

## Gender Pay Gap Report 2023

The University of Kent Academies Trust (UKAT) is obligated under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to disclose data illustrating the disparity in pay between male and female employees.

As per the regulations, the gender pay gap is determined by comparing the mean (average) or median (midpoint) hourly rates of male and female staff.

As of the survey date on 31 March 2023, the University of Kent Academies Trust had 343 employees who received payment that month, comprising 264 females (76.9%) and 79 males (23%).

### Mean and Median Pay Gap

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	14.6%	21.5%

### Mean and Median Bonus Pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	-10.7%	-76%

### Proportion of male and female employees who were paid bonus pay

Proportion receiving a bonus	
Male employees (% paid a bonus compared to all male employees)	6.3%
Female employees (% paid a bonus compared to all female employees)	8.7%

\*This figure represents a small number of employees receiving bonuses

### Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% to all employees in each quartile)	14.1%	22.1%	19.8%	36.1%
Female (% to all employees in each quartile)	85.9%	77.9%	80.2%	63.9%

## **Supporting statement**

At the University of Kent Academies Trust (UKAT), we prioritise transparency and equity in our workforce. Following our commitment to these values, we have conducted an analysis of our gender pay gap data for the year ending 31 March 2023.

### **Key Findings:**

Our analysis reveals a narrative of consistent improvement in our efforts towards gender pay equality over the past six years:

#### **Mean Gender Pay Gap:**

The mean gender pay gap has seen a steady decline, from 20.40% in March 2022 to 14.60% in March 2023. This reduction signifies our ongoing dedication to narrowing the disparity in average earnings between male and female employees.

#### **Median Gender Pay Gap:**

Similarly, the median gender pay gap has shown a positive trend, decreasing from 24.30% in March 2022 to 21.50% in March 2023. This improvement indicates progress in addressing the differences in earnings at the midpoint of our salary distribution.

#### **Bonuses:**

At UKAT, female employees enjoy an advantage in bonus payments, as indicated by both the mean and median bonus pay differences, showing a 10.7% lower payment for males on average and a significant 76% lower payment at the median level.

However, these findings must be approached cautiously due to the small pool of employees contributing to the data. Despite the apparent advantage for females, the disparity in bonus distribution is evident in the proportion of employees receiving bonuses, with a higher percentage of females (8.7%) compared to males (6.3%) benefiting from bonus payments. This underscores the importance of continued monitoring and efforts to ensure fairness and equality in bonus practices, even within the constraints of a limited sample size.

#### **Critical Analysis:**

Root causes of the gender pay gap include occupational segregation and the prevalence of part-time and term-time roles, which typically attract more female applicants and often come with lower pay scales.

#### **External Context and Future Considerations:**

Our findings are in line with broader sector trends, highlighting systemic issues that require collaborative action.

#### **Conclusion:**

At UKAT, we remain dedicated to fostering an inclusive and equitable workplace where all employees have equal opportunities for advancement and fair compensation. Through ongoing monitoring and evaluation, along with collaboration with sector peers, we are committed to driving meaningful change towards gender equality.

I confirm that the above information published here is accurate at the snapshot date of 31 March 2023 and fairly represents the gender pay gap information for the University of Kent Academies Trust.

Mr A Osborne  
Chief Executive Officer  
For and on behalf of the University of Kent Academies Trust

March 2024