

University of Salford Equity Pay Gap Report 2023/2024

Executive Summary

This report presents the University of Salford's Equity Pay Gap Report 2023/2024, covering gender pay gap data from 2022 to 2024 and ethnicity and disability pay gap data from 2023 to 2024. The analysis supports the university's commitment to workplace equity, aligning with the Equality Act (2010) Public Sector Equality Duty (PSED) and anticipated legislation on ethnicity and disability pay gap reporting.

Key Findings

Gender Pay Gap

The median gender pay gap decreased from 8.5% (2022) to 5.7% (2024), while the mean gap fell from 8.4% to 5.1%. This reduction is attributed to an increase in female representation in higher pay quartiles. The bonus pay gap significantly reversed, with female colleagues receiving, on average, 27.1% more in bonuses than male colleagues in 2024.

Ethnicity Pay Gap

The mean ethnicity pay gap improved, decreasing from 9.1% (2023) to 8.1% (2024). The university remains committed to further narrowing this gap through its Race Equality Charter action plan.

Disability Pay Gap

The mean disability pay gap increased from 10.6% (2023) to 12.6% (2024).

The increase is linked to higher recruitment of disabled colleagues in lower-grade roles, but the university acknowledges the need for better disability representation across all grades.

Strategic Actions

The University of Salford has outlined a comprehensive strategy to address pay disparities through its EDI Statement of Ambition (EDI SoA) 2023-2028, focusing on:

- I. Diversifying representation across all workforce levels
- II. Enhancing inclusivity and belonging for all colleagues and students
- III. Increasing pay equity transparency through improved HR systems

and data collection and IV) Strengthening leadership development initiatives, including the Aurora programme for women in leadership and the Race Equality Charter commitments.

Conclusion

While significant progress has been made in reducing gender and ethnicity pay gaps, continued efforts are required to address the disability pay gap and further improve representation at higher salary grades. The university remains committed to fostering an equitable and inclusive workplace by implementing structured EDI strategies, reviewing recruitment and promotion processes, and monitoring progress through institutional governance.

1. Introduction

In this report we present information on our gender pay gap from 2022 to 2024 and on our ethnicity and disability pay gaps from 2023 to 2024. Understanding pay gap information is important because it is one measure in helping to understand whether progress is being made in tackling inequity in the workplace. In addition to complying with our specific duty under the [Equality Act \(2010\), Public Sector Equality Duty \(PSED\)](#) to publish our gender pay gap information, we are committed to further examining pay gaps in relation to ethnicity and disability and welcome the government's commitment to introduce additional mandatory pay reporting ([Office for Equality and Opportunity, 2024](#)).

For the purposes of this report:

- the gender pay gap is referred to as the pay of female colleagues compared to male colleagues
- the disability pay refers to the pay gap between disabled as compared to nondisabled colleagues.
- the ethnicity pay gap refers to the pay gap between colleagues from a minoritised ethnic background compared to white colleagues

Characteristics are self-declared by colleagues and recorded on our HR system. All data is taken as of 31st March 2024 in line with reporting requirements.

2. Background

As a Higher Education (HE) provider we recognise our general and specific duties as an educator, employer, and service provider ([Equality Act, 2010, Public Sector Equality Duty](#)).

The purpose of the specific duties is to help public authorities improve their performance on the general duties and to comply they must publish:

- equality information (see UoS EDI Annual Report 2024)
- one or more equality objectives (see UoS EDI SoA 2023-2028)
- gender pay gap information (see [Gender pay gap reports for the University of Salford 2017-2024.gov.uk](#))

Building on the success of the gender pay gap reporting the government have committed to publish a Draft Equality (Race and Disability) Bill to enshrine in law the full right to equal pay for ethnic minorities and disabled people; and introduce mandatory ethnicity and disability pay reporting for large employers, however the exact timescales are unknown ([Office for Equality and Opportunity, 2024](#)).

3. Colleague Profile

The following data table includes information on the overall gender profile of the university.

Table 1. Colleague Gender Profile

| Gender | 2022 | 2023 | 2024 |
|------------|------|------|------|
| Female | 54% | 53% | 54% |
| Male | 45% | 47% | 46% |
| Non-binary | <1% | <1% | <1% |

Table 2 Colleague Disability Profile

| <i>Disability</i> | <i>2022</i> | <i>2023</i> | <i>2024</i> |
|----------------------------|-------------|-------------|-------------|
| <i>Disabled (declared)</i> | <i>8%</i> | <i>9%</i> | <i>10%</i> |
| <i>Non-disabled</i> | <i>92%</i> | <i>91%</i> | <i>90%</i> |

Table 3 Colleague Ethnicity Profile

| Ethnicity | 2022 | 2023 | 2024 |
|--------------------|------|------|------|
| Minoritised Ethnic | 19% | 20% | 21% |
| White | 78% | 75% | 75% |
| Prefer not to say | 4% | 5% | 4% |

4. Delivering Change at Salford

Our ambition is to be a university where inclusivity is deliberately designed and embedded into all we do, where every student and colleague feels like they matter and belong. Our culture and institutional values will support an inspirational learning and working environment that empowers people to lead with creativity and innovation that advances equity for all. We will be a university that dismantles those institutional structures and systems that lead to discrimination, removing barriers that stand in the way of achievement, and building our strengths in advancing equity.

Our [Delivering Change at Salford: EDI Statement of Ambition 2023-2028](#) (EDI SoA) first published in July 2023, outlines the University's vision for positive transformation by 2028. The development of our statement provided an opportunity to thoroughly review our equality data and work in partnership with colleagues and students to identify four key priority areas under which sit a series of measurable equality objectives set out as goals. You can find a detailed overview of progress against our plan in our [EDI Annual Report 2024](#).

5. Pay Gaps

Equity pay gaps are the difference between the average pay of people linked to a protected characteristic. In the following section we outline these differences in relation to gender, ethnicity and disability at Salford.

5.1 Gender

We are asked to measure both the median and mean (average) gender pay gap. The median is useful to indicate what the 'typical' situation is and are not distorted by very high or low hourly pay, or bonuses. The median represents the middle point of a population. If you lined up all the women at a company and all the men in order of their hourly rate of pay, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middleman. The mean (average) is useful as they give a good overall indication of the gender pay gap. This is calculated by adding all the hourly

rates of pay for men then dividing by the number of men to give you a mean average rate of pay; the same calculation is undertaken for women. The difference is then divided between the two with the male rate. This is the mean pay gap expressed as a percentage. However very high or low hourly pay can ‘dominate’ and distort the figure. A further explanation on how we compile this information can be found in the statutory guidance on gender pay gap reporting: guidance for employers ([Government Equalities Office and Women’s Equalities Unit, 2024](#)).

The following data includes those colleagues who have indicated they are female or male and excludes all those that have indicated they are non-binary.

Table 4 Gender Pay Gap Median and Mean 2022-2024

| Gender Pay Gap | 2022 | 2023 | 2024 |
|----------------|------|------|------|
| Median | 8.5% | 8.3% | 5.7% |
| Mean | 8.4% | 7.3% | 5.1% |

In the past year, there has been significant reductions in both the median and the mean (average) gender pay gaps. This is likely caused by the increase in female colleagues in the upper quartile (and a slight decrease of female colleagues in the lower quartile). There was an 11.6% growth in female colleagues working full-time, compared to 8.6% across male and female.

Table 5 Gender Pay Gap Upper quartile / Q1 - Lower quartile / Q4

| | Female | | | Male | | |
|----------------------------|--------|------|------|------|------|------|
| | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Upper quartile / Q1 | 47% | 48% | 52% | 53% | 52% | 48% |
| Upper middle quartile / Q2 | 54% | 56% | 54% | 46% | 44% | 46% |

| | | | | | | |
|----------------------------|-----|-----|-----|-----|-----|-----|
| Lower middle quartile / Q3 | 52% | 54% | 55% | 48% | 46% | 45% |
| Lower quartile / Q4 | 64% | 61% | 60% | 36% | 39% | 40% |
| Total | 55% | 55% | | 45% | 45% | |

In the past year, there has been further balancing of the genders across all pay quartiles, in comparison to the University average. However there remains a higher percentage of female in the lower quartile, despite decline over the last few years, from 64% in 2022 to 60% in 2024, whilst the representation of women has increased in the upper quartile pay bracket from 47% in 2023 to 52% in 2024.

Bonus Payments

The university is required to report on the gender pay gap as it relates to bonus payments and is reported in the table below

Table 6 Gender Pay Gap Bonus Mean GPG

| Measure | 2023 | 2024 |
|-------------------------|------|--------|
| Bonus Mean GPG | 5.5% | -27.1% |
| % F in receipt of Bonus | 3.6% | 5.0% |
| % M in receipt of Bonus | 3.8% | 5.4% |

Firstly, it is worth noting the number and size of bonuses paid within the University is very small, the data therefore isn't very meaningful within our context. The types of bonuses that qualify for inclusion within the data include merit awards, actual bonuses, long service awards etc. As can be seen in table 4, the proportion of male and female staff who received a bonus was very small, despite an increase since 2023. In terms of the 2024 bonus mean figure, this means the average bonus payment per female who was paid a bonus was 27% more than the equivalent for males (when converted to an hourly rate).

Athena Swan Charter Award

The University of Salford became the 100th signatory to the Advance HE's Athena SWAN Charter in 2012 and currently holds a bronze level award which recognises our gender equality efforts. Our membership of Advance HE provides access to the Athena Swan award scheme, which provides targeted frameworks and support for us to help transform gender equality at Salford. Our Gender Equity Group is co-chaired by our Chief Academic Services Officer & University Secretary and Chief People Officer and this group is currently preparing for our next University Athena Swan submission in November 2026.

Sex and Gender Identity

Although the terms sex and gender are often used interchangeably, they are distinct concepts and have in recent years become increasingly contentious and subject to scrutiny. The Office for Statistical Regulation provide an interpretation of these terms and Advance HE provide recommendations including a suggestion to include both a question on sex and gender in equality data monitoring allowing for recognition of a diverse range of gender identities ([OSR, 2024](#); [Advance HE, 2022](#)).

A recent review of the University's Equity, Diversity, and Inclusion Governance and Operating Framework outlined several recommendations including to ensure the collection of data about staff and student identity characteristics is inclusive and legally compliant, aligning our approach with Advance HE's '[Guidance on the Collection of Diversity Monitoring Data 2024](#)' by **April 2025**. These recommendations will be considered

5.2 Ethnicity

Although we are not legally required to publish this data, it was felt important to do so to ensure that approaches to equal pay were considered beyond gender and also in anticipation of new legislation. In terms of ethnicity the data includes those colleagues who have declared their ethnicity and compares the pay of colleagues from minoritised ethnic backgrounds and white colleagues.

Table 7 Mean Pay Gap Minoritised Ethnic

| Mean Pay Gap | 2023 | 2024 |
|--------------------|------|------|
| Minoritised Ethnic | 9.1% | 8.1% |

In terms of the ethnicity pay gaps, we have seen some reduction since last year, though we would want to see further reductions over time as the work through our EDI SoA and Race Equality Charter action plan have further impact.

5.3 Disability

Table 8 Mean Pay Gap Declared Disability

| Mean Pay Gap | 2023 | 2024 |
|---------------------|-------|-------|
| Declared Disability | 10.6% | 12.6% |

The pay gap for declared disability has increased in 2024. There is a limitation to the data in that disability declaration rate is likely to underrepresent the actual number of colleagues with a disability. The increase in the disability pay gap is due to the University employing a greater number of disabled declared colleagues than have left, thereby increasing the number of qualifying colleagues. There is some age intersectionality from new recruits and more have been recruited in jobs below the Median for the organisation, which is in Grade 7 SCP 36.

What we are doing?

The EDI SoA was launched in July 2023 and sets out the specific advances in equity that the university would like to see by 2028. Through a detailed review of our data and institution-wide involvement of colleagues and students four broad themes were identified that would

be focused on:- i. Student experience and success- Narrowing or eliminating the differences between different groups of students in their experiences and success. ii. Colleague outcomes -Diversifying colleague representation across all grades in the workforce. iii. Culture- Enhancing inclusive culture and belonging for students and colleagues. iv. Research Diversifying the research workforce and environment

Each of the above themes has a number of SMART goals (as identified by the data colleague and student feedback) that need to be achieved. These include explicit goals relating to gender, ethnicity and disability:- The goals within the EDI SoA are driven by both the EDI governance framework and more locally through the School and professional service EDI Action Plans (monitored through the Equity Assurance Committee). Each school has a dedicated EDI lead who sits on the SLT in each School and regularly reports on progress within the school. Additionally, each School has a number of EDI advocates/ champions who support the work of the EDI lead and also have allocated time for this work. All professional service areas also have EDI leads and champions. At institutional and local level a theory of change approach is being undertaken to evaluate impact and drive changes. Specifically relevant goals include:

- Gender colleague profile at each grade at and above grade 8 is reflective of the overall gender colleague profile of the University
- To increase the representation of female Professors
- To increase the profile of minoritised ethnic colleagues to 24% across all grades and areas by 2028.
- To increase the declaration rate from disabled colleagues

Key actions that we have taken in relation to the above include

- End to end review and implementation of recommendations of our recruitment and selection processes to increase fairness and equity in the process

- Development of specific actions as part of our Race Equality Charter bronze award to increase representation and development of minoritised ethnic colleagues across all areas.
- Continued support for the Aurora programme (Women into Leadership)
- Implementation of new process for the promotion to Professor and Reader, including new independent panel.
- Implementation of a new HR system which will provide the opportunity to increase colleague declaration rates and provide enhanced data to better track colleague profiles

We will continue to review and monitor progress against these actions through our EDI Governance and Operating Framework.