

Kent publishes the results of the Equal Pay Audit revealing positive pay practices and a reducing gender pay gap

An Equal Pay Audit has confirmed that the University has positive equal pay practices, with some noteworthy areas for continued improvement.

Key findings reveal that:

- Across the majority of the University, there are no gender pay gaps¹ by grade.
- The only exceptions are staff within the managerial and professorial group (although this gap disappears after they have been employed at Kent for five years) and a very small group of part-time staff at Grade 9.
- There are no pay gaps by grade when comparing full versus part-time staff, or taking into account ethnicity and disability².
- Kent's overall gender pay gap has fallen by almost five percentage points since the last audit in 2008 – from 25% to 20%³.
- The University's overall pay gap is now within one percentage point of the average gap within the Higher Education sector⁴.

The Equal Pay Audit was undertaken during 2014/15 by the University's Equality, Diversity and Inclusivity team within Human Resources and follows a previous audit in 2008. The audit is not a legal requirement, but reflects a genuine desire by Kent to discover any pay inequalities, primarily relating to gender; to understand their cause, where possible; to confirm whether any of those inequalities are justifiable legally; and to plan any necessary remedial actions.

Positively, the recommendations of the audit focus on increasing transparency and communicating current pay policy rather than more fundamental changes. This is particularly important following the University's success in increasing the number of senior female academics – over 24% of Kent's professors are female⁵, which is for the first time 2% above the sector average.

Alison Ross-Green, Kent's Director of HR & Organisational Development, comments: 'The results reflect the important role of our Salary Review and Promotions Committees, which have focused both on increasing the numbers of female senior staff and ensuring that pay decisions are effectively managed in line with an objective review of performance and individual credentials.

'Although the results of the audit are generally pleasing, we will not be complacent but will work to ensure that the experience and judgement of committee members are more explicitly reflected in our senior pay structures and policy and that the gender pay gap continues to be addressed, with a range of initiatives such as the Athena SWAN Charter.'

The University's Executive Group will oversee the completion of the actions recommended by the audit and the next one will be undertaken within five years.

¹ There are no gender pay gaps that exceed the 5% trigger threshold identified by the EHRC and JNCHES.

² Except for a very small number of disabled staff at M&P where the pay gap was in favour of those with a disability.

³ This whole organisation figure disregards the impact of grade and so of itself is not an indicator of unequal pay. It does however reflect the occupational segregation that is society wide and that women do not occupy senior roles in the same proportion as men.

⁴ The mean pay gap stood at 19.2% for England, excluding London (Equality Challenge Unit, 2015: 250)

⁵ 24.6% of professors at Kent are female (EDI Annual Report 2014/15: 24); in 2013/14 this figure was almost three percentage points lower and stood at 21.8%.