



2024 Gender Pay Gap Report

King's College complies with equal pay legislation, which requires equal pay for men and women in the same employment. The Gender Pay Gap Report compares the differences in average pay across the College and so reflects issues of representation.

This report has been produced by combining payroll data for academic staff on contract with the College and our other (non-academic) professional and operational staff. Gender Pay Gap regulations do not define the terms 'men' and 'women'. As such, the information to identify gender, as used in this report, is taken from the information provided to the Human Resource department by our employees.

2023/24 Gender Pay Gap Statistics

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female members of staff receive. The statistics in this statement are based on hourly rates of pay as at 5 April 2024 and bonuses paid in the twelve months to 5 April 2024.

Mean averages

The mean hourly rate paid to female employees was 11.7% lower than the mean hourly rate paid to male employees (2023: 17.4%).

Categories of academic and non-academic employees both showed a gender pay gap when calculated as a mean:

- (i) Academic staff on contract: 3.2% (2023: 8.6%)
- (ii) Other professional and operational staff: 10.6% (2023: 13.2%)

The mean average bonus paid to female employees was 13.8% lower than the mean average bonus paid to male employees (2023: 17.4%).

Median averages

The median hourly rates paid to female employees was 18.3% lower than the median hourly rate paid to male employees (2023: 23.7%).

Categories of academic and non-academic employees showed a gender pay gap for non-academic employees when calculated as a median:

- (i) Academic staff on contract: 0.0% (2023: 0.0%)
- (ii) Other professional and operational staff: 11.8% (2023: 16.5%)

The median average bonus paid to female employees was 6.7% lower than the mean average bonus paid to male employees (2023: 23.6%).

3. Pay quartiles

	2024 Female (% quartile)	2023 Female (% quartile)	2024 Male (% quartile)	2023 Male (% quartile)
Lower quartile	61%	57%	39%	43%
Lower middle quartile	60%	56%	40%	44%
Upper middle quartile	49%	45%	51%	55%
Upper quartile	44%	35%	56%	65%

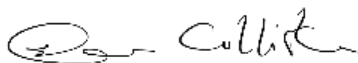
The proportion of females in all quartiles increased compared with 2023. The proportion of females grew significantly in the upper quartile, driving the overall reduction in mean and median pay gaps.

Actions to Reduce the Gender Pay Gap

King's College is fully committed to equality of opportunity and fairness, and we work hard to ensure our employment policies and practices are fair, equitable and consistent. The College offers generous family friendly policies and operates fair and transparent schemes for pay and reward. We are committed to a positive culture of equality, dignity and respect at work. The College's Equalities, Diversity and Inclusion Committee, along with the Human Resources and Fellowship committees, looks for further ways to close the gender pay gap.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Dr Ivan Collister, First Bursar