

King's College London

Pay Gaps Report 2020

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

The concept can also be extended to ethnicity, and since 2018 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 further progress in our gender pay gap with an overall drop from 17.8% to 17.1%. However, the ethnicity pay gap has increased to 20.0%, which we recognise is partly due to the increase in the King's workforce of junior staff who identify as Black, Asian or minority ethnic, following the successful insourcing of the cleaning and security teams, when we welcomed over 400 members of staff into our community. 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.

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 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 2020 pay gap figures

Part A: Gender

These are our 2020 gender pay gap results, using data from 31st March 2020. The table includes a comparison to 2019, with data from 2018 also included to provide a longer-term perspective:

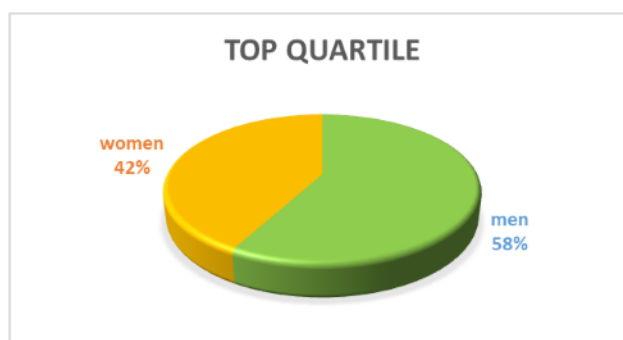
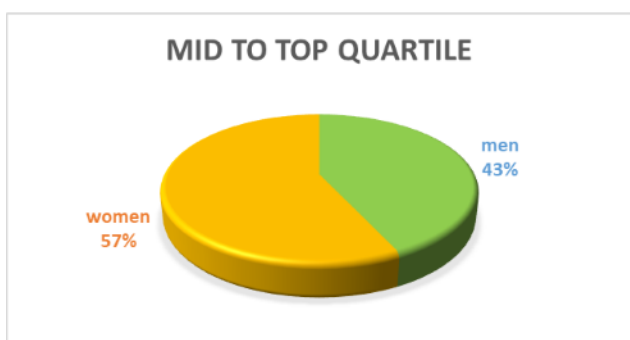
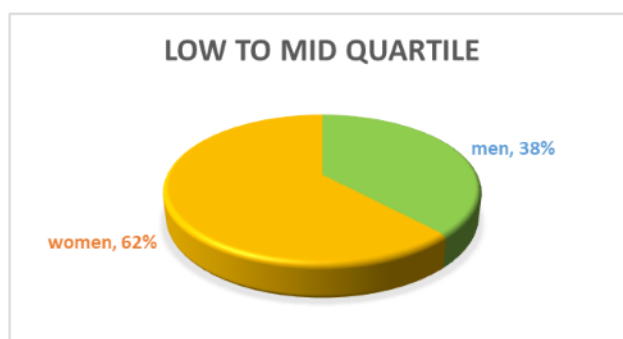
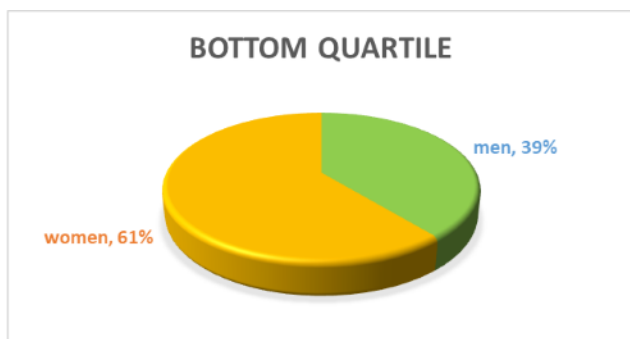
Year	Mean gap	Median gap	Mean bonus gap	Median bonus gap
2020	17.1%	10.1%	62.1%	41.1%
2019	17.8%	13.0%	59.0%	31.3%
2018	19.0%	14.1%	61.8%	60.6%
Change	0.7 percentage points drop	1.9 percentage points drop	3.1 percentage points drop	10.1 percentage points drop

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

We continue to have an overrepresentation of men in the top quartile, however the reduction in the proportion of women in the lowest quartile is encouraging and the change in the proportion of women in the two middle quartiles is a positive indication of women moving up through the distribution.

By removing the top quartile the gender pay gap would be only 0.2%. This highlights that the challenge in tackling our gender pay gap remains in employing and retaining women in the more senior roles across the university. A positive development is the relative movement of women towards the higher of the two middle quartiles. This is a result of improved recruitment practices and the efforts we have made to encourage women to seek internal advancement, most notably through our academic promotions process.

Measurement of pay gaps within the quartiles can be misleading as it effectively imposes a floor and a ceiling on the hourly salary, which will necessarily reduce the gap. However, it is encouraging that the pay gap for each of the middle two quartiles is 0% suggesting a more even spread across these grades. The challenge is the gender pay gap in the highest quartile where it is 11.4%.



In terms of the proportion of men and women receiving a bonus, including Clinical Excellence Awards, 7.9% of men and 7.8% of women received a bonus during the 12 months leading up to 31 March 2020. We are required to include Clinical Excellence Awards, which are determined externally by the NHS in the figures. If Clinical Excellence Awards are excluded, the numbers receiving a bonus payment under the King's annual Recognition Scheme falls to 5.4% of men and 7.0% of women.

Part B: Ethnicity

These are our 2020 ethnicity pay gap results, using data from 31st March 2020. As with the gender data, the table includes a comparison to 2019, with data from 2018 also included to provide a longer-term perspective:

Year	Mean gap	Median gap	Mean bonus gap	Median bonus gap
2020	19.9%	13.6%	25.5%	17.3%
2019	13.2%	9.4%	Not available	Not available
2018	13.2%	9.4%	Not available	Not available
Change	6.7 percentage points increase	4.2 percentage points increase		

Our analysis shows that a large contributor to the increase this year is the insourcing of colleagues in cleaning and security. If those staff are discounted the mean gap would be 15.1% and the median gap 9.6%.

Excluding the cleaners and security guards, who would not have been eligible for a recognition award in 2019, 9.0% of white colleagues and 7.2% of BME colleagues received a bonus. If Clinical Excellence Awards are excluded these numbers fell to 6.4% and 5.3%.

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

The reduction in the gender pay gap from 2019 can be attributed, in the most part, to the insourcing of the Cleaning and Security operations which introduced more lower graded male staff. This serves as an indication that there is more to achieve; however, there are encouraging signs:

- A consolidation of the proportion of the top quartile who are women.
- A consolidation of the proportion of women in the highest pay quartiles, specifically the second highest pay quartile (from 53% to 57%)
- A higher proportion of women in succeeding in their applications for academic promotion. In 2019 the percentage of women applying for academic promotion (45%) exceeded the proportion of women in academic roles (41.5%). This year's figures suggest that just over half of successful applicants for academic promotion are women (51.6%).
- A greater proportion of women employed in middle management (61%), many of whom were not present last year (new recruits, maternity returners)
- Age remains an important factor in the Gender Pay Gap within the UK. Below the age of 40 the UK-wide pay gap is negligible, but it is 4.6% for King's. We must ensure that the lower levels of pay gap in the younger age-groups become a sustainable wave which moves

through the age groups, so that in five years' time the low figure for the under 40s is a low figure for the under 45s with negligible pay gaps. This means ensuring the career development and progression of women within the university.

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, whose academic growth will continue to be recognised. The short-term impact on the pay gap, which is measured against the overall population, will most likely be neutral at best, but the immediate impact on equal pay has been positive, and we anticipate a long-term benefit on our gender pay gap.
- **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. This has a substantial action plan, the combined effects of which are intended to improve representation and inclusion for Black, Asian and minority ethnic staff across all parts of King's and so help tackle the ethnicity pay gap.
- **Athena SWAN** – the charter provides a robust self-assessment framework for gender equality at King's. We have identified our priority areas, created a strategic action plan and in November 2020 we submitted our application for an institutional silver award, the results of which we hope to receive in 2021.
- **Staff and management training** – we continue to embed key elements of Diversity & Inclusion in our leadership programmes.
- **Mentoring, Mutual Mentoring & Professional Development** – King's launched a Mutual Mentoring scheme in December 2020 to further build emotional intelligence and understanding of equality barriers across King's and the More than Mentoring scheme launched September 2018 continues 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), Race Equality Network and Parents & Carers' Network.
- **Inclusion Survey** – We conducted an Inclusion Survey to help us understand staff sentiment in relation to inclusion and belonging and the results formed part of our Athena SWAN submission.
- **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.
- **Flexible working, support for carers, menopause and menstruation policies** - in recognition of the challenge we face to ensure more women remain working at Kings, EDI are working on a policies to address these areas.

APPENDIX – Further analysis of King’s pay gap figures

Part A: Gender

There are two main reasons for the reduction in gender pay gap;

- Most significantly, the insourcing of cleaning and security staff has improved the gender balance in our lower grades.
- An improvement in our recruitment practices. If we look at the staff who have joined since the last census date in March 2019, there is a negative pay gap (-0.1%).

Additional analysis of the quartile distribution shows some promising improvements, with better balance being achieved in the lower quartiles when compared to last year. It also shows that our gender pay gap would fall to just 0.2% if the highest quartile is excluded, highlighting that our main challenge continues to be female representation in senior roles, whether through hiring, promotion, or retention.

Distribution among the four pay quartiles is shown below. Figures in brackets show the position for 2019.

Quartile	Percentage Male	Percentage Female
Lowest quartile	39% (36%)	61% (64%)
Low to mid quartile	38% (42%)	62% (58%)
Mid to high quartile	43% (47%)	57% (53%)
Highest quartile	58% (58%)	42% (42%)
Overall distribution	45%	55%

Part B: Ethnicity

The table outlines analysis across the quartiles.

Quartile	White %	BAME %	NK/RTS %
Lowest quartile	55%	37%	8%
Low to mid quartile	67%	27%	6%
Mid to high quartile	73%	23%	4%
Highest quartile	79%	15%	6%
Overall distribution	69%	25%	6%

An even distribution across the quartiles would see 25% of BAME staff in each quartile. It is clear from the table that King’s has an over-representation in the lowest quartile and an under-representation in the highest quartile. Whilst the presence in the lowest quartile might be partially explained by the insourcing arrangement, the lack of representation in the highest quartile cannot.

Part C: Other factors affecting King’s pay gaps and challenges

Nature of Role

King’s now records seven employment ‘types’. The levels of pay are significantly higher in Academic roles, notably Clinical Academic roles. Professional Services and Research roles are the lowest paid.

Mean and Median Earnings by Employment Type with Gender/Ethnic Representation

Employment Type	Mean Earnings			Median Earnings			Totals & Percentages			
	Male	Female	GPG	Male	Female	GPG	Male	Female	Female	
Academic	37.36	33.68	9.9%	32.81	31.03	5.4%	1055	57.3%	787	42.7%
Research	21.87	21.14	3.3%	21.03	20.02	4.8%	702	39.3%	1085	60.7%
Teaching	31.98	26.05	18.5%	20.57	20.02	2.7%	375	42.2%	514	57.8%
Clinical Academic	77.07	62.23	19.3%	62.87	48.55	22.8%	178	65.7%	93	34.3%
Clinical Research	26.65	25.96	2.6%	24.09	23.14	3.9%	84	51.5%	79	48.5%
Clinical Teaching	28.75	28.48	0.9%	27.73	27.73	0.0%	96	50.3%	95	49.7%
Prof Servs	21.25	20.35	4.2%	18.71	18.71	0.0%	1674	40.1%	2501	59.9%

Employment Type	Mean Earnings			Median Earnings			Totals & Percentages			
	White	BAME	GPG	White	BAME	GPG	White	BAME	BAME	
Academic	36.24	32.37	10.7%	31.9	31.03	2.7%	1521	86.2%	243	13.8%
Research	21.6	20.92	3.1%	20.57	20.44	0.6%	1249	73.0%	463	27.0%
Teaching	27.63	24.98	9.6%	20.57	18.5	10.1%	585	76.4%	181	23.6%
Clinical Academic	72.41	71.45	1.3%	57.65	53.46	7.3%	211	81.5%	48	18.5%
Clinical Research	26.69	26.05	2.4%	23.25	24.09	-3.6%	104	67.5%	50	32.5%
Clinical Teaching	29.05	27.99	3.6%	27.74	27.73	0.0%	77	42.8%	103	57.2%
Prof Servs	22.36	17.98	19.6%	19.73	16.84	14.6%	2648	67.3%	1286	32.7%

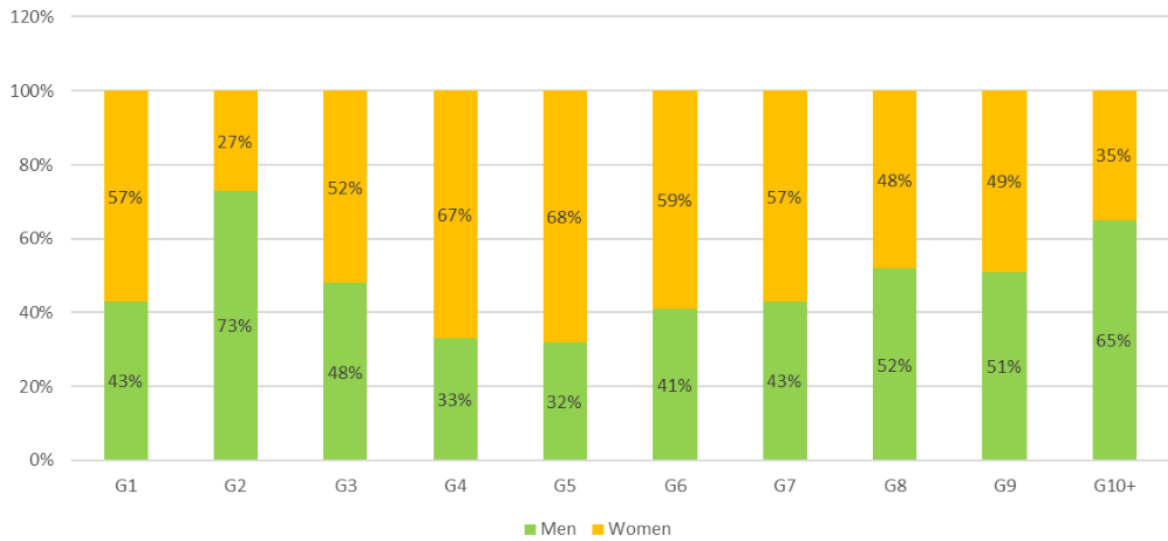
Note: The percentage representations are only taken from the White and BAME populations and ignore those where ethnicity is unknown or not disclosed.

- Clinical roles are the most highly paid and 66% of these roles are filled by men and 81.5% by white people. With the broadly equal representation in Clinical Research and Teaching, across the entire clinical population this percentage reduces to 57%.
- 57% of Non-clinical Academic roles are also filled by men and 86% by white people.
- There is generally little difference in the mean and median pay in teaching and research roles. The exception to note is in non-clinical Teaching Roles.
- The mean pay gap for Non-clinical Teaching roles is significant. Further investigation shows that the hourly paid roles contribute significantly to this. The gender pay gap for this sub-group would be nearly 23%. Although this sub-group is more highly paid than those on permanent teaching contracts and female representation is high (55%), the top quartile has 55% of men and 45% of women. In terms within gender populations 31% of male hourly paid teachers are in the top quartile, and 25% of women.
- The greatest disparity for the ethnicity pay gap is in the Professional Services and Academic areas.
- For both our gender pay gap and ethnicity pay gap the challenge is to have a more even distribution between the areas where our colleagues are employed.

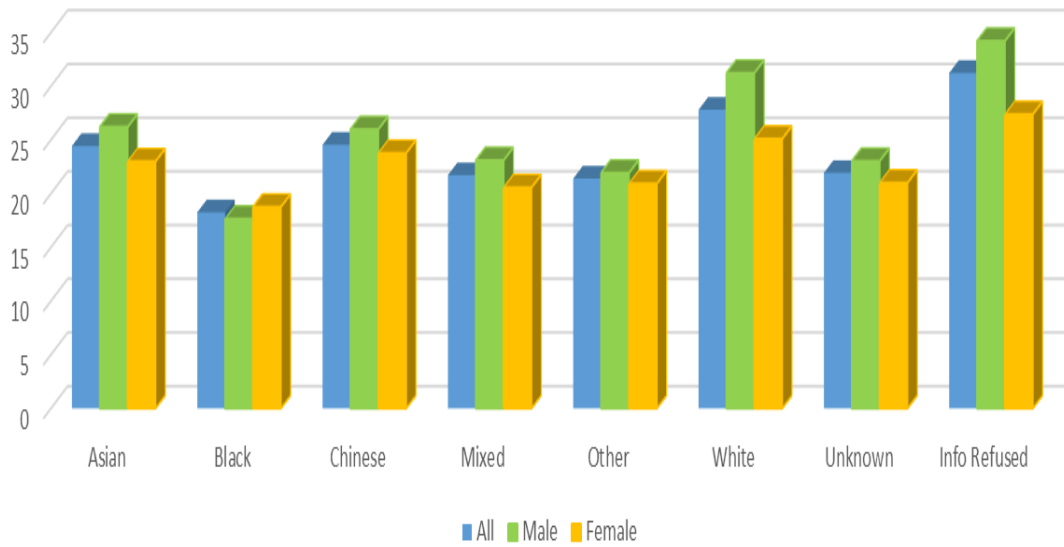
Grade Representation

The gender and ethnic spread of employees across the grades adds an extra layer to our understanding of the structural inequalities within King's. The two graphs below show the uneven spread across the grades, firstly based on gender alone also adding ethnicity as an additional factor. The chart adds an extra layer of detail by showing the 'mean' grade

Grade Representation of men and women in King's



Mean Hourly Rates by Broad Ethnicity and Gender



Gender and Ethnic Representation across King's Grades

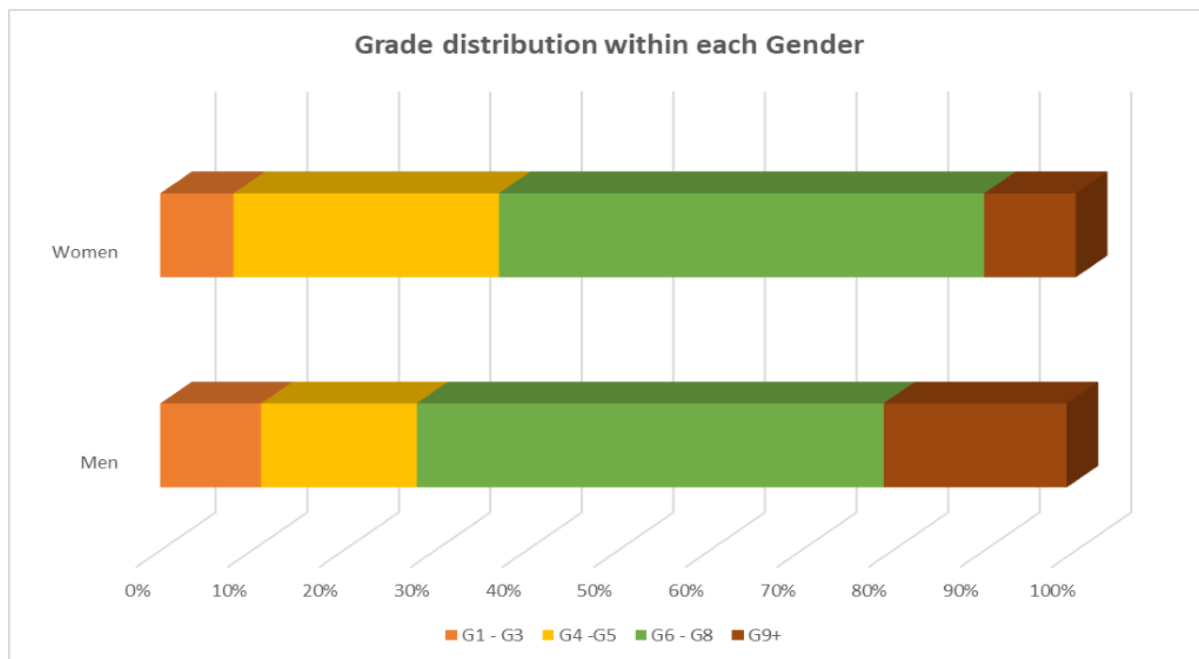
Representation of Gender across the Grades										
	G1	G2	G3	G4	G5	G6	G7	G8	G9+	Mean
Male	134	185	115	261	399	858	684	446	803	6.5
Female	179	70	126	531	865	1250	902	407	482	6

Representation of Ethnicity and Gender Across Grades											
	G1	G2	G3	G4	G5	G6	G7	G8	G9+	Mean	
Asian - All	10	35	31	86	149	213	176	50	87	6.0	
Men	7	29	19	25	53	91	76	23	59	6.1	
Women	3	6	12	61	96	122	100	27	28	5.9	
Black - All	53	93	34	86	88	63	59	16	9	4.3	
Men	23	75	22	23	16	22	27	6	4	3.8	
Women	30	18	12	63	72	41	32	10	5	4.6	
Chinese - All	0	1	1	16	36	95	54	23	19	6.4	
Men	0	1	0	1	10	32	18	10	12	6.8	
Women	0	0	1	15	26	63	36	13	7	6.2	
Mixed - All	36	10	13	36	62	86	51	24	28	5.5	
Men	19	6	4	15	22	40	22	16	16	5.6	
Women	17	4	9	21	40	46	29	8	12	5.4	
Other - All	68	18	10	17	49	63	45	22	23	4.9	
Men	26	13	7	7	18	24	29	14	11	5.1	
Women	42	5	3	10	31	39	16	8	12	4.7	
White - All	72	73	140	509	826	1499	1139	687	1070	6.6	
Men	26	44	58	175	252	605	473	361	669	7.0	
Women	46	29	82	334	574	894	666	326	401	6.3	
Unknown - All	64	20	10	15	20	33	18	9	10	4.0	
Men	29	13	5	4	11	11	10	4	4	3.8	
Women	35	7	5	11	9	22	8	5	6	4.1	
Info Refused = All	10	5	2	27	34	56	44	22	39	6.3	
Men	4	4	0	11	17	33	29	12	28	6.6	
Women	6	1	2	16	17	23	15	10	11	5.9	

[The mean grade calculation assumes: G9 - Clinical Psychologists Snr Lecturers & Readers; G10 - Professors & ALC6; G11 for SVPs, VPs, & Deans and G12 for the President & Principal]

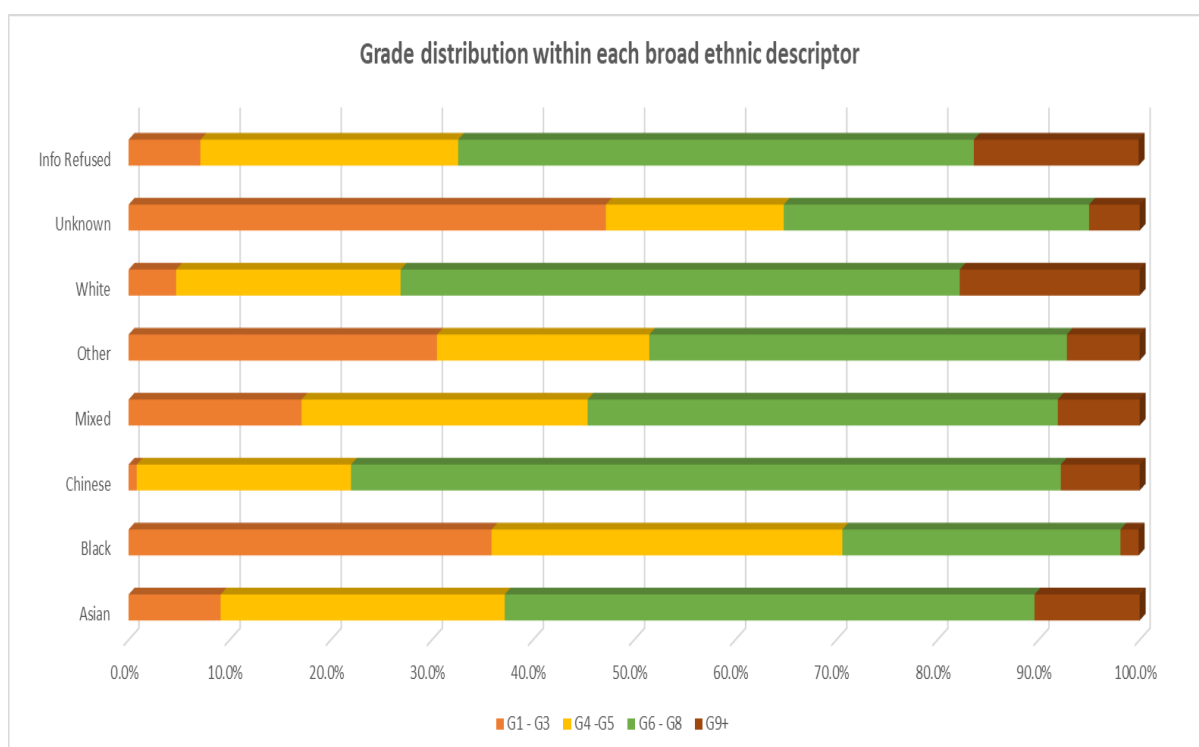
For every ethnic grouping, other than those colleagues identifying as black, the mean male grade is higher than the mean female grade. Although the tables include those colleagues who joined as part of the insourcing of cleaning and security, this is a notable deviation from the figures for other ethnic groupings.

Although the distribution within each grade is important to ensure representation across gender and ethnicity, they key influence on the pay gap is how each population is represented across the grades in percentage terms. The following graphs demonstrates this.



For gender a far greater proportion of the male population is contained within grades which might be considered to be 'senior management', whereas women are over-represented in grades 6 to 8, and especially grades 4 and 5.

A similar ethnicity graph highlights disparities in how separate ethnicities are positioned in the grades. A stark observation from the graph below is that around 70% of black employees are employed in Grades 1 to 5, whilst nearly 20% of white employees are in what might be classified as senior management roles above Grade 8. An equal representation would be 33% in Grades 1 to 5 and 15% above Grade 8.



Age Profile

According to 'The Office for National Statistics' the UK has a whole now has almost no Gender Pay Gap below the age of 40. In terms of a watching brief it remains to be seen whether 40 is a cliff, whereby the national 'over 40s' gender pay gap will remain significant in the future or a 'wave' where the minimal gender pay gap for under 40s, will become negligible for the under 50s in ten years' time.

King's Age Profile, gender pay gap (GPG), and comparison with UK-wide position

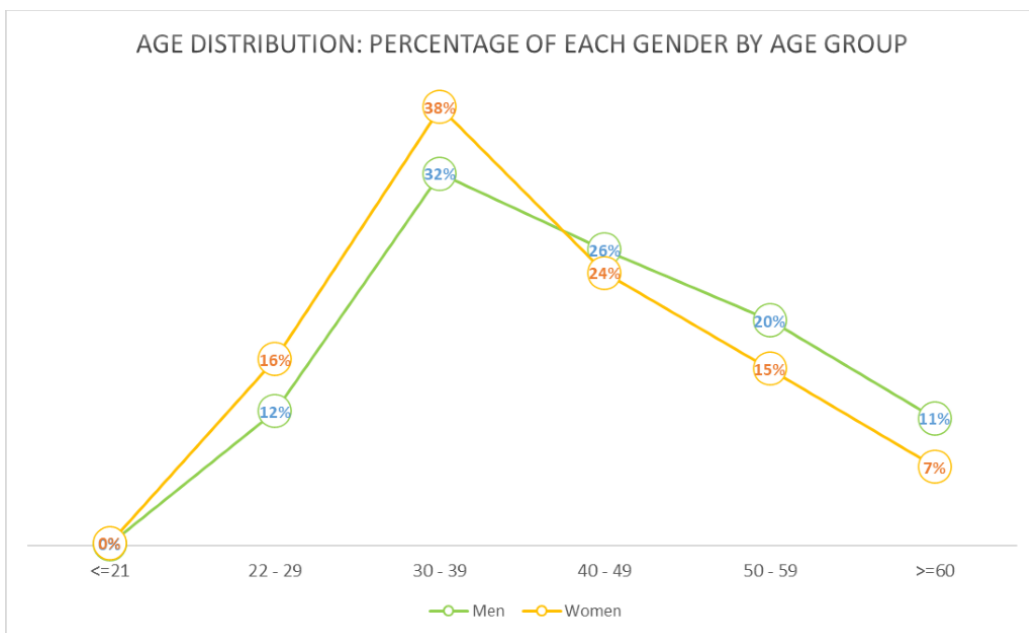
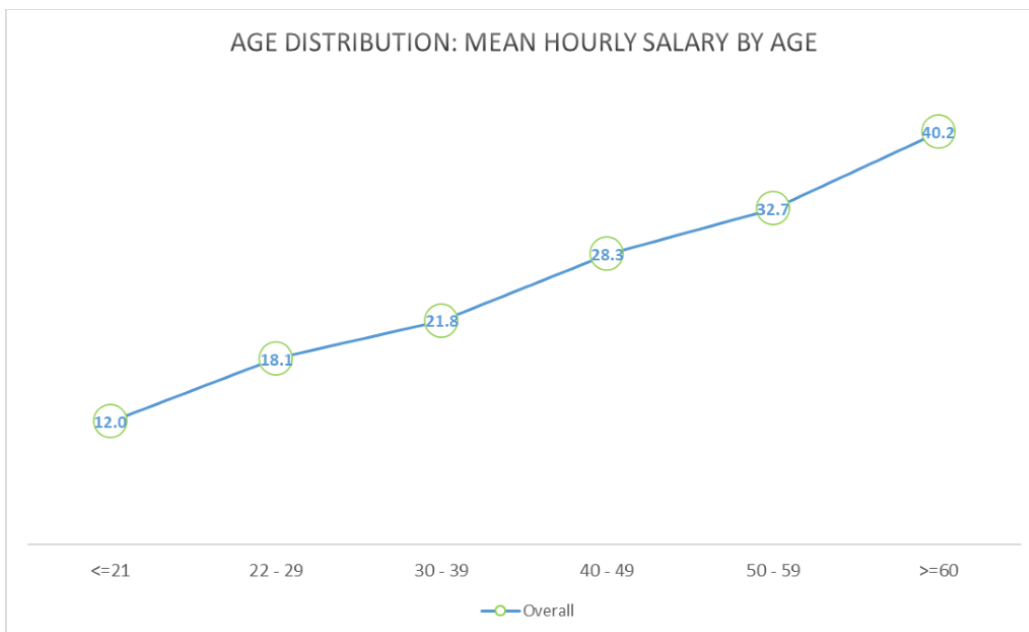
Age	Mean (All)	Men n=	Women n =	King's GPG	UK GPG
<=21	12.01	3	9	10.4%	1.2%
22 - 29	18.12	481	829	3.2%	1.2%
30 - 39	21.8	1341	1959	4.0%	0.7%
40 - 49	28.27	1067	1218	12.6%	11.2%
50 - 59	32.75	813	788	17.7%	12.8%
>60	40.2	457	350	25.7%	13.0%

The table also shows that in King's there is a correlation between age and earnings. Among the key factors will be experience and the desire to remain in work because of the value (pay) earned by working.

Age distribution showing percentages of male/female populations

Age	% at each level		% of M/F Population	
	Male	Female	Male	Female
<=21	25.0%	75.0%	0.1%	0.2%
22 - 29	36.7%	63.3%	11.6%	16.1%
30 - 39	40.6%	59.4%	32.2%	38.0%
40 - 49	46.7%	53.3%	25.6%	23.6%
50 - 59	50.8%	49.2%	19.5%	15.3%
>60	56.6%	43.4%	11.0%	6.8%

For example, 59.4% of King’s employees aged between 30 and 39 are women and this same population represents 38% of the entire female population of King’s.



The same analysis for ethnicity is shown below.

To provide a clearer picture of the macro challenge the table excludes Cleaning & Security roles. Those colleagues for whom ethnicity is not recorded or where the colleague has declined to provide the information are also excluded from the analysis. When restricted to just the White and BAME populations, the 'expected' representation would be 75%/25% for each age group.

There is a consistent decline in the proportion of BAME employees as age increases, with the percentage of the white population being almost double the percentage of the BAME population remaining at King's over the age of 60. The 'shape' of the BAME population at each age group is very similar to that for women. This might suggest a similar problem if not the same solution.

Nonetheless, a challenge for both King's gender pay gap and ethnicity pay gap is to ensure that careers for women and BME employees continue to develop through the age groups and that these colleagues are retained in the institution.

King's age profile and ethnicity pay gap (EPG) with White/BAME representation across grades

Age	Mean (All)	White n=	BAME n=	King's EPG
<=21	12.01	5	6	0.3%
22 - 29	18.12	844	347	2.8%
30 - 39	21.8	2255	810	3.4%
40 - 49	28.27	1543	535	5.8%
50 - 59	32.75	1124	304	26.8%
>60	40.2	623	108	26.3%

Age	% at each level		% of Population	
	White	BAME	White	BAME
<=21	45.5%	54.5%	0.1%	0.3%
22 - 29	70.9%	29.1%	13.2%	16.4%
30 - 39	73.6%	26.4%	35.3%	38.4%
40 - 49	74.3%	25.7%	24.1%	25.4%
50 - 59	78.7%	21.3%	17.6%	14.4%
>60	85.2%	14.8%	9.7%	5.1%