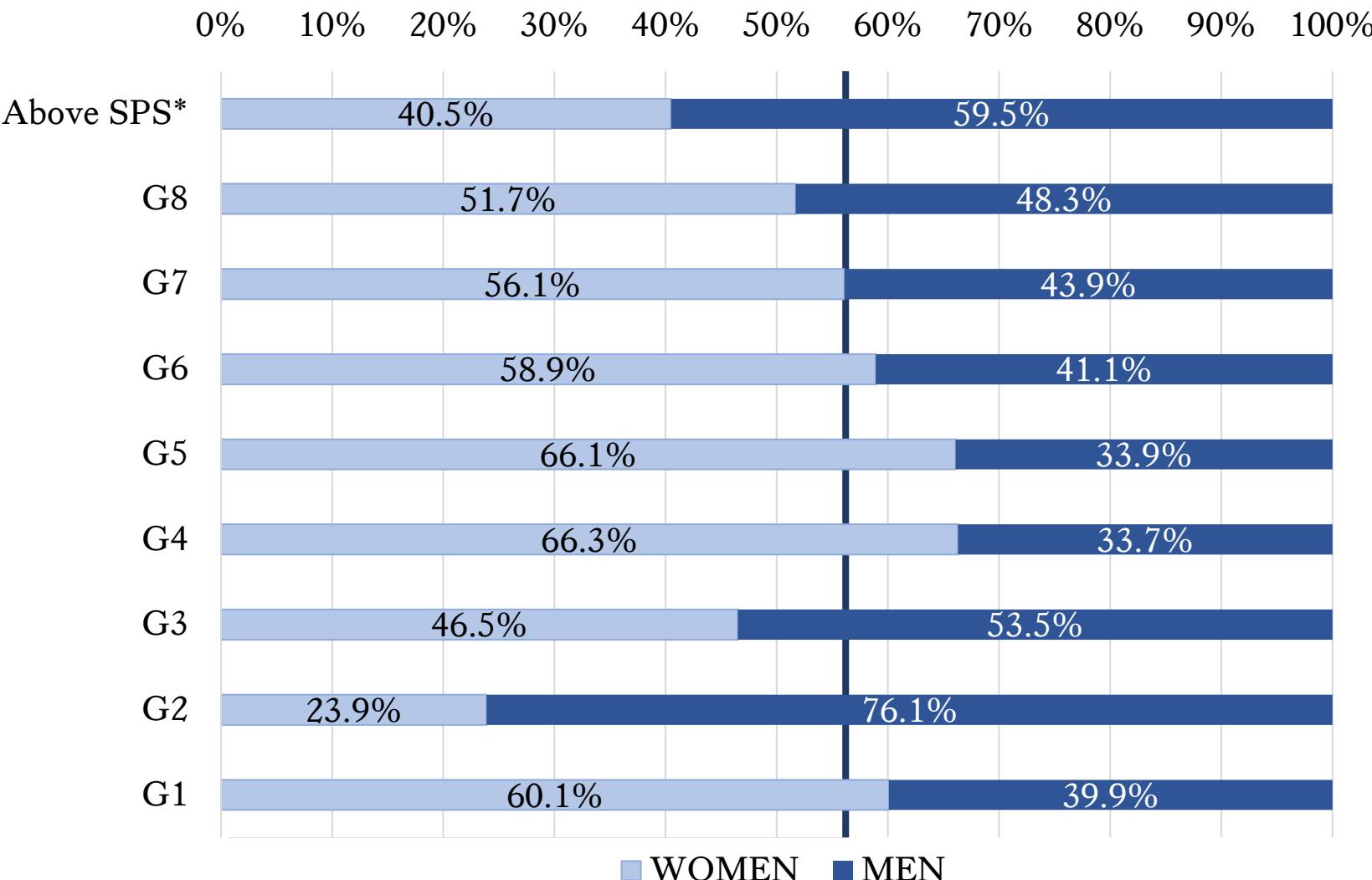
8.5%



10.3%

The underlying cause of GPGs – the proportion of men and women by grade

Grade representation



Underlying King’s (and many others) pay gaps is under representation of women and ethnic minorities in the more senior and therefore higher paying roles. This chart shows the percentage of females at each grade level.

From grade four upwards the percentage of women in each grade starts to reduce. The vertical line shows the overall percentage of females (55.9%).

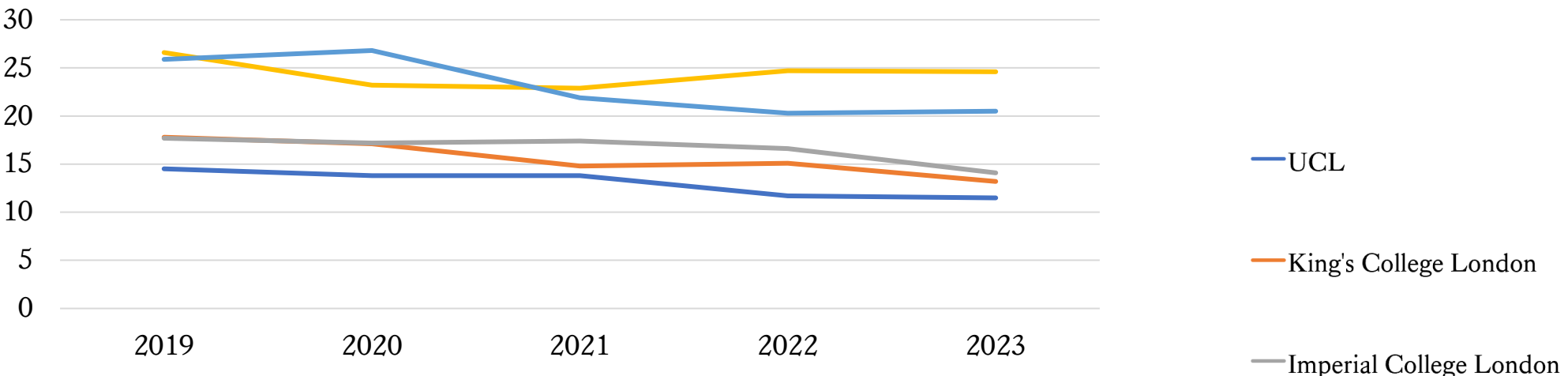
In grade two we have a high proportion of men in Estates and Facilities.

Reducing and ultimately eliminating the gender pay gap at King’s and across the UK will result from increasing the proportion of women in senior roles.

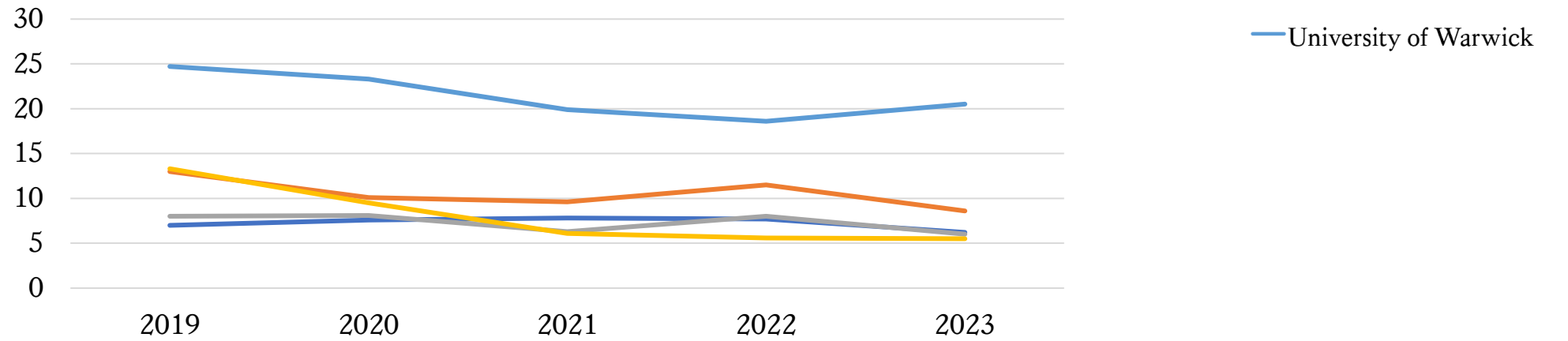
* SPS = Single Pay Spine

Gender Pay Gap Mean and Median – How do we compare; prior years and now?

Russell Group Mean Gender Pay Gap Comparison



Russell Group Median Gender Pay Gap Comparison



Positive action supporting people to thrive and reach their potential at King's

King's is committed to creating a culture of inclusion and belonging, where women can develop to reach their potential and progress at all levels throughout their career with us, and parents and carers feel enabled and supported.

Better maternity and partners' support

Maternity rights start on day one of working at King's. We increased full pay maternity leave to 20 weeks and paternity and partners leave to six weeks.

We signed up to the Maternity Pledge, a social enterprise that provides support for the transition into motherhood and improves maternity leave experience and returning to work.

Athena SWAN

We have adopted the Athena SWAN self-assessment to help us understand and develop gender equity. We have a Silver Institutional award and continue to focus on our actions plans.

King's Gender Equality Network

Elevate educates and challenges on issues of gender inequality at King's. Elevate empowers colleagues to share their experiences and inform King's policy and strategy. The network also supports colleagues to reach their potential through events, mentoring and training.

Parents and Carers

We're supporting parents and carers to thrive at King's.

- More affordable childcare with a 20% childcare subsidy for under threes at Ofsted registered childcare providers
- Providing a leadership programme for parents.
- Free coaching sessions for parents and carers.
- Parents and carers toolkit to support colleagues and managers.

We also continue to build our partnership with Working Families.

Women in leadership

Improving development opportunities and increasing the proportion of women in senior roles will have a positive impact on the gender pay gap.

At King's we are trialing our new senior Women's Leadership programme alongside the nationwide Aurora Women's Leadership programme, a leadership development initiative which aims to address the under representation of women in leadership positions in the sector.

Understanding and supporting the menopause

We launched a new training session for supporting menopause, as well as holding webinars on this topic.

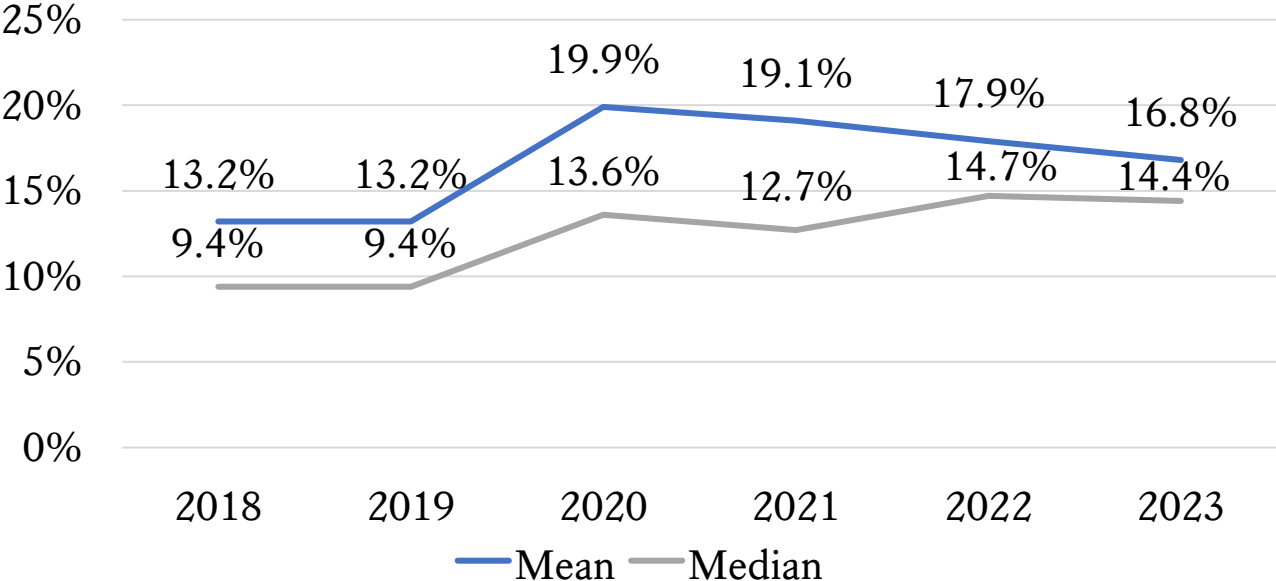
As part of our ongoing policy reviews, we are updating our Menopause and Menstruation Policy.

Ethnicity Pay Gap

31 March 2023 Data

Ethnicity Pay Gap – Our headline results according to Government guidelines

Ethnicity pay gap year on year (binary)



Ethnicity Pay Gap	Mean	Median
Asian or Asian British	12.2%	10.0%
Black, Black British, Caribbean or African	27.4%	20.7%
Mixed or Multiple Ethnic Groups	14.4%	11.5%
Other Ethnic Groups	19.1%	14.7%
Not disclosed	4.0%	9.9%

The government has, in 2023, for the first time produced guidance to support employers who wish to voluntarily report ethnicity pay gap data.

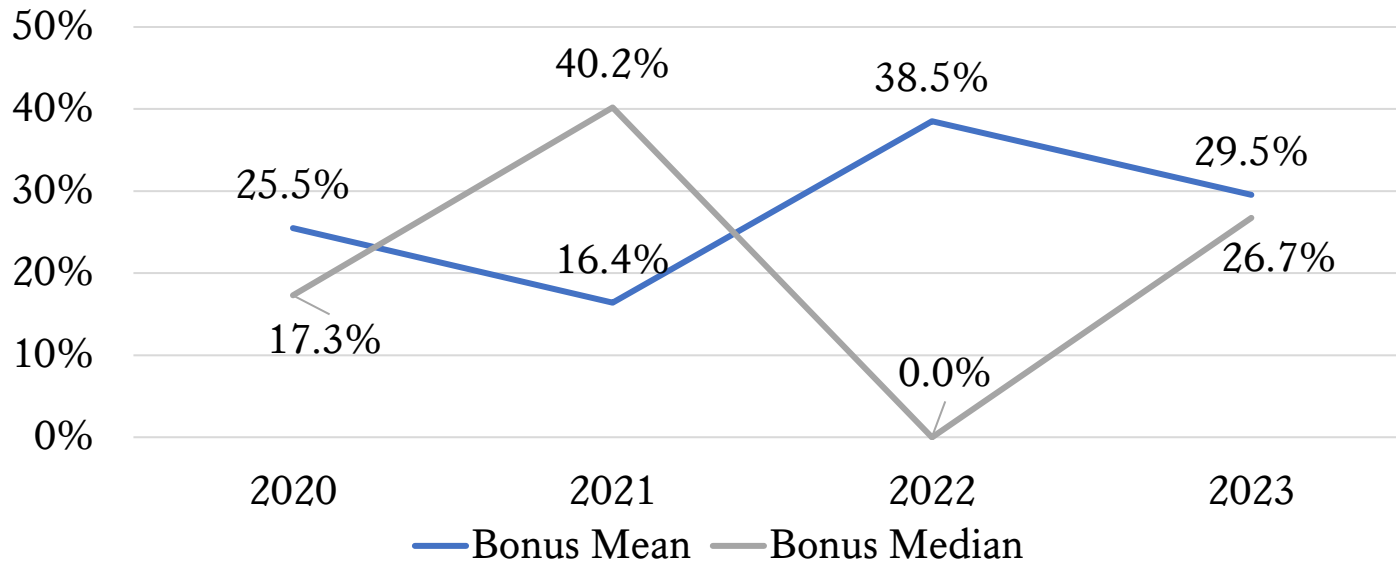
Our mean binary ethnicity pay gap has decreased by 1.1 % and our median gap has decreased by 0.3 % since last year.

King’s varies from many similar organisations in that we have chosen to insource many Estates and Facilities roles that are typically outsourced. We believe having these roles within King’s is the right thing to do, however we are aware it exacerbates our ethnicity pay gap.

This year by exploring the data in more depth than binary level this has enabled the visibility to help guide us towards more targeted action plans to address ethnic disparities. We are publishing binary (White-BAME) and more detailed information to help as standardised voluntary reporting becomes the norm.

Ethnicity Bonus Gap - Also now non-binary

Ethnicity bonus gap year on year (binary)



A bonus is a one off payment that is not related to working additional hours. The most frequent example in King's of a bonus is lump sum through the recognition pay scheme.

Clinical Excellence Awards (CEA) are bonuses that are determined by the NHS. We are required by the gap reporting legislation to treat these CEA bonuses within the King's bonus calculations.

With CEA payments removed the mean bonus gap changes to:

- Asian or Asian British 24.7%
- Black, Black British, Caribbean or African 33.4%
- Mixed or Multiple Ethnic Groups 8.3%
- Other Ethnic Groups 29.0%
- Not Disclosed -3.6%

With CEA payments removed the median bonus gap changes to:

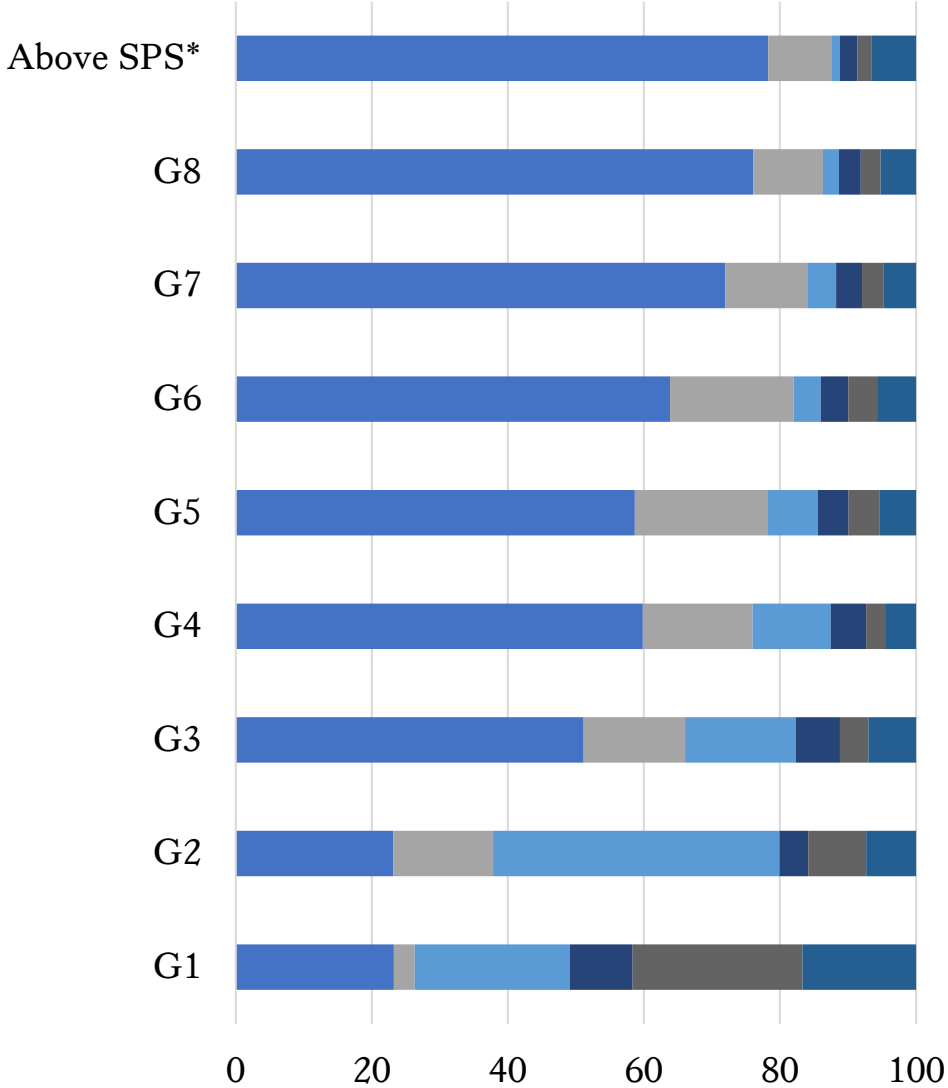
- Asian or Asian British 20.0%
- Black, Black British, Caribbean or African 45.4%
- Mixed or Multiple Ethnic Groups 14.1%
- Other Ethnic Groups 31.6%
- Not Disclosed 20.5%

Ethnicity Bonus Gap	Mean	Median	% Receiving Bonus
Asian or Asian British	3.5%	2.3%	7.4%
Black, Black British, Caribbean or African	71.4%	49.7%	6.8%
Mixed or Multiple Ethnic Groups	56.4%	19.4%	6.9%
Other Ethnic Groups	40.0%	32.7%	5.6%
Not disclosed	-13.2%	21.0%	9.0%
White	N/A	N/A	10.3%

Grade representation and pay quartiles

Similar to gender pay gaps, underlying King's (and many others) ethnicity pay gaps is under representation of ethnic minorities in the more senior and therefore higher paying roles.

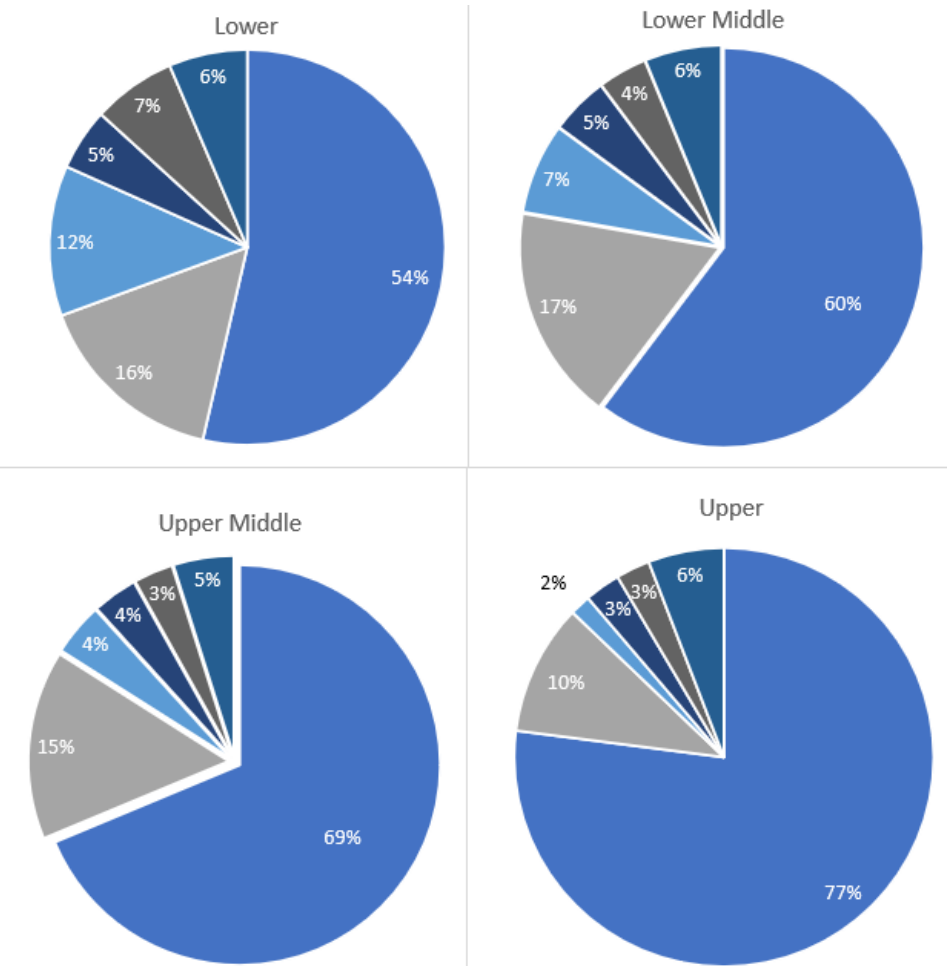
Grade representation by ethnicity



- White
- Asian or Asian British
- Black, Black British, Caribbean or African
- Mixed or multiple ethnic groups
- Other ethnic group
- Not disclosed

* SPS = Single Pay Spine

Pay quartiles by ethnicity



Positive action supporting people to thrive at King's

King's is committed to creating a culture of inclusion and belonging, where people of all ethnicities feel supported and can develop and progress their career

Race Equality Charter

The Race Equality Charter is a national scheme aimed at improving the representation, progression and success of minority ethnic staff and students within higher education. We have received a Bronze Institutional Award and continue to deliver actions, activities and review progression against our Race Equality Action Plan

Training and resources

We have updated our microaggression training and added more courses, such as a six-week long Disrupting Racism programme. We have also built on our race equality allyship toolkit by adding further toolkits to assist colleagues with their anti-racism education.

StellarHE is a leadership development scheme for staff from Black, Asian and minoritised ethnic backgrounds. We are embedding inclusive practice throughout our leadership and management offering. These actions will support increasing representation in senior roles

Mentoring

We continue to be part of BMentor, which is a cross institutional mentor scheme for academic, research and professional services staff from Black, Asian and minoritised backgrounds. We also plan to increase the value of the scheme by hosting a talk on Careers in Higher Education for King's mentees

Inclusive recruitment

We are introducing a new interview panel diversification scheme which includes bespoke training to embed inclusive practices

Staff Networks

We work closely with our Race Equality Network to address any gaps and implement new ideas and to ensure there is an intersectional approach

Race Equality Maturity Model

We have developed a framework for King's to evaluate its progress and shape action plans in this area. This was launched in 2023, and we are now supporting staff on its implementation.

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