

# **An analysis of University pay at Kingston University**

Developed for the Kingston  
University Equality Unit

Date: September 2010

# 1 Introduction

An equality impact assessment is an equality review of a policy, provision or function of the University to ensure it does not discriminate against certain groups.

An equality impact assessment involves asking key questions about a policy, provision or function:

1. Will or does it cause disadvantage to any group(s)?
2. Does it or could it take into account specific needs groups may have?
3. Can it or does it promote equality at the University?

These questions can be addressed by:

Step 1 - gathering and reviewing evidence / data to help identify the effect of the policy

Step 2 - taking action (if necessary) to eliminate any actual or potential discrimination or disadvantage identified

Statutory guidance stipulates that impact assessments should be carried out on all policies, practices, provisions and criteria within the University. Kingston uses the student and staff life cycles to understand, holistically, the impact of strategy and practice.

This report is one of four reports that analyse equality issues across, admissions, accommodation, retention and pay.

## 2 Scope

The data for analysing accommodation patterns was taken from the PSE database (Kingston University HR Database) covering the 2,144 people employed by Kingston University as at 1<sup>st</sup> August 2010.

The data analysed contained the following 14 fields:

1. Line ref
2. Ctrct Nbr
3. Contract Type
4. FTE
5. Start Date
6. Appointee Type
7. Grade
8. Spine Pt
9. FTE Salary
10. Gender
11. Date of Birth
12. Age

13. Ethnicity Description
14. Disability Description

An additional 12 fields were created:

1. LOS @ 01/08/2010 – length of service as at 1<sup>st</sup> August 2010 in years
2. LOS Months – length of service as at 1<sup>st</sup> August 2010 in months
3. Age@1/8/2010 – age as at 1<sup>st</sup> August 2010 in years
4. Age years – age as at 1<sup>st</sup> August 2010 in whole years
5. PTFT – Part time or Full Time employees
6. LOS Group – Length of Service Groups
7. Age Group – Age Groups
8. KnownDisability – Known Disability, No Known Disability or Not Answered
9. BME – BME, non-BME or Not Answered
10. Gradegroup – Grade Groups
11. Over 55 – over or under 55
12. Appointee Type – Academic and Research, General and Professional or Executive and Senior Staff

Equality was then examined by grade, employment type, length of service and Appointment Type for gender, ethnicity, disability and age.

### **3 Analysis**

In order to assess the university's decision making regarding pay the summary data can be seen below in Table 1 below:

**Table 1: Summary pay data**

		Total Head Count	Average FTE Salary	Head Count % Total	Salary % Average
Gender	Female	1,213	£38,595	56.6%	94.3%
	Male	931	£43,944	43.4%	107.4%
	<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>100.0%</b>	<b>100.0%</b>
Disability	Disabled	86	£40,254	4.0%	98.4%
	Non-Disabled	1,481	£42,394	69.1%	103.6%
	Not Answered	577	£37,227	26.9%	91.0%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>100.0%</b>	<b>100.0%</b>	
Ethnicity	BME	284	£38,915	13.2%	95.1%
	Non-BME	250	£40,992	11.7%	100.2%
	Not Answered	1,610	£41,260	75.1%	100.8%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>100.0%</b>	<b>100.0%</b>	
Age	55 and Under	1,754	£39,507	81.8%	96.6%
	Over 55	390	£47,264	18.2%	115.5%
	<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>100.0%</b>	<b>100.0%</b>
Full/Part Time	Full Time	1,655	£42,118	77.2%	102.9%
	Part Time	489	£36,857	22.8%	90.1%
	<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>100.0%</b>	<b>100.0%</b>
Contract Type	Fixed Term	233	£34,402	10.9%	84.1%
	Permanent	1,911	£41,712	89.1%	101.9%
	<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>100.0%</b>	<b>100.0%</b>
Length of Service	0-6 months	108	£34,247	5.0%	83.7%
	6 months - 2 years	369	£36,343	17.2%	88.8%
	2-5 years	572	£37,574	26.7%	91.8%
	More than 5 years	1,095	£44,864	51.1%	109.6%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>100.0%</b>	<b>100.0%</b>	
Appointment Type	Academic and Research	899	£45,896	41.9%	112.2%
	General and Professional	1,077	£32,400	50.2%	79.2%
	Executive and Senior Staff	168	£68,885	7.8%	168.3%
	<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>100.0%</b>	<b>100.0%</b>

Source: PSE - Kingston University HR Database

This summary data shows that:

- Although females account for 56.6% of those employed by the University as 1<sup>st</sup> August 2010, their average FTE salary was £38,595 compared to £43,944 for males. So female salaries were 94.3% of the average and males were 107.4%.
- Those known to have a disability account for 4.0% of the total and earn £40,254 very close to the average of £40,918.
- There are 284 known to be BME which accounts for 13.2% of the total. They earn £38,915 on average which is only 95.1% of the overall average.
- There are 390 people who are over the age of 55 who account for 18.2% of the total. They earn £47,264 which is 115.5% of the total.
- Full Time employees account for 77.2% of all staff, earning an average £42,118 compared to Part Time employees who earn a Full Time Equivalent salary of £36,857 each.
- Staff on permanent contracts account for 89.1% of all staff, earning an average £41,712 compared to those staff on fixed term contracts who earn a salary of £34,402 each.
- Over half the staffs have been at the University for more than 5 years (51.1%) and over three quarters for over 2 years (77.8%).
- Academic and Research staff account for 41.9% of all employees with General and Professional over half (50.2%). The remainder (7.8%) are Executive and Senior staff.

The data is now examined in more detail to find out whether this summary data is masking important issues.

**Table 2: Pay data by grade and gender**

	Total Head Count	Average FTE Salary	Head Count - Female	Average FTE Salary - Female	Head Count - Male	Average FTE Salary - Male	Female Sal % Diff to Male	Female % Total
Grade 2	18	£16,215	3	£16,169	15	£16,225	-0.3%	16.7%
Grade 4	26	£20,641	14	£20,891	12	£20,349	2.7%	53.8%
Grade 5	273	£24,193	217	£24,278	56	£23,863	1.7%	79.5%
Grade 6	178	£28,327	125	£28,363	53	£28,242	0.4%	70.2%
Grade 7	299	£33,331	182	£33,307	117	£33,368	-0.2%	60.9%
Grade 8	254	£37,313	156	£37,410	98	£37,158	0.7%	61.4%
Grade 9	596	£44,867	308	£44,956	288	£44,772	0.4%	51.7%
Grade 10	319	£53,600	142	£53,435	177	£53,733	-0.6%	44.5%
KTP Associate	11	£25,961	2	£25,250	9	£26,119	-3.3%	18.2%
Senior Staff Band C	82	£59,791	31	£59,483	51	£59,978	-0.8%	37.8%
Senior Staff Band B	52	£67,169	21	£68,604	31	£66,198	3.6%	40.4%
Senior Staff Band A	12	£73,743	7	£74,848	5	£72,197	3.7%	58.3%
Executive	24	£100,163	5	£94,107	19	£101,757	-7.5%	20.8%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>1,213</b>	<b>£38,595</b>	<b>931</b>	<b>£43,944</b>	<b>-12.2%</b>	<b>56.6%</b>
Grades 1-10	1,963	£38,593	1,147	£37,042	816	£40,774	-9.2%	58.4%
KTP Associate	11	£25,961	2	£25,250	9	£26,119	-3.3%	18.2%
Senior Staff inc Exec	170	£68,732	64	£66,862	106	£69,862	-4.3%	37.6%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>1,213</b>	<b>£38,595</b>	<b>931</b>	<b>£43,944</b>	<b>-12.2%</b>	<b>56.6%</b>

Source: PSE - Kingston University HR Database

In Table 2 above where the pay data is shown by grade and by gender it can be seen that other than with Ktp Associates and the Executive grades, where the numbers of staff are too small to make any significant statements, the male v female average salaries within the grades are fairly similar.

The main reason for the overall difference in average salaries between males and females is that females, on average, have more of the more junior jobs than the males. For example, in grades 5-8 females are 60-80% of the total whereas in senior roles they are only 37.6%.

**Table 3: Pay data by grade and disability**

	Total Head Count	Average FTE Salary	Head Count - Disability	Average FTE Salary - Disabled	Head Count - Non-Disability	Average FTE Salary - Non-Disabled	Head Count - Not-Answered	Average FTE Salary - Not-Answered	Head Count - Non-Disabled & Not-Answered	Average FTE Salary - Non-Disabled & Not-Answered	Disabled Sal % Diff to Non-Disabled	Disabled Sal % Diff to Non-Disabled & Not-Answered	Disabled % Total	Disable % (Disabled & Non-Disabled)
Grade 2	18	£16,215	2	£15,705	10	£16,237	6	£16,349	16	£16,279	-3.3%	-3.5%	11.1%	16.7%
Grade 4	26	£20,641	1	£20,871	13	£20,720	12	£20,536	25	£20,631	0.7%	1.2%	3.8%	7.1%
Grade 5	273	£24,193	12	£24,463	172	£24,283	89	£23,982	261	£24,181	0.7%	1.2%	4.4%	6.5%
Grade 6	178	£28,327	8	£29,090	103	£28,521	67	£27,938	170	£28,291	2.0%	2.8%	4.5%	7.2%
Grade 7	299	£33,331	14	£34,227	202	£33,693	83	£32,296	285	£33,287	1.6%	2.8%	4.7%	6.5%
Grade 8	254	£37,313	7	£38,439	156	£37,508	91	£36,893	247	£37,281	2.5%	3.1%	2.8%	4.3%
Grade 9	596	£44,867	24	£45,951	432	£45,002	140	£44,262	572	£44,821	2.1%	2.5%	4.0%	5.3%
Grade 10	319	£53,600	14	£54,235	256	£53,923	49	£51,735	305	£53,571	0.6%	1.2%	4.4%	5.2%
KTP Associate	11	£25,961			3	£24,667	8	£26,446	11	£25,961				
Senior Staff Band C	82	£59,791			67	£59,821	15	£59,656	82	£59,791				
Senior Staff Band B	52	£67,169	4	£68,219	39	£67,370	9	£65,836	48	£67,082	1.3%	1.7%	7.7%	9.3%
Senior Staff Band A	12	£73,743			9	£73,584	3	£74,221	12	£73,743				
Executive	24	£100,163			19	£103,462	5	£87,630	24	£100,163				
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>86</b>	<b>£40,254</b>	<b>1,481</b>	<b>£42,394</b>	<b>577</b>	<b>£37,227</b>	<b>2,058</b>	<b>£40,946</b>	<b>-5.0%</b>	<b>-1.7%</b>	<b>4.0%</b>	<b>5.5%</b>
Grades 1-10	1,963	£38,593	82	£38,890	1,344	£39,768	537	£35,606	1881	£38,580	-2.2%	0.8%	4.2%	5.8%
KTP Associate	11	£25,961	0	£0	3	£24,667	8	£26,446	11	£25,961				
Senior Staff inc Exec	170	£68,732	4	£68,219	134	£69,130	32	£67,130	166	£68,745	-1.3%	-0.8%	2.4%	2.9%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>86</b>	<b>£40,254</b>	<b>1,481</b>	<b>£42,394</b>	<b>577</b>	<b>£37,227</b>	<b>2,058</b>	<b>£40,946</b>	<b>-5.0%</b>	<b>-1.7%</b>	<b>4.0%</b>	<b>5.5%</b>

Source: PSE - Kingston University HR Database

In Table 3 above, there is no strong evidence for any pay issues for those stated as having a disability and, as with gender, the main reason for the overall difference between the 4% disabled and the rest is that the majority of the disabled are in grades 1-10.

**Table 4: Pay data by grade and ethnicity**

	Total Head Count	Average FTE Salary	Head Count - BME	Average FTE Salary - BME	Head Count - Non-BME	Average FTE Salary - Non-BME	Head Count - Not-Answered	Average FTE Salary - Not-Answered	Head Count - Non-BME & Not-Answered	Average FTE Salary - Non-BME & Not-Answered	BME Sal % Diff to Non-BME	BME Sal % Diff to (Non-BME & Not-Answered)	BME % Total	BME % (BME & Non-BME)
Grade 2	18	£16,215	5	£16,123	8	£16,280	5	£16,203	13	£16,251	-1.0%	-0.8%	27.8%	38.5%
Grade 4	26	£20,641	6	£20,624	4	£20,766	16	£20,615	20	£20,646	-0.7%	-0.1%	23.1%	60.0%
Grade 5	273	£24,193	43	£24,161	19	£24,171	211	£24,202	230	£24,199	0.0%	-0.2%	15.8%	69.4%
Grade 6	178	£28,327	23	£28,371	21	£28,207	134	£28,339	155	£28,321	0.6%	0.2%	12.9%	52.3%
Grade 7	299	£33,331	31	£33,532	25	£33,199	243	£33,318	268	£33,307	1.0%	0.7%	10.4%	55.4%
Grade 8	254	£37,313	21	£37,564	42	£36,993	191	£37,356	233	£37,290	1.5%	0.7%	8.3%	33.3%
Grade 9	596	£44,867	103	£44,172	70	£45,050	423	£45,006	493	£45,012	-1.9%	-1.9%	17.3%	59.5%
Grade 10	319	£53,600	34	£52,480	33	£52,961	252	£53,835	285	£53,734	-0.9%	-2.3%	10.7%	50.7%
KTP Associate	11	£25,961	4	£26,625	6	£26,011	1	£23,000	7	£25,581	2.4%	4.1%	36.4%	40.0%
Senior Staff Band C	82	£59,791	10	£61,166	11	£60,639	61	£59,412	72	£59,600	0.9%	2.6%	12.2%	47.6%
Senior Staff Band B	52	£67,169	4	£68,871	6	£67,306	42	£66,988	48	£67,028	2.3%	2.8%	7.7%	40.0%
Senior Staff Band A	12	£73,743			2	£73,312	10	£73,830	12	£73,743				
Executive	24	£100,163			3	£108,250	21	£99,008	24	£100,163				
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>284</b>	<b>£38,915</b>	<b>250</b>	<b>£40,992</b>	<b>1,610</b>	<b>£41,260</b>	<b>1,860</b>	<b>£41,224</b>	<b>-5.1%</b>	<b>-5.6%</b>	<b>13.2%</b>	<b>53.2%</b>
Grades 1-10	1,963	£38,593	266	£37,813	222	£38,513	1,475	£38,746	1,697	£38,715	-1.8%	-2.3%	13.6%	54.5%
KTP Associate	11	£25,961	4	£26,625	6	£26,011	1	£23,000	7	£25,581	2.4%	4.1%	36.4%	40.0%
Senior Staff inc Exec	170	£68,732	14	£63,367	22	£70,102	134	£69,068	156	£69,214	-9.6%	-8.4%	8.2%	38.9%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>284</b>	<b>£38,915</b>	<b>250</b>	<b>£40,992</b>	<b>1,610</b>	<b>£41,260</b>	<b>1,860</b>	<b>£41,224</b>	<b>-5.1%</b>	<b>-5.6%</b>	<b>13.2%</b>	<b>53.2%</b>

Source: PSE - Kingston University HR Database

In Table 4 above those classified as BME account for 13.2% of all staff. There is no strong evidence for any pay issues for those classified as BME and, as with gender, the main reason for the overall difference between the 13.2% BME and the rest is that the majority of the BME are in grades 1-10.

**Table 5: Pay data by grade and age**

	Total Head Count	Average FTE Salary	Head Count - Over 55	Avg FTE Sal Age 55+	Head Count - 55 and Under	Avg FTE Sal Age 55 and Under	Age 55+ Sal % Diff to 55 and Under	Over 55 % Total
Grade 2	18	£16,215	2	£16,233	16	£16,213	0.1%	11.1%
Grade 4	26	£20,641	4	£20,879	22	£20,597	1.4%	15.4%
Grade 5	273	£24,193	35	£24,992	238	£24,076	3.8%	12.8%
Grade 6	178	£28,327	18	£29,118	160	£28,238	3.1%	10.1%
Grade 7	299	£33,331	49	£34,007	250	£33,198	2.4%	16.4%
Grade 8	254	£37,313	24	£38,397	230	£37,200	3.2%	9.4%
Grade 9	596	£44,867	109	£45,991	487	£44,615	3.1%	18.3%
Grade 10	319	£53,600	88	£54,906	231	£53,103	3.4%	27.6%
KTP Associate	11	£25,961			11	£25,961		
Senior Staff Band C	82	£59,791	23	£60,890	59	£59,362	2.6%	28.0%
Senior Staff Band B	52	£67,169	21	£67,946	31	£66,643	2.0%	40.4%
Senior Staff Band A	12	£73,743	6	£74,298	6	£73,189	1.5%	50.0%
Executive	24	£100,163	11	£110,224	13	£91,650	20.3%	45.8%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>390</b>	<b>£47,264</b>	<b>1,754</b>	<b>£39,507</b>	<b>19.6%</b>	<b>18.2%</b>
Grades 1-10	1,963	£38,593	329	£42,394	1,634	£37,828	12.1%	16.8%
KTP Associate	11	£25,961	0	£0	11	£25,961		
Senior Staff inc Exec	170	£68,732	61	£73,534	109	£66,045	11.3%	35.9%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>390</b>	<b>£47,264</b>	<b>1,754</b>	<b>£39,507</b>	<b>19.6%</b>	<b>18.2%</b>

Source: PSE - Kingston University HR Database

In Table 5 above those over 55 account for 18.2% of all staff. As is the norm, the over 55s take a larger share of each grade as staff mature and gain promotion.

**Table 6: Pay data by employment type**

	Total Head Count	Average FTE Salary	Head Count - Female	Average FTE Salary - Female	Head Count - Male	Average FTE Salary - Male	Female Sal % Diff to Male	Female % Total								
FT	1,655	£42,118	862	£39,627	793	£44,825	-11.6%	52.1%								
PT	489	£36,857	351	£36,062	138	£38,879	-7.2%	71.8%								
Total	2,144	£40,918	1,213	£38,595	931	£43,944	-12.2%	56.6%								
FT Sal % Diff to PT		14.3%		9.9%		15.3%										
FT % Total	77.2%		71.1%		85.2%											

  

	Total Head Count	Average FTE Salary	Head Count - Disability	Average FTE Salary - Disabled	Head Count - Non-Disability	Average FTE Salary - Non-Disabled	Head Count - Not-Answered	Average FTE Salary - Not-Answered	Head Count - Disabled & Not-Answered	Average FTE Salary - Non-Disabled & Not-Answered	Disabled Sal % Diff to Non-Disabled	Disabled Sal % Diff to (Non-Disabled & Not-Answered)	Disabled % Total	Disable % (Disabled & Non-Disabled)
FT	1,655	£42,118	69	£40,194	1,159	£43,741	427	£38,024	1,586	£42,202	-8.1%	-4.8%	4.2%	5.6%
PT	489	£36,857	17	£40,496	322	£37,549	150	£34,959	472	£36,726	7.8%	10.3%	3.5%	5.0%
Total	2,144	£40,918	86	£40,254	1,481	£42,394	577	£37,227	2,058	£40,946	-5.0%	-1.7%	4.0%	5.5%
FT Sal % Diff to PT		14.3%		-0.7%		16.5%		8.8%		14.9%				
FT % Total	77.2%		80.2%		78.3%		74.0%		77.1%					

  

	Total Head Count	Average FTE Salary	Head Count - BME	Average FTE Salary - BME	Head Count - Non-BME	Average FTE Salary - Non-BME	Head Count - Not-Answered	Average FTE Salary - Not-Answered	Head Count - Non-BME & Not-Answered	Average FTE Salary - Non-BME & Not-Answered	BME Sal % Diff to Non-BME	BME Sal % Diff to (Non-BME & Not-Answered)	BME % Total	BME % (BME & Non-BME)
FT	1,655	£42,118	235	£40,225	1,225	£42,500	195	£41,998	1,420	£42,431	-5.4%	-5.2%	14.2%	16.1%
PT	489	£36,857	49	£32,631	385	£37,313	55	£37,428	440	£37,327	-12.5%	-12.6%	10.0%	11.3%
Total	2,144	£40,918	284	£38,915	1,610	£41,260	250	£40,992	1,860	£41,224	-5.7%	-5.6%	13.2%	15.0%
FT Sal % Diff to PT		14.3%		23.3%		13.9%		12.2%		13.7%				
FT % Total	77.2%		82.7%		76.1%		78.0%		76.3%					

  

	Total Head Count	Average FTE Salary	Head Count - Over 55	Avg FTE Sal Age 55+	Avg FTE Sal Age 55 and Under	Age 55+ Sal % Diff to 55 and Under	Age 55+ Sal % Diff to Avg	Over 55 % Total
FT	1,655	£42,118	307	£49,140	1,348	£40,519	21.3%	18.5%
PT	489	£36,857	83	£40,325	406	£36,148	11.6%	17.0%
Total	2,144	£40,918	390	£47,264	1,754	£39,507	19.6%	18.2%
FT Sal % Diff to PT		14.3%		21.9%		12.1%		
FT % Total	77.2%		78.7%		76.9%			

Source: PSE - Kingston University HR Database

In Table 6 above we see salary data by employment type as defined by full time or part type for gender, disability, ethnicity and age.

Overall, full time employees account for 77.2% of all staff. In terms of gender, females account for 52.1% of full time staff, 71.8% of part time staff and 56.6% of all employees. The average full time salary for women was 9.9% higher than for the full time equivalent salary for part time female employees. Whereas, the average full time salary for men was 15.3% higher than for the full time equivalent salary for part time male employees.

In terms of disability, those with a known disability account for 4.0% of all employees, 4.2% of full time employees and 3.5% of part time employees. The average full time salary for disabled was 0.7% lower than for the full time equivalent salary for part time disabled employees. Whereas, the average full time salary for those employees with no known disability was 16.5% higher than for the full time equivalent salary for part

time employees with no known disability. The average full time salary for those employees who did not answer the ability question was 8.8% higher than for the full time equivalent salary for part time employees who did not answer the ability question.

For ethnicity, BMEs account for 13.2% of all employees, 14.2% of full time employees and 10.0% of part time employees. The average full time salary for BMEs was 23.3% higher than for the full time equivalent salary for part time BME employees. Whereas, the average full time salary for non-BMEs was 13.9% higher than for the full time equivalent salary for part time non-BMEs. The average full time salary for those employees who did not answer the ethnicity question was 12.2% higher than for the full time equivalent salary for part time employees who did not answer the ethnicity question.

In terms of age, over 55s account for 18.5% of full time staff, 17.0% of part time staff and 18.2% of all employees. The average full time salary for the over 55s was 21.9% higher than for the full time equivalent salary for part time over 55 employees. Whereas, the average full time salary for the under 55s was 12.1% higher than for the full time equivalent salary for part time under 55 employees.

In Table 7 below we see salary data by contract type as defined by fixed term or permanent type for gender, disability, ethnicity and age.

Overall, fixed term employees account for 10.9% of all staff. In terms of gender, females account for 50.2% of full time staff, 57.4% of permanent staff and 56.6% of all employees. The average fixed term salary for women was 8.9% lower than for the full time equivalent salary for permanent female employees. Whereas, the average fixed term salary for men was 26.6% lower than for the full time equivalent salary for permanent male employees.

In terms of disability, those with a known disability account for 4.0% of all employees, 3.4% of full time employees and 4.1% of permanent employees. The average fixed term salary for disabled was 1.4% higher than for the full time equivalent salary for permanent disabled employees. Whereas, the average fixed term salary for those employees with no known disability was 19.7% lower than for the full time equivalent salary for permanent employees with no known disability. The average fixed term salary for those employees who did not answer the ability question was 12.3% lower than for the full time equivalent salary for permanent employees who did not answer the ability question.

For ethnicity, BMEs account for 13.2% of all employees, 17.2% of full time employees and 12.8% of permanent employees. The average fixed term salary for BMEs was 20.2% lower than for the full time equivalent salary for permanent BME employees. Whereas, the average fixed term salary for non-BMEs was 14.5% lower than for the full time equivalent salary for permanent non-BMEs. The average fixed term salary for those employees who did not answer the ethnicity question was 23.8% lower than for the full time equivalent salary for permanent employees who did not answer the ethnicity question.

In terms of age, over 55s account for 11.6% of fixed term staff, 19.0% of permanent staff and 18.2% of all employees. The average fixed term salary for the over 55s was 1.2% higher than for the full time equivalent salary for permanent over 55 employees. Whereas, the average fixed term salary for the under 55s was 19.2% lower than for the full time equivalent salary for permanent under 55 employees.

**Table 7: Pay data by contract type**

	Total Head Count	Average FTE Salary	Head Count - Female	Average FTE Salary - Female	Head Count - Male	Average FTE Salary - Male	Female Sal % Diff to Male	Female % Total								
Fixed Term	233	£34,402	117	£35,453	116	£33,341	6.3%	50.2%								
Permanent	1,911	£41,712	1,096	£38,931	815	£45,453	-14.3%	57.4%								
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>1,213</b>	<b>£38,595</b>	<b>931</b>	<b>£43,944</b>	<b>-12.2%</b>	<b>56.6%</b>								
FT Sal % Diff to Permanent		-17.5%		-8.9%		-26.6%										
FT % Total	10.9%		9.6%		12.5%											

  

	Total Head Count	Average FTE Salary	Head Count - Disability	Average FTE Salary - Disability	Head Count - Non-Disability	Average FTE Salary - Non-Disability	Head Count - Not-Answered	Average FTE Salary - Not-Answered	Head Count - Non-Disability & Not-Answered	Average FTE Salary - Non-Disability & Not-Answered	Disabled Sal % Diff to Non-Disability	Disabled Sal % Diff to (Non-Disability & Not-Answered)	Disability % Total	Disability % (Disability & Non-Disability)
Fixed Term	233	£34,402	8	£40,780	144	£34,712	81	£33,220	225	£34,175	17.5%	19.3%	3.4%	5.3%
Permanent	1,911	£41,712	78	£40,200	1,337	£43,222	496	£37,882	1,833	£41,777	-7.0%	-3.8%	4.1%	5.5%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>86</b>	<b>£40,254</b>	<b>1,481</b>	<b>£42,394</b>	<b>577</b>	<b>£37,227</b>	<b>2,058</b>	<b>£40,946</b>	<b>-5.0%</b>	<b>-1.7%</b>	<b>4.0%</b>	<b>5.5%</b>
FT Sal % Diff to Permanent		-17.5%		1.4%		-19.7%		-12.3%		-18.2%				
FT % Total	10.9%		9.3%		9.7%		14.0%		10.9%					

  

	Total Head Count	Average FTE Salary	Head Count - BME	Average FTE Salary - BME	Head Count - Non-BME	Average FTE Salary - Non-BME	Head Count - Not-Answered	Average FTE Salary - Not-Answered	Head Count - Non-BME & Not-Answered	Average FTE Salary - Non-BME & Not-Answered	BME Sal % Diff to Non-BME	BME Sal % Diff to (Non-BME & Not-Answered)	BME % Total	BME % (BME & Non-BME)
Fixed Term	233	£34,402	40	£31,973	135	£35,692	58	£33,073	193	£34,905	-10.4%	-8.4%	17.2%	22.9%
Permanent	1,911	£41,712	244	£40,053	1,475	£41,769	192	£43,385	1,667	£41,955	-4.1%	-4.5%	12.8%	14.2%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>284</b>	<b>£38,915</b>	<b>1,610</b>	<b>£41,260</b>	<b>250</b>	<b>£40,992</b>	<b>1,860</b>	<b>£41,224</b>	<b>-5.7%</b>	<b>-5.6%</b>	<b>13.2%</b>	<b>15.0%</b>
FT Sal % Diff to Permanent		-17.5%		-20.2%		-14.5%		-23.8%		-16.8%				
FT % Total	10.9%		14.1%		8.4%		23.2%		10.4%					

  

	Total Head Count	Average FTE Salary	Head Count - Over 55	Avg FTE Sal Age 55+	Head Count - 55 and under	Avg FTE Sal Age 55 and under	Age 55+ Sal % Diff to 55 and under	Over 55 % Total
Fixed Term	233	£34,402	27	£47,796	206	£32,646	46.4%	11.6%
Permanent	1,911	£41,712	363	£47,225	1,548	£40,420	16.8%	19.0%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>390</b>	<b>£47,264</b>	<b>1,754</b>	<b>£39,507</b>	<b>19.6%</b>	<b>18.2%</b>
FT Sal % Diff to Permanent		-17.5%		1.2%		-19.2%		
FT % Total	10.9%		6.9%		11.7%			

Source: PSE - Kingston University HR Database

In Table 8 below we see salary data by length of service as defined by 0-6 months, 6 months to 2 years, 2 -5 years and longer than 5 years for gender, disability, ethnicity and age.

Overall, employees who have been at the University for longer than 5 years account for 51% of all staff. In terms of gender, females account for 47.2% of 0-6 months staff, 59.9% of 6 months to 2 years, 62.1% of 2-5 years, 53.5% of greater than 5 years and 56.6% of all employees. The average salary for women with greater than 5 years experience was 109% of the average for all women. The figure for women with less than 5 years experience was between 86% and 94%. The average salary for men with

greater than 5 years experience was 109% of the average for all men. The figure for men with less than 5 years experience was between 80% and 91%.

In terms of disability, those with a known disability account for 4.0% of all employees, 0.9% of those with less than 6 months experience, 1.6% of those with 6 months to 2 years experience, 3.1% of those between 2-5 years experience and 5.6% those with more than 5 years experience. The average salary for those with a disability with greater than 5 years experience was 109% of the average for all those with a disability. The figure for those with a disability with less than 5 years experience was between 39% and 85%. The average salary for those without a disability with greater than 5 years experience was 107% of the average for all those without a disability. The figure for those without a disability with less than 5 years experience was between 81% and 92%. The average salary for those that didn't answer the disability question with greater than 5 years experience was 110% of the average for all those that didn't answer the disability question. The figure for those that didn't answer the disability question with less than 5 years experience was between 92% and 97%.

For ethnicity, BMEs account for 13.2% of all employees, 17.6% of those with less than 6 months experience, 14.1% of those with 6 months to 2 years experience, 14.0% of those between 2-5 years experience and 12.1% those with more than 5 years experience. The average salary for BMEs with greater than 5 years experience was 111% of the average for all BMEs. The figure for BMEs with less than 5 years experience was between 80% and 94%. The average salary for non-BMEs with greater than 5 years experience was 109% of the average of all non-BMEs. The figure for non-BMEs with less than 5 years experience was between 85% and 91%. The average salary for those that didn't answer the ethnicity question with greater than 5 years experience was 111% of the average for all those that didn't answer the ethnicity question. The figure for those that didn't answer the ethnicity question with less than 5 years experience was between 84% and 94%.

In terms of age, over 55s account for 4.6% of staff between 0-6 months, 6.2% of staff between 6 months to 2 years, 8.6% of staff between 2-5 years, 28.6% of staff greater than 5 years and 18.2% of all employees. The average salary for over 55s with greater than 5 years experience was 102% of the average for all over 55s. The figure for over 55s with less than 5 years experience was between 104% and 86%. The average salary for under 55s with greater than 5 years experience was 110% of the average for all under 55s. The figure for under 55s with less than 5 years experience was between 85% and 94%.

**Table 8: Pay data by length of service**

	Total Head Count	Average FTE Salary	Head Count - Female	Average FTE Salary - Female	Head Count - Male	Average FTE Salary - Male	Female Sal % Diff to Male	Female % Total										
0-6 months	108	£34,247	51	£33,050	57	£35,318	-6.4%	47.2%										
6 months - 2 years	369	£36,343	221	£34,361	148	£39,303	-12.6%	59.9%										
2-5 years	572	£37,574	355	£36,180	217	£39,854	-9.2%	62.1%										
More than 5 years	1,095	£44,864	586	£42,138	509	£48,003	-12.2%	53.5%										
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>1,213</b>	<b>£38,595</b>	<b>931</b>	<b>£43,944</b>	<b>-12.2%</b>	<b>56.6%</b>										
	Share of Total	% of Average	Share of Total	% of Average	Share of Total	% of Average												
0-6 months	5%	84%	4%	86%	6%	80%												
6 months - 2 years	17%	89%	18%	89%	16%	89%												
2-5 years	27%	92%	29%	94%	23%	91%												
More than 5 years	51%	110%	48%	109%	55%	109%												
<b>Total</b>	<b>100%</b>		<b>100%</b>		<b>100%</b>													

  

	Total Head Count	Average FTE Salary	Head Count - Disability	Average FTE Salary - Disabled	Head Count - Non-Disability	Average FTE Salary - Non-Disabled	Head Count - Not-Answered	Average FTE Salary - Not-Answered	Head Count - Non-Disabled & Not-Answered	Average FTE Salary - Non-Disabled & Not-Answered	Disabled Sal % Diff to Non-Disabled	Disabled Sal % Diff to (Non-Disabled & Not-Answered)	Disabled % Total	Disable % (Disabled & Non-Disabled)
0-6 months	108	£34,247	1	£15,705	87	£34,474	20	£34,184	107	£34,420	-54.4%	-54.4%	0.9%	1.1%
6 months - 2 years	369	£36,343	6	£24,720	162	£36,041	201	£36,934	363	£36,535	-31.4%	-32.3%	1.6%	3.6%
2-5 years	572	£37,574	18	£34,362	306	£39,029	248	£36,011	554	£37,678	-12.0%	-8.8%	3.1%	5.6%
More than 5 years	1,095	£44,864	61	£43,923	926	£45,362	108	£41,129	1,034	£44,920	-3.2%	-2.2%	5.6%	6.2%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>86</b>	<b>£40,254</b>	<b>1,481</b>	<b>£42,394</b>	<b>577</b>	<b>£37,227</b>	<b>2,058</b>	<b>£40,946</b>	<b>-5.0%</b>	<b>-1.7%</b>	<b>4.0%</b>	<b>5.5%</b>
	Share of Total	% of Average	Share of Total	% of Average	Share of Total	% of Average	Share of Total	% of Average	Share of Total	% of Average				
0-6 months	5%	84%	1%	39%	6%	81%	3%	92%	5%	84%				
6 months - 2 years	17%	89%	7%	61%	11%	85%	35%	99%	18%	89%				
2-5 years	27%	92%	21%	85%	21%	92%	43%	97%	27%	92%				
More than 5 years	51%	110%	71%	109%	63%	107%	19%	110%	50%	110%				
<b>Total</b>	<b>100%</b>		<b>100%</b>		<b>100%</b>		<b>100%</b>		<b>100%</b>					

  

	Total Head Count	Average FTE Salary	Head Count - BME	Average FTE Salary - BME	Head Count - Non-BME	Average FTE Salary - Non-BME	Head Count - Not-Answered	Average FTE Salary - Not-Answered	Head Count - Non-BME & Not-Answered	Average FTE Salary - Non-BME & Not-Answered	BME Sal % Diff to Non-BME	BME Sal % Diff to (Non-BME & Not-Answered)	BME % Total	BME % (BME & Non-BME)
0-6 months	108	£34,247	19	£31,153	65	£35,111	24	£34,355	89	£34,907	-11.3%	-10.8%	17.6%	22.6%
6 months - 2 years	369	£36,343	52	£34,321	249	£35,984	68	£39,204	317	£36,675	-4.6%	-6.4%	14.1%	17.3%
2-5 years	572	£37,574	80	£36,406	428	£37,660	64	£38,458	492	£37,764	-3.3%	-3.6%	14.0%	15.7%
More than 5 years	1,095	£44,864	133	£43,330	868	£45,009	94	£45,706	962	£45,077	-3.7%	-3.9%	12.1%	13.3%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>284</b>	<b>£38,915</b>	<b>1,610</b>	<b>£41,260</b>	<b>250</b>	<b>£40,992</b>	<b>1,860</b>	<b>£41,224</b>	<b>-5.7%</b>	<b>-5.6%</b>	<b>13.2%</b>	<b>15.0%</b>
	Share of Total	% of Average	Share of Total	% of Average	Share of Total	% of Average	Share of Total	% of Average	Share of Total	% of Average				
0-6 months	5%	84%	7%	80%	4%	85%	10%	84%	5%	85%				
6 months - 2 years	17%	89%	18%	88%	15%	87%	27%	96%	17%	89%				
2-5 years	27%	92%	28%	94%	27%	91%	26%	94%	26%	92%				
More than 5 years	51%	110%	47%	111%	54%	109%	38%	111%	52%	109%				
<b>Total</b>	<b>100%</b>		<b>100%</b>		<b>100%</b>		<b>100%</b>		<b>100%</b>					

  

	Total Head Count	Average FTE Salary	Head Count - Over 55	Avg FTE Sal Age 55+	Head Count - 55 and under	Avg FTE Sal Age 55 and under	Age 55+ Sal % Diff to 55 and under	Over 55 % Total
0-6 months	108	£34,247	5	£49,025	103	£33,529	46.2%	4.6%
6 months - 2 years	369	£36,343	23	£49,539	346	£35,466	39.7%	6.2%
2-5 years	572	£37,574	49	£40,658	523	£37,285	9.0%	8.6%
More than 5 years	1,095	£44,864	313	£48,103	782	£43,568	10.4%	28.6%
<b>Total</b>	<b>2,144</b>	<b>£40,918</b>	<b>390</b>	<b>£47,264</b>	<b>1,754</b>	<b>£39,507</b>	<b>19.6%</b>	<b>18.2%</b>
	Share of Total	% of Average	Share of Total	% of Average	Share of Total	% of Average		
0-6 months	5%	84%	1%	104%	6%	85%		
6 months - 2 years	17%	89%	6%	105%	20%	90%		
2-5 years	27%	92%	13%	86%	30%	94%		
More than 5 years	51%	110%	80%	102%	45%	110%		
<b>Total</b>	<b>100%</b>		<b>100%</b>		<b>100%</b>			

Source: PSE - Kingston University HR Database

## 4 Profiles

In this section we compare different groups with each other to assess the results.

Firstly we look at BME females and compare them to non-BME females.

**Table 9: Pay data for BME and non-BME females**

BME Females v Non-BME Females							
BME Females			Non-BME Females			Diff	% Diff
Grade	Numbers	Average FTE Salary	Grade	Numbers	Average FTE Salary		
Grade 2	2	£16,222	Grade 2	1	£16,064	£158	1.0%
Grade 4	4	£20,750	Grade 4	8	£20,760	£10	0.0%
Grade 5	30	£24,174	Grade 5	174	£24,292	£119	-0.5%
Grade 6	11	£29,143	Grade 6	102	£28,270	£873	3.0%
Grade 7	17	£33,710	Grade 7	155	£33,302	£408	1.2%
Grade 8	8	£37,717	Grade 8	126	£37,461	£256	0.7%
Grade 9	46	£45,102	Grade 9	228	£44,894	£208	0.5%
Grade 10	16	£52,028	Grade 10	108	£53,837	£1,810	-3.5%
KTP Associate	2	£25,250					
			Senior Staff Band A	5	£75,463		
Senior Staff Band B	3	£69,551	Senior Staff Band B	15	£69,107	£444	0.6%
Senior Staff Band C	4	£60,807	Senior Staff Band C	24	£59,000	£1,807	3.0%
			Executive	5	£94,107		
<b>Total</b>	<b>143</b>	<b>£38,081</b>		<b>951</b>	<b>£38,407</b>		
<b>Total of Comparable Grades</b>	<b>141</b>	<b>£38,263</b>		<b>941</b>	<b>£37,914</b>	<b>£348</b>	<b>0.9%</b>

Source: PSE - Kingston University HR Database

Here the differences between the 2 groups on a grade by grade basis are very small. The only grades of note are grade 6 with a 3.0% average difference, grade 10 with a -3.5% average difference and Senior Staff Band C with a 3% average difference.

Next we look at BME females and compare them to BME males.

**Table 10: Pay data for BME females and BME males**

BME Females v BME Males							
BME Females				BME Males		Diff	% Diff
Grade	Numbers	Average FTE Salary	Grade	Numbers	Average FTE Salary		
Grade 2	2	£16,222	Grade 2	3	£16,057	£165	1.0%
Grade 4	4	£20,750	Grade 4	2	£20,373	£377	1.8%
Grade 5	30	£24,174	Grade 5	13	£24,133	£41	0.2%
Grade 6	11	£29,143	Grade 6	12	£27,664	£1,479	5.1%
Grade 7	17	£33,710	Grade 7	14	£33,316	£394	1.2%
Grade 8	8	£37,717	Grade 8	13	£37,470	£248	0.7%
Grade 9	46	£45,102	Grade 9	57	£43,422	£1,680	3.7%
Grade 10	16	£52,028	Grade 10	18	£52,882	-£854	-1.6%
KTP Associate	2	£25,250	KTP Associate	2	£28,000	-£2,750	-10.9%
Senior Staff Band B	3	£69,551	Senior Staff Band B	1	£66,833	£2,718	3.9%
Senior Staff Band C	4	£60,807	Senior Staff Band C	6	£61,405	-£598	-1.0%
<b>Total</b>	<b>143</b>	<b>£38,081</b>		<b>141</b>	<b>£39,761</b>		
<b>Total of Comparable Grades</b>	<b>143</b>	<b>£38,081</b>		<b>141</b>	<b>£39,761</b>	<b>-£1,680</b>	<b>-4.4%</b>

Source: PSE - Kingston University HR Database

Here the differences between the 2 groups on a grade by grade basis are larger. The main grades of note are grade 6 with a 5.1% average difference, grade 9 with a 3.7% average difference, KTP Associates with a -10.9% average difference and Senior Staff Band B with a 3.9% average difference.

Next we look at disabled females and compare them to non-disabled females.

**Table 11: Pay data for Disabled females and non-Disabled females**

Known Disability Females v No Known Disability Females							
Known Disability Females				No Known Disability Females		Diff	% Diff
Grade	Numbers	Average FTE Salary	Grade	Numbers	Average FTE Salary		
			Grade 4	7	£21,035		
Grade 5	8	£24,318	Grade 5	138	£24,437	-£119	-0.5%
Grade 6	2	£29,182	Grade 6	77	£28,533	£648	2.2%
Grade 7	3	£33,959	Grade 7	129	£33,668	£291	0.9%
Grade 8	1	£40,143	Grade 8	95	£37,478	£2,665	6.6%
Grade 9	10	£45,435	Grade 9	216	£45,213	£222	0.5%
Grade 10	3	£52,828	Grade 10	113	£53,959	-£1,131	-2.1%
			KTP Associate	1	£24,000		
			Senior Staff Band A	5	£75,463		
			Senior Staff Band B	18	£68,411		
			Senior Staff Band C	25	£59,687		
			Executive	5	£94,107		
<b>Total</b>	<b>27</b>	<b>£37,324</b>		<b>829</b>	<b>£39,902</b>		
<b>Total of Comparable Grades</b>	<b>27</b>	<b>£37,324</b>		<b>768</b>	<b>£38,198</b>	<b>-£874</b>	<b>-2.3%</b>

Source: PSE - Kingston University HR Database

Here the differences between the 2 groups on a grade by grade basis are again

quite small. The main grade of note is grade 8 with a 6.6% average difference.

Finally we look at disabled females and compare them to disabled males.

**Table 12: Pay data for disabled females and disabled males**

Known Disability Females v Known Disability Males							
Known Disability Females			Known Disability Males			Diff	% Diff
Grade	Numbers	Average FTE Salary	Grade	Numbers	Average FTE Salary		
			Grade 2	2	£15,705		
			Grade 4	1	£20,871		
Grade 5	8	£24,318	Grade 5	4	£24,754	£436	-1.8%
Grade 6	2	£29,182	Grade 6	6	£29,060	£122	0.4%
Grade 7	3	£33,959	Grade 7	11	£34,300	£341	-1.0%
Grade 8	1	£40,143	Grade 8	6	£38,155	£1,988	5.0%
Grade 9	10	£45,435	Grade 9	14	£46,320	£885	-1.9%
Grade 10	3	£52,828	Grade 10	11	£54,619	£1,791	-3.4%
			Senior Staff Band B	4	£68,219		
<b>Total</b>	<b>27</b>	<b>£37,324</b>		<b>59</b>	<b>£41,594</b>		
<b>Total of Comparable Grades</b>	<b>27</b>	<b>£37,324</b>		<b>52</b>	<b>£40,940</b>	<b>£3,616</b>	<b>-9.7%</b>

Source: PSE - Kingston University HR Database

Here the differences between the 2 groups on a grade by grade basis are larger. The main grades of note are grade 6 with a 5.0% average difference and grade 10 with a -3.4% average difference.

## 5 Sticking Points

In this section we examine whether there are any sticking points in the structure. We do this by comparing genders, ethnicity and disability for those who have more than 5 years length of service.

**Table 13: Pay data for men and women who have more than 5 years length of service**

Length of Service > 5 Years	Females		Males		Females - Male	
	Numbers	Average FTE Salary	Numbers	Average FTE Salary	Diff	% Diff
Grade 4	5	£21,200				
Grade 5	71	£25,186	11	£24,616	£570	2.3%
Grade 6	50	£29,160	14	£29,071	£89	0.3%
Grade 7	94	£34,019	67	£34,273	-£254	-0.7%
Grade 8	49	£38,183	33	£38,630	-£447	-1.2%
Grade 9	167	£45,775	183	£45,592	£183	0.4%
Grade 10	105	£54,110	140	£53,994	£115	0.2%
KTP Associates			1	£27,000		
Senior Staff Band C	23	£59,222	27	£60,026	-£805	-1.4%
Senior Staff Band B	16	£68,282	19	£66,319	£1,963	2.9%
Senior Staff Band A	5	£75,463	4	£73,344	£2,118	2.8%
Executive	1	£114,250	10	£108,099	£6,152	5.4%
<b>Total</b>	<b>586</b>	<b>£42,138</b>	<b>509</b>	<b>£48,003</b>		
<b>Total of Comparable Grades</b>	<b>581</b>	<b>£42,319</b>	<b>508</b>	<b>£48,044</b>	<b>-£5,726</b>	<b>-13.5%</b>

Source: PSE - Kingston University HR Database

The average differences within grades are very small. Those that are slightly higher are those with very small numbers of staff e.g. senior staff and executive grades.

**Table 14: Pay data for disabled and non-disabled who have more than 5 years length of service**

Length of Service > 5 Years	Known Disability		No Known Disability		Not-Answered		Known - No Known Disability	
	Numbers	Average FTE Salary	Numbers	Average FTE Salary	Numbers	Average FTE Salary	Diff	% Diff
Grade 4			5	£21,200				
Grade 5	5	£25,093	65	£25,207	12	£24,586	-£114	-0.5%
Grade 6	5	£29,116	51	£29,209	8	£28,718	-£93	-0.3%
Grade 7	10	£34,242	135	£34,184	16	£33,549	£58	0.2%
Grade 8	5	£39,246	65	£38,402	12	£37,779	£843	2.1%
Grade 9	19	£46,574	293	£45,637	38	£45,560	£937	2.0%
Grade 10	13	£54,754	218	£54,231	14	£50,474	£524	1.0%
KTP Associates					1	£27,000		
Senior Staff Band C			46	£59,551	4	£60,873		
Senior Staff Band B	4	£68,219	29	£66,799	2	£71,262	£1,420	2.1%
Senior Staff Band A			8	£74,332	1	£76,037		
Executive			11	£108,658				
<b>Total</b>	<b>61</b>	<b>£43,923</b>	<b>926</b>	<b>£45,362</b>	<b>108</b>	<b>£41,129</b>		
<b>Total of Comparable Grades</b>	<b>61</b>	<b>£43,923</b>	<b>856</b>	<b>£43,657</b>	<b>102</b>	<b>£40,150</b>	<b>£266</b>	<b>0.6%</b>

Source: PSE - Kingston University HR Database

The average differences within grades are all very small.

**Table 15: Pay data by ethnicity for those who have more than 5 years length of service**

Length of Service > 5 Years	BME		Non-BME		Not-Answered		BME - Non-BME	
	Numbers	Average FTE Salary	Numbers	Average FTE Salary	Numbers	Average FTE Salary	Diff	% Diff
Grade 4	1	£21,414	3	£21,057	1	£21,414	£357	1.7%
Grade 5	11	£25,367	66	£25,065	5	£25,133	£302	1.2%
Grade 6	9	£29,304	48	£29,170	7	£28,721	£134	0.5%
Grade 7	15	£34,598	139	£34,068	7	£34,231	£529	1.5%
Grade 8	6	£39,202	68	£38,305	8	£38,224	£897	2.3%
Grade 9	57	£44,574	256	£46,022	37	£45,014	-£1,448	-3.2%
Grade 10	23	£52,948	204	£54,180	18	£53,906	-£1,231	-2.3%
KTP Associates					1	£27,000		
Senior Staff Band C	9	£61,068	36	£59,333	5	£59,446	£1,736	2.8%
Senior Staff Band B	2	£68,157	30	£67,175	3	£67,002	£982	1.4%
Senior Staff Band A			9	£74,521				
Executive			9	£105,943	2	£120,875		
Total	133	£43,330	868	£45,009	94	£45,706		
Total of Comparable Grades	133	£43,330	850	£44,051	92	£44,072	-£721	-1.7%

Source: PSE - Kingston University HR Database

The average differences within grades are all very small.

## 6 Professors

In this section we examine whether there are any differences for senior academics. We do this by comparing genders, ethnicity and disability for those defined as Academics and Research as Appointee Type in the database.

**Table 16: Pay data for men and women in Academic and Research group**

Academic and Research	Females		Males		Females - Male	
	Numbers	Average FTE Salary	Numbers	Average FTE Salary	Diff	% Diff
Grade 2						
Grade 4	1	£21,975	1	£21,337	£638	2.9%
Grade 5	4	£21,702	5	£23,821	-£2,118	-9.8%
Grade 6			8	£28,161		
Grade 7						
Grade 8	59	£37,121	57	£36,502	£619	1.7%
Grade 9	246	£45,137	228	£44,627	£510	1.1%
Grade 10	122	£53,549	155	£53,591	-£42	-0.1%
KTP Associates	2	£25,250	9	£26,119	-£869	-3.4%
Senior Staff Band C			2	£55,883		
Senior Staff Band B						
Senior Staff Band A						
Executive						
Total	434	£46,051	465	£45,752		
Total of Comparable Grades	434	£46,051	455	£46,017	£34	0.1%
Grade 9 and 10	368	£47,926	383	£48,255	-£329	-0.7%

Source: PSE - Kingston University HR Database

By examining the data for grades 9 and 10 we can see that the difference between men and women is very small for senior academics.

**Table 17: Pay data for disabled and non-disabled in Academic and Research group**

Academic and Research	Known Disability		No Known Disability		Not-Answered		Known - No Known Disability	
	Numbers	Average FTE Salary	Numbers	Average FTE Salary	Numbers	Average FTE Salary	Diff	% Diff
Grade 2								
Grade 4			1	£21,337	1	£21,975		
Grade 5			6	£22,827	3	£22,985		
Grade 6			4	£27,499	4	£28,824		
Grade 7								
Grade 8	2	£37,420	62	£36,897	52	£36,699	£523	1.4%
Grade 9	16	£45,656	349	£45,021	109	£44,366	£635	1.4%
Grade 10	12	£54,758	227	£53,949	38	£50,949	£809	1.5%
KTP Associates			3	£24,667	8	£26,446		
Senior Staff Band C			2	£55,883				
Senior Staff Band B								
Senior Staff Band A								
Executive								
<b>Total</b>	<b>30</b>	<b>£48,748</b>	<b>654</b>	<b>£46,943</b>	<b>215</b>	<b>£42,317</b>		
Total of Comparable Grades	30	£48,748	638	£47,408	199	£43,619	£1,340	2.7%
Grade 9 and 10	28	£49,557	576	£48,540	147	£46,068	£1,017	2.1%

Source: PSE - Kingston University HR Database

By examining the data for grades 9 and 10 we can see that the difference between the disabled and the non-disabled is again very small for senior academics.

**Table 18 Pay data for BME and non-BME in Academic and Research group**

Academic and Research	BME		Non-BME		Not-Answered		BME - Non-BME	
	Numbers	Average FTE Salary	Numbers	Average FTE Salary	Numbers	Average FTE Salary	Diff	% Diff
Grade 2								
Grade 4			1	£21,337	1	£21,975		
Grade 5	3	£22,676	5	£22,942	1	£23,174	-£266	-1.2%
Grade 6	4	£28,047			4	£28,276		
Grade 7								
Grade 8	13	£36,988	81	£36,711	22	£37,107	£277	0.8%
Grade 9	87	£43,945	335	£45,130	52	£44,940	-£1,184	-2.7%
Grade 10	27	£52,454	223	£53,795	27	£52,853	-£1,341	-2.6%
KTP Associates	4	£26,625	1	£23,000	6	£26,011	£3,625	13.6%
Senior Staff Band C			2	£55,883				
Senior Staff Band B								
Senior Staff Band A								
Executive								
<b>Total</b>	<b>138</b>	<b>£43,530</b>	<b>648</b>	<b>£46,851</b>	<b>113</b>	<b>£43,315</b>		
Total of Comparable Grades	134	£43,992	645	£46,862	108	£44,069	-£2,871	-6.5%
Grade 9 and 10	114	£45,961	558	£48,593	79	£47,644	-£2,632	-5.7%

Source: PSE - Kingston University HR Database

By examining the data for grades 9 and 10 we can see that the difference between the disabled and the non-disabled is again very small for senior academics.

## **7 Conclusion**

There is very little evidence of any bias between genders, abilities, ethnicity or age in the University's pay structure.

Most of the questions resulting from this analysis are mainly to do with why women have more of the lower graded jobs than men. This then poses the deeper question as to whether this is a problem or not.