

UoP Academic Services Ltd

Gender, Ethnicity and Disability Pay Gap Report 2025

Introduction

UoP Academic Services Limited (UASL) is a wholly owned subsidiary of the University of Portsmouth. As a separate legal entity (with 302 employees as at the snapshot date (31st March 2025)) UASL has a separate duty to report Gender Pay Gaps. This report fulfils, and indeed exceeds, the statutory reporting requirement.

UASL 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.

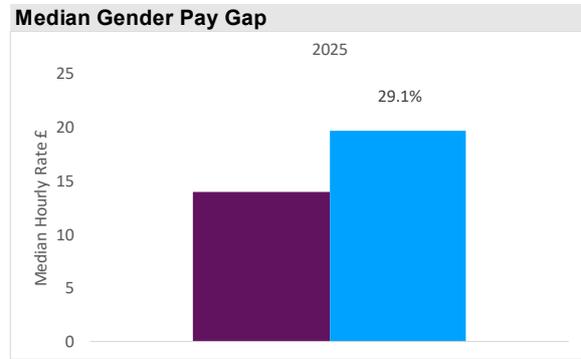
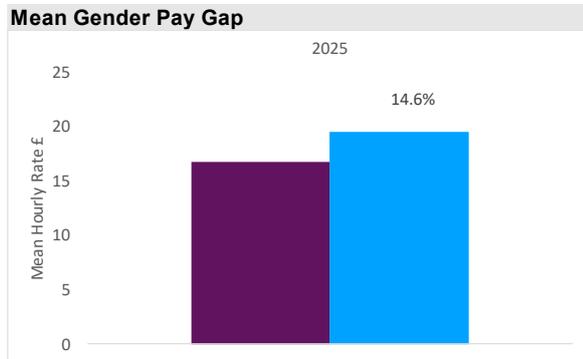
Mean and Median Gender Pay Gaps

Our mean Gender Pay Gap is 14.6%. This figure is consistent with that which applies to the University of Portsmouth (14.7%) and the latest data for the Higher Education sector in England (13.6% for all institutions), published in December 2025 by the Universities and Colleges Employers' Association (UCEA)¹.

Our median pay gap at 29.1% is significantly higher than reported for the University of Portsmouth (11.4%) and the Higher Education sector in England (11.5%)¹. The pay gaps are exacerbated by the fact that UASL is a new organisation with a small headcount (less than 10% of the University of Portsmouth's), and, as of 31st March 2025, it had a significantly higher proportion of men appointed to more senior roles than women.

¹ [UCEA Intersectional Pay Gaps in Higher Education, Published December 2025](#)

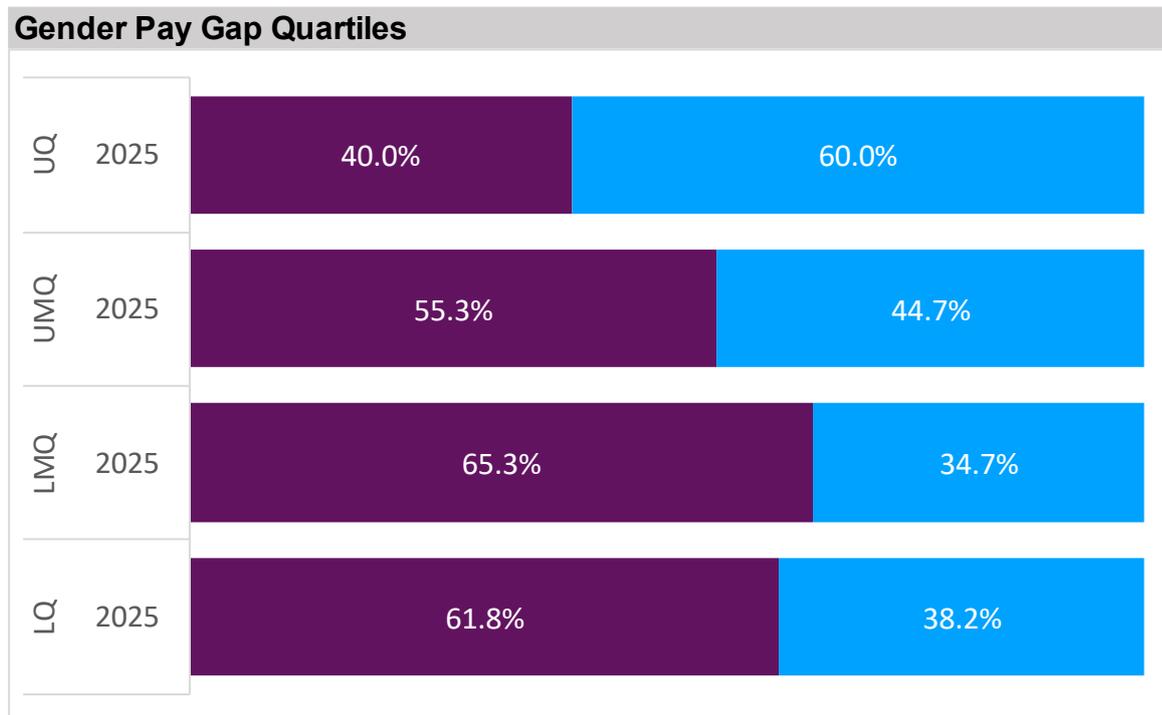
Hourly Pay Gap between **Women** and **Men**



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. Prior-year comparisons are not possible, as UASL is a new employer and is reporting data for the first time.

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



Women represent approximately 56% of our workforce; however, as the chart above shows, they are overrepresented in the lower and lower-middle quartiles (61.8% and 65.3%, respectively) and significantly underrepresented in the upper quartile (40%). The upper-middle quartile is more balanced and better reflects the wider distribution, comprising 55.3% women and 44.7% men. This distribution is consistent with both the overall Higher Education sector and in post-92 institutions¹.

Gender Bonus Gap

During the year to 31st March 2025, bonus schemes were largely closed. Therefore, no bonuses were awarded to UASL employees during this reporting period. Both the mean and median gender bonus pay gap are therefore 0% for the reference period, with 0% of men and 0% of women receiving a bonus.

Why do we have a Gender Pay Gap?

Our Gender Pay Gaps are primarily caused by the highly skewed gender distribution within what remains a relatively new (and small) workforce. UASL has recruited more women than men; however, this has tended to be in more junior roles, on average, with a higher proportion of senior and higher-paid roles filled by men. At the data snapshot date, women were twice as likely to be found in our lowest four grades as they were in our highest four grades.

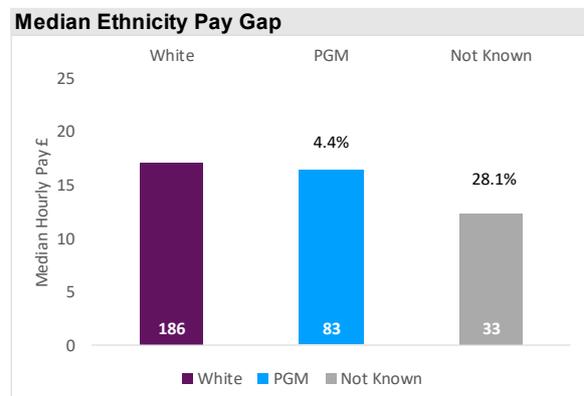
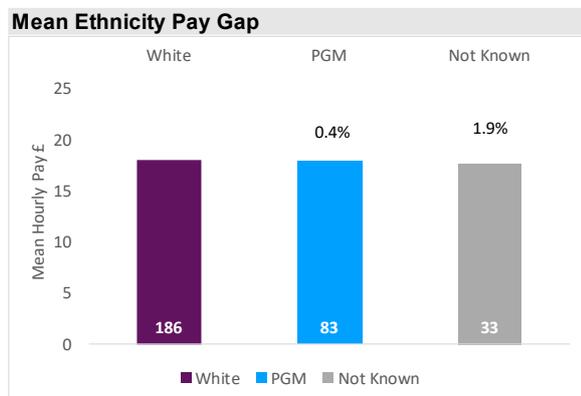
UASL Ethnicity Pay Gaps

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

Although there is no legal obligation to publish Ethnicity Pay Gaps, they are included in this report voluntarily, in the interests of openness and transparency in our pay structures.

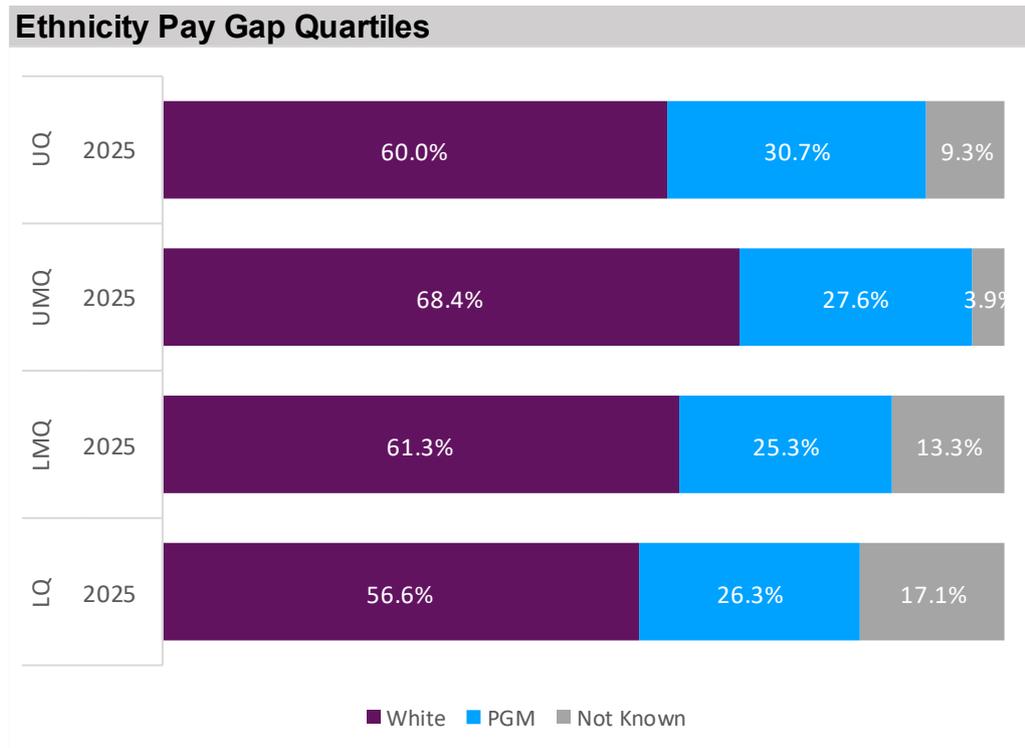
Mean and Median Ethnicity Pay Gaps

Our mean Ethnicity Pay Gap stands at 0.4%, appreciably below the mean for the Higher Education sector overall (7.7%) and for Post 92 institutions specifically (4.1%). The median is 4.4% compared with 4.7% for the sector (and 0.9% for Post 92 institutions)¹.



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 Bonus Gap

During the year to 31st March 2025, bonus schemes were largely closed, with only the most exceptional circumstances permitting their award. Accordingly, no UASL employees received a bonus during the reference period. Both the mean and median Ethnicity Bonus Pay Gaps are therefore 0% for the reference period, with 0% of those identifying as PGM and 0% of those identifying as white receiving a bonus.

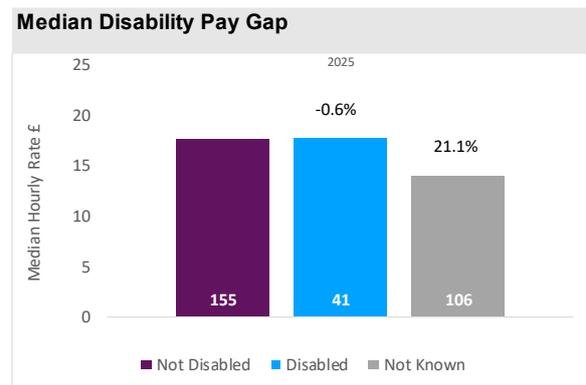
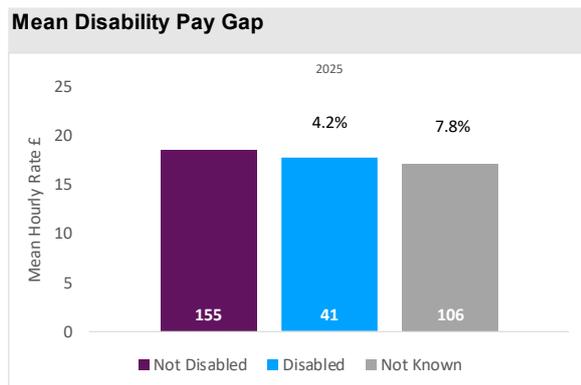
UASL Disability Pay Gaps

The Disability Pay Gap is a measure of the difference between the average hourly pay of employees 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.]*

Although there is no legal obligation to publish Disability Pay Gaps, they are included in this report voluntarily, in the interests of openness and transparency in our pay structures.

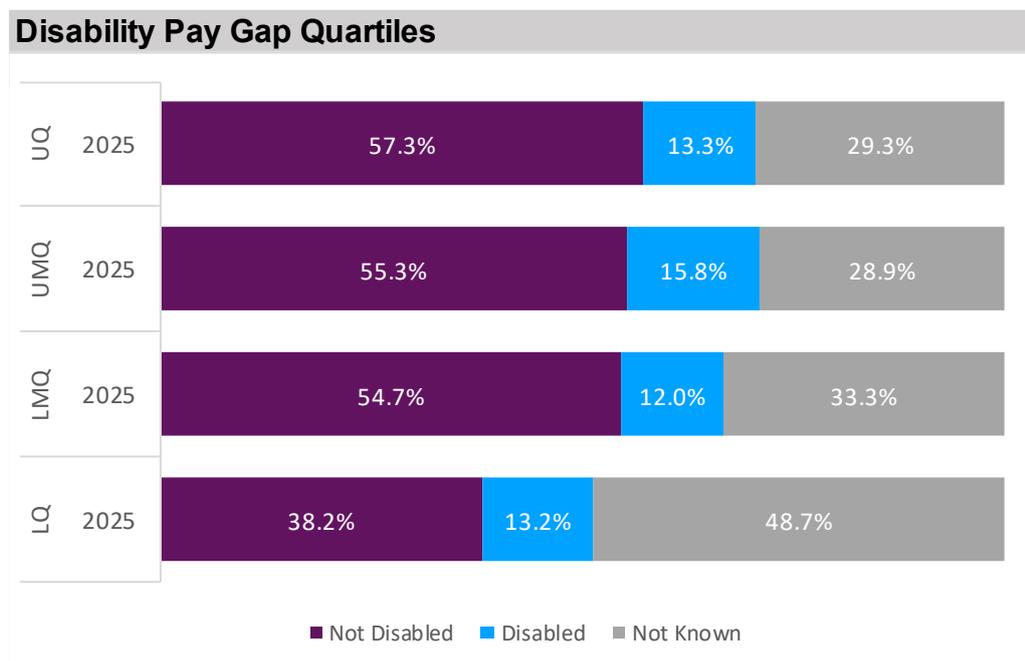
Mean and Median Disability Pay Gaps

Our mean Disability Pay Gap stands at 4.2%, which is below the Higher Education sector mean of 8.3%. The median is -0.6% compared with 8.2% for the sector¹ and 12.7% in the broader economy. The Disability Pay Gap between those actively declaring no disability and those who have opted not to declare whether they have a disability is significantly larger than that between colleagues who have actively declared a disability and those who have actively declared no disability, with a mean of 7.8% and a median of 21.1%.



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

It is clear from the quartile distribution that colleagues identifying as disabled are evenly spread throughout the pay quartiles, but a significant number have either preferred not to say or have not disclosed their disability status.



Disability Bonus Gap

During the year to 31st March 2025, bonus schemes were largely closed, with only the most exceptional circumstances permitting their award. No UASL employees received a bonus during this reporting period.

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.

As UASL is a wholly owned subsidiary of the University of Portsmouth, with an effectively combined workforce, our action will mirror those taken within the University of Portsmouth. 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 many of our pay gaps, particularly related to ethnicity and disability, are comparatively small, and below the Higher Education sector and the wider UK economy, we are not complacent. Much work remains to develop specific actions that will most significantly enhance 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 30th March each year 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

UoP Academic Services Ltd