



University of
Staffordshire

THE ETHNICITY PAY GAP

Report 2025

THE ETHNICITY PAY GAP

At University of Staffordshire, we believe that achieving race equality across our organisation is not only the right thing to do, but also fundamental to the success of our people and our institution.

Since April 2018, the Government has required employers with 250 or more staff to publish their Gender Pay Gap data, and it is likely that similar requirements will eventually extend to other protected characteristics.

Being fair and inclusive is one of our core values. Although ethnicity pay gap reporting is not currently mandatory, we consider it essential to capture and publish this information. Doing so allows us to identify any disparities and understand where further focus is required.

What is the Ethnicity Pay Gap?

The ethnicity pay gap shows the difference in average pay between ethnic minority staff and white staff within an organisation.

- A gap above zero indicates that, on average, white staff earn more.
- A gap below zero indicates that, on average, ethnic minority staff earn more.

Our Ethnicity Pay Gap

We calculate the ethnicity pay gap using two measures: the mean and median.

Mean Ethnicity Pay Gap

The mean is calculated by adding all salaries together and dividing by the number of employees. We then compare the mean pay for ethnic minority staff with that of white staff.

2024–2025 Mean Pay Gap: 1.17% (in favour of white staff)

This is slightly lower than the 1.21% reported in 2024.

Our gap remains significantly lower than the UK-wide ethnicity pay gap of 25.8% reported by Gov.uk in 2022–23.

Median Ethnicity Pay Gap

The median is the middle value when all salaries are listed in numerical order.

2025 Median Pay Gap: 0%

This is consistent with the 0% reported in 2024.

This is considerably lower than the UK-wide median ethnicity pay gap of 34.8% reported in 2021.

What Does Our Data Tell Us?

Our ethnicity pay gap is 1.17% in favour of White British Staff. This is partly due to a growing proportion of ethnic minority staff occupying roles in lower pay bands.

We currently employ 15.03% ethnic minority staff, slightly lower than the sector average of 16.6%. However, we have made sustained progress:

Ethnic Minority staff employed since 2021–2025

- 8.89% in 2021
- 10.71% in 2022
- 13.05% in 2023
- 13.61% in 2024
- 14.46% in 2025



While increased representation is positive, it also highlights a small concentration of ethnic minority staff in lower-paid roles. We recognise that organisational changes, such as service remodelling or mergers, can also temporarily affect pay gaps.

To address this, we must understand the root causes of disparities. This includes strengthening the use of Equality Impact Assessments to help identify, explain, and act on any inequalities as part of our broader equality commitments.

(See Appendix 1 for further analysis.)

What Are We Doing to Address the Ethnicity Pay Gap?

In 2023, the University restructured its Academic Schools, and in 2024/25 introduced the Target Operating Model (TOM) to realign Professional Services. EDI principles were built into every stage of these changes to ensure fairness and inclusivity. While restructuring can create short-term variation in workforce data, the overall direction is positive, supported by more inclusive recruitment, clearer progression routes, and better data quality.

Job roles and pay grades within the University

The University remains committed to reducing pay gaps by strengthening an inclusive culture and fairer career

structures. Through the TOM, TED, and wider inclusion initiatives, we are embedding transparent role design, improving progression opportunities, and creating a workplace where all staff feel supported. This ongoing work will continue to drive long-term fairness and measurable progress. Staffordshire University is fully compliant with equal pay legislation and remains committed to improving representation and equity across our workforce.

1. Setting Targets

Accountability is essential to demonstrating that diversity is a genuine organisational priority. We have therefore set the following targets:

- Achieve a staff demographic profile that reflects the regional population, with 17% of staff from ethnic minorities by 2026/27.
- Introduce ethnic minority staff recruitment targets across Schools and Services, aligned with workforce planning.

2. Using Data Effectively

Closing the ethnicity pay gap must be evidence-based. Research from Delivering Diversity shows that leaders want better data to support progress on race equality. We will therefore:

- Continue to deliver on our Data Integrity Project, including

reviewing staff profile categories to ensure our data is inclusive, accurate, and reflective of diverse needs.

- Promote regular campaigns encouraging staff to declare their ethnicity, helping reduce data gaps.
- Undertake ongoing data analysis linked to our work towards the Race Equality Charter, enabling deeper insights to inform future action.

3. Focusing on Leadership

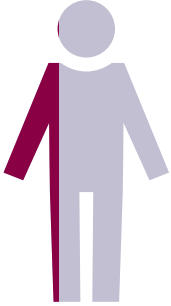
Leaders play a crucial role in openly supporting and championing diversity. To support this:

- We regularly share and discuss staff profile data with senior leadership teams, helping them track progress and develop SMART action plans aligned with Race Equality Charter principles.
- We have launched Inclusive Recruitment, Selection, Progression and Retention training for all recruiting managers. This supports inclusive advertising, recruitment, and selection processes designed to attract diverse candidates from the broadest possible pool.

We remain fully committed to increasing representation of ethnic minority staff at all levels, across all job roles and pay grades within the University.

APPENDIX 1

Ethnicity



BAME
14.46% / 227





**Unknown/
information refused**
2.74% / 43






White
82.80% / 1300

University of Staffordshire – Mean and Median pay gap figures per ethnicity profile group

	Mean						Median					
	2021	2022	2023	2024	2025	Change	2021	2022	2023	2024	2025	Change
 BAME	£19.56	£19.65	£20.95	£21.05	£22.02	+£0.97	£18.04	£18.31	£18.83	£19.23	£19.83	+£0.60
 White	£19.30	£19.39	£20.56	£21.30	£22.28	+£0.98	£17.52	£17.78	£18.83	£19.23	£19.83	+£0.60
Pay Gap	-1.34%	-1.35%	-1.91%	1.21%	1.17%	-0.04%	-3.0%	-2.9%	0%	0%	0%	0%

University of Staffordshire – Pay Quartiles figures per ethnicity profile group

	Q1		Q2		Q3		Q4		Total Count	Total %
	Count	%	Count	%	Count	%	Count	%		
 BAME	45	11.45%	64	16.33%	68	17.30%	50	12.76%	227	14.46%
 White	341	86.77%	315	80.36%	314	79.90%	330	84.18%	1300	82.80%
 Unknown/ information refused	7	1.78%	13	3.32%	11	2.80%	12	3.06%	43	2.74%
Total	393	100.00%	392	100.00%	393	100.00%	392	100.00%	1570	100.00%

2021 – 2024 Pay Gap Comparison

Year	Ethnicity	
	Mean	Medium
2021	-1.30%	-3%
2022	-1.35%	-2.89%
2023	-1.91%	0%
2024	1.21%	0%
2025	1.17%	0%



University of
Staffordshire

3RD IN THE UK FOR CAREER PROSPECTS

Whatuni Student Choice Awards 2025

2ND FOR SOCIAL INCLUSION

The Times and The Sunday Times Good
University Guide 2026

TOP 5 FOR FIRST GEN STUDENTS

The Mail University guide 2026

1ST IN THE UK FOR GAMES EDUCATION

Rookies Games Design and Development
2023, 2025

TIGA Best Games Institution 2024, 2025

68% OF RESEARCH IS "INTERNATIONALLY EXCELLENT" OR "WORLD LEADING"

Research Excellence Framework 2021