



University of
Staffordshire



THE GENDER PAY GAP

Report 2025

THE GENDER PAY GAP

At the University of Staffordshire, we believe that achieving gender balance is essential to the success of our staff and the wider University community. Our commitment to fairness and inclusion underpins everything we do, and we continue to work proactively to understand and reduce gender related disparities across our workforce.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with more than 250 employees are required to publish annual gender pay gap information. This includes the mean and median gender pay gap, bonus gaps, and the gender distribution across salary quartiles.

Anticipating future requirements, we also publish Ethnicity, Disability and Sexuality Pay Gap reports to support broader equality ambitions.

What is the gender pay gap?

The gender pay gap shows the difference in average hourly pay between men and women across the whole organisation:

- A figure above zero indicates that men earn more on average.
- A figure below zero indicates that women earn more on average.

It is separate from Equal Pay, which concerns paying men and women equally for the same or equivalent work. We are confident in our equal pay position:

- We introduced a factor-based job evaluation scheme in 2006.
- We have carried out regular equal pay audits with UNISON and UCU since 2008.

Our Gender Pay Gap Results (2025) Appendix 1

Mean Gender Pay Gap

Our mean gender pay gap for 2025 is: → 7.14%

This is an improvement from 8.08% in 2024.

How we compare externally

- Higher Education Sector (Mean): 13.0% – HEPI, 2024
- UK All Employees (Median): 12.8% – ONS, 2025 (provisional)

This means our mean pay gap is significantly lower than both the national workforce and the higher education sector.

Median Gender Pay Gap

Our median gender pay gap for 2025 is: → 0.87%

How we compare externally

- 11.9% – Higher Education (HE) sector (HEPI, 2024)
- 12.8% – United Kingdom (UK) all employees (ONS, 2025)

This means our median pay gap is significantly lower than both the national workforce and the higher education sector.

What Does Our Data Tell Us?

Our analysis shows that our gender pay gap is mainly due to the distribution of women and men across different grades, not unequal pay for equal work.

Key findings include:

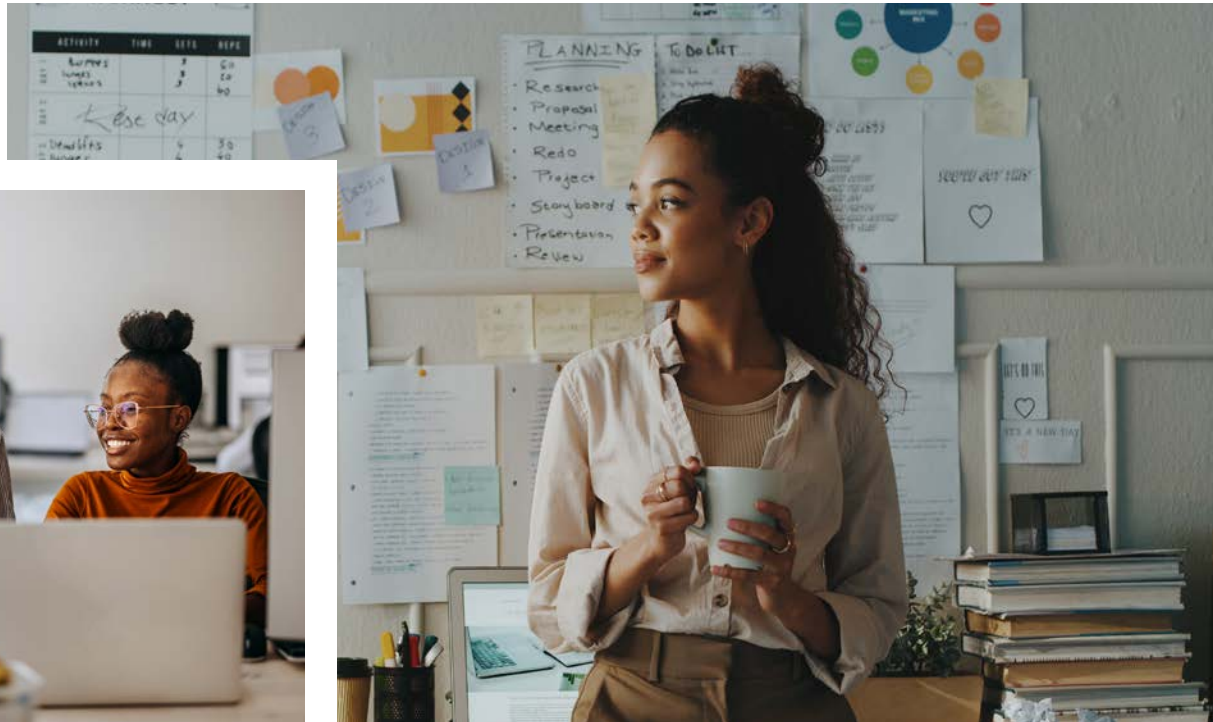
- Women are more represented in lower-graded roles, a pattern mirrored across HE and the UK labour market.
- Pay within each grade remains equitable due to job evaluation and regular equal pay audits.
- Organisational change (e.g., restructures or service remodelling) can temporarily affect gender representation within grades and therefore influence the pay gap.
- Equality Impact Assessments (EIAs) support us to identify and address disparities.

Gender Pay Gap by Age (Internal Analysis) Appendix 2

We examined the relationship between age and average hourly pay for men and women. The data shows a clear trend:

The gender pay gap widens from age 45 onwards.

Average hourly pay by age group (selected examples):



This mirrors national ONS findings, which show the largest gender pay gaps among employees aged 50–59 (12.5%) and 60+ (12.6%).

What Causes the Gender 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.

The factors contributing to our gender pay gap are consistent with broader sector and national challenges:

1. Caring responsibilities

Women continue to undertake a larger share of unpaid caregiving, resulting in more part-time roles and fewer opportunities for progression.

Carers UK (2023) reports that women make up over 60% of unpaid carers and that over 2 million women have left paid employment entirely due to caring duties.

2. Gender-segmented occupations

Occupational gender segregation continues to influence the structure of our workforce, as it does across the UK and the Higher Education sector.

Women remain disproportionately represented in administrative, clerical, and caring roles, while men dominate technical, operational, estates, IT, security, and trade positions (ONS, 2024). Advance HE and UCEA also report persistent gender imbalances, particularly in technical and trade occupations and these contribute to differences in hourly pay, progression pathways and limited access to senior roles.

3. Part-time working and career progression

Women are more likely to work part-time, and part-time roles tend to have lower hourly pay and fewer progression opportunities compared to full-time workers (ONS, 2024)

4. Career breaks

Career breaks, particularly those relating to maternity and caring responsibilities, have a long-term impact on women's pay and progression.

Institute for Fiscal Studies shows that women experience a sustained pay penalty after having children, with earnings gaps widening significantly following time out of the labour market (IFS, 2018). The Government Equalities

Office (2019) also identifies maternity-related career breaks as a major factor in the widening gender pay gap for women aged over 40.

5. Menopause

There are an estimated 4.5 million women aged 50–64 in the UK workforce, and menopause symptoms have a substantial impact on workplace participation. Research by the Fawcett Society (2022) found that one in ten women leave work due to menopause symptoms and three in five say their symptoms negatively affect them at work. These impacts influence career progression, retention and representation in senior roles, and therefore contribute to the gender pay gap.

6. Low turnover in HE

The Higher Education sector is characterised by significantly lower staff turnover than the wider UK labour market.

According to workforce data from the Universities and Colleges Employers Association (UCEA), annual turnover in universities typically ranges between 8–10%, compared with 14–16% nationally. This low-churn environment restricts the pace at which gender representation can shift through recruitment, contributing to slower structural change across the sector. (UCEA, 2023)



What are we doing to close our gender pay gap?

University of Staffordshire can evidence compliance with equal pay for work of equal value and we remain committed to reducing our gender pay gap and ultimately achieving pay neutrality. Our actions include:

Building an Inclusive Culture

Delivering the Staff Makes Staff culture programme that address the diverse needs of staff with continued embedding of the People Strategy on inclusion, including:

- Implementation of equality targets
- Professional development through the Values and Behaviours Framework
- Career progression via the YOURCareer@Staffs programme

Inclusive Recruitment and Progression

- Promotion of conscious inclusive thinking and behaviours to key staff
- Ensuring job adverts and role requirements are gender neutral
- Encouraging applications from the broadest range of candidates

Training for recruitment staff on:

- Inclusive recruitment, selection, and retention methods
- Avoiding stereotypes and bias during appointments
- Tackling gender imbalance in promotions

Championing the Aurora women's personal and professional development programme to support:

- Career and role development for women
- Progression in underrepresented roles and specialist areas within the University

Data-Driven Action

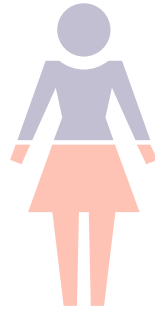
Ongoing data analysis to gain deeper insight into gender pay gap patterns, linked to:

- Athena SWAN Charter
- Race Equality Charter
- Stonewall Workplace Equality Index
- Ensuring policies support part-time and flexible working, where appropriate
- Fostering an inclusive culture that understands and supports staff with caring responsibilities
- Delivering guidance on the Menopause Policy, ensuring:
- Managers and colleagues understand how to support individuals
- Staff experiencing menopause are treated fairly in the workplace

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.

APPENDIX 1

University of Staffordshire – Staff profile figures per gender profile group



Female
858 (54.65%)



Male
712 (45.35%)

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

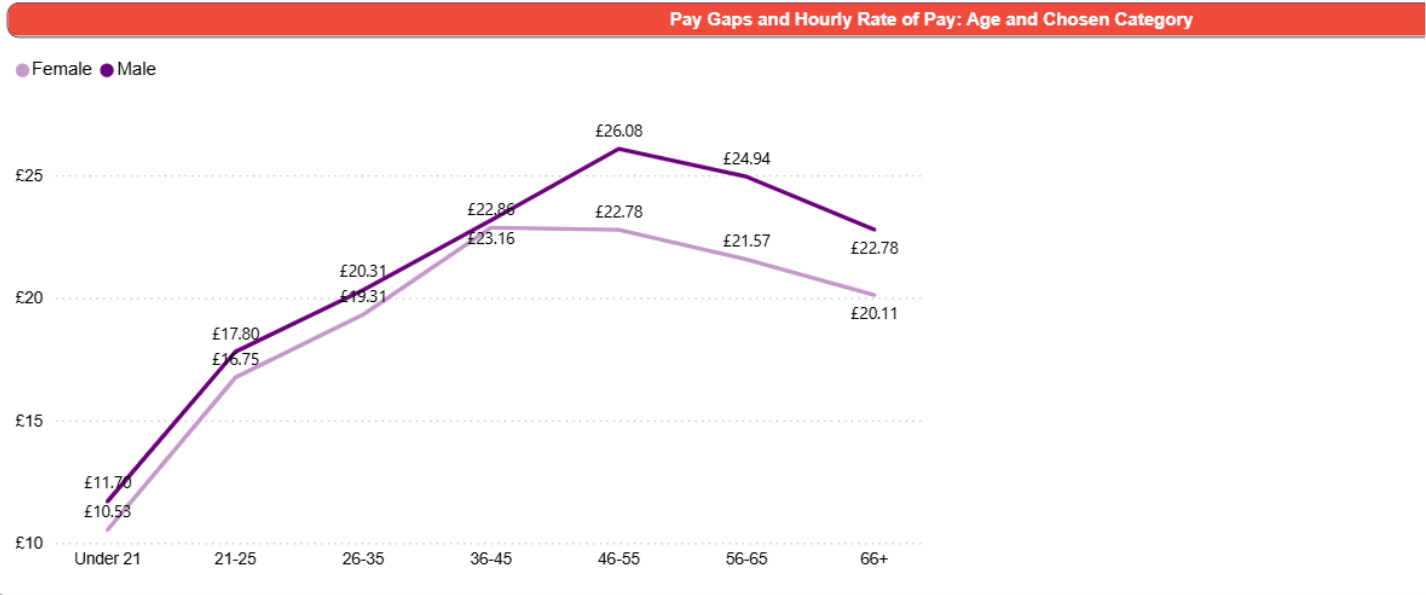
	Mean						Median					
	2021	2022	2023	2024	2025	Change	2021	2022	2023	2024	2025	Change
	£18.50	£18.78	£19.98	£20.48	£21.53	+£1.05	£17.52	£17.78	£18.83	£19.23	£19.83	+£0.60
	£20.40	£20.30	£21.50	£22.28	£23.18	+£0.90	£17.52	£17.78	£18.83	£19.23	£20.00	+£0.77
Pay Gap	9.0%	8.1%	7.08%	8.08%	7.14%	-0.94	0.0%	0.0%	0.0%	0.0%	0.87%	+0.87%

University of Staffordshire – Pay Quartiles figures per gender profile group

	Quartile 1		Quartile 2		Quartile 3		Quartile 4		Total Count	Total%
	Count	%	Count	%	Count	%	Count	%		
	245	62.34%	203	51.79%	215	54.71%	195	49.74%	858	54.65%
	148	37.66%	189	48.21%	178	45.29%	197	50.26%	712	45.35%
Total	393	100.00%	392	100.00%	393	100.00%	392	100.00%	1570	100.00%

APPENDIX 2

Intersectionality Pay Gap Data on Gender and Age



University of Staffordshire – Gender Pay Gap comparison with Higher Education and Whole economy

Year	The Gender Pay Gap
2020–2021	9%
2021–2022	8.10%
2022–2023	7.08%
2023–2024	8.08%
2024–2025	7.14%
Higher education 2023–2024	13.0%
Whole economy 2021–2022	12.8%





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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