

Gender Pay Gap Report 2020

The University of Kent Academies Trust (UKAT), in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender gap is defined between the mean (average) or median (actual midpoint) hourly rate of male and female employees.

At the time of the survey (31 March 2020), The University of Kent Academies Trust employed (those who were actually paid in the month) 317 employees, 228 female (72%) and 89 male (28%).

The results of the statutory calculations are as follows:

Mean and Median Pay Gap

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	15.9%	26.7%

Mean and Median Bonus Pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	23.2%	21.1%

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)	7.8%
Female employees (% paid a bonus compared to all female employees)	5.7%

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)	20.0%	20.3%	34.2%	38.0%
Female (% to all employees in each quartile)	80.0%	79.7%	65.8%	62.0%

Supporting statement

In the snapshot required for Gender Pay Reporting, the University of Kent Academies Trust workforce is made up of 228 female and 89 male employees (who were paid in the month of March 2020), which is typical for the sector. The vast majority of employees at the lower end of the pay range are female. These jobs are very often part-time and term-time only which tend to attract more female applicants than male.

It should be noted that the gender pay gap is not the same as the provision of equal pay for work of equal value. We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Male and female employees are paid the same for like work.

Our gender pay gap is the result of the roles in which males and females work within the Trust and the rates of pay that those roles attract. For example roles such as cleaners and some teaching assistant roles are, in the vast majority of cases held by females and these roles generally sit in one of our lower pay ranges. This therefore has an influence on our gender pay gap.

There are some slight differences (positive) in the data to the previous year. Analysis puts this down to a higher proportion of female staff in lower graded roles and a higher number of casuals (who were predominantly female) being paid in the period on lower rates around NMW/NLW rates.

Bonus payments (that met the definition of a bonus) were paid in the relevant period. The gender gap for bonus payments is improved on the previous year but the gap is down to small number of payments made.

I confirm that the above information published here is accurate at the snapshot date of 31 March 2020 and fairly represents the gender pay gap information for the University of Kent Academies Trust.



Philip Storey
Chief Executive Officer
For and on behalf of the University of Kent Academies Trust

March 2021