

# Gender, Ethnicity and Disability Pay Gap Report 2024

## University of Portsmouth Gender Pay Gaps

The gender pay gap shows the difference between the average (mean and median) hourly earnings (excluding overtime) of men and women employed on 31<sup>st</sup> March 2024. It is expressed as a percentage of men's earnings.

A gender pay gap above zero indicates that men earn more than women. Complying with statutory calculations, we have identified our gender pay gap in the following ways:

- mean and median difference between hourly rates for men and women
- the proportions of men and women employees in each earnings quartile
- the mean and median difference between bonus pay for men and women
- the proportions of men and women who received bonus pay

## Mean and Median Gender Pay Gaps

The mean pay gap is the difference between men's and women's average hourly rate of pay, expressed as a percentage of the average hourly rate for men. Our mean gender pay gap is 13.7%, broadly consistent with the previous year (13.6%). This figure is lower than that recently published (February 2025) by the Universities and Colleges Employers' Association (UCEA)<sup>1</sup> for the Higher Education sector in England in 2023 (which stood at 14.2% for all institutions) but above that for Post-92 institutions (9.9%).

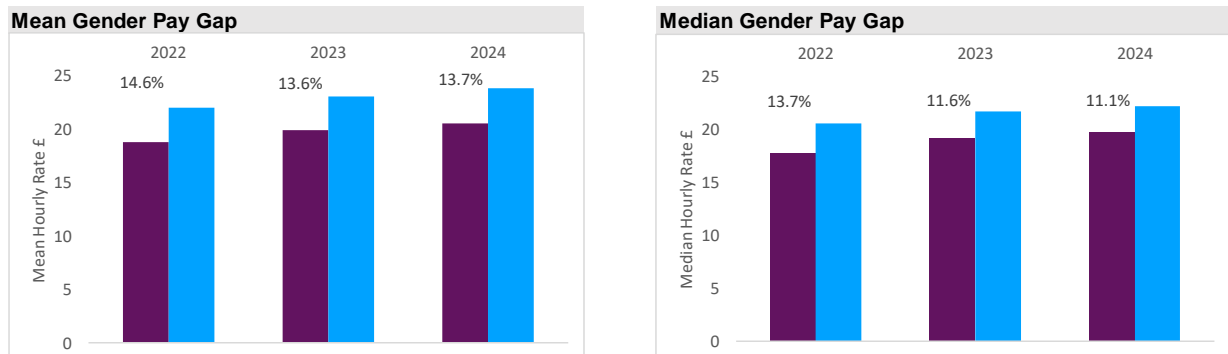
The median pay gap is the difference between the middle value of hourly rates of pay (when listed in numerical order) for men compared to that for women, expressed as a percentage of the median hourly rate of pay for men. Our median pay gap is 11.1%, slightly improved compared to the previous year (11.6%). The median gender pay gap figure is lower than both the broader UK economy for 2024 (13.1%)<sup>2</sup> and the Higher Education sector for 2023 (which stands at 12%)<sup>1</sup> but a little higher than that for Post-92 institutions (at 10.6%).

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<sup>1</sup> [UCEA Intersectional Pay Gaps in Higher Education, Published February 2025](#)

<sup>2</sup> [ONS 'Gender Pay Gap in the UK: 2024' \(Provisional Data\)](#)

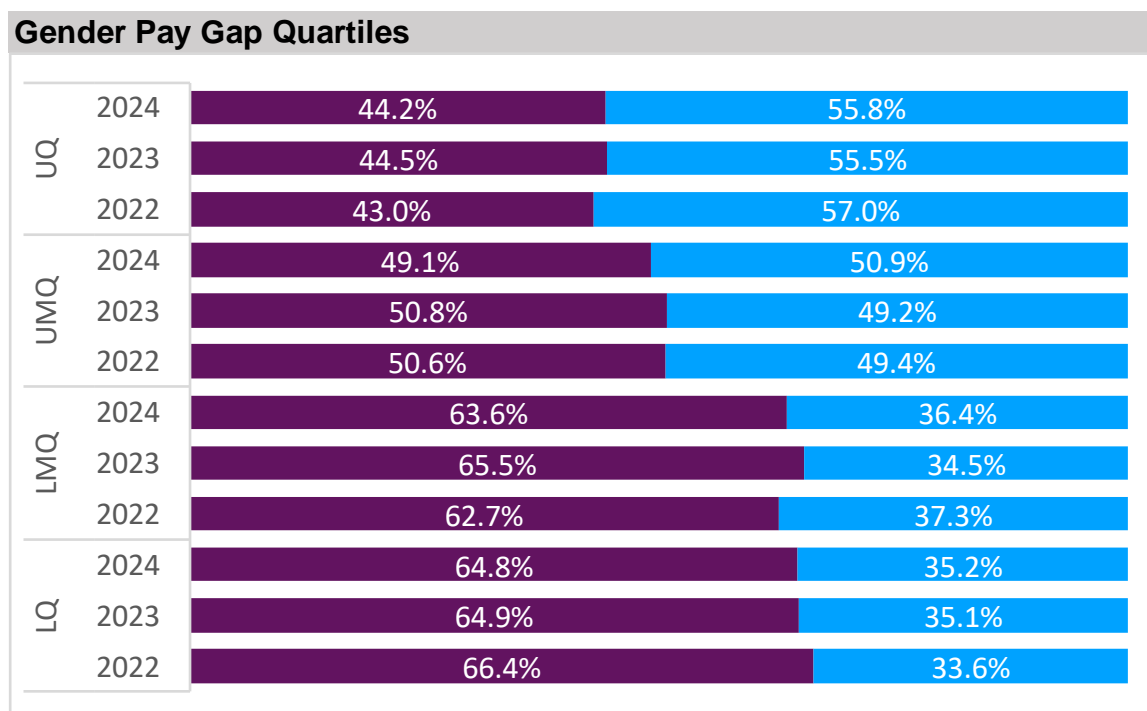
## Hourly Pay Gap between Women and Men



### The proportion of men and women in each pay quartile

The University has identified the percentage of women and men in each of our earnings quartiles by dividing the workforce into four equal parts.

### Distribution of Women and Men by quartile

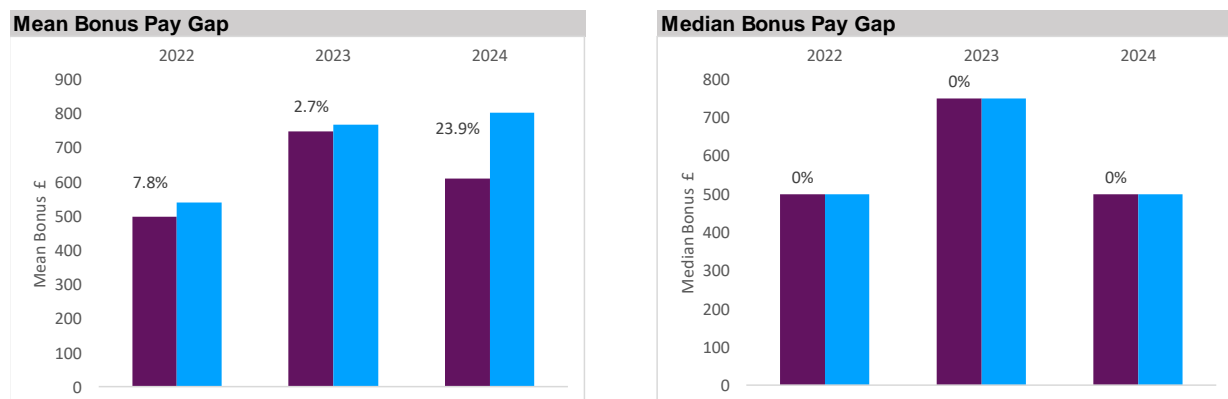


Women represent approximately 56% of our workforce; however, as is evident from the above chart, they are disproportionately over-represented within the lower and lower middle quartiles at 64.8% and 63.6%, respectively. Accordingly, women are disproportionately under-represented in the upper quartile (at just 44.2%), broadly consistent with data from the previous year. The upper middle quartile is more closely balanced and substantially unchanged from the last year, comprising 49.1% women and 50.9% men. This is consistent with the overall HE sector and across Post-92 institutions as a subset, which show a similar distribution across the pay quartiles<sup>1</sup>.

## Gender Bonus Gap

Bonuses are paid in the form of (a) Recognition Awards to individuals and teams who have made a significant contribution to our success together with (b) Recruitment Awards (1 awarded).

### Bonus Pay Gaps between Women and Men

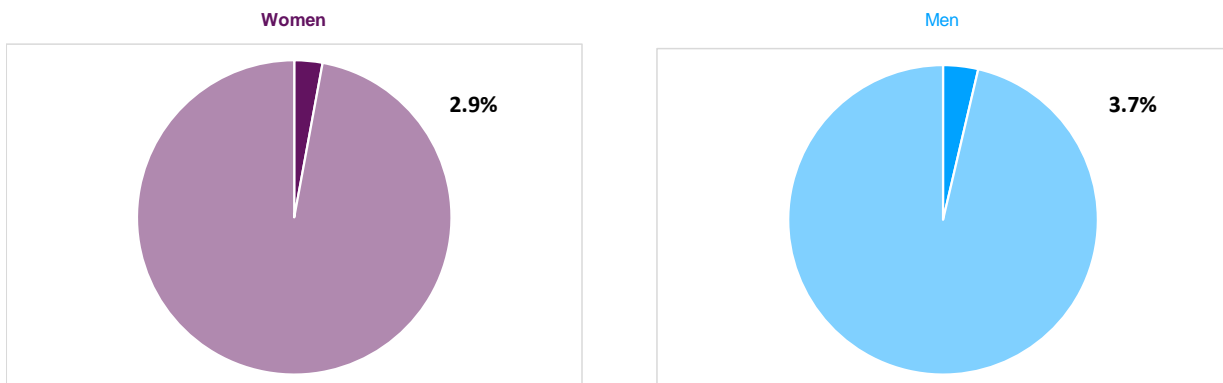


The mean bonus gender pay gap shows the difference between the average bonus pay received by men and women expressed as a percentage of the average bonus pay of men. The mean bonus pay received by women in the reporting period to March 2024 was £610.50. This compares to the mean bonus pay for men of £802.20 and reflects a mean gender bonus gap of 23.9%, a significant increase from 2023 (2.7%). This is higher than across the HE sector<sup>1</sup> where the bonus pay gap is 18.1%. Our median bonus gender pay gap has remained at 0%, consistent with previous years. Across the sector, the median bonus gap is 7.3%<sup>1</sup>. The number of bonuses awarded in the year to 31<sup>st</sup> March 2024 resulted in data skewed by the low number of awards made. Whilst an equal number of awards were made to men and women, a very small number of larger-than-typical awards distorts the mean bonus gap, with the median pay gap being a more accurate measure of the typical differences in bonus values awarded to men and women.

### The proportion of men and women colleagues receiving a bonus

The proportion of colleagues who received a bonus under the statutory definition was broadly consistent, irrespective of gender, with 2.9% of women and 3.7% of men receiving a bonus. Bonuses were more common across the sector in 2023, with 24% of employees receiving bonuses, with similar proportions of men and women receiving bonuses (24.5% of men and 24.1% of women)<sup>1</sup>.

#### Proportion Receiving a Bonus in 2024



### Why do we have a Gender Pay Gap?

Our Gender Pay Gaps are primarily caused by the somewhat skewed distribution of our workforce. There continues to be clear evidence of vertical and horizontal (occupational) workforce segregation. Women account for a disproportionately higher proportion of colleagues in lower grades and a disproportionately lower proportion than men in higher grades. Over 65% of colleagues in grades 1-4 are women, but only 43% of those in grades 9-12. This is particularly apparent in our academic roles in that, whilst over 44% of lecturers (and senior lecturers) are women, just 26% of professors are (34 of 131). This experience is consistent with the wider Higher Education sector, where data provided by the [Higher Education Statistics Agency \(HESA\)](#)<sup>3</sup> indicates that whilst women account for 51% of lecturers (and Senior Lecturers), they only account for 32% of professors.

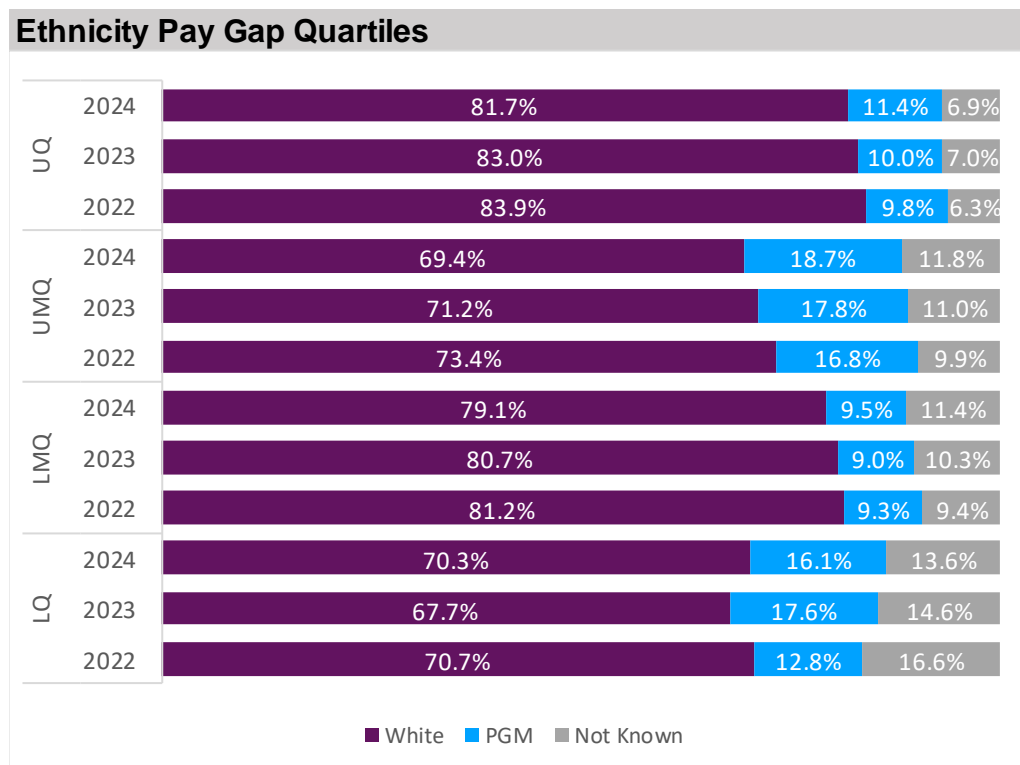
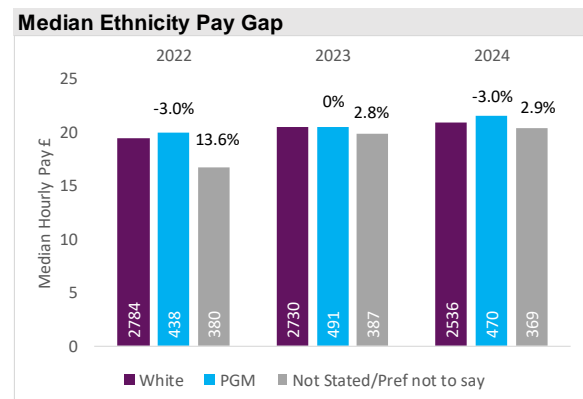
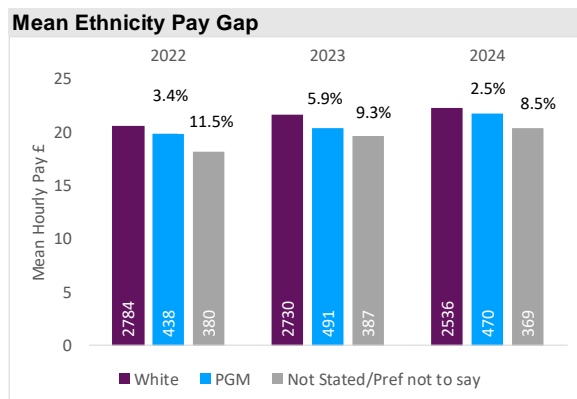
We also observe that women are over-represented amongst occupational groups, which tend to be concentrated in large numbers towards the lower end of our grading structure and in occupational groups such as Catering Assistants and Administrators (83% women and 88% women, respectively), where the career path progression routes are not as well defined as in other areas.

When pay gaps are assessed between men and women undertaking work rated as equivalent (within the same grade), pay gaps reduce to a little over 1%. We, therefore, conclude that our pay systems and structures are inherently fair and consistent, and addressing remaining gaps requires us to ensure that we are doing all we can to encourage the career development and progression of all colleagues and removing any perceived or actual barriers that are preventing women, from achieving all that they are capable of. At the most senior level, whilst the gender representation of our University Executive Board is 76.9% male, the mean gender pay gap for this group stands at 4.8%, which is appreciably lower than for the University as a whole.

<sup>3</sup> [HESA - Higher Education Staff Statistics: UK, 2023/24](#)

## University of Portsmouth Ethnicity Pay Gaps

The Ethnicity Pay Gap measures the difference between the average hourly pay of employees identifying as People of Global Majority (PGM) and those identifying as White across the whole organisation, using the same methodology used to calculate Gender Pay Gaps. *[note: a pay gap above zero would indicate that white colleagues earn more, on average, than PGM colleagues].*

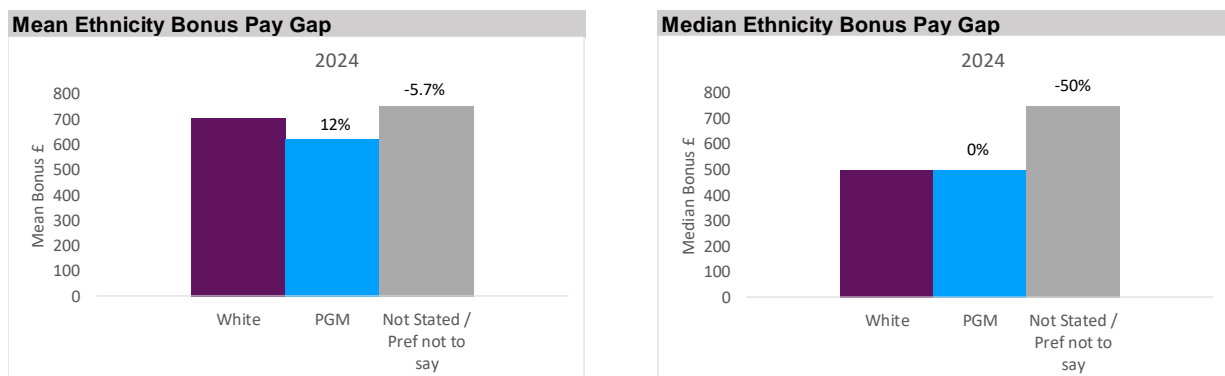


This is the second year we have published our Ethnicity Pay Gaps, which we do voluntarily and in the interests of openness and transparency in our pay structures.

Our mean Ethnicity Pay Gap stands at 2.5%, a decrease of 3.4 percentage points compared to last year (5.9%), appreciably below the mean for the HE sector overall at 6.4%, and for Post 92 institutions, specifically, which stands at 3.5%. The median is -3% (0% last year) compared with

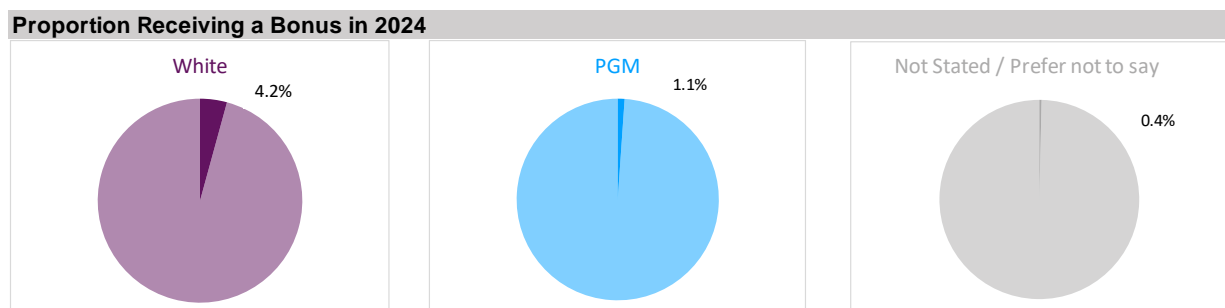
4.0% for the sector (and 0.5% for Post 92 institutions)<sup>1</sup>. In all cases, Ethnicity Pay Gaps are significantly below those between genders. At the data snapshot point, there were 369 colleagues whose ethnicity was not disclosed, and we would like to see declaration rates improve. There is a broadly equal spread of PGM colleagues throughout the pay structure, as indicated by the quartile distribution. Those not disclosing ethnicity data are more likely to be found in the lower half of the pay distribution (and are therefore concentrated in lower grades).

## Ethnicity Bonus Gap



This is the first year we have calculated bonus gaps for ethnicity, and this will provide the starting point for year-on-year comparisons from the next data snapshot point. The mean bonus pay received by colleagues identifying as white in the reporting period to March 2024 was £709.80. This compares to the mean bonus pay for colleagues identifying as PGM of £625 and reflects a mean ethnicity bonus gap of 12%, lower than the mean gender bonus gap. The mean bonus pay for colleagues who did not declare an ethnicity was £750, representing a mean bonus ethnicity gap of -5.7%. However, as noted for the gender bonus gap, the low number of colleagues receiving a bonus in the reference period appreciably skews the data and makes meaningful analysis impossible.

## The proportion of ethnic groupings receiving a bonus

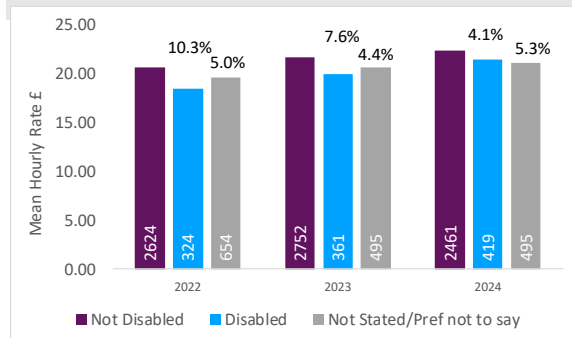


The low number of colleagues receiving a bonus is reflected across the ethnic groupings.

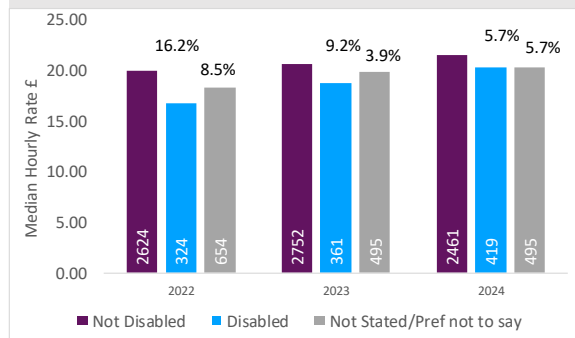
## University of Portsmouth Disability Pay Gaps

The Disability Pay Gap is a measure of the difference between the average hourly pay of staff identifying as having and not having a disability across the whole organisation, using the same methodology as that used to calculate Gender Pay Gaps. *[note: a pay gap above zero would indicate that non-disabled colleagues earn more, on average, than colleagues with disabilities].*

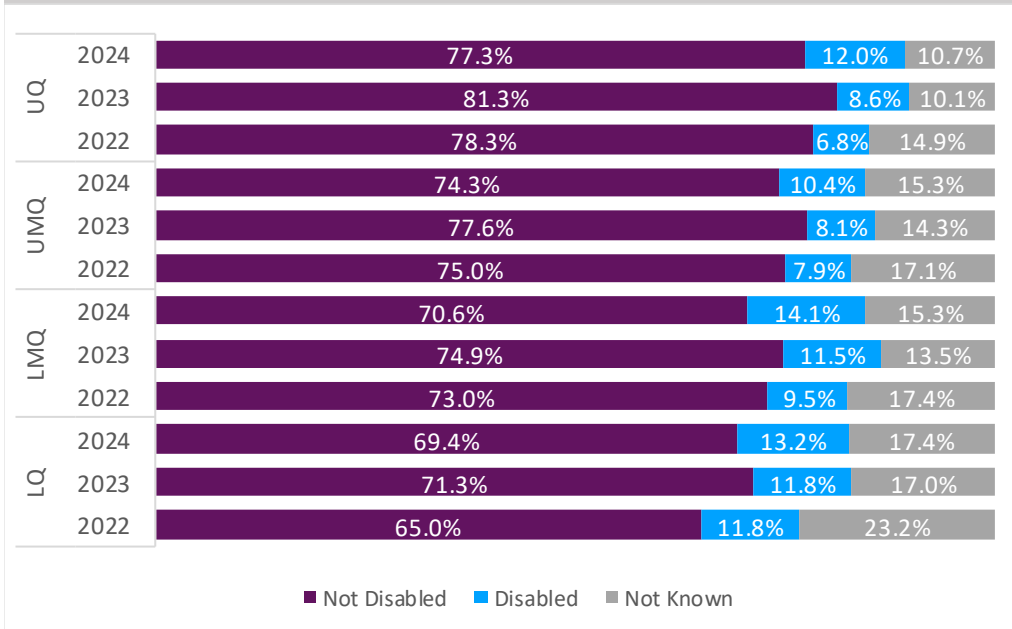
**Mean Disability Pay Gap**



**Median Disability Pay Gap**



**Disability Pay Gap Quartiles**

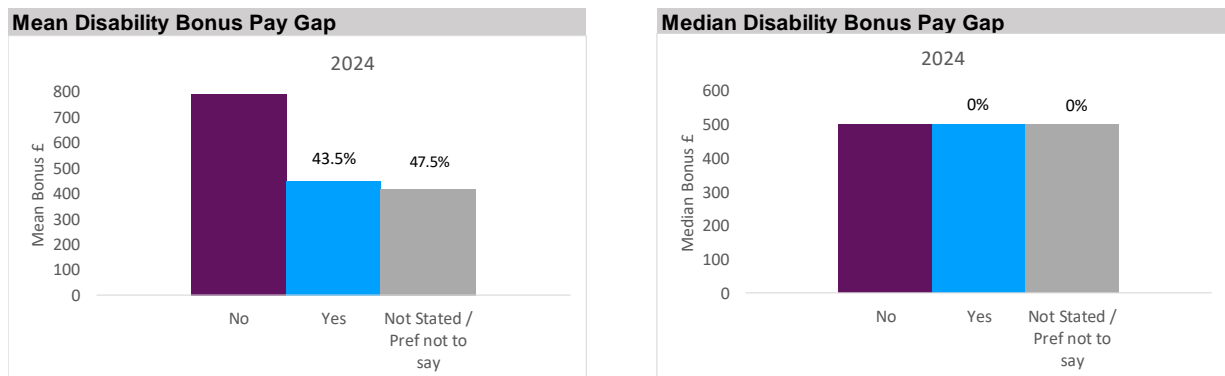


This is the first year we have published our Disability Pay Gaps; we do so voluntarily and in the interests of openness and transparency in our pay structures.

Our mean Disability Pay Gap stands at 4.1%, a decrease of 3.5 percentage points compared to last year (7.6%), below the mean for the HE sector of 7.9%. The median is -3% (0% last year) compared with 5.9% for the sector<sup>1</sup> and 12.7% in the broader economy. In all cases, Disability Pay Gaps are significantly below those between genders. It is clear from the quartile distribution that colleagues

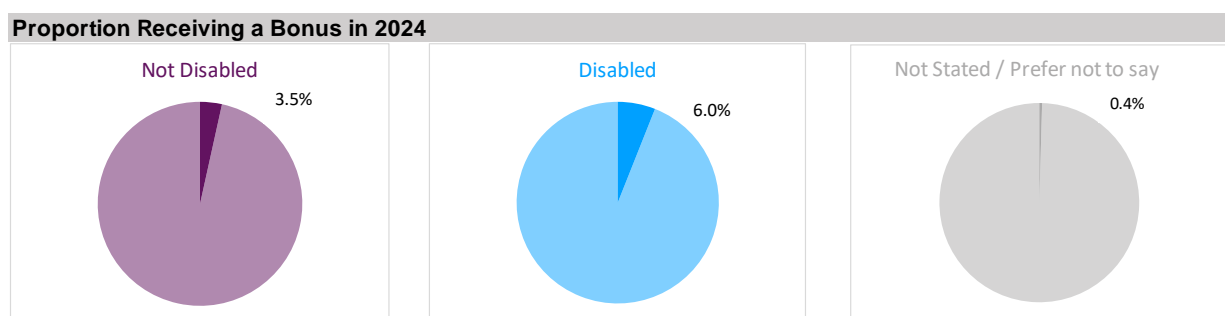
identifying as disabled are more likely to be found in the lower half of the pay distribution (and therefore grades) as, in common with those not disclosing ethnicity data, are those not disclosing the information.

## Disability Bonus Gap



Those colleagues with a disability received a mean bonus pay of £448 compared to £793 for non-disabled colleagues, resulting in a disability bonus pay gap of 43.5%. For those colleagues who have not declared whether they have a disability, the mean bonus pay was £417, giving a mean bonus pay gap of 47.5%. At the median, the bonus gap is 0%, with all groups receiving a median bonus of £500. Whilst these gaps are significant, as noted above for gender and ethnicity, the low number of bonuses awarded makes meaningful analysis impossible.

## The proportion of ethnic groupings receiving a bonus



The low number of colleagues receiving a bonus is reflected across the disability groupings.

## How we're addressing the pay gaps

Equality, Diversity and inclusion are integral to our [Strategy](#). We are committed to delivering against the ambitions it expresses and evolving our equality action plan as part of our Equality, Diversity and Inclusion Framework. We have been a member of the [Athena Swan](#) gender equality charter since 2011 and hold an Athena Swan Silver Award.



We are a diverse, multicultural and international community. Our commitment is not limited to meeting the minimum legal requirements of equalities legislation; we are committed to working inclusively and developing a workforce that reflects our student community, the City of Portsmouth, and the region's diversity. We are determined to identify and remove any potential biases and ensure that we nurture a connected, inclusive community where our students and people thrive together in a culture that respects, values and maximises the potential of all our people, students and partners. We will:

1. Continue to seek to understand the reasons for our pay gaps through the University Athena Swan Self-assessment team and other vehicles and act to address those root causes.
2. Work to mature our inclusive hiring practices and diverse interview panels. We will continue to involve student 'People of a Global Majority (PGM) Ambassadors' and staff networks in recruiting for senior roles and ensure our inclusive practices are applied consistently for all roles.
3. Develop our supportive career development and other programmes aimed at female, ethnically diverse and underrepresented candidates to be more impactful at interviews and achieve the progression their talent and potential deserve.
4. Monitor pay on appointment and promotion by gender, ethnicity, and other protected characteristics to establish any differences in the salaries awarded and ensure these are appropriately challenged.
5. Review our Job Evaluation and grading processes to ensure that these are robust, reflect best practices, and support fair and consistent role grading decisions.

Whilst our gender pay gaps are broadly in line and well positioned relative to most sector norms and the broader UK economy, and our ethnicity and disability pay gaps are appreciably lower than comparators, we are not complacent. Much work remains to be done to understand why the pay gaps exist and what specific actions will likely significantly impact our ability to close them. Inevitably, progress will take time, but we remain committed to reducing and eliminating these gaps.

## Compliance Statement

To comply with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we must publish gender pay gap information by 30<sup>th</sup> March annually for all staff employed on 31 March of the preceding year. The data published in this report is accurate and satisfies the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data identifying both Ethnicity and Disability Pay Gaps (EPG & DPG) has also been reported purely voluntarily.

Professor Graham Galbraith CBE  
Vice Chancellor  
University of Portsmouth