King's College London
Pay Gaps Report 2022

This is the sixth year we have published our gender pay gap figures since the legislation was introduced in April 2017. We have also voluntarily calculated and shared our ethnicity pay gap figures using the same methodology as for gender pay reporting.

Achieving balanced representation for different groups of people in roles at all levels across our institution is our aspiration, and we continue to be fully committed to understanding the issues of structural inequality and acting on them. It is a core part of ensuring that everyone, no matter what their background, has an equal opportunity to succeed as part of the King's community. At King's we are aware that, whilst gender and ethnicity are important areas of focus, equality of opportunity and representation in the workforce is important across all protected characteristics.

This year our headline mean gender pay gap has increased for the first time since we started reporting. In the year to 31 March 2022 there was a small increase in the mean gender pay gap from 14.8% to 15.1%. This is a slight reversal of the excellent progress made particularly in the previous year. The median pay gap also increased by nearly two percentage points to 11.5%.

We are pleased to report that our mean ethnicity pay gap has fallen to 17.8% from 19.1%, however, the median has increased by two percentage points to 14.7%.

We continue to compare favourably with our direct comparator group of Russell Group universities and have maintained our position of having the fourth lowest mean gender pay gap and the third highest proportion of women paid about the median. However, our median gender pay gap is down to tenth place.

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 31 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 women at different levels in the institution. It is an indicator of "structural inequality". 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.

Gender pay as a measure and concept is different from equal pay. Equal pay is about comparing the pay of men and women who carry out the same/similar jobs, or work of equal value. This is actively managed on an ongoing basis at King's through other means. Gender pay is about structural balance and opportunity.

Our March 2022 pay gap figures

Part A: Gender

| Year	Mean gap	Median gap	Mean bonus gap	Median bonus gap
March 2022	**15.1%**	**11.5%**	**58.0%**	**0.0%**
March 2021	14.8%	9.6%	28.5%	53.3%
March 2020	17.1%	10.1%	62.1%	41.1%
March 2019	17.8%	13.0%	59.0%	31.3%
March 2018	19.0%	14.1%	61.8%	60.6%
Change (3/21 to 3/22)	**0.3 percentage points increase**	**1.9 percentage points increase**		

We have made steady progress in reducing the gender pay gap since 2017. This latest data shows that we still have more to do to sustain change and increase representation through selection and retention policies and the recruitment and promotion of academic and professional services staff at all levels.

King's recognition scheme restarted in April 2021 following a pause for the year to 31 March 2021. In July 2021 Recognition Scheme payments, typically of £1,000, were made to recognise colleagues who went above and beyond during the COVID pandemic. This common level of payment is why the median pay gap is zero for this reporting year.

The Clinical Excellence Awards (CEAs) are determined by the NHS and we are required by the pay gap reporting legislation to treat these as bonuses within the King's calculations. Just over 70% of CEAs paid in the year ending March 2022 were paid to male colleagues, compared to 40% of bonus payments made through King's Recognition Scheme. On average CEAs paid to male colleagues were 12% higher than those paid to female colleagues.

Including the CEAs 12.7% of male employees and 12.1% of female employees received a bonus payment during the year ending March 2022. If CEAs are excluded the mean bonus gap shifts to minus 0.7%, meaning that the average bonus, where paid, was fractionally higher for women than men and 10.4% of men and 11.4% of women received a payment.

Total Pay Quartile Distribution
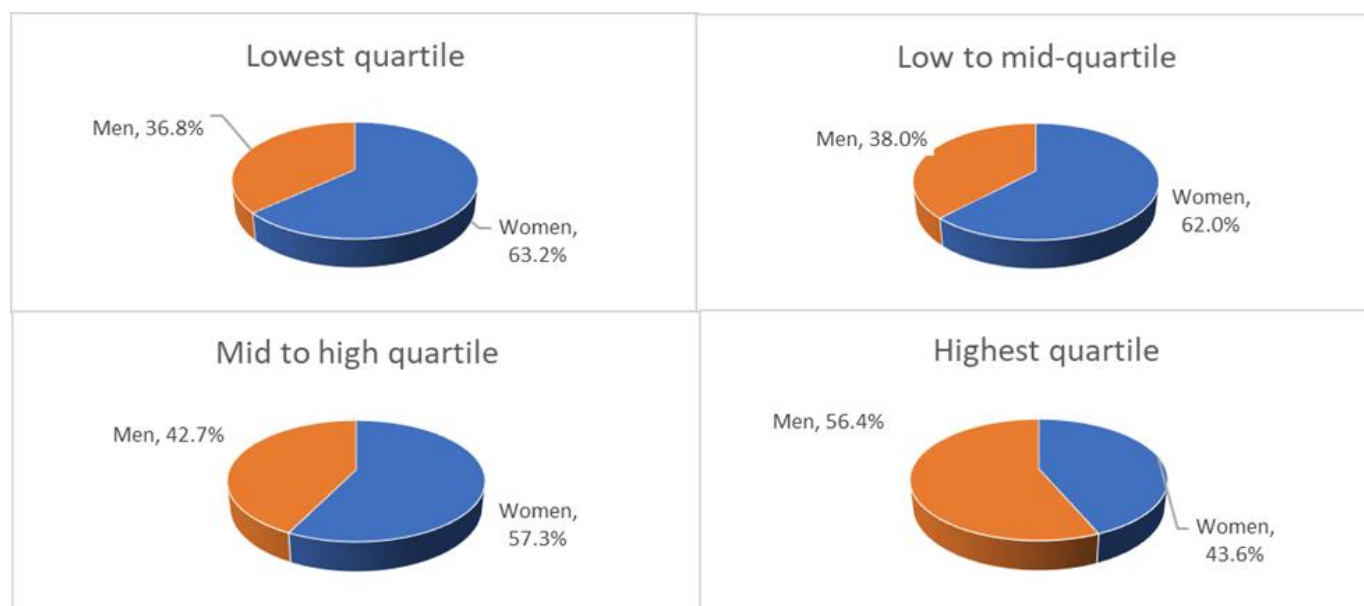
The pie charts above illustrate the structural imbalances at King's.
- More than 50% of employees paid above the median are women (the fourth highest in the Russell Group).
- Female representation in the top pay quartile has increased by 1.6 percentage points to 43.6%.
- 56.5% of our workforce are women, up from 56% last year.

These figures show progress but with a 56.5% female workforce, then the representation in each quartile should be close to that figure. Despite the increased representation of women in the workforce, fewer than 20% of women King's employs are paid in the top quartile.

If we were to exclude the top quartile from calculations the gender pay gap would fall to 0.4% with a median of 3.4%.

Part B: Ethnicity
These are our 2022 ethnicity pay gap results, using data at 31 March 2022. As with the gender data, the table also includes a comparison to previous years to show a longer-term perspective:

Year	Mean gap	Median gap	Mean bonus gap	Median bonus gap
2022	**17.9%**	**14.7%**	**38.5%**	**0.0%**
2021	19.1%	12.7%	16.4%	40.2%
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	1.2 percentage points decrease	2.0 percentage points increase		

The representation of BAME colleagues in the highest pay quartile has increased by 1.3 percentage points. This is encouraging offset by an increase to 41% (from 37.1%) of colleagues in the lowest quartile being BAME.

Total numbers of staff increased by 0.3% from March 2021 to March 2022 (excludes Graduate Teaching Assistants who were employed and paid by King's Talent Bank during this reporting period) but numbers of BAME colleagues increased by 3.9% bringing representation up to 29.4% (from 28.3%) of the King's population if those who declined to state their ethnicity and those whose ethnicity is unknown are discounted.
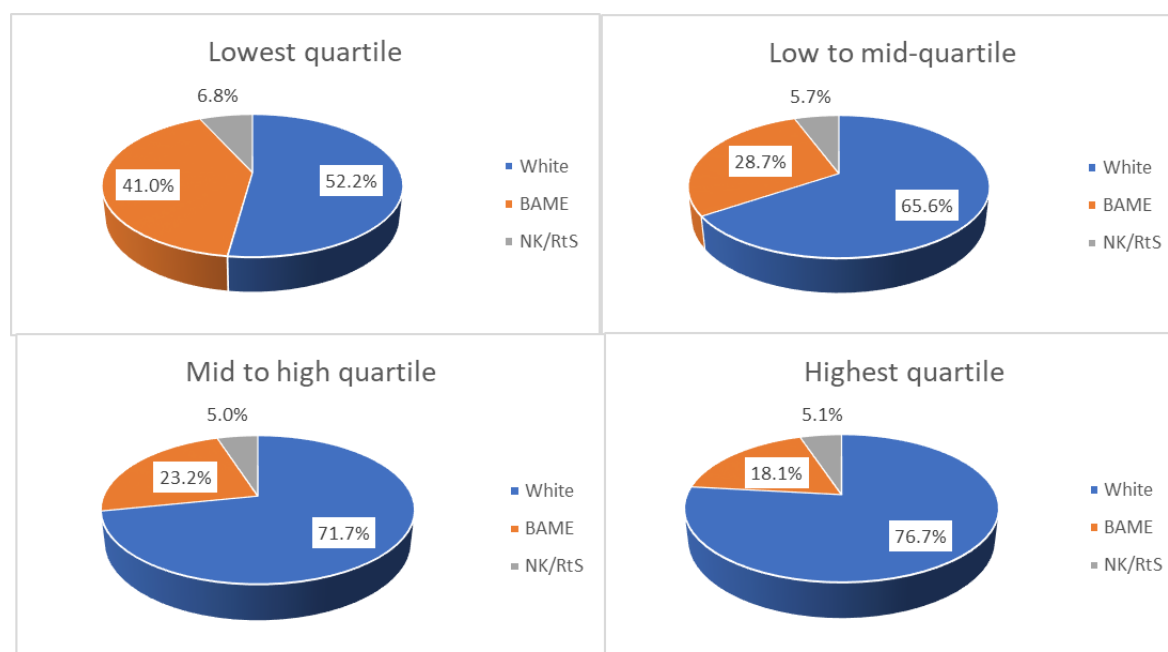
Our actions – creating the conditions for change

Our principal objective is to create conditions that optimise fairness and objectivity across King's by making improvements to our policies, processes and practices, including addressing any sources of bias – conscious and unconscious.

We are undertaking a range of activities that seek to accelerate change and address underrepresentation. These 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. This may be by attracting a more diverse range of candidates, facilitating career progression or creating an environment that helps retain staff.

External recognition

We renewed our Race Equality Charter bronze award in 2020 and were recognised for a silver Athena SWAN award in 2021. This sends a strong signal that we are serious about increasing our gender and racial diversity, as well as providing a framework for improving the experience of marginalised communities during their time at King's.

Balanced scorecards

Our balanced scorecards have increased the visibility of underrepresentation and increased accountability of senior leaders and implementation of targeted interventions.

Flexible working

King's staff now have access to flexible working from day one of employment with a commitment to agree to requests if they meet the needs and objectives of both the individual and the university.

Review of our policies

King's family friendly policies have been reviewed with the objective of improving their readability and access to key information for parents and carers. We have also worked with our staff community networks to construct a new parents and carers hub webpage with links to our policies and both internal and external support resources.

We have produced a menstruation and menopause policy and guidance. Given those impacted by menopause are typically mid/later career members of staff, we hope this will have a positive impact on our age profile of female employees.

Caring responsibilities can pose a challenge to progression and often fall disproportionately to women. Personal circumstance related to caring responsibilities are included as mitigating factors during the academic promotions process.

We have two funds to support parents and carers; the Carer's Career Development Fund and the Parents and Carers Fund (currently under review to ensure impact is maximised). King's also supports several staff community networks, including NEST (Network for Parents and Carers).

Training, leadership and mentoring programmes

We continue to run training for staff, including our flagship offer 'Diversity Matters' and microaggression training. We have various leadership programmes run by Organisational Development, as well as resourcing external leadership development programmes such as Aurora for women and StellarHE for Black and Minority Ethnic staff.

King's supports mentoring schemes that aim to help those in marginalised groups progress in their career. These include the B-Mentor Scheme for Black, Asian and Minority Ethnic academic, research and professional services staff, and More than Mentoring for all staff which matches mentors and mentees with shared lived experience.

Pay and progression

King's continues to provide a standardised progression framework for professors, setting criteria for value of professorial work, and ensuring ongoing equal pay validation. Our Academic Education Pathway places teaching on

an equal footing with research. King's is an accredited London Living Wage employer and staff at grades 1-8 are given an additional pay increment each year.

Staff community networks

King's supports several staff community networks, including race equality (REN) and gender equality (Elevate) networks. Our community networks help staff to expand their professional involvement with the university, get involved in shaping organisational strategies, meet new people, share experiences and support each other.

Actions introduced during 2021/22

We have introduced a new committee EDI CAP (Combined action plans) to combine our governance for the delivery of our race equality and gender equality action plans. This will enable us to work more effectively and adopt a more intersectional approach.

King's is committed to creating an inclusive, respectful and safe environment for our community. We have introduced a university wide reporting system called Report + Support that streamlines the process for disclosing instances of bullying, harassment or discrimination whether that behaviour is experienced or witnessed. It also enables students, staff and visitors to report anonymously and to access support in one place.

You can find out more about our EDI work in our annual report.

Future planned actions

Affordable childcare is critical in helping to ease the pressure on parents and families. Earlier this year, King's partnered with Busy Bees, a leading childcare provider, to offer discounted childcare to King's staff.

We understand that the burden of childcare often falls to women and so, we hope this scheme helps King's female employees feel better supported and therefore more likely to stay and progress within the organisation.

King's continues to progress its EDI agenda which aims to diversify our community and create an inclusive environment where everyone can flourish. This work includes steps to diversify the academic pipeline so that we see more women and people from minoritised ethnic groups in senior positions.

APPENDIX – Further analysis of King's pay gap figures

Part A: Gender

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 0.4% 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 quartiles is shown earlier in this report. Whilst an even distribution across the quartiles helps to reduce the pay gap, it is also important for the representation within each characteristic to be evenly distributed.

The tables below how each characteristic is split. The 2021 figures are in brackets.

Quartile	Male	Female
Lowest quartile	21% (22%)	28% (28%)
Low to mid quartile	22% (22%)	28% (27%)
Mid to high quartile	25% (24%)	25% (26%)
Highest quartile	32% (32%)	19% (20%)
Overall distribution	**100%**	**100%**

Part B: Ethnicity

Quartile	White	BAME
Lowest quartile	20% (21%)	37% (35%)
Low to mid quartile	25% (24%)	26% (27%)
Mid to high quartile	27% (27%)	21% (22%)
Highest quartile	29% (29%)	16% (16%)
Overall distribution	**100%**	**100%**

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

Nature of Role
King's records seven employment 'types' depending upon the nature of the role. 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 and Gender/Ethnicity

i) Employment Type and Gender

Employment Type (figures in brackets show mean pay as a percentage of the overall mean)	Gender Pay Gap		Total Employees		*% of Total Popn*
	Mean	**Median**	**Female**	**Male**	
Academic (135.9%)	10.6%	3.0%	937	1,114	22.3%
Research (81.8%)	4.7%	5.2%	1,022	696	18.7%
Teaching (85.3%)	12.6%	2.5%	299	154	4.9%
Clinical Academic (253.8%)	14.2%	17.5%	92	175	2.9%
Clinical Research (114.7%)	2.5%	0.0%	86	82	1.8%
Clinical Teaching (131.7%)	0.1%	3.3%	96	79	1.9%
Prof Servs (80.5%)	2.0%	0.0%	2,661	1,696	47.4%
Total			**5,193**	**3,996**	**100%**
Clin Ac (excl. CEAs)	*11.6%*	*17.0%*	*92*	*175*	

ii) Employment Type and Ethnicity

Employment Type (figures in brackets show mean pay as a percentage of the overall mean)	Ethnicity Pay Gap		Total Employees		*% of Total Popn*
	Mean	**Median**	**BAME**	**White**	
Academic (135.9%)	8.9%	5.8%	320	1,616	21.1%
Research (81.8%)	1.6%	0.0%	488	1,129	17.6%
Teaching (85.3%)	6.9%	5.0%	122	304	4.6%
Clinical Academic (253.8%)	9.7%	13.1%	59	191	2.7%
Clinical Research (114.7%)	-1.9%	0.0%	54	106	1.7%
Clinical Teaching (131.7%)	4.5%	0.3%	90	72	1.8%
Prof Servs (80.5%)	18.1%	14.8%	1,418	2,698	44.8%
Total			**2,551**	**6,116**	**100%**
Clin Ac (excl. CEAs)	*12.0%*	*8.8%*	*1,120*	*2,602*	

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

The number of staff defined as 'Teaching' is lower. The legislation requires that we only include employees of King's College London. In March 2022 many of our Graduate Teaching Assistants (GTAs) were employed and paid by King's Talent Bank and are necessarily excluded. In August 2022 they have returned to being employees of King's College London and will be included in the March 2023 reporting.

We estimate that their exclusion from the reporting for the year ending 31 March 2022 has had a minimal impact on both the gender pay gap and equality pay gap.

Observations

- The gender pay gap within the Clinical Academic group has fallen by 5 percentage points compared with 2021.

  The continuing structural disparity between numbers of male and female Clinical Academics (nearly twice as many men as women), combined with a mean pay for this area of around 150% higher than the average (ie 250% of the mean) is a major influence on King's overall pay gap.

  There has been a slight increase in the proportion of men within the Clinical Academic population since 2021.   Within these clinical roles the pay gap is also highest which exacerbates what is already a structural issue.

  The proportion of BAME employees has increased to 23.6% (from 19.6% in 2021).

- The majority of non-clinical academic roles continue to be filled by men although the proportion has fallen from 56.3% to 54.3%. There are 15% more women and 6% more men in academic roles than there were in March 2021.

  The gender pay gap for this employment type has increased slightly and the overall mean average pay has fallen. This suggests that recruitment of women has been at the relatively junior academic roles, for example Lecturer level.

  This is unlikely to have had a major impact on the overall gender pay gap for March 2022. However, recruiting more women into a relatively high paying employment type is an essential ingredient for tackling the pay gap sustainably but over a slightly longer term.

  Although there is a small ethnicity pay gap in Academic roles, it is the under-representation of BAME colleagues in this area which has the bigger impact on the equality pay gap.

- The proportion of BAME colleagues in Professional Services (PS) roles has increased again. This is a positive move in terms of representation but, with PS being the lowest paying employment area, it almost certainly has a detrimental effect on the equality pay gap.
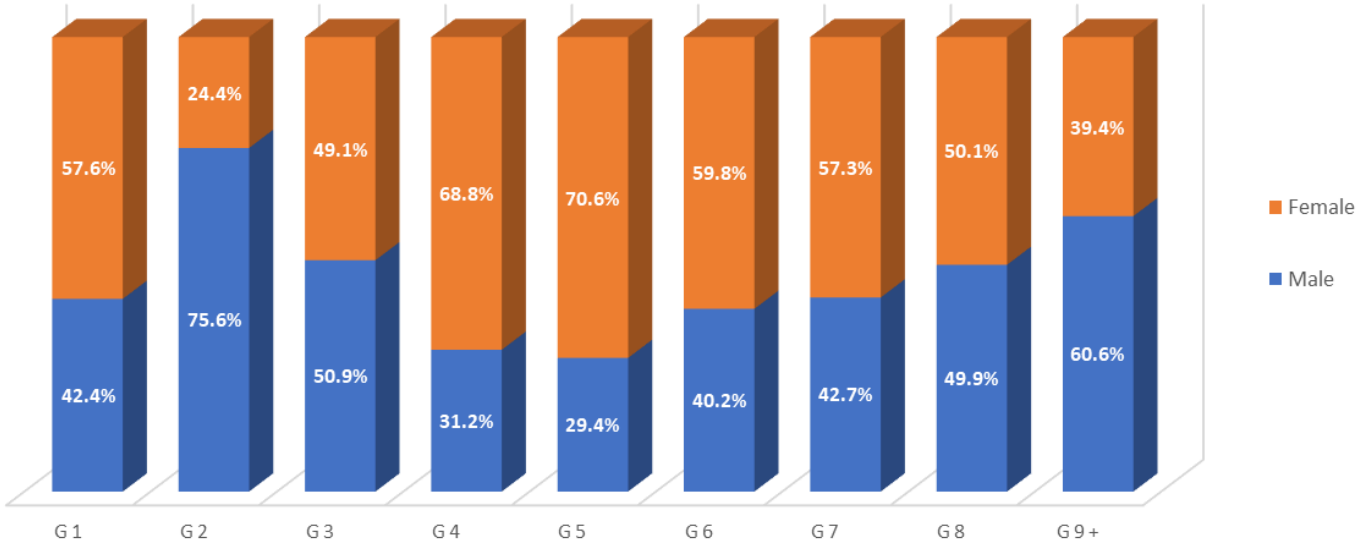
Grade Representation

The gender and ethnic spread of employees across the grades adds an extra high-level layer to our understanding of the structural inequalities within King's.

It is also instructive and necessary to observe the grade representation 'within' protected characteristics.

The three graphs below show the spread across and within the grades. The table below the graphs adds an extra layer of detail by showing the 'mean' grade by gender and ethnicity.

PERCENTAGE MAKE UP OF EACH GRADE (MEN AND WOMEN)

| Grade	Female	Male
G 1	57.6%	42.4%
G 2	24.4%	75.6%
G 3	49.1%	50.9%
G 4	68.8%	31.2%
G 5	70.6%	29.4%
G 6	59.8%	40.2%
G 7	57.3%	42.7%
G 8	50.1%	49.9%
G 9+	39.4%	60.6%

It is also useful to look at how the genders are distributed across the grades. The addition of an expected distribution illustrates the extent to which women generally occupy lower grades than men. That there are more women at King's in total than men is irrelevant for lowering the gender pay gap, it is 'where' those women are working and at which level which determines the pay gap.

Grade distribution within each gender
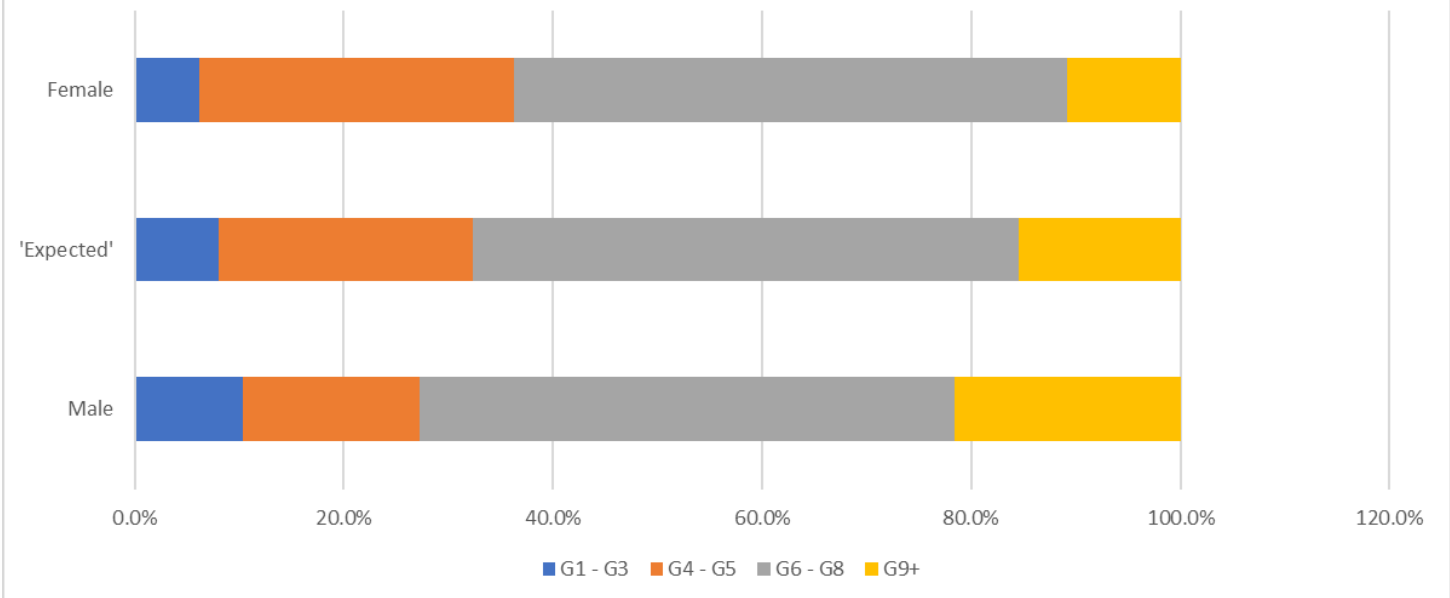
Women are well represented in middle management grades, but overly represented in Grades 4 and 5, and crucially under-represented in the senior academic and managerial posts within the university.

With more variance in ethnicity, the chart is more difficult to interpret readily but still contains insights.

Grade distribution within each ethnic group (incl 'expected' distribution)

Legend: G1 - G3, G4 - G5, G6 - G8, G9+
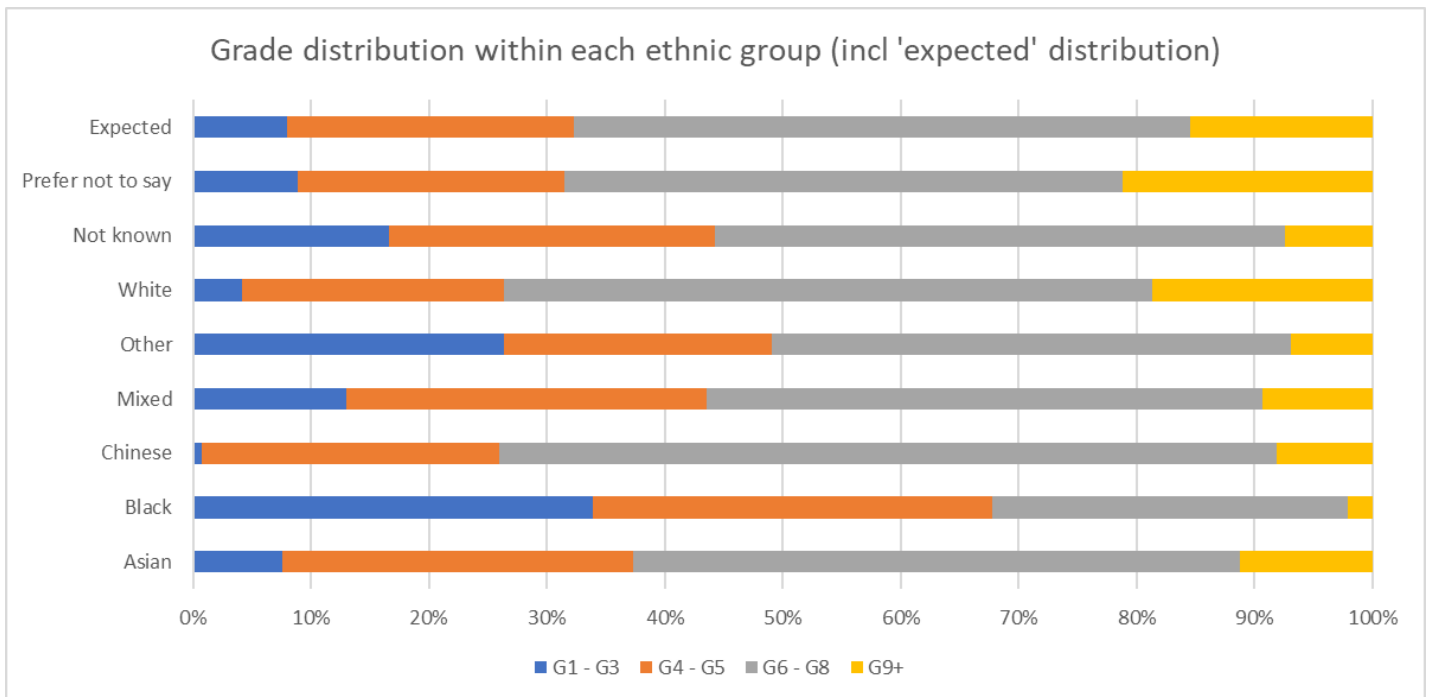
- Black colleagues remain under-represented at Grade 6 and above, albeit with a modest improvement on 2021 figures.

- Only white colleagues and those who made an active choice to withhold their ethnicity have a greater representation than the norm at the Reader, ALC6 and above grades.

- These same two ethnicities, along with those whose ethnicity is Chinese, are the only groupings who are under-represented at Grade 5 and below.

The tables below breaks the ethnicity down further by male and female and shows the average grade for each characteristic.

Gender representation across King's Grades										
	G1	**G2**	**G3**	**G4**	**G5**	**G6**	**G7**	**G8**	**G9+**	**Total**	**Mean**
Male	115	192	109	238	433	979	646	421	863	3996	**6.6**
Female	156	62	105	525	1038	1457	867	423	560	5193	**6.1**

Ethnicity representation across King's Grades

	G1	G2	G3	G4	G5	G6	G7	G8	G9+	Total	Mean
Asian	8	36	28	106	174	298	129	59	106	944	6.0
Male	7	30	18	26	52	132	53	31	65	414	6.1
Female	1	6	10	80	122	166	76	28	41	530	5.9
Black	55	108	29	87	105	89	64	18	12	567	4.4
Male	22	87	19	19	19	32	28	7	3	236	3.8
Female	33	21	10	68	86	57	36	11	9	331	4.8
Chinese	0	1	1	20	49	104	49	27	22	273	6.3
Male	0	1	0	2	14	38	20	12	15	102	6.7
Female	0	0	1	18	35	66	29	15	7	171	6.1
Mixed	28	12	10	41	77	107	46	29	36	386	5.7
Male	16	10	4	13	24	48	20	17	22	174	5.7
Female	12	2	6	28	53	59	26	12	14	212	5.6
Not known	32	11	6	30	52	88	45	10	22	296	5.4
Male	12	6	5	6	14	35	20	5	15	118	5.7
Female	20	5	1	24	38	53	25	5	7	178	5.2
Other	67	18	10	17	65	92	37	30	25	361	5.0
Male	25	12	5	8	18	38	21	22	12	161	5.3
Female	42	6	5	9	47	54	16	8	13	200	4.8
Prefer Not To Say	16	8	2	19	47	67	46	25	62	292	6.5
Male	8	6	0	10	22	45	29	12	51	183	6.8
Female	8	2	2	9	25	22	17	13	11	109	5.9
White	65	60	128	443	902	1591	1097	646	1138	6070	6.7
Male	25	40	58	154	270	611	455	315	680	2608	7.0
Female	40	20	70	289	632	980	642	331	458	3462	6.4

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

Changes in populations from March 2021 to March 2022

The table below shows the gender and ethnicity pay gaps for three categories of employee:

- Those who are new to the 2021 comparison ("Joiners");
- Those who are constant between 2020 and 2021 ("Constants"); and
- Those who were in the 2020 comparison but were not included in the 2021 comparison.

| Category	GPG	EPG (White/BAME)
Joiners	8.2%	5.4%
Constant	15.4%	18.7%
Leavers	13.4%	18.0%

The high-level picture doesn't tell the full story.

- Over 60% of joiners were women on a mean gender pay gap salary of 79% of the figure for constant employees. That the mean average for men is also low goes some way to cancel out the numerical discrepancy.

- The same is true for ethnicity. Limiting the analysis to BAME and White colleagues, 37% of new joiners were BAME. Although the pay gap was very low for new joiners, they were recruited on lower pay levels than those who left. The numbers of white people also joining on lower salary levels negates the disproportionate number of joiners.

Age Profile

Age continues to have a major influence on the pay gap.

AGE DISTRIBUTION: MEAN HOURLY SALARY BY AGE
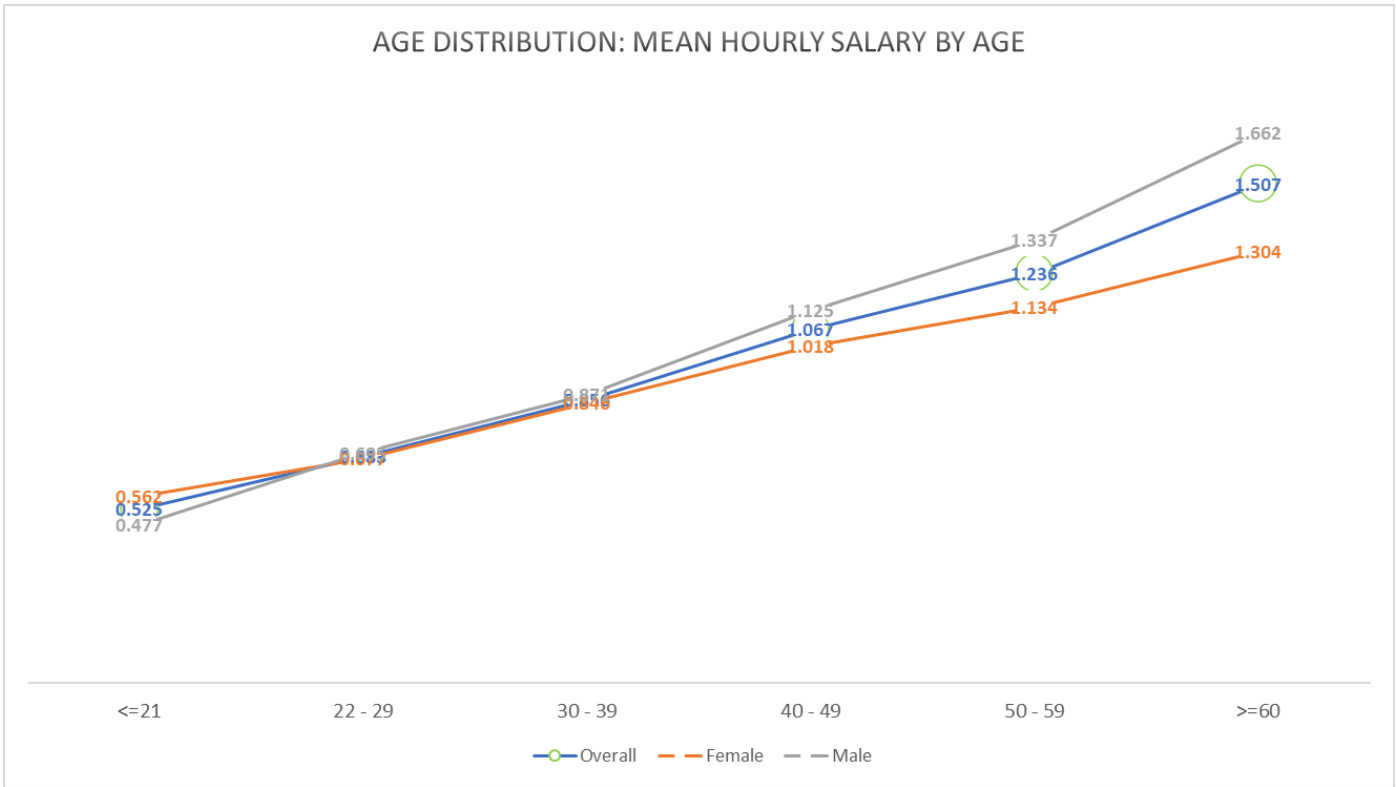
- Overall, UK-wide data shows that the pay gap is in low single figures up to the age of 40.

- Mean salaries at King's for both men and women generally increase with age and institutional seniority.

- Although there are more women than men employed over the age of 40 in terms of absolute numbers, there is a significant difference within the populations. Only 45.2% of all women employed by King's are over 40, whilst the same figure for men is 56.7%.

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

| Gender and Age Profile (based on mean average pay)				All UK GPG	Salary Index
	Female	Male	GPG		
21 or under	8	6	-17.8%	0.9	0.525
22 - 29	929	432	2.5%	2.1	0.683
30 - 39	1906	1293	2.9%	3.2	0.856
40 - 49	1248	1060	9.5%	10.9	1.067
50 - 59	783	787	15.2%	11.7	1.236
60 or over	319	418	21.6%	13.9	1.507

The salary index shows the ratio of King's mean pay by age group compared with King's overall mean average pay.

Representation within age groups					
	Female	Male		Female	Male
21 or under	57.1%	42.9%		0.2%	0.2%
22 - 29	68.3%	31.7%		17.9%	10.8%
30 - 39	59.6%	40.4%		36.7%	32.4%
40 - 49	54.1%	45.9%		24.0%	26.5%
50 - 59	49.9%	50.1%		15.1%	19.7%
60 or over	43.3%	56.7%		6.1%	10.5%

- Typically age and experience will have a relationship, as will experience and level of responsibility and responsibility and pay.

- There are more women in each age group until age 50. However, from age 40 men represent a higher percentage of that gender's overall population than do women (26.5% of men are aged 40 to 49, compared with 24% of women).

- Up to the age of 40 there is a very low gender pay gap across the UK and King's is in line.

- At age 50 and over, the pay gap starts to accelerate and King's has a greater proportion of men than women. This is likely to be a combination of historic bias and women leaving the work force.

The challenge remains to find ways of ensuring that reasons for women leaving the workforce, particularly those over the age of 50, are understood and mitigated.

The graphs below show how each protected characteristic (male, female, white, BAME) is split in terms of age representation. In general terms, the more skewed the distribution is towards the higher age groups then the higher the mean average pay will be.

AGE DISTRIBUTION: PERCENTAGE OF EACH GENDER BY AGE GROUP
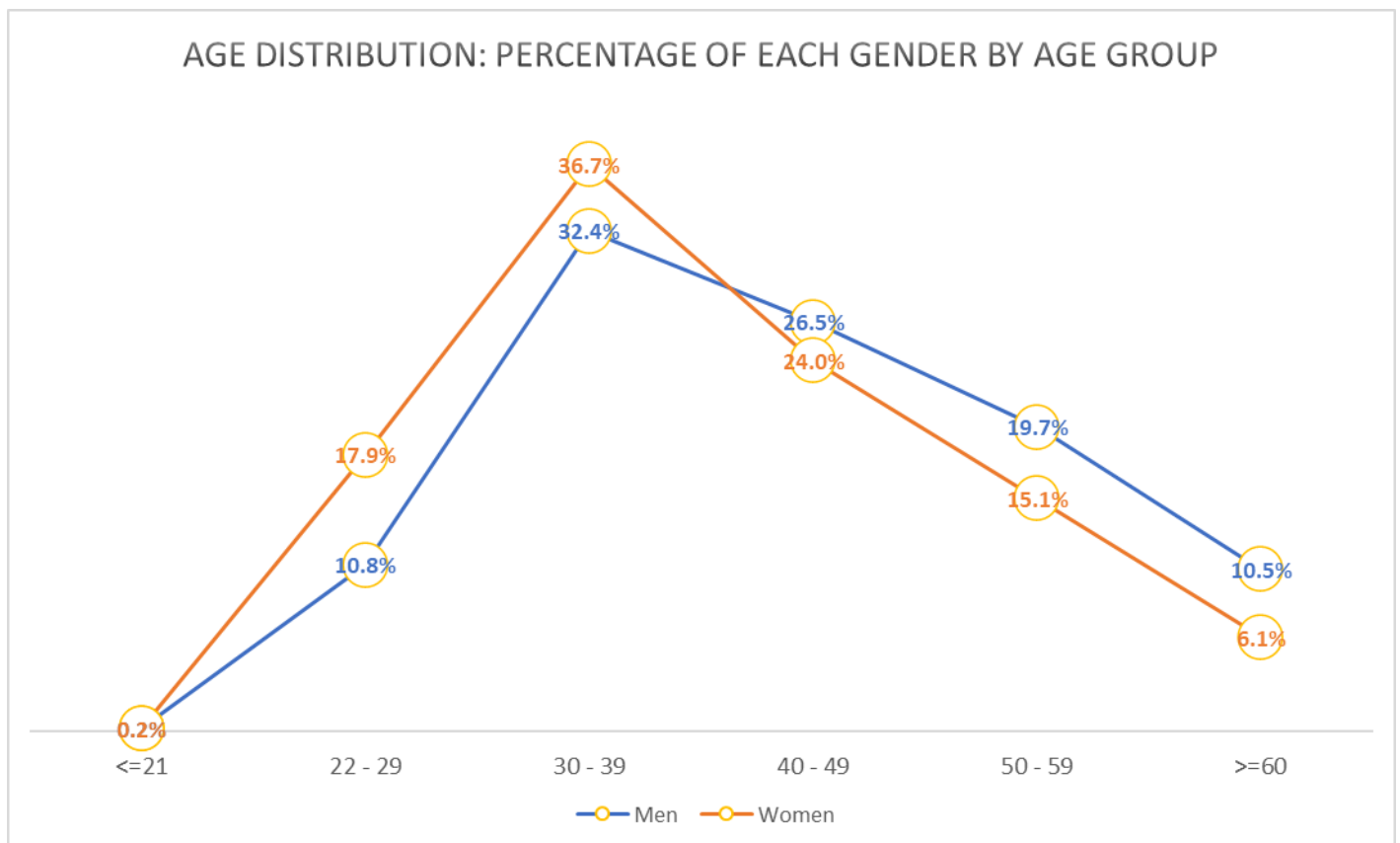
King's Age Profile & Ethnicity

Whilst not being as stark as for gender, the graph below demonstrates the degree to which the representation of white colleagues is more skewed towards the higher age groups, with the reverse being true for BAME colleagues.

AGE DISTRIBUTION: ETHNICITY (BINARY) PERCENTAGE BY AGE GROUP