



University of
Staffordshire



THE SEXUALITY PAY GAP

Report 2025

THE SEXUALITY PAY GAP

At University of Staffordshire, we believe that achieving sexuality equality across the organisation is not only the right thing to do, but it also enables people and our university to be more successful.

The Government has required, since April 2018, employers with 250 staff or more to publicise their Gender Pay Gap information. It is likely that this reporting will extend to other protected characteristics over time.

Being fair and inclusive is one of our core values, and although sexuality pay gap reporting is not mandatory, we believe that the need to capture and report on our sexuality pay gap data is important as this helps us understand where we may have disparities and where we need to focus.

What is the sexuality pay gap?

The sexuality pay gap shows the difference in the average hourly pay between LGBTQ+ and heterosexual staff in the organisation.

- A sexuality pay gap above zero shows that, on average, heterosexual staff earn more.
- A sexuality pay gap below zero shows that, on average, LGBTQ+ staff earn more.

What is our sexuality pay gap?

The 2024/25 Sexuality Pay Gap
The sexuality pay gap is calculated in two ways: mean and median.

Mean Sexuality Pay Gap

The mean sexuality pay gap is calculated by adding up all salaries for each group and dividing by the number of staff in that group. The difference between mean pay for LGBTQ+ staff and heterosexual staff is the mean sexuality pay gap.

- For 2024/25, the mean sexuality pay gap is -4.39%, showing that LGBTQ+ staff now earn slightly more on average than heterosexual staff.

This represents a continued positive shift from previous reporting.

Median Sexuality Pay Gap

The median sexuality pay gap is calculated by listing all hourly salaries in numerical order and comparing the midpoints for LGBTQ+ and heterosexual staff.

- For 2024/25, the median sexuality pay gap remains close to parity, consistent with previous years.

Improved Methodology (from 2025 onwards)

Between 2022 and 2024, the methodology used a broader formula that compared LGBTQ+ staff against the overall workforce.

From 2025 onwards, the methodology was refined to align with sector best practice, and we now compare:

- LGBTQ+ staff directly with heterosexual staff.

This provides a more accurate and meaningful measure of pay differences.



Our Sexuality Profile Data

In 2024/2025:

- 77.71% of staff identified as heterosexual
- 7.07% identified as LGBTQ+
- 15.22% preferred not to disclose

The number of LGBTQ+ staff who disclosed their sexuality has increased slightly from 7.02% reported in 2023/24 to 7.07% in 2025, and unknown/prefer not to say responses have fallen significantly from 18.6% reported in 2023/24 to 15.22% in 2025. (Appendix 1)

This improvement is attributed to the Data Integrity Project, which continues to strengthen the accuracy and completeness of staff data.

What does our sexuality pay gap data tell us?

Our data shows a changing picture:

- LGBTQ+ representation is strong, and disclosure rates continue to improve.
- The mean pay gap of -4.39% suggests positive movement in average pay levels for LGBTQ+ staff.

- Median pay remains close to parity, showing that the midpoint of pay across both groups is broadly equal.
- Continued increases in disclosure reduce uncertainty and strengthen our ability to understand staff experiences.
- Cultural and structural work—supported by our Target Operating Model (TOM), Team Engagement & Development (TED), and organisational inclusion programmes, has contributed to fairer role design, more transparent progression routes, and a more inclusive culture where LGBTQ+ staff feel supported.
- Younger staff (aged 25 and under) are more likely to disclose LGBTQ+ identities, reflecting wider national trends.
- Further analysis will assess whether this age distribution affects pay gaps, especially given early-career staff may start on lower grades.
- Improving data completeness through the Data Integrity Project, including reviewing categories to ensure our staff profile reflects the full breadth of sexual identities.
- Embedding our People Strategy approach to inclusion, incorporating equality targets, professional development, and the YOURCareer@Staffs programme.
- Strengthening our culture through the Staff make Staff improvement programme, ensuring staff feel safe and confident in sharing their sexuality.
- Continuing rollout of Consciously Inclusive Behaviours training, including LGBTQ+ allyship, with recorded sessions available to all teams.
- Delivering inclusive recruitment, selection, progression and retention training for all recruiting managers, supporting best practice in attracting and progressing LGBTQ+ applicants.

What are we doing to address the sexuality pay gap?

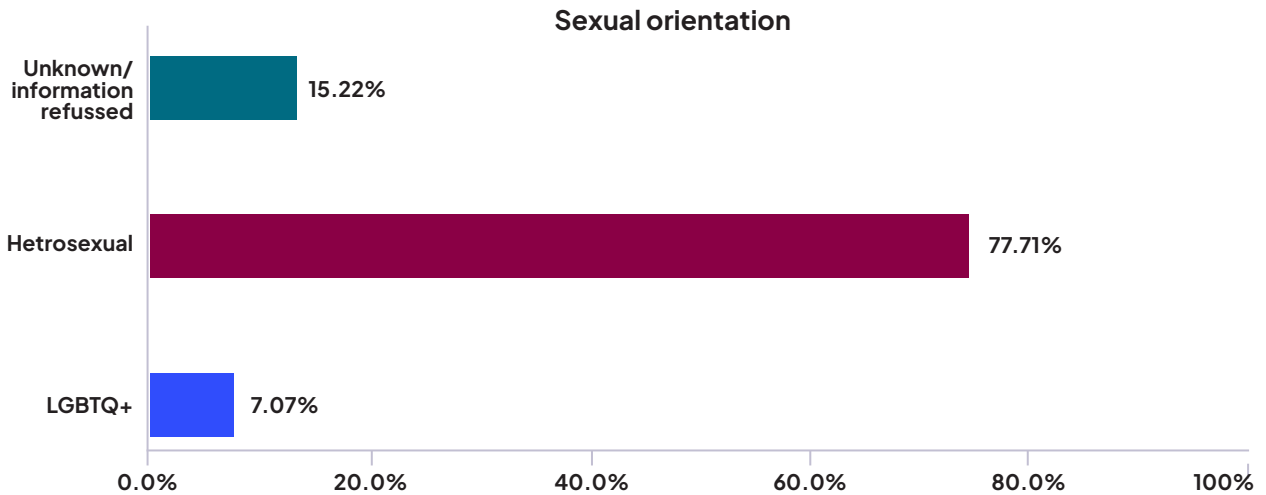
University of Staffordshire can evidence compliance with equal pay for work of equal value.

While the 2024/25 data show positive progress, we remain committed to:

Our equality work is further supported by cultural transformation under Target Operation Model and Team Engagement & Development, which has improved inclusivity, fairness in role design, and career progression opportunities for LGBTQ+ staff.

APPENDIX 1

University of Staffordshire – Staff profile figures per sexuality profile group



University of Staffordshire – pay gap quartile figures per Sexuality profile group

Sexuality Orientation	Quartile 1		Quartile 2		Quartile 3		Quartile 4		Total Count	Total%
	£	%	£	%	£	%	£	%		
Heterosexual	297	75.57%	300	76.53%	328	83.46%	295	75.26%	1220	77.71%
LGBTQ+	24	6.11%	38	9.69%	23	5.85%	26	6.63%	111	7.07%
Unknown/information refused	72	18.32%	54	13.78%	42	10.69%	71	18.11%	239	15.22%
Total	393	100.00%	392	100.00%	393	100.00%	392	100.00%	1570	100.00%

University of Staffordshire – Mean and Median pay gap figures

Year	Mean	Median
2024/25	-4.39%	0%





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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