

University of Portsmouth

Gender, Ethnicity and Disability Pay Gap Report 2025

University of Portsmouth Gender Pay Gaps

The Gender Pay Gap (GPG) shows the difference between the average hourly earnings (excluding overtime) of men and women employed on 31st March 2025. It is expressed as a percentage of men's earnings.

A Gender Pay Gap above zero indicates that, on average, men earn more than women, and one below zero indicates, conversely, that women, on average, earn more than men. To comply with statutory reporting requirements, we present the following:

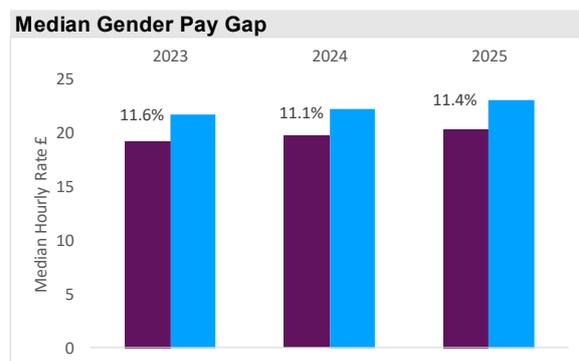
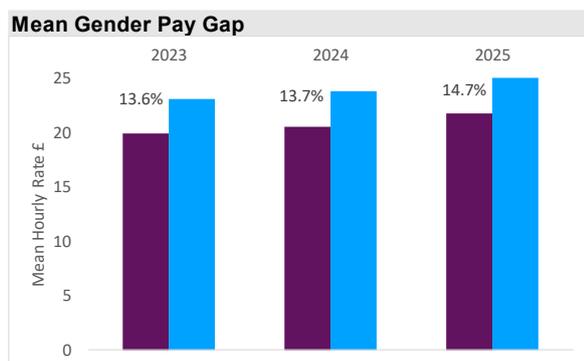
1. The mean difference between hourly rates for men and women.
2. The median difference between hourly rates for men and women.
3. The proportion of men and of women in each earnings quartile.
4. The mean difference between bonus pay for men and women.
5. The median difference between bonus pay for men and women.
6. The proportion of men and of women who received bonus pay.

Mean and Median Gender Pay Gaps

Our mean Gender Pay Gap as at 31st March 2025 stood at 14.7%, slightly higher than the previous year (13.7%). This figure is also a little higher than the latest figures available (March 2024) for the Higher Education sector in England, which stood at 13.6% for all institutions (as published in December 2025 by the Universities and Colleges Employers' Association (UCEA)¹).

Our median pay gap as of 31st March 2025 stood at 11.4%, a slight increase compared to the previous year (11.1%). This is lower than that of the broader UK economy (12.8%)^{Error! Bookmark not defined.} and broadly in line with the wider Higher Education sector (11.5%)^{Error! Bookmark not defined.}

Hourly Pay Gap between **Women** and **Men**



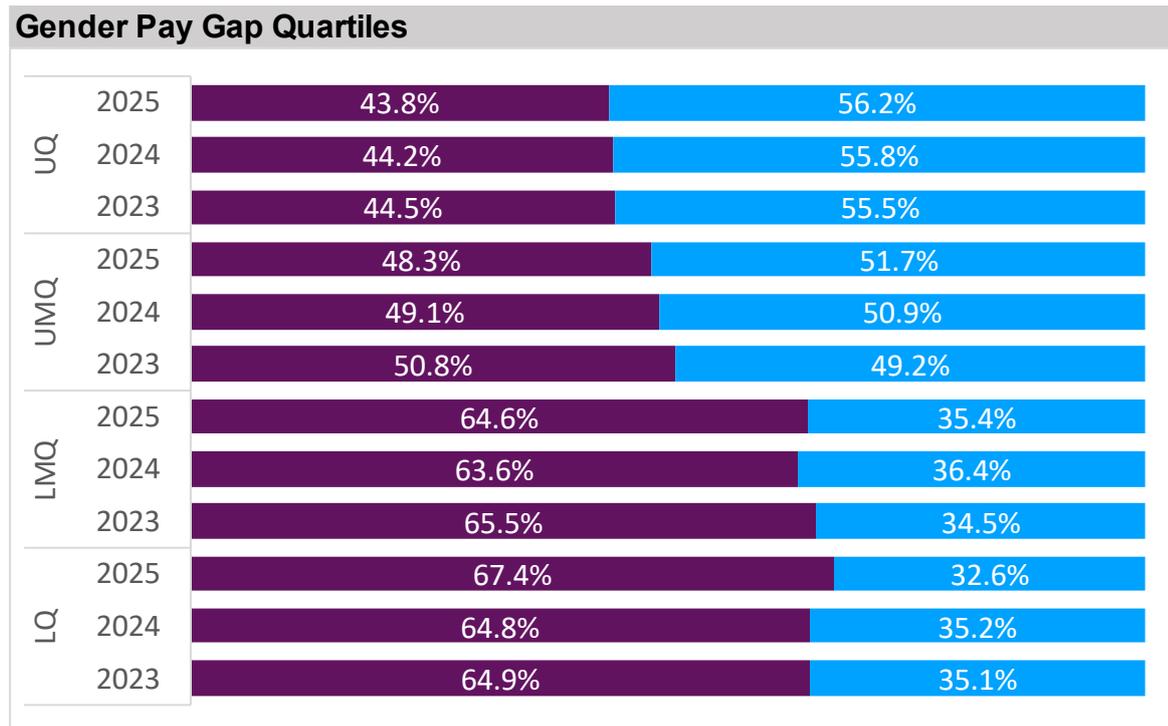
¹[ONS 'Gender Pay Gap in the UK: 2025'](#)

²[UCEA Intersectional Pay Gaps in Higher Education, Published December 2025](#)

The proportion of men and women in each pay quartile

The distribution of women and men across pay quartiles is illustrated in the chart below. For comparative purposes, the distribution as of the last three data snapshot points is shown.

Distribution of **Women** and **Men** by quartile



As of the data snapshot point (31st March 2025), women accounted for approximately 56% of the overall workforce, consistent with the gender distribution in the prior year (2024). However, women are disproportionately overrepresented in the lower and lower-middle quartiles at 67.4% and 64.6%, respectively, and underrepresented in the upper quartile (at just 43.8%). The shape of the distribution is broadly consistent with prior years. While the upper middle quartile is more closely balanced (and consistent with data from prior years), it remains clear that women are underrepresented in our more senior grades. This is a position that is entirely consistent with the overall Higher Education sector².

Gender Bonus Gap

Very few bonuses were paid in the reference period (12 months to 31st March 2025), as our schemes were largely closed throughout. The small number of payments meeting the statutory bonus definition were paid in the form of either 'Recognition' or 'Retention' Awards. As a result, the exceptionally small number of bonuses awarded means the generated metrics have very limited interpretive value.

Bonus Pay Gaps between Women and Men

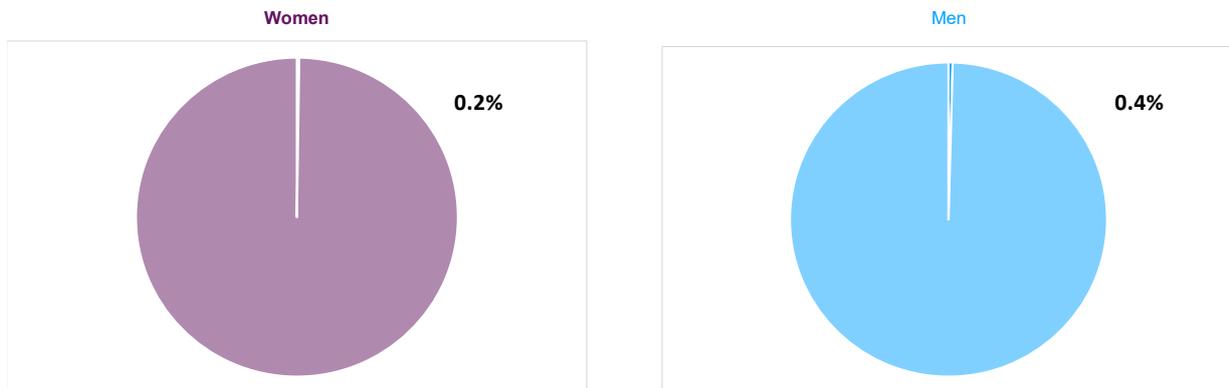


The mean bonus pay received by women in the reference period was £3,625. This compares to the mean bonus pay for men of £6,000 and reflects a mean gender bonus gap of 65.5%, a significant increase from 2024 (23.9%). Our median bonus Gender Pay Gap has increased to -25% (from 0% in 2024), indicating that women received a higher median bonus than men. These figures are both higher than those for the wider Higher Education sector² where the mean bonus pay gap reported was 28.2% and the median 11.7%². The small sample size significantly skews both the mean and median bonus pay gaps, rendering it impossible to draw any valid conclusions from them.

The proportion of men and women colleagues receiving a bonus

The proportion of colleagues who received a bonus under the statutory definition was very small for both men and women, with just 0.2% of women and 0.4% of men receiving a bonus. Based on the latest available data, bonuses were more common across the sector (paid to 10.7% of men and 11.4% of women)².

Proportion Receiving a Bonus in 2025



Why do we have a Gender Pay Gap?

Our Gender Pay Gaps are primarily caused by the somewhat skewed distribution of our workforce. There remains clear evidence of both vertical and horizontal (occupational) workforce segregation. Women account for a disproportionately high proportion of colleagues in lower grades and a disproportionately low proportion in higher grades. Over 68% of colleagues in grades 1-4 (our lowest four grades) are women, whereas only 43% of colleagues in grades 9-12 (our highest four grades) are women. This is particularly apparent in our academic roles, as whilst over 44% of lecturers (and senior lecturers) are women, just 28% of professors are (39 of 139). This experience is consistent with the wider Higher Education sector, where data provided by the [Higher Education Statistics Agency \(HESA\)](#)² indicates that whilst women account for 48% 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 in occupational groups such as Catering Assistants and Administrators (83% women and 88% women, respectively), where the career path and progression routes are neither as well defined nor as plentiful as in other areas.

When pay gaps are assessed between men and women undertaking work rated as equivalent (within the same grade), they typically reduce to around 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 to remove any perceived or actual barriers that are preventing women from achieving all that they are capable of. We are making improvements in these areas, but the process of encouraging women's career progression will necessarily take time for these improvements to be reflected in the reported data. At the most senior level, our University Executive Board was 67% male; however, the mean Gender Pay Gap for this group stands at 5.8%, significantly lower than that of the University as a whole.

² [HESA - Higher Education Staff Statistics: UK, 2023/24](#)

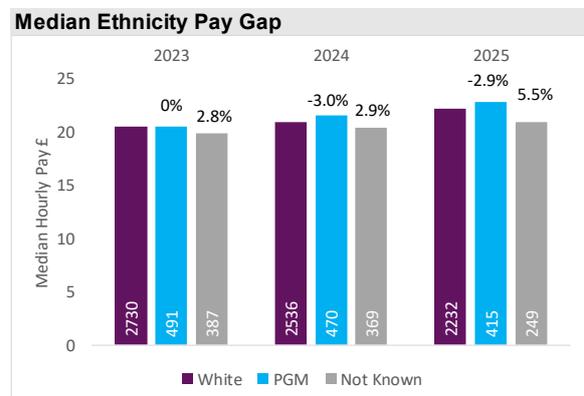
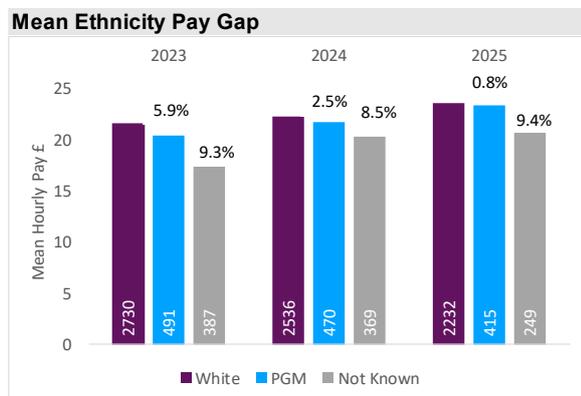
University of Portsmouth Ethnicity Pay Gaps

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 as for Gender Pay Gaps. *[Note: A pay gap above zero would indicate that white colleagues earn more, on average, than PGM colleagues.]*

This is the third year we have published our Ethnicity Pay Gap data, which we do on a voluntary basis and in the interests of openness and transparency in our pay structures.

Mean and Median Ethnicity Pay Gaps

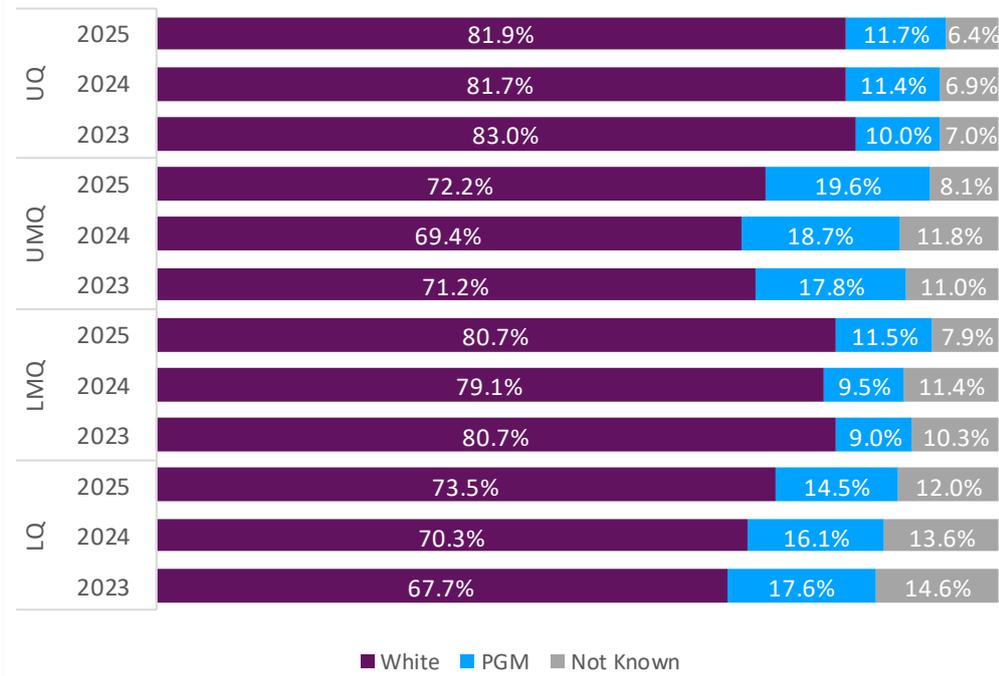
Our mean Ethnicity Pay Gap stands at 0.8%, a decrease of 1.7 percentage points from last year (2.5%), appreciably below the mean for the Higher Education sector overall (7.7%) and for Post 92 institutions specifically (4.1%). The median is -2.9% (-3% last year) compared with 4.7% for the sector (and 0.9% for Post 92 institutions)². In all cases, Ethnicity Pay Gaps are significantly smaller than Gender Pay Gaps. At the data snapshot point, a significant minority of colleagues had not disclosed their ethnicity. If they were to do so, it could affect the pay gap (in either direction); we will be seeking to improve declaration rates to ensure we have the clearest possible picture.



The proportion of employees identifying as PGM and White in each pay quartile

There is a broadly equal spread of PGM colleagues throughout the pay structure, as indicated by the quartile distribution. Those who do not disclose ethnicity data are more likely to be found in the lower half of the pay distribution (and are therefore concentrated in lower grades).

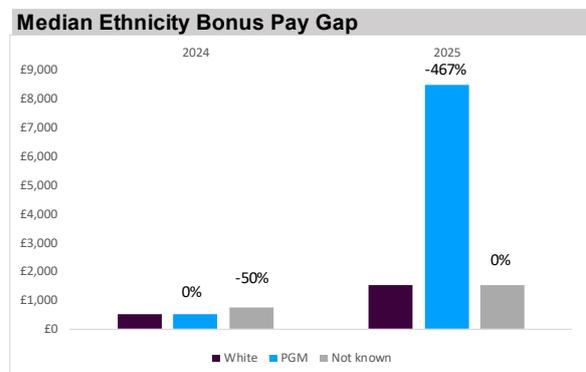
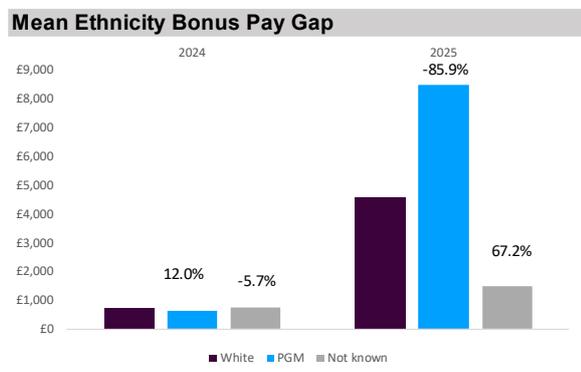
Ethnicity Pay Gap Quartiles



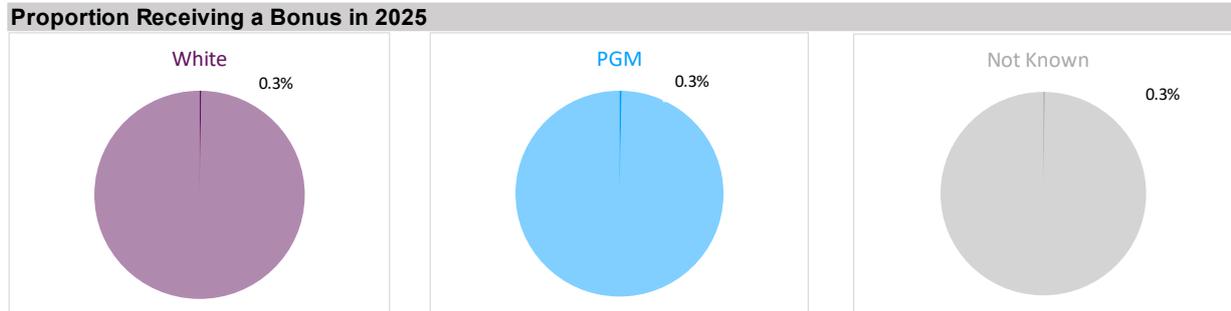
Ethnicity Bonus Gap

The mean bonus pay received by colleagues identifying as white in the reference period (12 months to March 2025) was £4,571. This compares with the mean bonus pay for colleagues identifying as PGM of £8,500 and reflects a mean ethnicity bonus gap of -85.9%. The mean bonus pay for colleagues who did not declare an ethnicity was £1,500, representing a mean bonus ethnicity gap of 67.2%.

Given the very small number of bonuses awarded, the results are very heavily skewed, so the reported metrics have limited interpretive value and make meaningful analysis impossible.



The proportion of ethnic groupings receiving a bonus



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

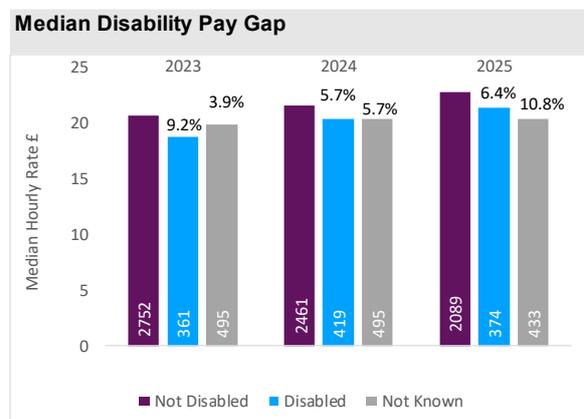
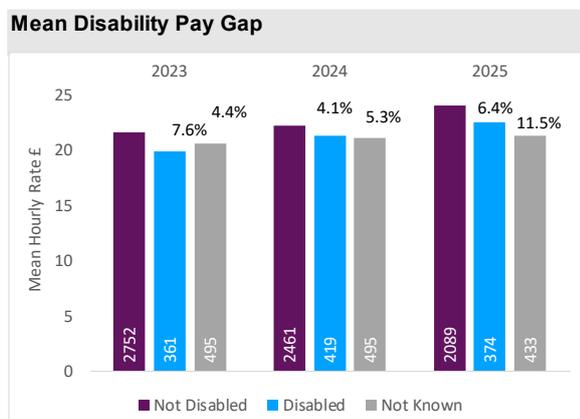
University of Portsmouth Disability Pay Gaps

The Disability Pay Gap is a measure of the difference between the average hourly pay of staff who identify as having a disability and those who do not, across the whole organisation, using the same calculation methodology as for Gender Pay Gaps. *[Note: A pay gap above zero would indicate that non-disabled colleagues earn more, on average, than colleagues with disabilities.]*

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

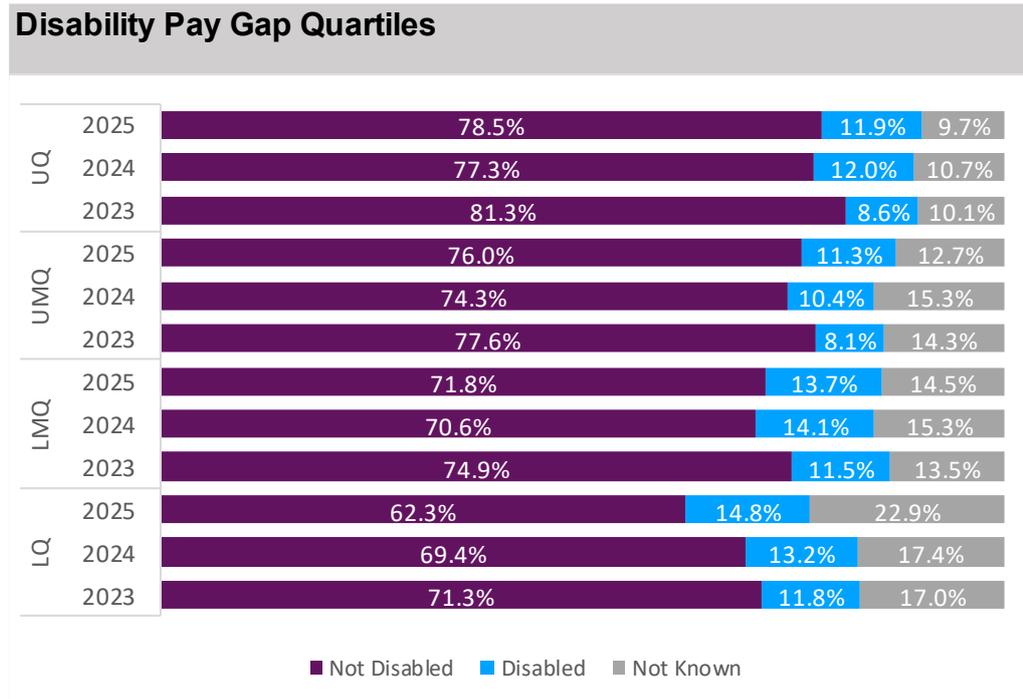
Our mean Disability Pay Gap stands at 6.4%, 2.3 percentage points higher than last year (4.1%). This, however, remains well below the Higher Education sector mean of 8.3%. The median is 6.4% (5.7% in the prior year (2024)), which compares very favourably with both the Higher Education sector² (8.2%) and the broader UK economy (12.7%).

At the data snapshot point, a significant minority of colleagues (433) had not disclosed whether they consider themselves to have a disability. If they were to do so, it could affect the pay gap (in either direction); we will be seeking to improve declaration rates to ensure we have the clearest possible picture.



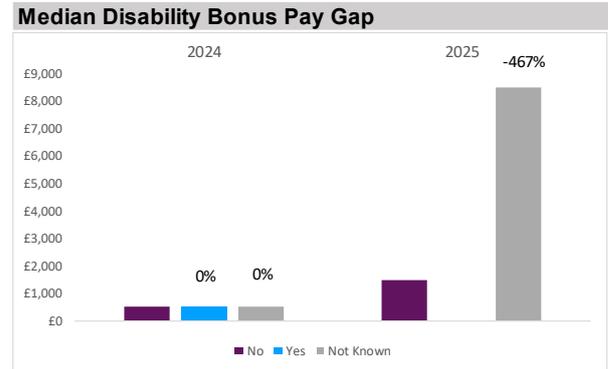
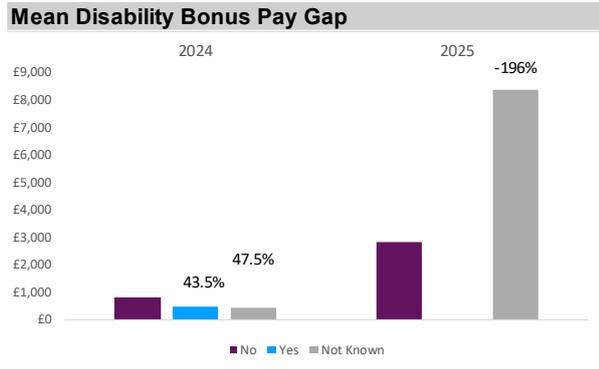
The proportion of employees identifying as having (and not having) a disability in each pay quartile

Colleagues who have declared that they consider themselves to have a disability and those who do not are broadly equally distributed across pay quartiles, with a slightly higher tendency for those declaring a disability to be found in the lower quartiles.



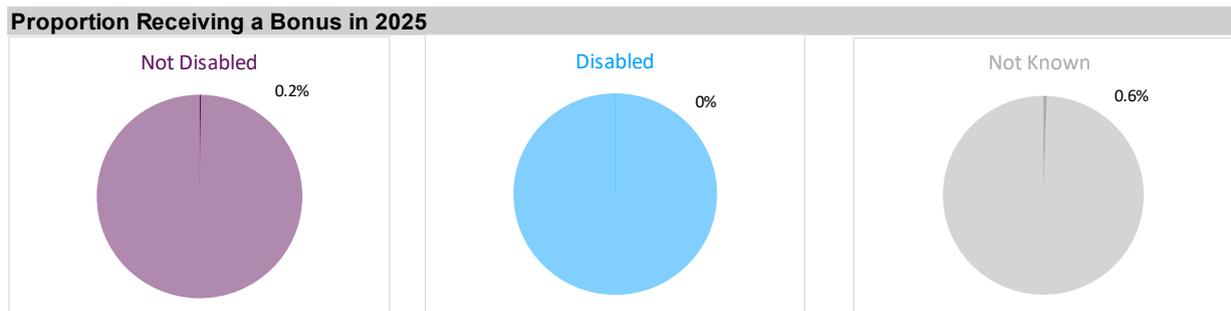
Disability Bonus Gap

Very few bonuses were awarded during the reference period because the schemes were largely closed. No colleagues who declared they consider themselves to have a disability received a bonus during the period. The mean bonus pay for non-disabled colleagues was £2,833, and for colleagues who have not disclosed whether they consider themselves to have a disability, it was £8,375, resulting in a mean bonus pay gap of -196%. At the median, the bonus gap is -467% for non-disabled colleagues compared with colleagues who have not declared whether they have a disability. Given the very small number of bonuses awarded, the results are very heavily skewed, so the reported metrics have limited interpretive value and make meaningful analysis impossible.



The proportion receiving a bonus, by Disability status

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



How we're addressing the pay gaps

Equality, Diversity and Inclusion are integral to our [Strategy](#). We are committed to delivering on the ambitions it sets out and to 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 equality 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 to 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 work undertaken by the University Athena Swan Self-assessment team, staff surveying and other mechanisms, and we will act to address those root causes.
2. Continue to encourage high levels of declaration for ethnicity and disability information to ensure that we have access to the best possible data that gives us the clearest possible picture.

3. 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.
4. Develop our supportive leadership and 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.
5. 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 and robustly challenged, developing coherent guidance for the fair and consistent pay decision-making processes.

Whilst our Gender Pay Gaps are broadly in line with 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, and we will take the specific actions that we believe will most significantly enhance our medium-term 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 30th 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