

# Gender, Ethnicity, and Disability Pay Gap Report

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# Gender, Ethnicity, and Disability Pay Gap Report

## Approval History

Version	Date	Name	Organisation
1.0	26/03/2026	Board of Trustees	University of the Built Environment

## Document History

Version	Date	Reason	Person
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# Gender, Ethnicity, and Disability Pay Gap Report

## 1. Introduction

University of the Built Environment is a long-standing and leading provider of supported online education. The University exists to provide truly accessible, relevant, and cost-effective education, which enhances careers, increases professionalism and contributes to a sustainable built environment. Operating from the UK and Hong Kong, the University has a global reach, with over 4,000 students studying at any one time.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the University is required to carry out gender pay gap reporting. Currently, it is not a mandatory requirement to complete ethnicity or disability pay gap analysis, however the University has committed to voluntarily completing these calculations and publishing them alongside regulatory pay gap reporting.

It is important to highlight that gender, ethnicity or disability pay gaps differ from equal pay. Equal pay deals with the pay differences between individuals who carry out the same jobs, similar jobs, or work of equal value. Pay gap shows the differences in average pay between specific groups and for the purposes of gender, ethnicity and disability gap reporting, is calculated as follows:

<b>Gender pay gap</b>	The differences in the average pay between men and women and is calculated as the difference between the average hourly earnings of men and women, as a proportion of average hourly earnings of men's earnings.
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<b>Ethnicity pay gap</b>	The differences in the average pay between white and ethnic minority staff and is calculated as the difference between the average hourly earnings of white and ethnic minority staff, as a proportion of average hourly earnings of white staff's earnings. A positive percentage means the average hourly pay rate of white staff is higher than those from other ethnic minority groups combined.
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## Gender, Ethnicity, and Disability Pay Gap Report

<b>Disability pay gap</b>	Disability pay gap shows the differences in the average pay between staff with no known disability and with a known disability and is calculated as the difference between the average hourly earnings of those with no known disability and those with a known disability, as a proportion of average hourly earnings of staff with no known disability. A positive percentage means the average hourly pay rate of staff with no known disability is higher than those from staff with a known disability.
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Within this report we publish six pay gap calculations under each demographic category of gender, ethnicity and disability. These include:

<b>Gender</b>	Gender hourly pay gap as <i>mean average</i>	Regulatory requirement
	Gender hourly pay gap as <i>median average</i>	
	Bonus gender pay gap as a <i>mean average</i>	
	Bonus gender pay gap as a <i>median average</i>	
	Proportion of men and women when divided into four groups ordered from lowest to highest pay	
	Proportion of men receiving a bonus payment and proportion of women receiving a bonus payment	

<b>Ethnicity</b>	Ethnicity hourly pay gap as <i>mean average</i>	Voluntary
	Ethnicity hourly pay gap as <i>median average</i>	
	Bonus ethnicity pay gap as a <i>mean average</i>	
	Bonus ethnicity pay gap as a <i>median average</i>	
	Proportion of white staff and ethnic minority staff when divided into four groups ordered from lowest to highest pay	
	Proportion of white staff receiving a bonus payment and proportion of ethnic minority staff receiving a bonus payment	

## Gender, Ethnicity, and Disability Pay Gap Report

<b>Disability</b>	Disability hourly pay gap as <i>mean average</i>	Voluntary
	Disability hourly pay gap as <i>median average</i>	
	Bonus disability pay gap as a <i>mean average</i>	
	Bonus disability pay gap as a <i>median average</i>	
	Proportion of no known disability staff and known disability staff when divided into four groups ordered from lowest to highest pay	

In addition to these calculations, observations are made about business activities during the reporting year. This is to better contextualise what is potentially responsible for driving the outcomes of the calculations.

The definition of disability considered for the purposes of this analysis includes that which is defined under the [Government consultation for disability workforce reporting](#) (also consistent with HESA for regulatory returns). This includes those with an impairment, health condition or learning difference.

# Gender, Ethnicity, and Disability Pay Gap Report

## 1.1 Declaration



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

A handwritten signature in black ink, appearing to read 'Ashley Wheaton', written in a cursive style.

Prof. Ashley Wheaton, Vice Chancellor



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

A handwritten signature in black ink, appearing to read 'Ros Kerslake', written in a cursive style.

Ros Kerslake CBE, Chair, University of the Built Environment Board of Trustees

## 2. Gender pay gap

### 2.1 Gender pay data

We collected our data on 5 April 2025, when our workforce consisted of 229 women and 144 men; this is a total workforce of 373 (61.4% women and 38.6% men). This was a slightly higher total than the previous year where our total workforce was 368, consisting of 220 women (59.8%) and 148 men (40.2%). This shows a slight increase in women and decrease in men.

The mean gender pay gap is the difference between the average hourly earnings of men and women. The figures show that the University has a **mean gender pay gap of 14.7%**. The average hourly pay rate for men is £25.54 and women £21.80, which is a difference of £3.74 per hour.

The median gender pay gap is the difference between the midpoints in the ranges of average hourly earnings of men and women. The figures show that the University has a **median gender pay gap of 7.7%**. The midpoint for men is £22.27 and women £20.55, which is a difference of £1.72 per hour.

The mean pay gap has widened from the previous year (12.3%) and is the same as the mean observed in 2019. However, the median pay gap has decreased significantly, with the median pay gap last year standing at 14.7% (decrease of 7%).

In terms of the quartile populations, in the lower quartiles:

- In the **lower quartile** there were 74 women and 20 men (72 women and 20 men previously).
- In the **lower middle quartile**, there were 71 women and 22 men (69 women and 23 men previously).
- In these lower quartiles 77.5% of our staff group were women, compared to 76.6% the previous year. This is an increase of women by 0.9%.

In the upper quartiles:

- In **upper middle quartile** there were 38 women and 55 men (30 women and 62 men previously).
- In the **upper quartile** there were 46 women and 47 men (49 women and 43 men previously).

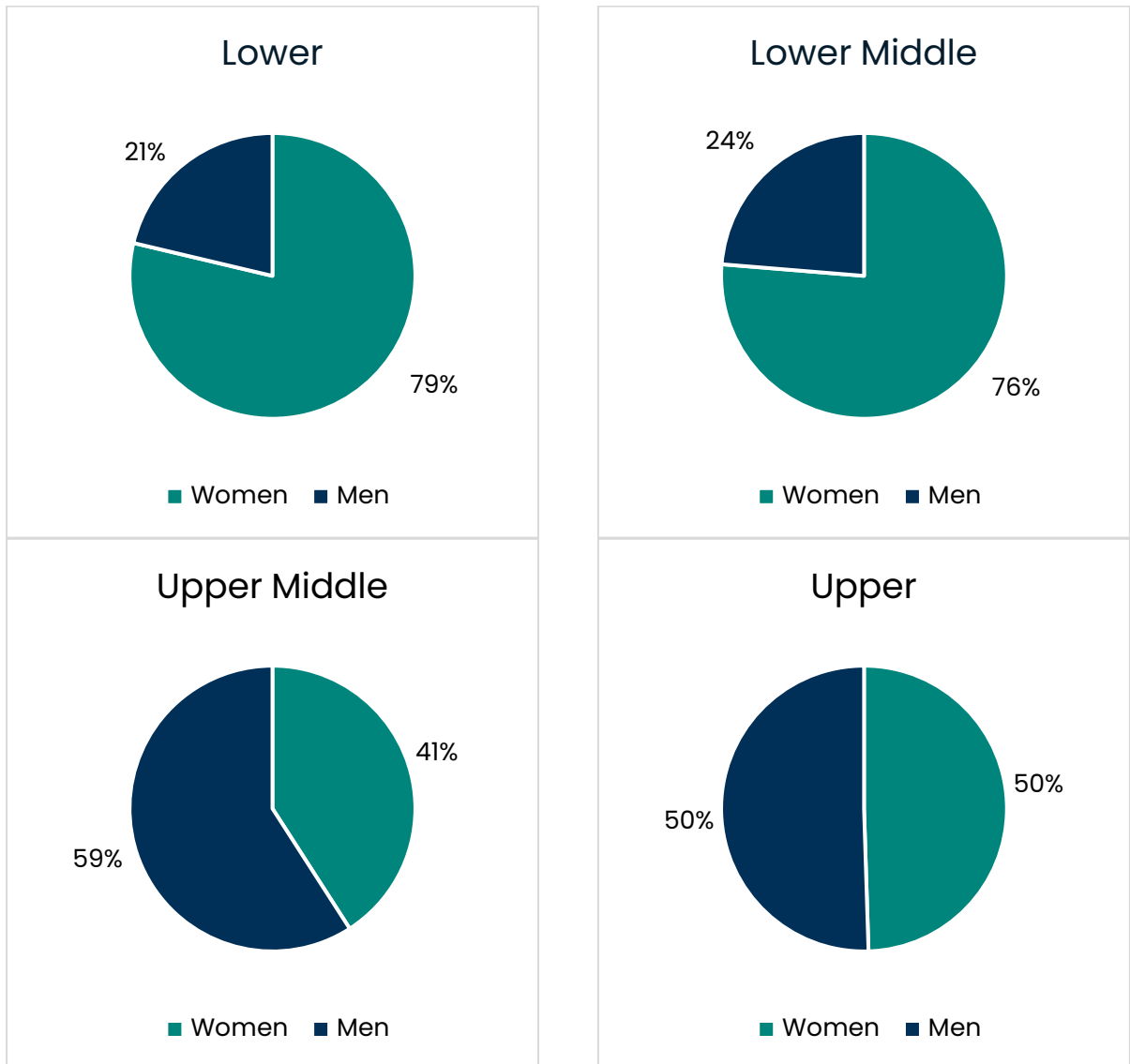
# Gender, Ethnicity, and Disability Pay Gap Report

- In these upper quartiles, 45.2% of our staff group were women, compared to 42.9% the previous year. This is an increase of women by 2.3%.

## 2.1.1 Summary of the key reporting data

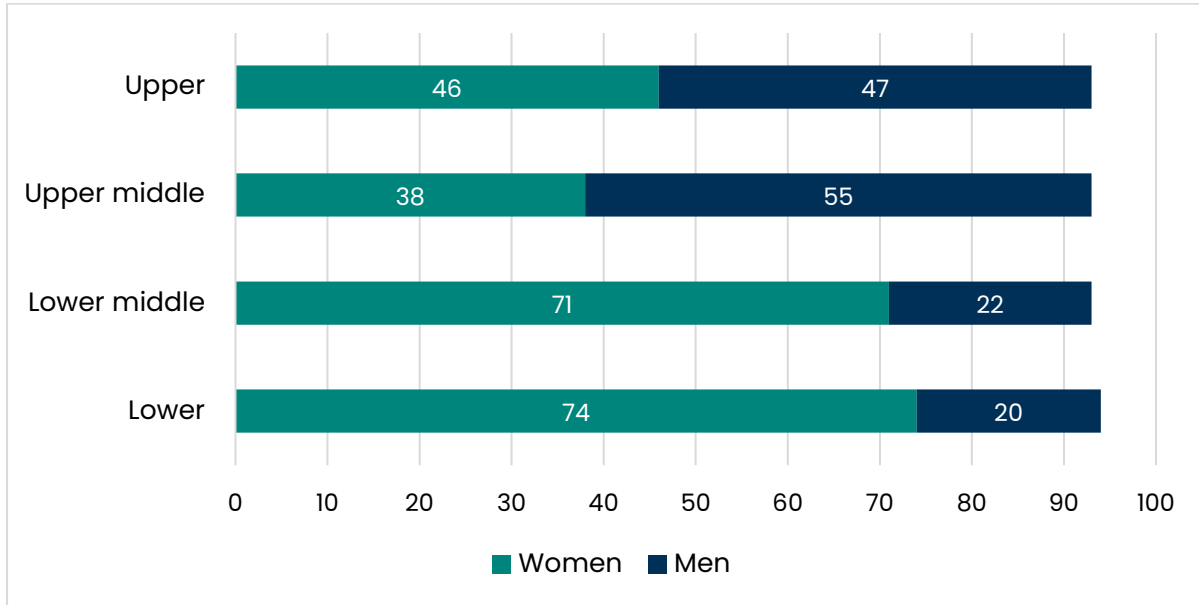
	Women's earnings are	Previous year 2024
Mean gender pay gap in hourly pay	14.7% lower	12.3% lower
Median gender pay gap in hourly pay	7.7% lower	14.7% lower

## 2.1.2 Proportion of women and men in each pay quartile



# Gender, Ethnicity, and Disability Pay Gap Report

## 2.1.3 Number of women and men in each pay quartile



## 2.1.4 Total workforce

Year	Women	Men	Total	Total change
2025	229	144	<b>373</b>	1.0% increase
2024	220	148	<b>368</b>	1.9% increase
2023	216	145	<b>361</b>	2.6% increase
2022	210	142	<b>352</b>	2.5% decrease
2021	204	157	<b>361</b>	0.6% decrease
2020	201	162	<b>363</b>	4.6% increase
2019	192	155	<b>347</b>	3.4% decrease
2018	186	173	<b>359</b>	19.7% increase
2017	150	150	<b>300</b>	n/a – first reporting year

# Gender, Ethnicity, and Disability Pay Gap Report

## 2.2 Observations about gender pay gap

This year there has been a small population increase in women (4.1% difference) but decrease in men (-2.7% difference) compared to the previous year. The distribution of these changes shows an increase in women in the lower and middle quartiles but decrease in the upper quartile. By contrast, there is no change or a decrease in men in the lower and middle quartiles but increase in the upper quartile. This might explain the 2.4% increase in the mean gender pay gap.

The overall population change is relatively small and whilst the increasing number of women and decreasing number of men in the lower quartiles continues to concern us, the extent of this is less than observed in previous years, which we feel is positive. The University openly advertises job roles across a number of recruitment channels and receives applications from both males and females, but not necessarily in equal measure.

This year, the most significant change in population size was observed in the upper middle quartile which is primarily made up of our Associate Lecturers. This quartile increased in women by 27% and decreased in men by 11%. This is the most likely contributor to the 7% decrease in median gender pay gap.

It is important to note that we operate a thorough and fair recruitment process for every job vacancy, and selection decisions are based solely on the most suitable candidate for the vacancy against the person specification. Many roles that fall within the upper quartiles are either academic or technical and therefore the difference in gender populations at this level are partly as a result of the industry these roles require knowledge, skills and experience in (IT, construction, real estate etc.).

Other factors contributing to the gap which have been in existence in previous reporting years, include the following:

- Due to the higher population of women overall and the fact the main pension scheme operated by the University is on a default salary sacrifice basis, more women than men are sacrificing salary. This reduces the hourly pay rate of women overall, for the purposes of calculating the gender pay gap.
- The upper middle quartile is made up almost entirely of our Associate Lecturer staff, with a few appearing in other quartiles particularly where they have increased salary sacrifice contributions for their pension. Whilst the hourly pay rate of these workers is uniform, there are consistently more men than women in this staff group which is always a contributing factor

# Gender, Ethnicity, and Disability Pay Gap Report

(55 men compared to 32 women) – albeit we note the increase in women this year. This group has seen a consistent decrease in population size for at least the last four reporting years and, due to more work now being undertaken by the core internal academic team, is likely to be a continuing trend.

In terms of maintaining a fair and equitable pay system, the University continues to have an effective pay benchmarking process in place. We participate in two sector-specific salary surveys each year and use the published results to help inform pay review and recruitment. This ensures pay rates between men and women are monitored closely and pay is aligned to the job role only, which also helps to reduce any pay gaps which may exist.

## 2.3 Gender bonus data

In the reporting year 2024-25, 246 employees (66%) received a bonus; 172 were women (69.9%) and 74 were men (30.1%). Most bonuses paid were based on performance, with the majority being discretionary and others based on the contract of employment. Very few bonuses were based on length of service (10 and 20 years). The 34% not in receipt of any bonus mostly fall within the Associate Lecturer staff group, where a performance bonus does not form part of their contract of employment (discretionary or otherwise). However, subject to their contract and employment status type, Associate Lecturers might be eligible for length of service awards.

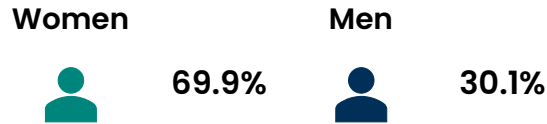
For those bonuses paid, the **mean bonus gender pay gap was 38.9% and the median bonus gender pay gap was 0%.**

### 2.3.1 Summary of the key reporting data

	Women's bonuses are	Previous year 2024
Difference in mean bonus payments	38.9% lower	39.4% lower
Difference in median bonus payments	0% lower	23.1% lower

# Gender, Ethnicity, and Disability Pay Gap Report

## 2.3.2 Proportion of women and men receiving a bonus payment



## 2.4 Observations about gender bonus gap

Within this reporting year, the majority of bonus payments (90%) were discretionary and of a fixed amount (pro-rated for part-time staff) and awarded based on individual performance against criteria defined in the formal Performance and Development Review (PDR) process. The remaining payments were for contractual bonuses (4%) or long service awards (6%).

Overall, more women received a bonus in the reporting year compared to men in consideration of the total pay gap population. As already stated above, this is largely due to our Associate Lecturer staff group not being eligible for the main performance-based bonus payment. As we know, this group is more heavily populated by men than women, therefore their removal from the bonus pay gap means the population of women is larger (at 69.9%), resulting in potential adverse effects on the mean and median bonus.

The pro-ration of the performance-based bonus for part-time staff is likely making a small difference to the mean, especially in consideration that more women are part-time than men within the bonus population (89% and 11% respectively). Additionally, if we look at the distribution of ratings between genders, the proportion of staff in receipt of each rating unsurprisingly goes down the higher it is. However, the gender distribution is not consistent at each performance level, particularly the highest level. Whilst we do not believe this is making a large impact on the mean, it is a difference that will be contributing to the result.

As is common in each reporting year, the bonuses awarded to executive employees in the upper pay quartile greatly contributes to the larger mean gender bonus gap. Whilst bonuses here are also discretionary, they tend to be higher amounts than seen elsewhere within the staff group. In addition, and by way of illustration, the gendered identity of the staff member in receipt of the highest bonus is male; if the gendered identity were changed, the overall mean

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bonus gap would decrease to 8.1%. The same was observed in the previous reporting year.

## 2.5 Gender benchmarking (pay and bonus)

Whilst ONS results are estimates (using regression analysis) and therefore provisional, we acknowledge that our median gender pay gap at 7.7% falls below the 2025 median national average\* which currently sits at 12.8%.

\*Office for National Statistics (ONS), released 23 October 2025, ONS website, statistical bulletin, [Gender pay gap in the UK: 2025](#)

When looking to higher education pay gap benchmarks for comparison, the Universities and Colleges Employers Association (UCEA) (2025, December) published an Intersectional Pay Gap in Higher Education report, which showed a median pay gap of 11.5% and mean of 13.6% for the year 2023–24. It also showed a bonus gap of 11.7% median and 28% mean.

Whilst it is tempting to consider the UCEA benchmarks, we remain mindful that this data is not reflecting the same reporting period. Additionally, it is based on 107 Higher Education Institutions (HEIs) and the report itself acknowledges bonuses are especially rare in HEI's, showing in only 10.7% of their reported populations. Although this does not necessarily make for the most appropriate comparison, it is helpful to review, nonetheless.

## 3. Ethnicity pay gap

### 3.1 Ethnicity pay data

We collected our data on 5 April 2025, when our workforce consisted of 67 ethnic minority staff, 287 white staff, and 19 staff who responded to our EDI data collection questionnaire by choosing the prefer not to say option or did not respond at all; this is a total workforce of 373 (18% ethnic minority, 77% white, 5% prefer not to say). This was a slight change from the previous year when our total workforce was 368, consisting of 62 ethnic minority staff (16.8%), 293 white staff (79.6%), and 13 prefer not to say (3.5%).

The mean ethnicity pay gap is the difference between the average hourly earnings of white and ethnic minority staff. The figures show that the University has a **mean ethnicity pay gap of 5.3%**. The average hourly pay rate for white staff

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is £23.46 and for ethnic minority staff is £22.22, which is a difference of £1.24 per hour.

The median ethnicity pay gap is the difference between the midpoints in the ranges of average hourly earnings of white and ethnic minority staff. The figures show that the University has a **median ethnicity pay gap of -0.8%**. The midpoint for white staff is £22.00 and ethnic minority staff is £22.18, which is a negative difference of 18p. This midpoint is driven by the fact a number of staff within the workforce (within the pay quartiles) hold the job role of Associate Lecturer, who not only have a fixed rate of pay, but are also more diverse ethnically as a population.

The mean shows a slightly improved position on the prior reporting year and the lowest since we started reporting in 2022 (6%), whereas the median has increased slightly compared to last year which was -3.7%, but remains at a negative difference.

In terms of the quartile populations, in the lower quartiles:

- In the **lower quartile** there were 12 ethnic minority staff, 76 white staff, and 6 prefer not to say staff (14 ethnic minority, 75 white, and 3 prefer not to say staff previously).
- In the **lower middle quartile** there were 17 ethnic minority staff, 74 white staff, and 2 prefer not to say staff (14 ethnic minority, 76 white, and 2 prefer not to say staff previously).
- In these **lower quartiles**, 15.5% of our staff group were ethnic minority staff, compared to 15.2% the previous year. This is an increase of ethnic minority staff by 0.3%.

In the upper quartiles:

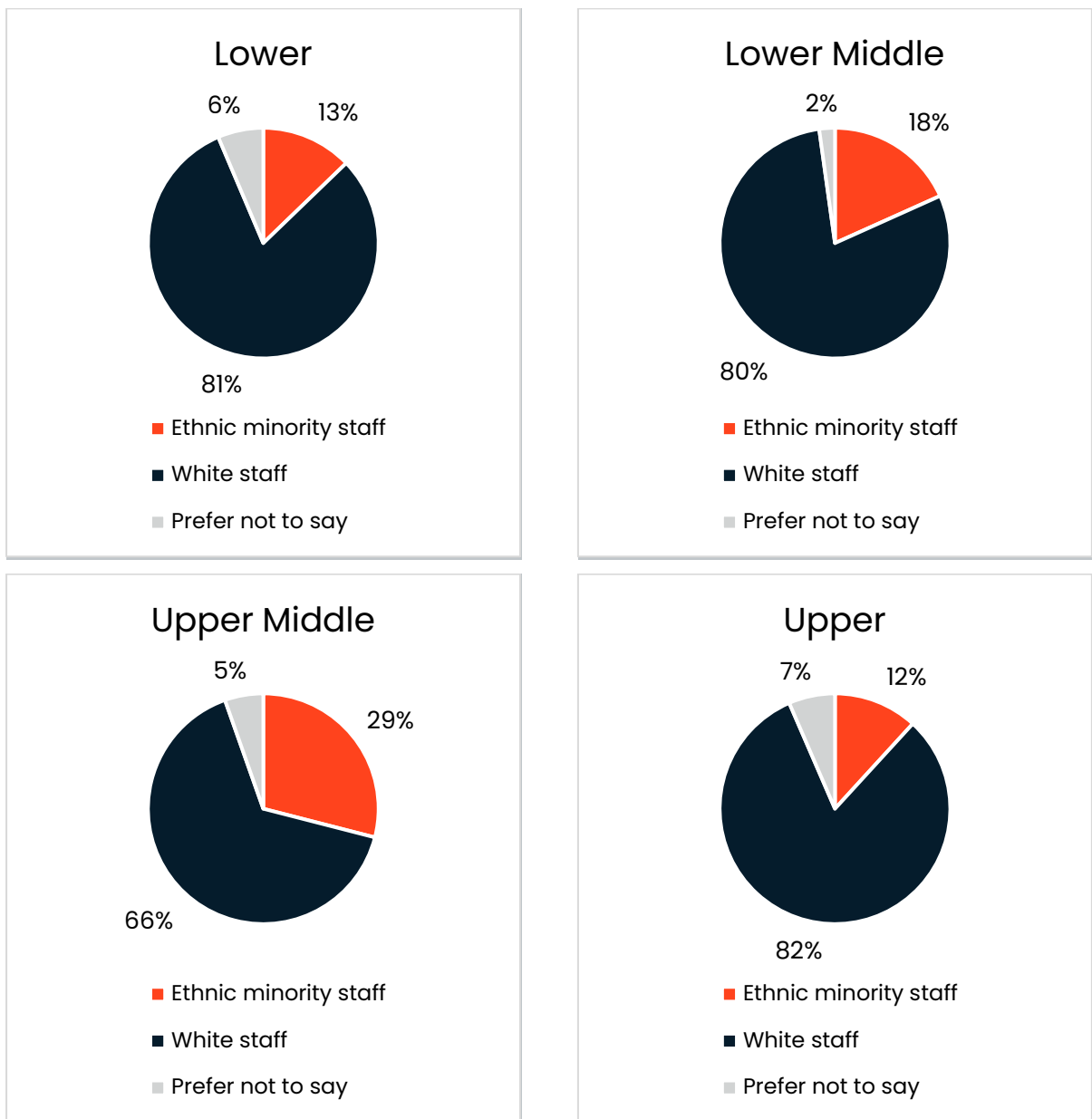
- In **upper middle quartile**, there were 27 ethnic minority staff, 61 white staff, and 5 prefer not to say staff (24 ethnic minority, 65 white, and 3 prefer not to say staff previously).
- In the **upper quartile**, there were 11 ethnic minority staff, 76 white staff, and 6 prefer not to say staff (10 ethnic minority, 77 white, and 5 prefer not to say staff previously).
- In these upper quartiles, 20.4% of our employee group were ethnic minority staff, compared to 18.5% the previous year. This is an increase of ethnic minority staff by 1.9%.

# Gender, Ethnicity, and Disability Pay Gap Report

## 3.1.1 Summary of the key reporting data

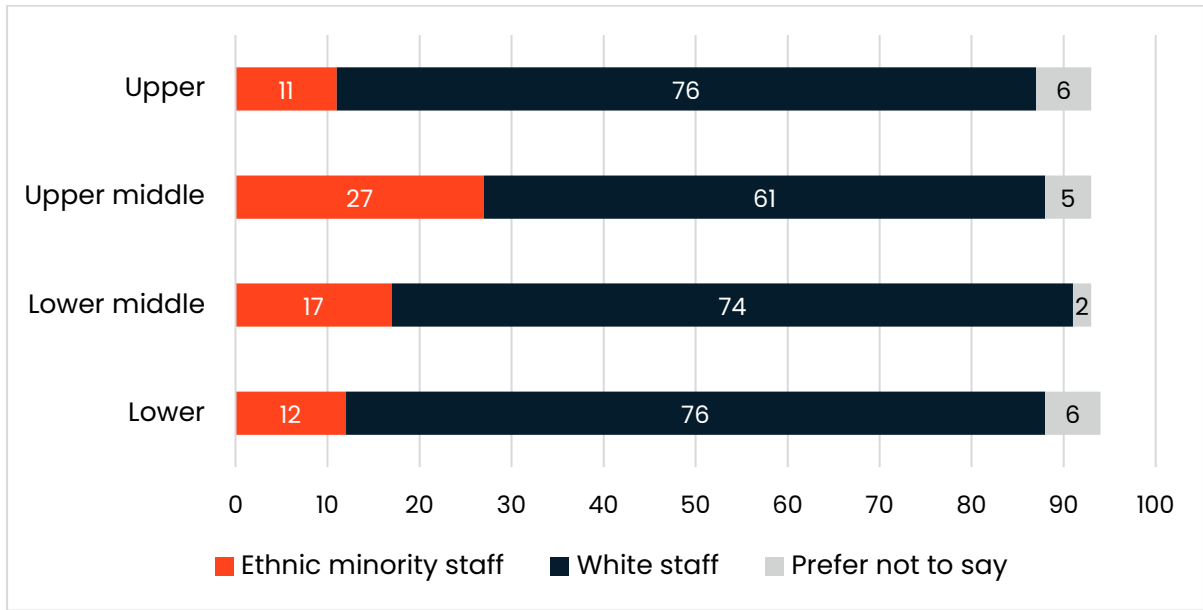
	Ethnicity minority staff earnings are	Previous year 2024
Mean ethnicity pay gap in hourly pay	5.3% lower	6.1% lower
Median ethnicity pay gap in hourly pay	0.8% higher	3.7% higher

## 3.1.2 Proportion of ethnic minority, white, and prefer not to say staff in each pay quartile



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## 3.1.3 Number of ethnic minority, white, and prefer not to say staff in each pay quartile



## 3.1.4 Total workforce

Year	Ethnic minority staff	White staff	Prefer not to say	Total	Total change
2025	67	287	19	<b>373</b>	1.0% increase
2024	62	293	13	<b>368</b>	1.9% increase
2023	59	280	22	<b>361</b>	2.6% increase
2022	56	271	25	<b>352</b>	n/a – first reporting year

## 3.2 Observations about ethnicity pay gap

This is the fourth year of reporting on our ethnicity pay gap and in previous years we observed a steady decline in prefer not to say respondents which has enabled more representative figures. Unfortunately, in this reporting year we have seen an increase in the prefer not to say population (46%); however, we have also observed an increase in our ethnic minority population (8%) which is positive

# Gender, Ethnicity, and Disability Pay Gap Report

(counts in table above). For prefer not to say respondents, increases appear in each quartile other than the lower middle where it remains the same. As for the ethnic minority population, the increase is predominantly in the middle quartiles, with it only dropping in the lower quartile. The white population decreased in every quartile other than the lowest quartile, but the increase was minor. The change in population sizes is likely contributing to the reduced mean ethnicity pay gap difference.

Our ethnic minority population is mostly centred in the upper middle quartile, which we know is as a result of our Associate Lecturer and academic population which is more ethnically diverse. We remain concerned by the lower representation in other quartiles, particularly the upper quartile, but it is positive to see this moving in the right direction.

Although the median ethnicity pay gap has increased, it is still a negative difference and with the decreasing mean ethnicity pay gap it is still relatively positive news. However, we need to remember that the population sizes between white and ethnic minority staff are drastically different. Given the majority of ethnic minority staff sit within the upper middle quartile, we should be mindful any reduction in size of this group may change these figures in a negative way.

To help contextualise the above points, the ratio split between quartiles is noted below:

- Overall: for every 1 ethnic minority staff, there are 4.3 white staff
- Lower quartiles: for every 1 ethnic minority staff, there are 5.2 white staff
  - Lower quartile: for every 1 ethnic minority staff, there are 6.3 white staff
  - Lower middle: for every 1 ethnic minority staff, there are 4.4 white staff
- Upper quartiles: for every 1 ethnic minority staff, there are 3.6 white staff
  - Upper middle: for every 1 ethnic minority staff, there are 2.3 white staff
  - Upper quartile: for every 1 ethnic minority staff, there are 6.9 white staff

## 3.3 Ethnicity bonus data

In the reporting year 2024-25, 246 employees received a bonus; 32 were ethnic minority staff, 205 were white staff, and 9 were prefer not to say staff. Most

# Gender, Ethnicity, and Disability Pay Gap Report

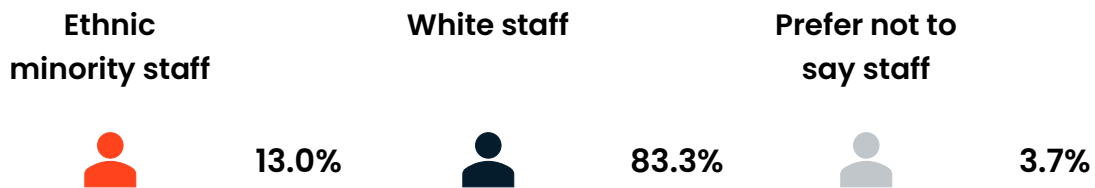
bonuses paid were based on performance, with the majority being discretionary and others based on the contract of employment. Very few bonuses were based on length of service (10 and 20 years).

For those bonuses paid, the **mean bonus ethnicity pay gap was 31.3% and the median bonus ethnicity pay gap was 0%.**

## 3.3.1 Summary of the key reporting data

	<b>Ethnic minority staff bonuses are</b>	<b>Previous year 2024</b>
<b>Difference in mean</b> bonus payments	31.3% lower	40.3% lower
<b>Difference in median</b> bonus payments	0% lower	26.3% higher

## 3.3.2 Proportion of ethnic minority, white, and prefer not to say staff receiving a bonus payment



## 3.4 Observations about ethnicity bonus gap

Whilst we remain concerned by the ethnicity bonus gap, we are pleased to see that the mean reduced by 9% compared to the previous year. Whilst the median has increased, it was at a negative difference previously and therefore bringing it to no difference does not cause a great deal of concern.

Overall, more white staff received a bonus in the reporting year compared to ethnic minority staff, in consideration of the total pay gap population. As already referenced in the gender pay observations, our Associate Lecturer staff group are not eligible for the main performance-based bonus payment. As this group is a more ethnically diverse staff population, their removal from the ethnicity bonus gap calculations (86 staff) means the white staff population is larger (at 83.3%) which will therefore impact the mean and median bonus gap.

The mean gap, although reduced, is still high and is predominantly due to the lack of ethnic diversity in our upper pay quartile, in particular our executive employees.

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As already stated, bonuses for these employees are higher, therefore they greatly contribute to the mean bonus gap.

Other factors contributing to the gap which have been in existence in previous reporting years or noted elsewhere, include the following:

- Whilst Associate Lecturers are eligible for length of service payments, very few obtain this due to the nature of their employment which is broadly casual or on a fixed term contract basis, which would not extend to a 10-year period. The exceptions would be where permanent employment status is obtained through consecutive fixed-term contracts. This limits their inclusion in the bonus population, beyond their lack of eligibility for the performance-based bonus (noted above).
- Other staff not eligible for a bonus includes but is not limited to leavers, new starters and those within their probationary period (43 staff).
- The ethnic minority population size is much smaller which causes a more significant impact to calculated differences.
- Given we still have prefer not to say staff within ethnicity reporting, it does mean results are not wholly representative. Whilst there has been a slight increase in ethnic minority staff within the bonus population, there has also been a minor increase in prefer not to say which has not resulted in improvements.

## 3.5 Ethnicity benchmarking (pay and bonus)

Ethnicity pay gap reporting is neither compulsory nor consistent, therefore our ability to appropriately benchmark is already compromised by a lack of available data.

When looking at the Universities and Colleges Employers Association (UCEA) Intersectional Pay Gap in Higher Education report (2025, December), we can see a median ethnicity pay gap of 4.7% and mean of 7.7% for the year 2023-24. It also showed a bonus gap of -44.2% median and -14.7% mean.

Whilst this benchmark suggests we are doing quite well in our mean and median ethnicity hourly pay gap, our ethnicity bonus pay gap, although improved, is not aligned, which for UCEA shows a significantly negative difference. However, as previously stated, not only is the data over a year old (not the same snapshot date), but a limited number of institutions participated as it is voluntary. Additionally, bonus payments in HEI's are very much not the norm, therefore payments do not cover the same breadth of the total population.

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We must be cautious in our considerations to utilise ethnicity benchmarking data, especially with its availability and lack of full disclosure. The population sizes within our dataset are relatively small, therefore slight changes could swing these results in very different directions.

## 4. Disability pay gap

### 4.1 Disability pay data

We collected our data on 5 April 2025, when our workforce consisted of 78 known disability staff, 264 no known disability staff, and 31 staff who responded to our EDI data collection questionnaire by choosing the prefer not to say option or did not respond at all; this is a total workforce of 373 (21% known disability, 71% no known disability, 8% prefer not to say). This was a slight change from the previous year when our total workforce was 368, consisting of 81 known disability staff (22%), 265 no known disability staff (72%), and 22 prefer not to say (6%).

The mean disability pay gap is the difference between the average hourly earnings of no known disability staff and known disability staff. The figures show that the University has a **mean disability pay gap of 7.5%**. The average hourly pay rate for no known disability staff is £23.73 and for known disability staff is £21.96, which is a difference of £1.77 per hour.

The median disability pay gap is the difference between the midpoints in the ranges of average hourly earnings of no known disability staff and known disability staff. The figures show that the University has a **median disability pay gap of 13.2%**. The midpoint for no known disability staff is £22.18 and known disability staff is £19.26, which is a difference of £2.92 per hour.

Whilst both the mean and median show an improved position from our initial reporting in the prior reporting year, we can see a reduction in the level of disclosure of known disabilities which is therefore not contributing towards these figures.

In terms of the quartile populations, in the lower quartiles:

- In the **lower quartile** there were 30 known disability staff, 50 no known disability staff, and 14 prefer not to say staff (31 known disability staff, 52 no known disability staff, and 9 prefer not to say staff previously).

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- In the **lower middle quartile**, there were 21 known disability staff, 67 no known disability staff, and 5 prefer not to say staff (21 known disability staff, 67 no known disability staff, and 4 prefer not to say staff previously).
- In these lower quartiles, 27.3% of our staff group were known disability staff, compared to 28.3% the previous year. This is a decrease of known disability staff by 1.0%.

In the upper quartiles:

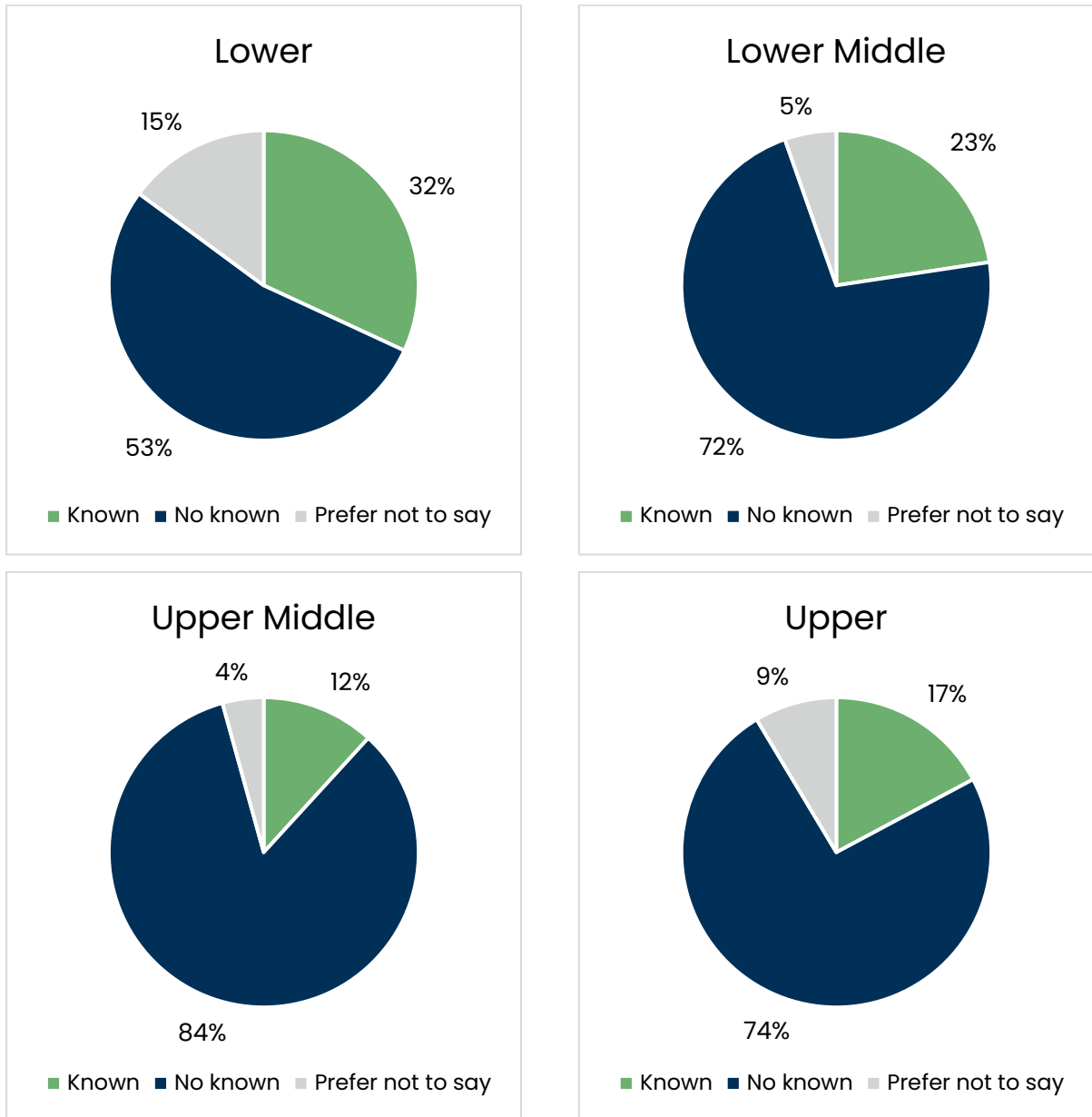
- In **upper middle quartile**, there were 11 known disability staff, 78 no known disability staff, and 4 prefer not to say staff (13 known disability staff, 76 no known disability staff, and 3 prefer not to say staff previously).
- In the **upper quartile**, there were 16 known disability staff, 69 no known disability staff, and 8 prefer not to say staff (16 known disability staff, 70 no known disability staff, and 6 prefer not to say staff previously).
- In these upper quartiles, 14.5% of our employee group were known disability staff, compared to 15.8% the previous year. This is a decrease of known disability staff by 1.3%.

### 4.1.1 Summary of the key reporting data

	Known disability staff earnings are	Previous year 2024
<b>Mean</b> disability pay gap in hourly pay	7.5% lower	10.7% lower
<b>Median</b> disability pay gap in hourly pay	13.2% lower	17.5% lower

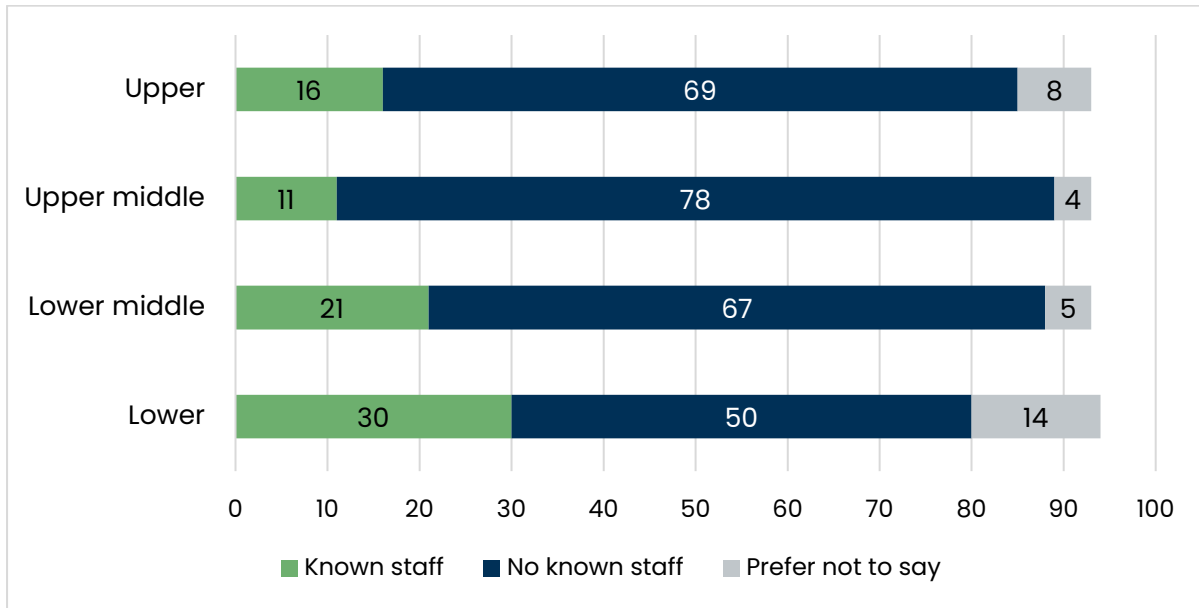
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## 4.1.2 Proportion of known disability, no known disability, and prefer not to say staff in each pay quartile



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## 4.1.3 Number of known disability, no known disability, and prefer not to say staff in each pay quartile



## 4.1.4 Total workforce

Year	Known disability staff	No known disability staff	Prefer not to say	Total	Total change
2025	78	264	31	<b>373</b>	1% decrease
2024	81	265	22	<b>368</b>	n/a – first reporting year

## 4.2 Observations about disability pay gap

This is the second year of reporting our disability pay gap and there is a fairly significant difference in the population sizes compared to the previous year. Both the known and no known disability populations have decreased in size (albeit not quite in equal measure, -3.7% and -0.4% respectively) and the prefer not to say population has increased significantly (40.9%). It is disappointing to see this population grow, and it remains a concern that the prefer not to say population for disability is higher than that for ethnicity (see table above).

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Whilst it may appear positive that the pay gap for disability has decreased, it is hard to say how genuine these results are considering the population changes. It may suggest the results are less representative as we are unable to accurately understand the total population of our employees in relation to disability. In particular, the more prominent prefer not to say population in the lower quartile is likely contributing to the decrease in pay gap.

## 4.3 Disability bonus data

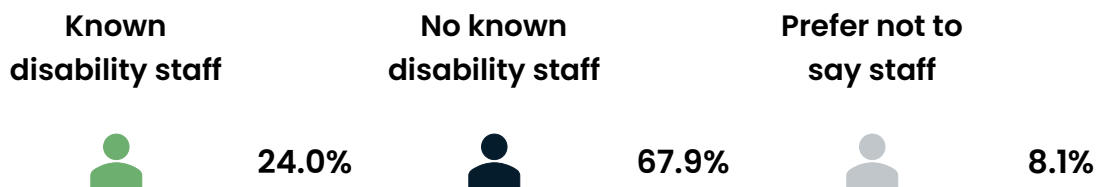
In the reporting year 2024-25, 246 employees received a bonus; 59 were known disability staff, 167 were no known disability staff, and 20 were prefer not to say staff. Most bonuses paid were based on performance, with the majority being discretionary and others based on the contract of employment. Very few bonuses were based on length of service (10 and 20 years).

For those bonuses paid, the **mean bonus disability pay gap was 18%** and the **median bonus disability pay gap was 0%**.

### 4.3.1 Summary of the key reporting data

	Known disability staff bonuses are	Previous year 2024
Difference in mean bonus payments	18% lower	21.4% lower
Difference in median bonus payments	0% lower	0.9% lower

### 4.3.2 Proportion of known disability, no known disability, and prefer not to say staff receiving a bonus payment



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## 4.4 Observations about disability bonus gap

This is the second year we have completed this calculation and whilst we are pleased to see there has been a decrease in both the mean and median bonus gap, there are some areas of concern that we feel require further consideration, particularly in improving data quality.

As seen in the previous year, the disability bonus gap calculations are relatively low comparatively to our other minority categories. However, the disclosure level for disability in the bonus population is much lower than observed elsewhere, with more prefer not to say staff – 8.1% for disability, compared with 3.7% for ethnicity. This has grown from 5.7% since last year and consistent with the population change in our hourly disability pay gap findings.

Overall, more no known disability staff received a bonus in the reporting year compared to known disability staff, however the proportion of known disability staff in the bonus population was higher than in the total population (24% compared to 21% respectively). As already referenced in both the gender and ethnicity pay observations, our Associate Lecturer staff group are not eligible for the main performance-based bonus payment. As this group is a less disability diverse staff population, their removal from the bonus pay gap calculations (86 staff) means the no known staff population is smaller (at 67.9%) which will therefore impact the bonus gap.

Similarly to our ethnicity bonus gap, it is probable the mean difference is accounted for by the bonuses received by some employees, particularly those in our executive, where we have a larger population of no known disability compared to known disability. These bonuses are higher amounts which will be contributing to this gap.

Other contributing factors which have been observed with other minority groups and have been in existence for some time or noted elsewhere, include the following:

- Associate Lecturers less likely to be in receipt of length of service payments due to the nature of their employment which is broadly casual or on a fixed term contract basis, which would not extend to a 10-year period. The exceptions would be where permanent employment status is obtained through consecutive fixed-term contracts. This limits their inclusion in the bonus population, beyond their lack of eligibility for the performance-based bonus (noted above) and it is also a population group with a lower distribution of those with a known disability or condition.

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- Other staff not eligible for a bonus includes but is not limited to leavers, new starters and those within their probationary period (43 staff).
- Whilst considerably larger than our ethnic minority population, the known disability population size is still quite small compared to the no known population which causes a more significant impact to calculated differences.
- Given we still have prefer not to say staff within disability reporting, it does mean results are not wholly representative. The changes in populations noted above only exacerbate this issue.

## 4.5 Disability benchmarking (pay and bonus)

Similarly to ethnicity pay gap reporting, disability pay gap reporting is not compulsory and very few organisations complete them. This does mean our ability to appropriately benchmark our data is severely compromised. We previously looked at the ONS regression analysis for disability pay gap, but they no longer complete these calculations (2014 to 2023 only) and therefore would be unable to compare.

However, the Universities and Colleges Employers Association (UCEA) Intersectional Pay Gap in Higher Education report (2025, December) now reports on disability in addition to gender and ethnicity. Only 83 institutions provided disability data for this report, but not all of them completed all 6 calculations. Within this report, the median institution reported a median pay gap of 8.2% and mean of 8.3% for the year 2023–24. It also showed a median bonus gap of 0% and mean of 18.5%. Interestingly, when looking at the population sizes reported, only 8% disclosed a disability, 76% disclosed no known disability and 16% preferred not to say.

We have also looked at the CIPD UK pay gap report\* (2025, December) and whilst they did not complete all calculations, they did note the population sizes of disclosure. 8.4% disclosed a disability, 48.6% disclosed no known disability, and 43% did not declare either way. The data used was based on the same snapshot date of 5 April 2025. In their report they also note that their own work with the Business Disability Forum showed that disclosure rates often fall in organisations that actively look for ways to accommodate all employees' needs.

\*Chartered Institute of Personnel and Development for National Statistics (CIPD), released December 2025, CIPD website, [Our UK pay gap report](#)

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We must always exercise caution when considering the utilisation of benchmarking, particularly for voluntary markers (e.g. ethnicity and disability) which lack full disclosure. Both reports look at different reporting periods and only one provides mean and median figures, it would therefore be unreasonable to use this as a comparison. We should however take note that both reported on population sizes and despite our concern with the growing population, we have a much higher level of disclosure comparatively which will make our results more representative.

## 5. Closing remarks

Action plans are not currently required as part of mandatory pay gap reporting, however we are interested in introducing this more formally in the future. This will require the support of the EDI committee which is in the process of being established. It is expected that the committee will be involved in contributing to action planning and agreeing institutional targets following the review of pay gap report outcomes.

Whilst this will be a longer-term ambition, we have already observed, throughout this report, some areas that can be considered in the more immediate future.

These include:

- Proactive encouragement of disclosure for protected characteristics, including providing clarity on the benefits this affords both the University and its staff, and specifically how personal data is used and published. We have had success with this in previous years which did show an increase in disclosure and will make this a conscious focus of our next data collections and review window.
- Monitoring of applicant demographic information to understand who is applying for what roles and whether more can be done to encourage applications from underrepresented groups. Since the snapshot date in this report, we have implemented an Applicant Tracking System (ATS) which better enables us to monitor our recruitment population including EDI demographic categories such as those reported on in our pay gap analysis. We will be undertaking our first analysis of the ATS data before 31 July 2026.
- Investigate and consider methods to attract and target females in technical and academic roles when recruiting. This includes the potential to use any available specialist online job boards.

## **Gender, Ethnicity, and Disability Pay Gap Report**

The snapshot date of 5 April in one year and the reporting deadline of 4 April in the subsequent year always means we report 'old' data. Whilst we continue to become more effective and efficient in our calculations and analysis, it is likely that actions taken to reduce gender, ethnicity, and disability pay gaps will take time to show in the published data (two to three years). Nonetheless, we will continue to strive for progress in each year.