



Gender and Wider Pay Gap Report 2024

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Foreword

I am pleased to present our combined Gender and Wider Pay Gap Report 2024, which for the first time includes external publication of our disability, ethnicity and sexual orientation pay gap figures.

We have made this change in response to the new UK Government, elected in July 2024, which included mandatory disability and ethnicity pay gap reporting in its manifesto. In preparation, we have published this data internally on a voluntary basis since 2021, alongside figures for our sexual orientation pay gap. We now have three years of trend data to substantiate our position more fully.

For our mandatory gender pay gap reporting, I am pleased to share that our mean figure of 8.5% is at its lowest point since reporting began in 2017. The data, collected on 31 March 2024, highlights the progress we have made in relation to gender. This includes our hourly rates of pay and the upper/upper middle/lower middle and lower quartiles of our 3,198 full pay relevant employees. We continue to strive towards our strategic ambition of achieving no statistically significant mean gender pay gap by 2030, supported by our People Enabling Strategy, which has equality and inclusion at its core.

A further transformation this year has been the appointment of our new Director of Equality, Diversity and Inclusion, Oyebanji (Banji) Adewumi MBE, who joined the university in

June 2024. Her role and passion are critical to evolving our equality, diversity and inclusion (EDI) workstreams, underpinned by our values of being inclusive, collaborative and impactful.

The Governing Body, Vice-Chancellor's Executive, and EDI Committee, which includes our Staff Networks and Community Chairs, are committed to ensuring that our university culture is fair and inclusive for our staff, students and wider community. By celebrating and championing diversity, we aim to achieve equitable pay and reward for everyone at the University of Greenwich, moving us one step closer on our mission to become the best modern university in the UK by 2030.

Professor Jane Harrington
Vice-Chancellor and CEO,
University of Greenwich

Executive summary

Since mandatory reporting began in 2017, we have collated eight years of trend data to provide an evidence-based foundation for reporting our gender pay gap. This work, allied to our Athena Swan accreditation, has helped us understand how pay gaps impact on inequalities at the university. When comparing our 2023 mean gender pay gap with other University Alliance higher education organisations, we rank 7th out of 16 institutions.

In 2024, the university's mean gender pay gap is **8.5%**. This is the lowest figure since reporting began. The median gender pay gap has reduced by a smaller margin this year and now sits at **10.1%**. This equates to a mean hourly difference of **£2.22** and a median hourly difference of **£2.61**.

Our reporting for disability, ethnicity and sexual orientation continues to evolve, following the introduction of voluntary internal reporting in 2021. The report sections in this document present three years of trend data. We recognise that our data set for these wider protected characteristics will develop as confidence with self-disclosure matures. However, mean figures

for these characteristics have currently moved in an opposing direction.

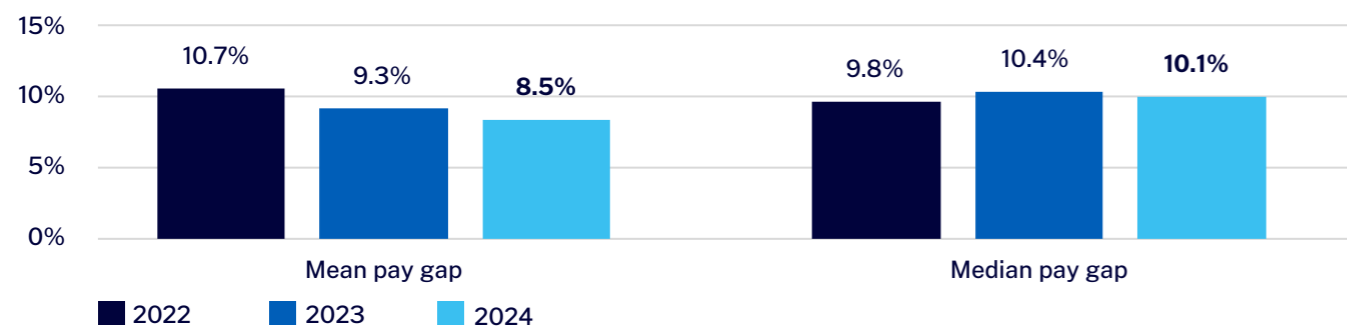
We now have a clearer baseline for understanding our workforce and its composition more comprehensively (with regard to categorisation and terminology, please see page 44) and whether or not they feel they can bring their whole selves to work. This will allow us to introduce further targeted initiatives to address these pay gaps.

Table 1: Wider protected characteristic mean and median pay gaps

	Mean pay gap	Median pay gap
Disability	4.2%	6.7%
Ethnicity	14%	12.2%
Sexual orientation	5.7%	4.9%

As part of our University Strategy, 'This Is Our Time', we are striving to eliminate our mean gender pay gap, and reduce our disability, ethnicity and sexual orientation pay gaps, by 2030. We have developed an action plan to achieve this (see pages 36 to 37).

Graph 1: Mean and median gender pay gap over the past three years



Introduction

The University of Greenwich is committed to equality, diversity and inclusion, and a culture that promotes an inclusive and supportive environment for all individuals to reach their full potential. We endeavour to ensure that all members of our community feel valued and that their contributions are fully recognised and remunerated on an equal basis. This is underpinned by the University Strategy Key Performance Indicator of having no statistically significant mean gender pay gap by 2030.

The gender pay gap between male and female employees is calculated utilising the government's regulated approach. This differs from 'equal pay', which deals with the pay difference between men and women who carry out the same or similar jobs.

Our gender pay gap calculation uses the stipulated pay period and covers the annual snapshot date of 31 March. It includes all people with a contract of employment at the university, among them staff who are part-time, job sharing, or on leave. An explanation about student staff, known as JobShop, can be found on page 40.

As a public sector employer of 250 or more employees, we are required to report on the:

- i. Mean gender pay gap
- ii. Median gender pay gap
- iii. Mean bonus pay gap
- iv. Median bonus pay gap
- v. Proportion of men and women receiving a bonus payment
- vi. Proportion of men and women in each pay quartile.

Our pay scales are determined through an annual national higher education bargaining process. We provide transparent information on our pay scales, which are benchmarked with other similar institutions. This enables us to demonstrate that we offer fair pay based on comparable roles within the sector.

With the support of our third-party consultancy Brightmine, we upload payroll data from our Horizon system to calculate the average difference in earnings between the average pay of our baseline male group versus our non-baseline female group. Pay gaps emerge where there is no pay parity for roles. This is influenced by factors such as short-term market drivers and long-term structural inequalities, such as opportunities for career progression.

We are required to publish our gender pay gap report by 30 March annually. In preparation for legislative change, we have also included sections on our disability and ethnicity pay gaps, as well as on our sexual orientation pay gap. These voluntary sections follow similar compliance requirements as our gender reporting but exclude bonus payments.

We will publish our gender pay gap report on [GOV.UK](https://www.gov.uk) and the University of Greenwich website to achieve compliance.

Context setting

Benchmarking against other higher education institutions

We have benchmarked our gender pay gap with all University Alliance members for 2023.

You can access the gender pay gap reports for these organisations on the UK government website, [GOV.UK](https://gov.uk).

Table 2: Published gender pay gap outcomes for University Alliance members (2023)

Organisation	Difference in hourly pay		Percentage of women in each pay quarter			
	Mean pay gap (%)	Median pay gap (%)	Lower hourly pay quarter	Lower middle hourly pay quarter	Upper middle hourly pay quarter	Upper hourly pay quarter
University of Hertfordshire	7.6%	8.3%	66%	62%	52%	55%
Kingston University	7.6%	8.3%	66%	62%	52%	55%
Birmingham City University	7.9%	8.0%	64%	60%	52%	49%
Middlesex University	8.6%	7.8%	62%	64%	57%	47%
Anglia Ruskin University	9%	5.6%	66%	60%	61%	53%
Leeds Beckett University	9%	13.4%	64%	59%	52%	48%
University of Greenwich	9.3%	10.4%	64%	66%	50%	49%
University of Brighton	9.4%	11.5%	66%	61%	60%	49%
University of Derby	9.4%	15.3%	68%	61%	61%	51%
Oxford Brookes University	9.5%	5.6%	67%	66%	58%	52%
University of South Wales	9.7%	2.8%	68%	53%	50%	45%
University of West London	10%	10.8%	68%	63%	58%	49%
University of the West of England	10%	10.8%	68%	63%	58%	49%
Teesside University	12%	13.3%	71%	59%	50%	48%
Robert Gordon University, Aberdeen	12.5%	16.2%	N/A	N/A	N/A	N/A
Coventry University	13%	8.3%	71%	53%	47%	45%

Gender (and wider) pay gap reports of key partners

The University of Greenwich is partnered with Sodexo, who deliver services for cleaning, security,

grounds, maintenance, business support, waste management and pest control. Sodexo's combined gender and ethnicity report, and supporting action plan, can be accessed [here](#).





GENDER PAY GAP REPORT

Introduction

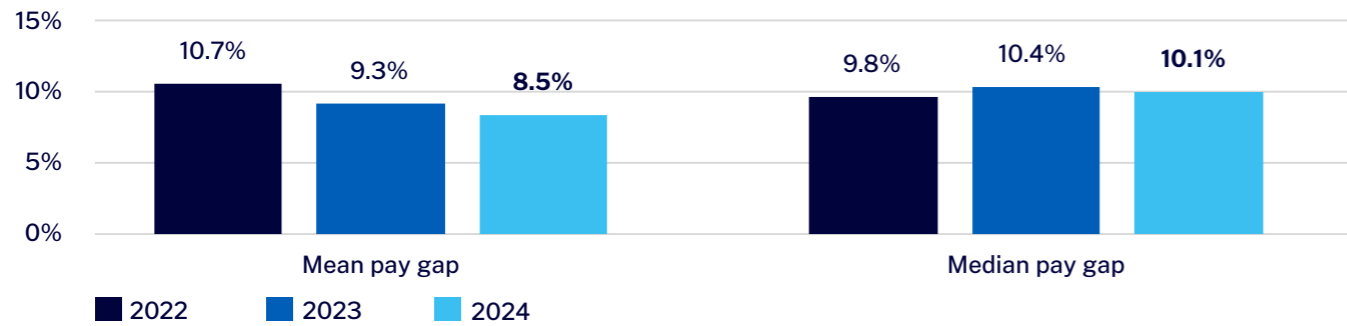
This section contains information about the University of Greenwich's gender pay gap reporting for 2024, with trend data of the past three years included for reference.

9.3%. The median gender pay gap has reduced by a smaller margin and now sits at **10.1%**, a 0.3%pts reduction from 10.4% in 2023. This equates to a mean hourly difference of **£2.22** and a median hourly difference of **£2.61**.

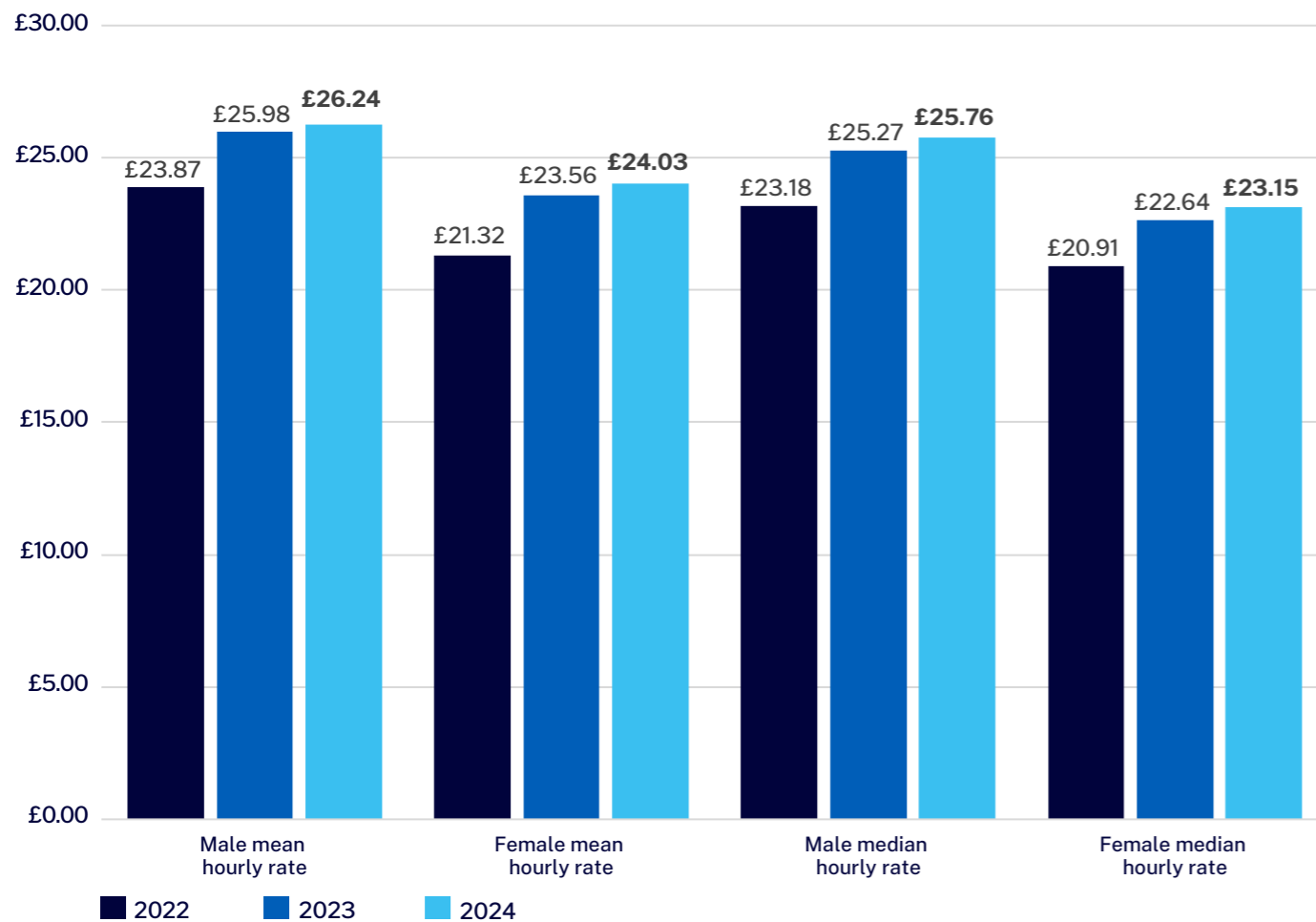
Mean and median figures

The university's mean gender pay gap has further reduced and in 2024 sits at **8.5%**. This is a 0.8%pts reduction from our 2023 figure of

Graph 2: Mean and median gender pay gap over the past three years



Graph 3: Mean and median gender hourly pay rates over the past three years

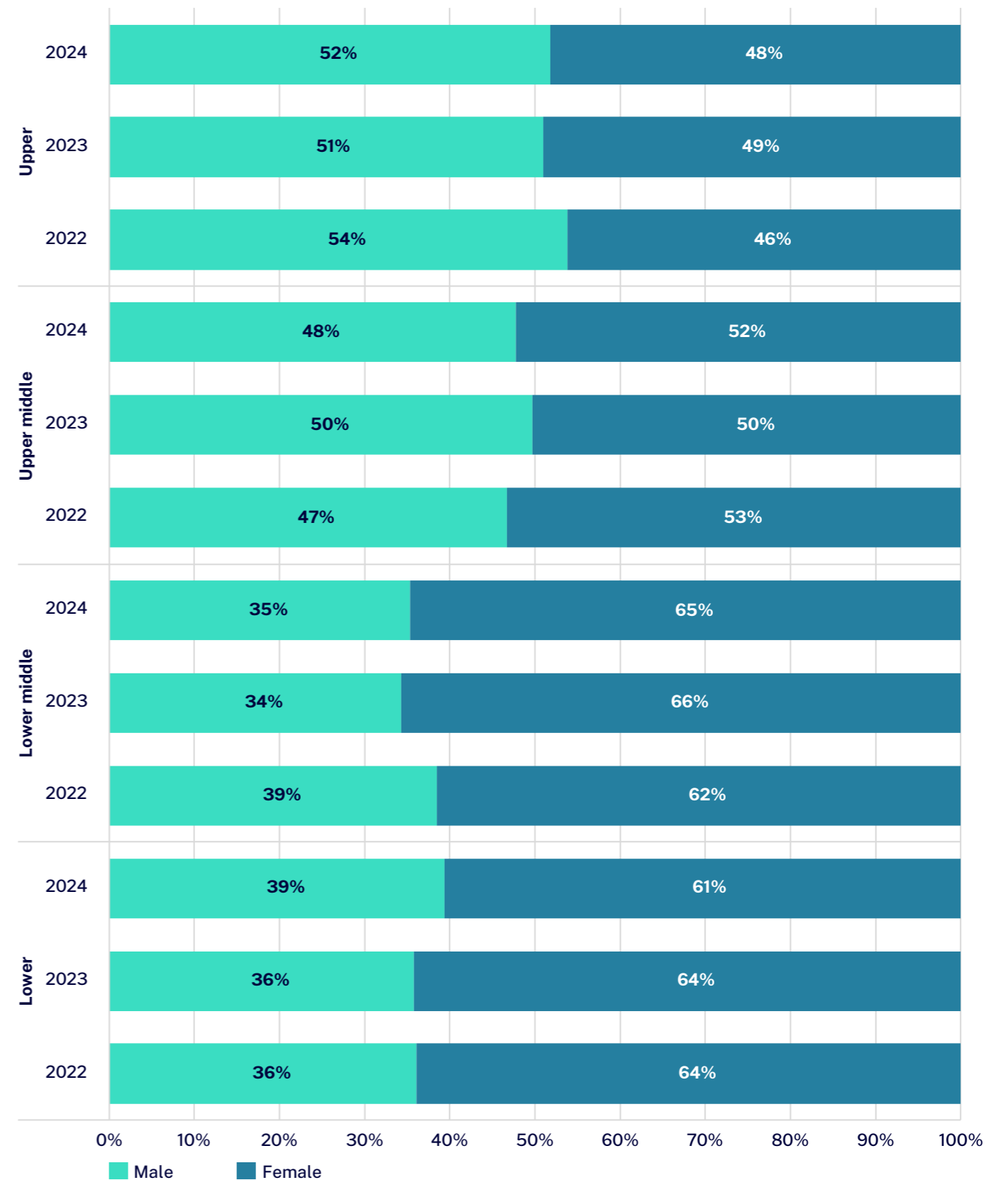


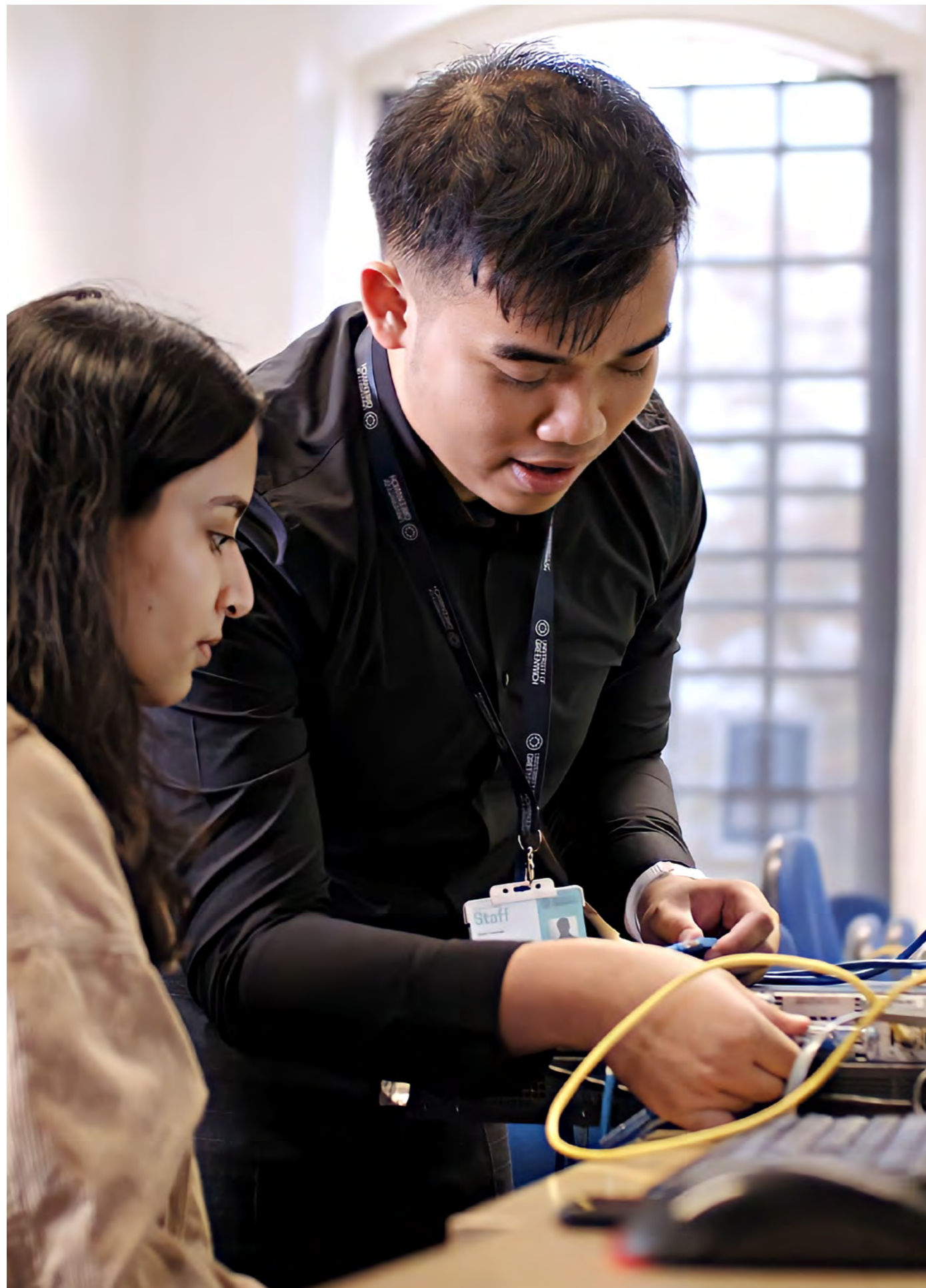
Proportion of male and female staff in each pay quartile

On the snapshot date of 31 March 2024, our staff profile included 3,198 full pay relevant employees. Women comprised 56% of the workforce, a 1%pt decrease compared to 2023,

and men 44%. Our staff population is divided into quartiles from lowest to highest hourly pay and shows the percentage of men and women in each segment.

Graph 4: Proportion of men and women in each pay quartile over the past three years





Quartile analysis

- Women constitute 56% of our workforce but they are not evenly distributed across the four pay quartiles. 61% of the lower quartile are female, compared to 48% in the upper quartile, highlighting that women are still underrepresented in the upper quartile.
- Within the lower quartile, there has been a further increase in male representation (36% to 39%). This equates to an additional 49 men joining the lower quartile in contrast to only 7 women.
- In the lower middle quartile, we have seen a further 1%pt increase in male representation (34% to 35%), equating to 27 men joining this quartile.
- In the upper middle quartile, female representation has increased by 2%pts (50% to 52%). This equates to an additional 44 women joining this quartile.
- In the upper quartile, we have seen a 1%pt decrease in female representation (49% to 48%). However, in real terms, there has been an additional 21 women joining the upper quartile in comparison to 2023.
- The upper quartile continues to be the highest contributing quartile to the gender pay gap at 12.7%pts, a 0.1% reduction from 2023.

Additional commentary

- If JobShop staff are excluded from the calculation, the university's mean pay gap increases by 0.06%pts to **8.56%**, with the median increasing to **12.1%**.
- When only looking at professional services staff, the mean pay gap sits at **7.2%**, a 1.8%pts decrease from 2023. The median sits at **11.2%**, a 0.5%pts decrease from 2023.
- For academic staff, the mean sits at **6.4%**, a 0.8%pts decrease from 2023. The median has decreased 0.4%pts from 2023 and sits at **7.8%**.
- Academic staff continue to be the leading job family contributing to the gender pay gap at **9.6%pts**, a 4.2%pts decrease from 2023. This is because 52% of our academic staff are female, but they are not evenly distributed across the quartiles. 56% of the lower quartile are female (a 3%pts decrease from 2023), in comparison to 46% in the upper quartile (a 2%pts increase from 2023).





DISABILITY PAY GAP REPORT

Introduction

This section contains information about the University of Greenwich's disability pay gap reporting for 2024, with trend data of the past three years included for reference.

Please note that small numbers of people within a particular group or cohort can greatly reduce the level of statistical significance in any reported gaps. In such cases, the lower level of statistical significance may make gaps look bigger than they are or even show gaps in the opposing direction.

Table 3: Overall workforce population by disability

Self-disclosure category	%
No known disability	97%
Disabled	2%
Prefer not to say	1%

Mean and median figures

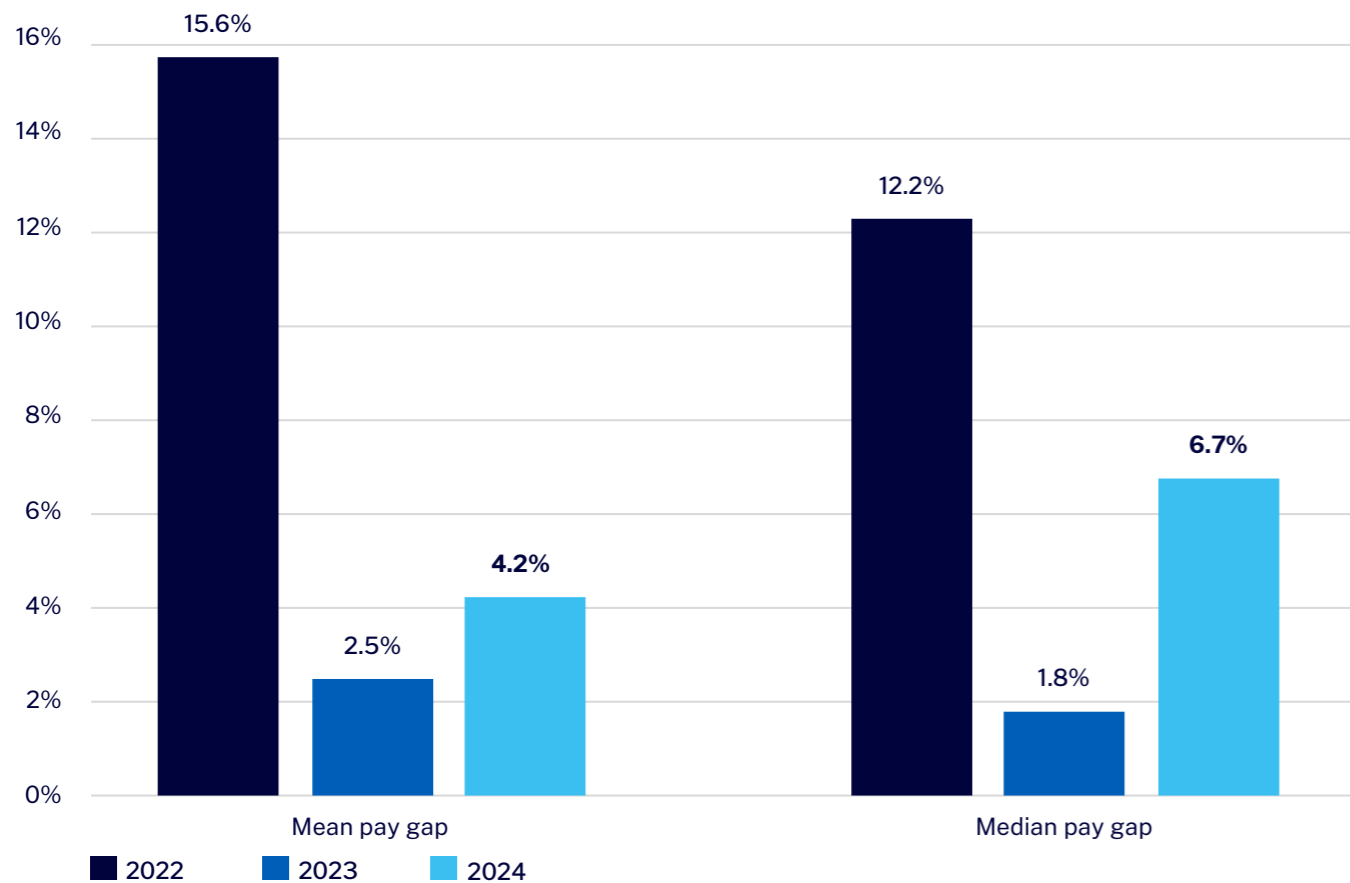
The university's mean disability pay gap is **4.2%**. This is a 1.7%pts increase in comparison to 2023, when the mean disability pay gap sat at 2.5%. The median disability pay gap has also grown, rising to **6.7%**, a 4.9%pts increase from 1.8% in 2023. This equates to a mean hourly difference of **£1.05** and a median hourly difference of **£1.63**.

When comparing employees who shared 'No known disability' with those who chose 'Prefer not to say', the figures reduce significantly. The mean pay gap is -15.23% and the median pay gap is -18%. Negative figures indicate that the pay gap favours the comparator group, in this instance 'Prefer not to say'.

Graph 6: Mean and median disability hourly pay rates over the past three years

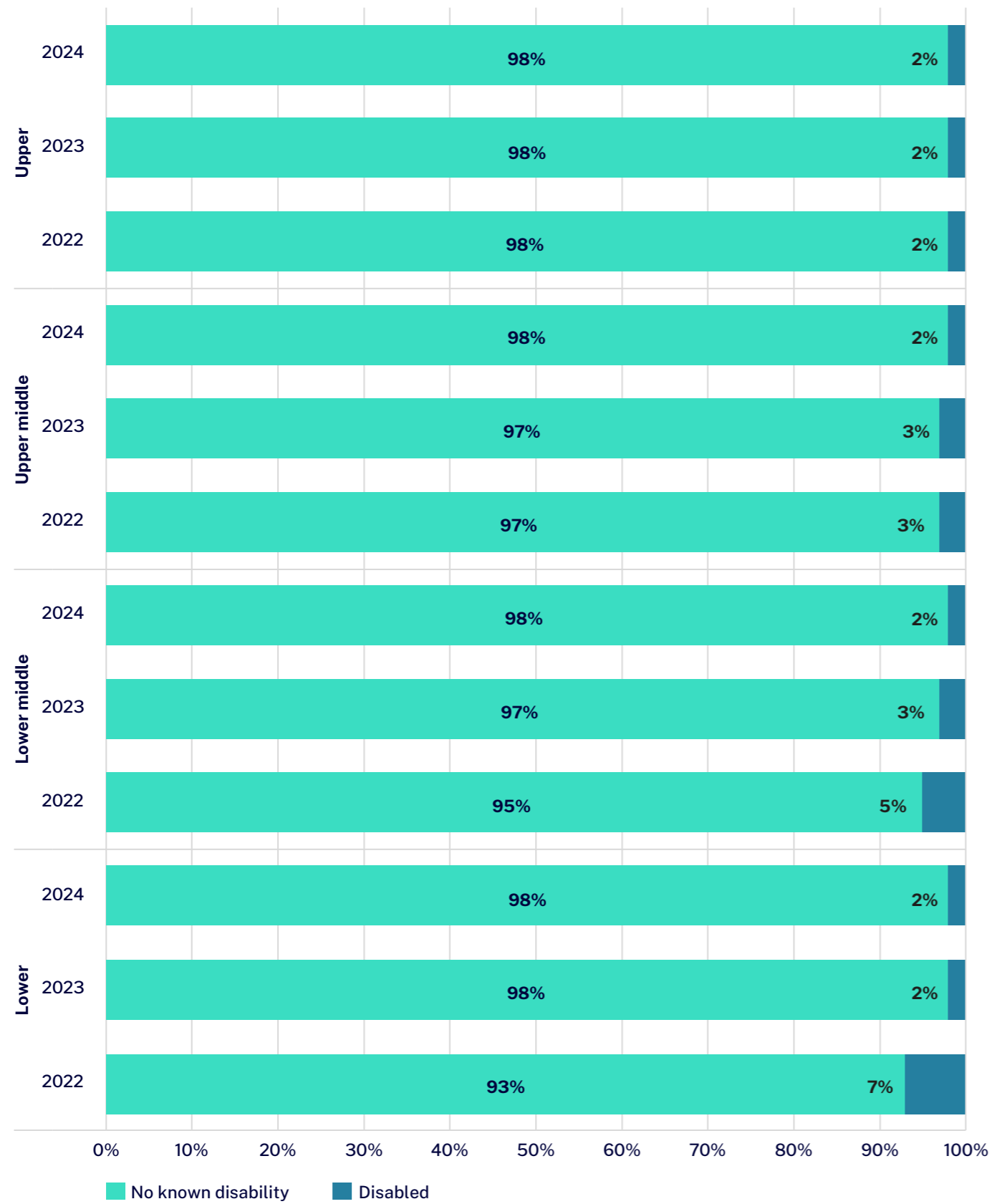


Graph 5: Mean and median disability pay gap over the past three years



Proportion of disabled staff in each pay quartile

Graph 7: Proportion of disabled staff in each pay quartile over the past three years



Additional commentary

- Due to low disclosure, quartile analysis is nugatory, as one employee moving quartiles made a significant impact on the overall figure. When looking at the raw figures for 2024, we see a decrease across all quartiles. This is most notable in the lower middle quartile, which has seen a 0.9%pts decrease (3.2% to 2.3%). However, the overrepresentation in this quartile, in comparison to the other three quartiles, is the explanation as to why we are seeing an increase in our disability pay gap.
- If JobShop staff are excluded from the calculation, the university's mean pay gap increases by 0.7%pts to **4.9%**, with the median also increasing by 0.8%pts to **7.5%**. Further details are available in the appendix.
- When only looking at professional services staff, the mean disability pay gap sits at **2.7%**, a 2.3%pts reduction from the 2023 figure of 5%. The median sits at **3.7%**, a 4.5%pts reduction from the 2023 figure of 8.2%.
- For academic staff, the mean sits at **-1.3%**, a further 0.7%pts reduction from 2023, and the median sits at **-3.9%**, a further 1.2%pts reduction from 2023. These figures indicate a positive pay gap for disabled academic staff.





ETHNICITY PAY GAP REPORT

Introduction

This section contains information about the University of Greenwich's ethnicity pay gap reporting for 2024, with trend data of the past three years included for reference.

Table 4: Overall workforce population by ethnicity

Self-disclosure category	%
White	59%
Any other ethnic background	3%
Asian	21%
Black	11%
Mixed	5%

Mean and median figures

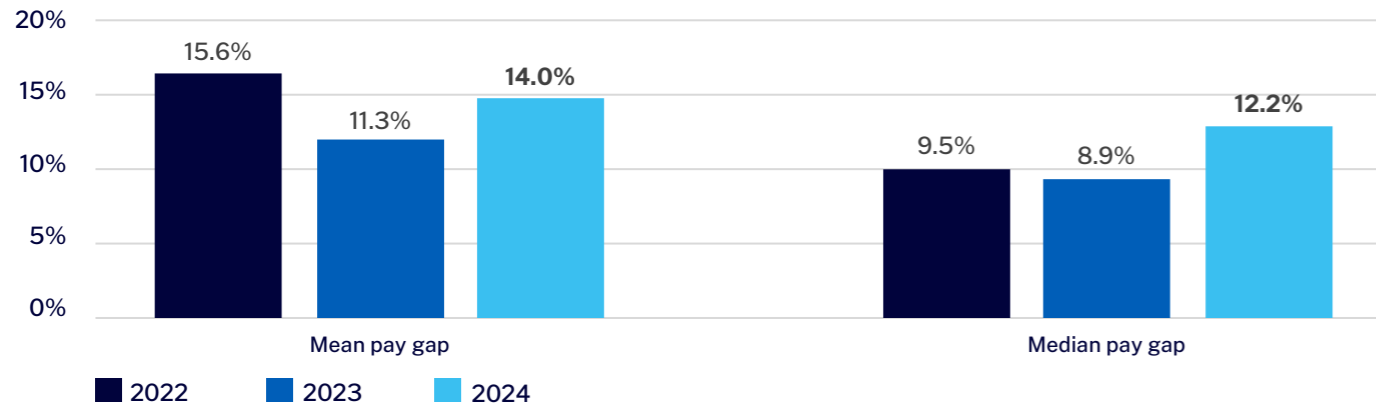
The university's mean ethnicity pay gap sits at **14%**. This is a 2.7%pts increase from the 11.3% reported in 2023. The median ethnicity pay gap

has also increased, rising to **12.2%**, up 3.4%pts from 8.9% in 2023. This equates to a mean hourly difference of **£3.74** and a median hourly difference of **£3.15**.

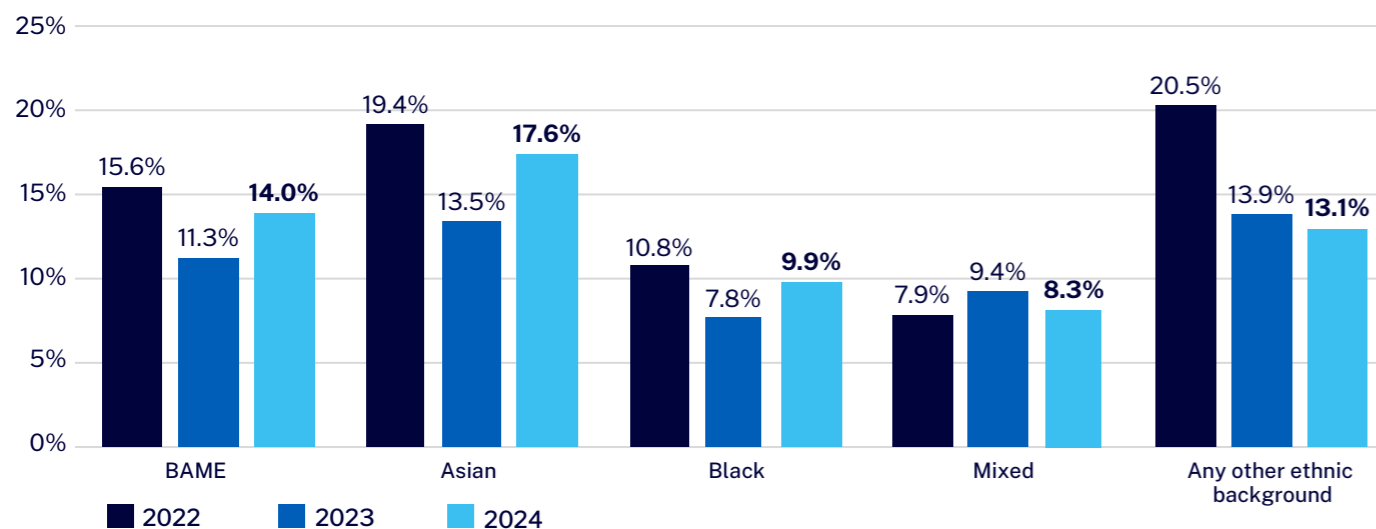
For our ethnicity section, we have chosen to present the data as 'two group' categorisations, for presentation purposes, ie BAME and White, where BAME stands for the collective Black, Asian and Minority Ethnic community. We currently use BAME to define our ethnicity pay gap; however, we recognise that the term 'BAME' may not be representative of the diverse ethnic groups. Further information on categorisation of this pay gap report is available on page 44.

Graph 9 and **Graph 10** present the mean and median for Asian, Black, Mixed and Any other ethnic background staff.

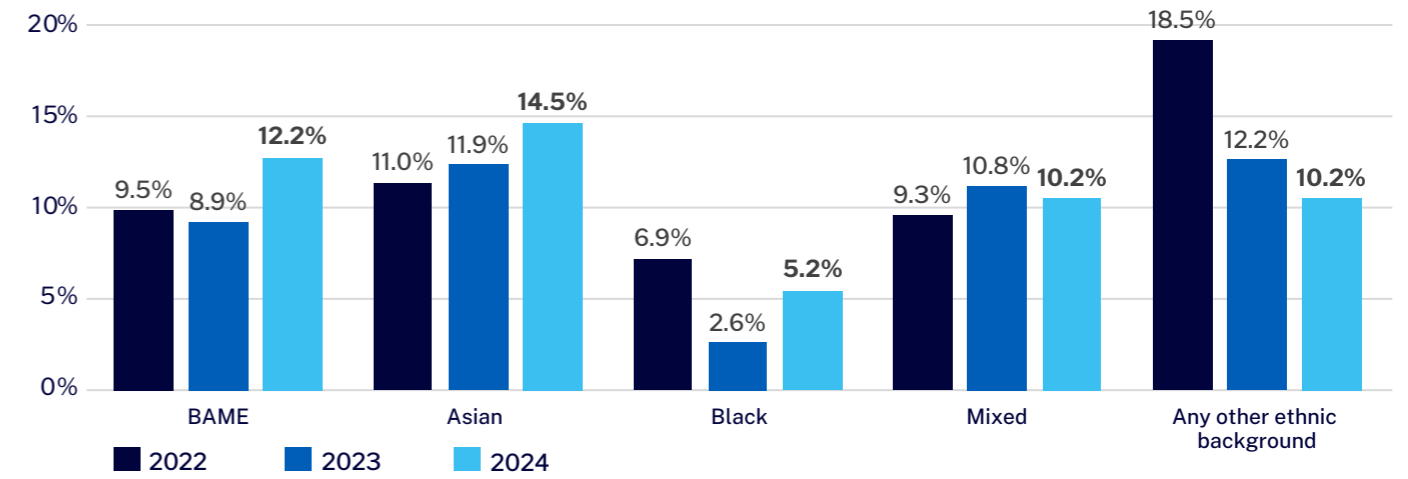
Graph 8: Mean and median ethnicity pay gap over the past three years



Graph 9: 2024 mean ethnicity pay gap



Graph 10: 2024 median ethnicity pay gap



When comparing staff who shared a 'White' self-disclosure category and those who chose 'Prefer not to say', the figures reduce significantly. The mean pay gap is -3% and the median -5%, negative figures indicating the pay gap favours the comparator group, 'Prefer not to say'.

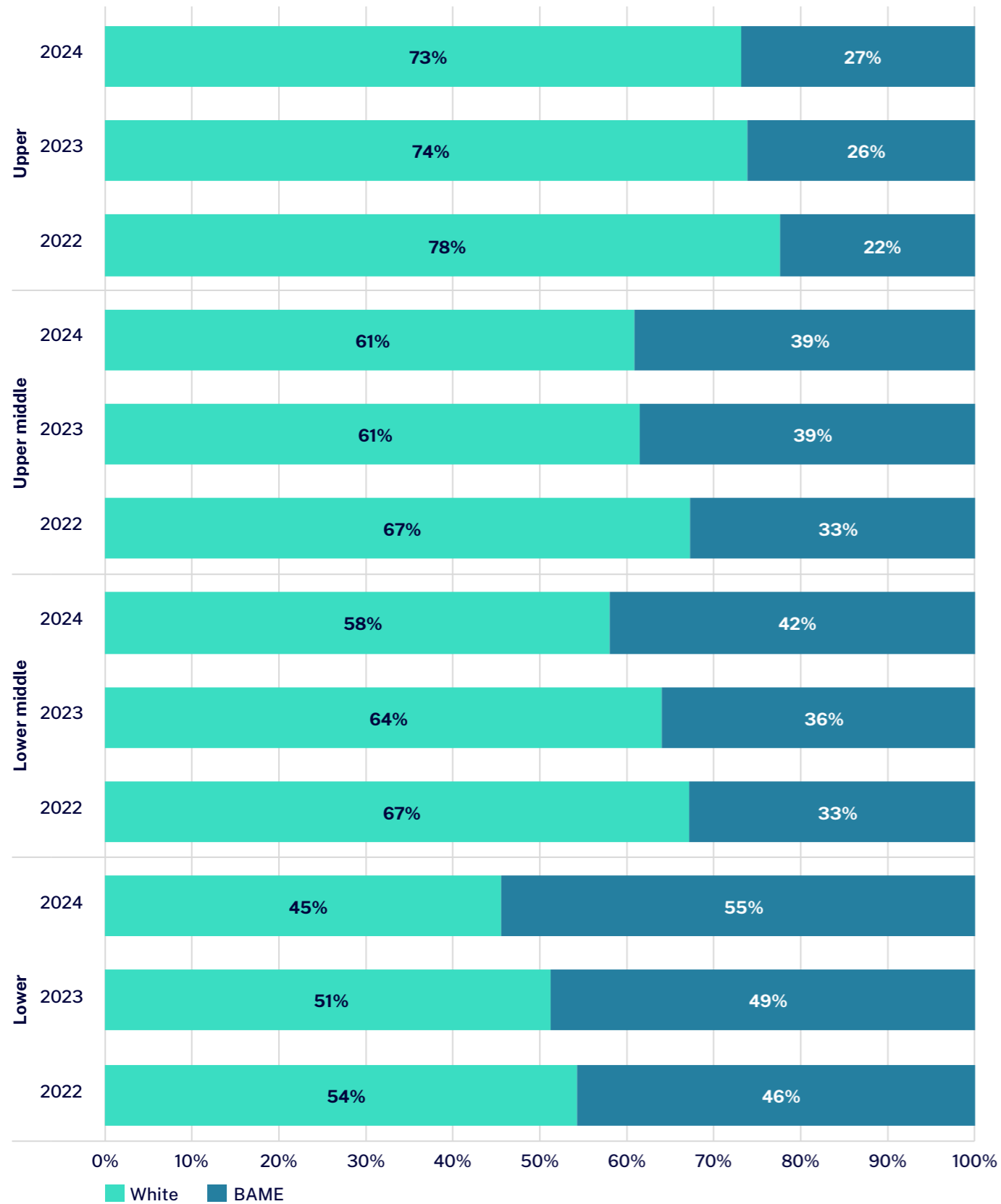
In contrast, the figure increases significantly when comparing White staff with those whose ethnicity is 'Not known', with a mean pay gap of 37.4% and a median pay gap of 39.5%.

Graph 11: Mean and median ethnicity hourly pay rates over the past three years



Proportion of BAME staff in each pay quartile

Graph 12: Proportion of BAME staff in each pay quartile over the past three years



Quartile analysis

- BAME staff constitute 41% of our workforce, but they are not evenly distributed across the four pay quartiles. 55% of staff in the lower quartile are BAME compared to 27% in the upper quartile, highlighting that BAME staff are overrepresented in the lower quartile.
- Within the lower quartile, there has been a 6%pts growth of BAME staff (49% to 55%). In real terms, this equates to an additional 64 BAME staff joining the lower pay quartile in comparison to 2023.
- In the lower middle quartile, we have seen a 6%pts growth of BAME staff (36% to 42%). In real terms, this equates to an additional 60 BAME staff joining the lower middle pay quartile in comparison to 2023.
- The upper middle quartile has remained stable at 39% BAME representation.
- In the upper quartile, we have seen a 1%pt increase in BAME representation (26% to 27%), equating to an additional 17 BAME staff joining this pay quartile.
- The upper quartile continues to be the highest contributing quartile to the ethnicity pay gap at 21.6%pts, an increase of 3.1%pts in comparison to 2023.

Additional commentary

- If JobShop staff are excluded from the calculation, the university's mean ethnicity pay gap decreases to **10.2%**. Similarly, the median ethnicity pay gap decreases to **8.3%**. Further details are available in the appendix.
- When only looking at professional services staff, the mean pay gap sits at **5.7%**, an increase of 4.3%pts, and the median pay gap sits at **6.5%**, a 6.5%pts increase from 2023.
- For academic staff, the mean pay gap sits at **13.2%**, a 2.1%pts increase from 2023, and the median sits at **19.5%**, a 15.9%pts increase from 2023.
- Professional services continue to be the leading job family contributing to the ethnicity pay gap with 9.7%pts, a 0.4%pts increase from 2023. This is because 34% of our professional services staff are BAME but are not evenly distributed across the pay quartiles. 44% of our lower quartile are BAME (an increase of 10%pts from 2023) in comparison to 28% in the upper pay quartile (which has remained stable since 2023).



**SEXUAL ORIENTATION
PAY GAP REPORT**

Introduction

This section contains information about the University of Greenwich's sexual orientation pay gap reporting for 2024, with trend data of the past three years included for reference. The data used for this report is based on sexual orientation only.

Table 5: Overall workforce population by sexual orientation

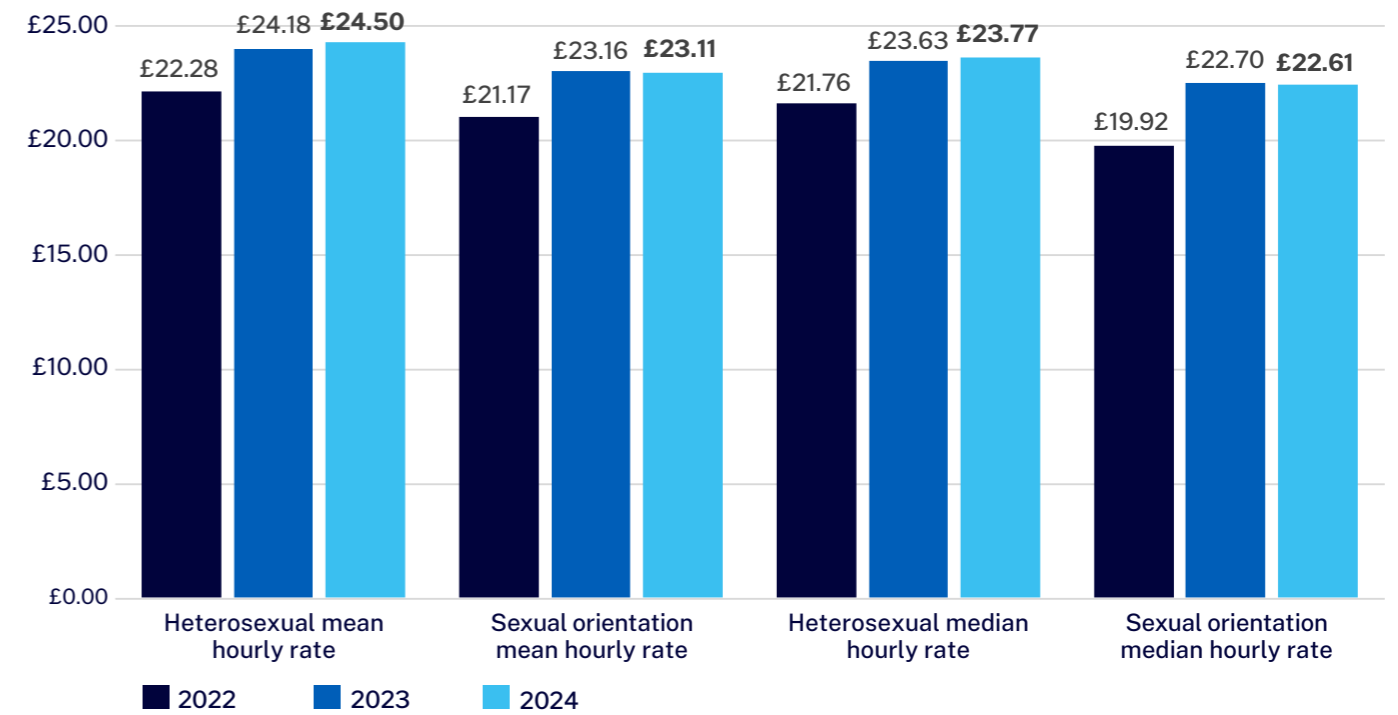
Self-disclosure category	%
Heterosexual	65%
LGB(T)+	8%
Prefer not to say	10%
Unknown	17%

Mean and median figures

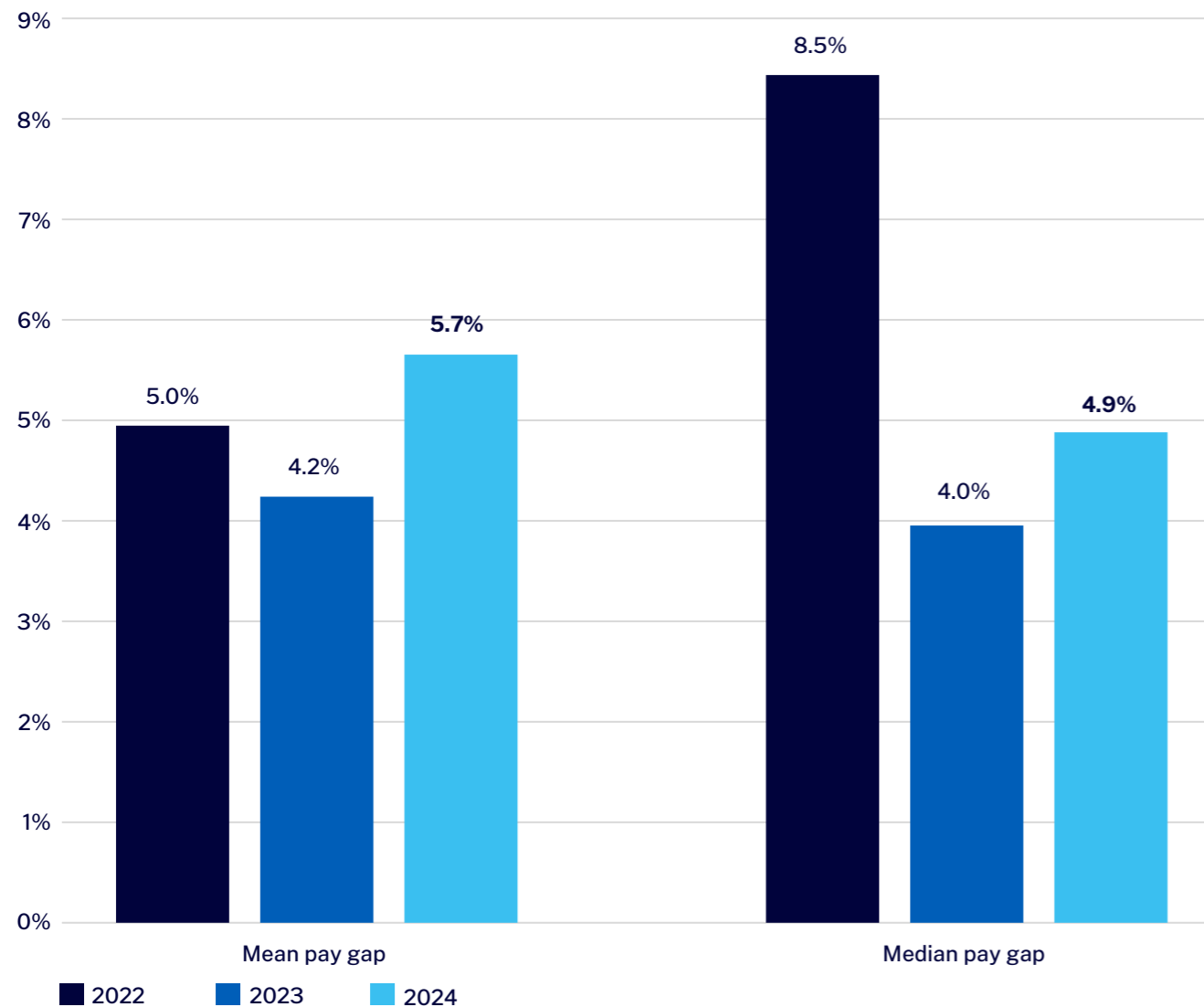
The university's mean sexual orientation pay gap is **5.7%**. This is a 1.5%pts increase from 2023. The median sexual orientation pay gap has also seen an increase, rising to **4.9%**, a 0.9%pts increase from 4% in 2023. This equates to a mean hourly difference of **£1.39** and a median hourly difference of **£1.16**.

When comparing staff who shared 'heterosexual' and those who chose 'Prefer not to say', the figures reduce significantly. The mean pay gap is -5.6% and the median pay gap -8.4%, the negative figures indicating that the pay gap favours the comparator group, 'Prefer not to say'. This figure decreases further for those with 'Unknown' sexual orientation, with a mean pay gap of -10.9% and a median pay gap of -15.76%.

Graph 14: Mean and median sexual orientation pay rates over the past three years

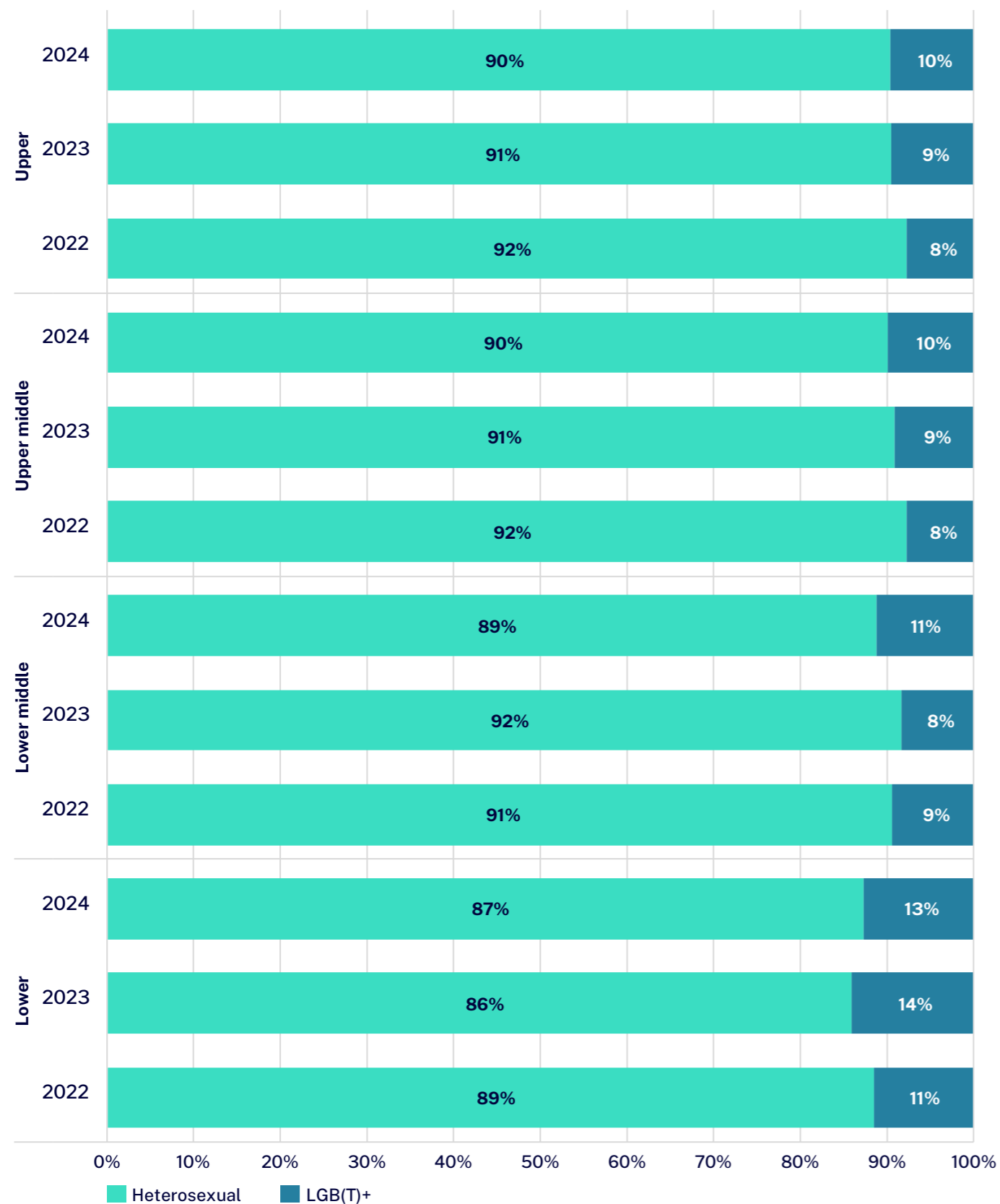


Graph 13: Mean and median sexual orientation pay gap over the past three years



Proportion of LGB(T)+ staff in each pay quartile

Graph 15: Proportion of LGB(T)+ staff in each pay quartile over the past three years



Quartile analysis

- LGB(T)+ staff constitute 10.7% of our workforce (once those preferring not to say or 'unknown' are excluded) but they are not evenly distributed across the four pay quartiles. 13% of the lower quartile identify as LGB(T)+, compared to 10% in the upper quartile, highlighting that there is a higher number of LGB(T)+ staff in the lower quartile.
- Within the lower quartile, there has been a 1%pt decrease in LGB(T)+ representation (14% to 13%). In real terms, however, the number of LGB(T)+ staff remains the same as in 2023.
- In the lower middle quartile, we have seen a 3%pts increase in LGB(T)+ representation (8% to 11%). This equates to 21 LGB(T)+ staff joining the quartile.
- The upper middle quartile has seen an increase in LGB(T)+ representation by 1%pt (9% to 10%), equating to an additional 10 LGB(T)+ staff joining the quartile.
- In the upper quartile, we have seen a 1%pt increase in LGB(T)+ representation (9% to 10%), equating to an additional 6 LGB(T)+ staff joining this pay quartile in comparison to 2023.
- The upper quartile continues to be the highest contributing quartile to the sexual orientation pay gap at 5.9%pts, an increase of 2%pts in comparison to 2023.

Additional commentary

- If JobShop staff are excluded from the calculation, the university's mean sexual orientation pay gap decreases to **5.4%**. However, the median increases by 0.3%pts to **5.2%**. Further details are available in the appendix.
- When only looking at professional services staff, the mean pay gap sits at **4.6%**, a 2.6%pts increase from 2023, and the median sits at **2.5%**, a 2.3%pts decrease from 2023.
- For academic staff, the mean sits at **3.3%**, a 3.4%pts increase from 2023, and the median sits at **0%**, meaning there is no median pay gap for LGB(T)+ academic staff.
- Academic staff continue to be the leading job family contributing to the sexual orientation pay gap at **7.3%pts**, a 4.6%pts decrease from 2023. This is because 9.3% of our academic staff are LGB(T)+ but are not evenly distributed across the pay quartiles. While 11.4% of staff within the lowest quartile are LGB(T)+ (a 3.9%pts increase from 2023), the percentage in the upper quartile is 7.4% (a 0.6%pts decrease from 2023).



ACTION PLAN

Action plan

The university is focused on becoming a modern, flexible employer. We work to enable all employees and in particular women to manage work pressures and maintain personal wellbeing to underpin their performance and career

potential. In support of our University Strategy, we continue to strive towards our target of both achieving no statistically significant mean gender pay gap and closing our disability, ethnicity and sexual orientation pay gaps by 2030.

Table 18: Action plan

Objective	Action	Success measure	Owner
Continue implementation of Athena Swan Action Plan 2024–2029.	Action 7.1: Create a Professional Services Career Progression webpage to promote centrally all elements for career mobility.	Publication of a Professional Services Career Progression webpage with annual monitoring of webpage hits (as an initial stage). Survey results in 2027 indicate no gendered impact of appreciation for career mobility at the university (75% strongly agree/agree). Milestone of 67% overall strongly agree/agree by 2025.	Associate Director – Talent, Development and Reward.
	Action 15.2: Pilot women-only academic promotion briefings as part of a wider roadshow suite of activities targeted at underrepresented groups.	By 2029, 50% of promotion applicants to AC5 positions are female.	Associate Director – Talent, Development and Reward.
Continue implementation of Race Action Plan 2021–2026.	Key Principle 6: Apply for Race Equality Charter accreditation.	Achieving accreditation from Advance HE of the Bronze Race Equality Charter with a supporting action plan.	Equality, Diversity and Inclusion Unit.
	Action 4.4: Address the formal structures and process of Black, Asian and Minority Ethnic inequalities.	Positive action measures implemented, such as targeted recruitment, sponsorship, mentoring, development programmes, specific and time-limited quotas, and targeted advertising to increase senior-level BAME representation.	Equality, Diversity and Inclusion Unit.
Embed and achieve the LGBT+ Staff Community Strategy objective, eg engagement.	Engage and collaborate with external LGBT+ organisations (eg Stonewall), other staff networks in relation to intersectionality, and other LGBT+ staff, student and alumni community groups.	No meaningful sexual orientation pay gap (referred to as the LGBT+ Pay Gap within the LGBT+ Staff Community Strategy)	LGBT+ Staff Community.
Embed inclusive recruitment practices to ensure diversity of our workforce.	Review processes, which address and impact pay quartile segregation.	Investigation of the impact of absence data, harmonisation payments and the living wage on lower paid staff and the ways these shape and supports the reduction in pay gaps.	Executive Director of People.

Objective	Action	Success measure	Owner
Raise awareness of what defines a pay gap.	Utilise Theory of Change principles to scrutinise and analyse trend data, engage and consult with Staff Networks and Communities, to ascertain the impact on the university gender pay gap.	Broader understanding of key drivers (linked to the Theory of Change principles), which have reduced our gender pay gap. Further identified initiatives implemented to continue to eliminate/close the university gender pay gap.	Director of Strategy Programme Office. Equality, Diversity and Inclusion Unit.
	Modify the reporting timeframe (implementing a value-driven and impact model) to align it to business requirements.	Pay gap data drawn from the Horizon system in April annually.	Senior Data and People Analytics Adviser.
	Create an action plan template to support faculty and directorate use.	Each area produces an agreed action plan annually, reviewed by the Executive Director of People, to ensure effective monitoring and impact.	Equality, Diversity and Inclusion Unit.
Build a culture that fosters an environment of freedom of expression and a place for staff and students to feel safe, accepted and recognised for who they are without fear of exclusion (Strategic Priority 2 – Inclusivity and Culture)	Support the development of underrepresented groups to progress into senior leadership.	Continued over application to our diverse leadership training, eg Advance HE Aurora, our internal LEAP into Leadership programme for BAME staff, and South East Action Learning.	Centre of Expertise for Talent, Development and Reward.
	Increase awareness of the impact that menstruation potentially has on women's health and wellbeing within the workplace.	Guidance on menstruation created to support management of the impact of menstruation within the workplace.	Senior Policy Officer.
	Complete an audit of reward and benefit provision.	Our reward strategy is launched with a clear and transparent employee value proposition (EVP).	Associate Director – Talent, Development and Reward.
Introduce a systemic process around why self-disclosure is important in an inclusive culture.	Introduce a campaign to support staff in updating confidential, personal and sensitive information. This includes adding 'Prefer not to say' as an active response and communicating how improved diversity data benefits individuals.	Improved intuitive user experience of Horizon for data collection, with annual update of confidential personal and sensitive information recorded via Horizon.	Equality, Diversity and Inclusion Unit.



APPENDIX

Appendix

Gender pay gap bonus calculations

Our bonus calculation is based on our Long Service Award for employees who achieve 25 years of service.

The percentages of males and females who received bonus payments over the legislated reporting period ending on the snapshot date equates to 0.07% of males and 0.11% of females receiving a bonus.

Mean and median

Our mean bonus pay gap is -85%, as is our median bonus pay gap, the negative percentage indicating a positive pay gap for women receiving bonuses.

Due to the small percentage of staff receiving our Long Service Award, no meaningful analysis can be drawn from the data. It should also be noted that when there are small numbers of people within a particular group or cohort, this can greatly reduce the level of statistical significance in any reported gaps. In such cases, the lower level of statistical significance may make gaps look bigger than they are or even show gaps in the opposing direction.

Disability

Table 6: Mean and median disability pay gap

Pay gap		
	Mean pay gap	Median pay gap
2024	4.9%	7.5%
2023	4.4%	4.3%
2022	13.9%	12.2%

Student staff

As stipulated by government guidance on the gender pay gap, the university is required to report on all staff who are on a contract of employment on the snapshot date of 31 March. This includes employees who are part-time, job sharing and on leave, as well as student staff, known as JobShop, employed by the university.

As we are not yet mandatorily required to report on our disability, ethnicity and sexual orientation pay gaps, the tables below report these pay gaps with student staff excluded. We have aligned the figures with our gender pay gap in respect of:

- i. Mean pay gap
- ii. Median pay gap
- iii. Proportion of disabled, BAME and LGB(T)+ staff in each pay quartile.

We have excluded bonus information due to the small proportion/insignificant number of staff who receive a bonus.

Table 7: Disability average hourly rates

Average hourly rates			
	2024	2023	2022
No known disability mean hourly rate	£26.06	£25.68	£25.92
Disabled mean hourly rate	£24.79	£24.55	£22.31
Difference	£1.27	£1.13	£3.61
No known disability median hourly rate	£25.74	£25.12	£24.43
Disabled median hourly rate	£23.82	£24.02	£21.45
Difference	£1.92	£1.10	£2.98

Table 8: Proportion of disabled staff in each pay quartile

Quartiles			
		No known disability	Disabled
Upper quartile	2024	98%	2%
	2023	98%	2%
	2022	98%	2%
Upper middle quartile	2024	98%	2%
	2023	97%	3%
	2022	97%	3%
Lower middle quartile	2024	98%	2%
	2023	98%	2%
	2022	95%	5%
Lower quartile	2024	98%	2%
	2023	97%	3%
	2022	94%	6%

Ethnicity

Table 9: Mean and median ethnicity pay gap

Pay gap						
		BAME	Asian	Black	Mixed	Any other ethnic background
Mean pay gap	2024	10.2%	12.7%	7.8%	4.7%	11.3%
	2023	7.6%	9.8%	4.8%	3.1%	11.2%
	2022	9.7%	11.5%	7.4%	1.5%	20.0%
Median pay gap	2024	8.3%	10.0%	2.5%	10.0%	7.6%
	2023	3.1%	3.7%	0.0%	0.0%	5.6%
	2022	7.6%	7.7%	5.2%	1.3%	16.4%

Table 10: Ethnicity average hourly rates

Average hourly rates			
	2024	2023	2022
White mean hourly rate	£27.52	£26.70	£25.11
BAME mean hourly rate	£24.72	£24.67	£22.67
<i>Difference</i>	£2.80	£2.03	£2.44
White median hourly rate	£26.42	£25.27	£23.82
BAME median hourly rate	£24.24	£24.48	£22.01
<i>Difference</i>	£2.18	£0.79	£1.81

Table 11: Proportion of BAME staff in each pay quartile

Quartiles			
		White	BAME
Upper quartile	2024	73%	27%
	2023	75%	25%
	2022	78%	22%
Upper middle quartile	2024	62%	38%
	2023	63%	37%
	2022	70%	30%
Lower middle quartile	2024	55%	45%
	2023	59%	41%
	2022	66%	34%
Lower quartile	2024	58%	42%
	2023	65%	35%
	2022	64%	36%

Sexual orientation

Table 12: Mean and median sexual orientation pay gap

Pay gap		
	Mean pay gap	Median pay gap
2024	5.4%	5.2%
2023	1.5%	-0.9%
2022	3.2%	6.3%

Table 13: Sexual orientation pay average hourly rates

Average hourly rates			
	2024	2023	2022
Heterosexual mean hourly rate	£25.81	£25.47	£23.83
Sexual orientation mean hourly rate	£24.42	£25.09	£23.07
<i>Difference</i>	£1.39	£0.38	£0.76
Heterosexual median hourly rate	£25.07	£25.04	£22.58
Sexual orientation median hourly rate	£23.77	£25.27	£21.16
<i>Difference</i>	£1.30	-£0.23	£1.42

Table 14: Proportion of LGB(T)+ staff in each pay quartile

Quartiles			
		Heterosexual	LGB(T)+
Upper quartile	2024	91%	9%
	2023	90%	10%
	2022	92%	8%
Upper middle quartile	2024	90%	10%
	2023	89%	11%
	2022	92%	8%
Lower middle quartile	2024	90%	10%
	2023	92%	8%
	2022	92%	8%
Lower quartile	2024	87%	13%
	2023	90%	10%
	2022	88%	12%

Categorisation of staff

The criterion for gender pay gap reporting is orientated around men and women. However, the university recognises that gender identity is a broader spectrum, and some colleagues may or may not identify as being in either of these categories.

We welcome, value and celebrate colleagues of all gender identities, reflecting our commitment to an inclusive culture and workplace free from discrimination, harassment and victimisation, where everyone is treated with dignity and respect.

We continue to promote self-disclosure of gender identity through the Horizon system in order to gain a more meaningful appreciation of our diverse workforce and understand how we can tailor our services and initiatives to meet their needs.

To provide transparency on staff categorisation throughout this document, the tables below outline how staff are grouped for our disability, ethnicity and sexual orientation reporting:

Table 15: Disability groups

Disability description	Group
No known disability	No known disability
Blind or serious visual impairment	Disabled
Diagnosed with autism	Disabled
ADHD/autism, depression and generalised anxiety	Disabled
Mental health condition	Disabled
General learning disability	Disabled
Cognitive impairment	Disabled
Deaf or serious hearing impairment	Disabled
Physical impairment or mobility issues	Disabled
Other type of disability	Disabled
Long-standing illness or health condition	Disabled
Specific learning disability	Disabled
Prefer not to say	Prefer not to say

Table 16: Ethnicity groups

Ethnicity description	Group	BAME/White
Arab	Any other ethnic background	BAME
Any other ethnic background	Any other ethnic background	BAME
Asian – Any other Asian background	Asian	BAME
Asian – Bangladeshi or Bangladeshi British	Asian	BAME
Asian – Chinese or Chinese British	Asian	BAME
Asian – Indian or Indian British	Asian	BAME
Asian – Pakistani or Pakistani British	Asian	BAME
Black – African or African British	Black	BAME
Black – Any other Black/African/Caribbean background	Black	BAME

Ethnicity description	Group	BAME/White
Black – Black Caribbean or Caribbean British	Black	BAME
Mixed – Any other Mixed/multiple ethnic background	Mixed	BAME
Mixed – White or White British and Asian or Asian British	Mixed	BAME
Mixed – White or White British and Black African or Black African British	Mixed	BAME
Mixed – White or White British and Black Caribbean or Black Caribbean British	Mixed	BAME
Not known	Not known	Not known
Prefer not to say	Prefer not to say	Prefer not to say
White	White	White
White – Any other White background	White	White
White – English/Welsh/Scottish/Northern Irish/British	White	White
White – Irish	White	White
White – Gypsy or Irish Traveller	White	White

Table 17: Sexual orientation groups

Sexual orientation description	Group
Heterosexual	Heterosexual
Asexual	LGB(T)+
Queer	LGB(T)+
Other	LGB(T)+
Gay woman/lesbian	LGB(T)+
Gay man	LGB(T)+
Bisexual	LGB(T)+
Prefer not to say	Prefer not to say
Information refused	Prefer not to say
(Empty or N/A)	Unknown

