

**University of
Northampton**

**Gender, Ethnicity,
Disability Pay Gap
& Equal Pay Report
2025**



Introduction.

Andrew Kennedy, Director of Human Resources

Welcome to the latest annual report on our pay gaps at UON.

Since April 2017, employers with more than 250 staff have been required to publish data on their Gender Pay Gap (GPG).

UON employs more women than men (c59% v c41%). Men and women, at UON, doing the same role, are paid in the same pay grade. So, UON has no “equal pay” issue. However, UON does have a gender pay gap (the average man is paid more than the average woman, in our workforce) and this is because (despite having a women-only University Executive Group and a very even gender split at ULT), we have more women than men in our lower paid roles. The gender pay gap, however, since reporting began in 2017, has been in a downward trajectory, which is helpful.

We have set a target for 2025-26 for this to reduce further, based on the interventions detailed in the [People Strategy](#) aimed at diversifying our workforce.

The latest data from the ‘snapshot’ 31 March 2025, informs this report. The table on page 15 reports on each grade and demonstrates that we pay male and female colleagues equally to do work of equal value.

Although it is not currently a legal requirement, the University also provides Ethnicity and Disability pay gap data. This is the 5th year this data has been reported.

At UON, in terms of ethnicity, c71% of our staff are White, c21% are Global Ethnic Majority (GEM) and, for 7% of our workforce, we do not hold their ethnicity data, an issue that we will be addressing in 2025-26. This existing data tells us that White staff, on average, are paid 1.4% less than Global Ethnic Majority staff, when we take the UON workforce as a whole. This means that the average GEM employee is in a higher paid role than the average White person. The issue that UON needs to improve is how to change the profile of the workforce to be attractive to, and inclusive of, GEM candidates, in order to grow the numbers of GEM employees to make the University more representative of the student basis. The UON [People Strategy](#) consists of a number of initiatives that will drive this aim. The target for 2025-26 is the same as 2024-25 as there is not an issue to fix, per se. The issue is not the Ethnicity Pay Gap. Rather it is the quantum of GEM staff.

32% of UON staff consider themselves to have a disability and this data tells us that those with a disability are, on average, paid 3.4% less than those who do not have a disability. UON has a disability network, which management will continue to work with to explore what barriers to career entry or career growth exist for colleagues with a disability and, during 2025-26, we will report on how we are removing these barriers. Again, this important work is core to our People Strategy.

We have some employee data missing across all strands of diversity data (for more than 150 staff) and, during 2025-26 we will be working hard to gather all of this data together so that we're making recommendations based on a complete dataset.

The University is committed to closing its pay gaps and in the section 'Closing the Gap' the report reflects on our work to date and highlights new actions which will continue to enable us to tackle the gaps and promote Equality Diversity and Inclusion at the University of Northampton.



Andrew Kennedy
HR Director

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Glossary.

Equal pay

Where people are paid the same for work of equal value, i.e., all staff on the same grade on the University single pay spine.

Full-pay relevant

To be included as a full-pay relevant employee, the employee must have been paid their full usual pay on 31 March 2025. This includes basic pay and holiday pay, but excludes reduced pay, overtime pay and pay in lieu of leave.

Gender pay gap (GPG)

The average difference between hourly pay for the two genders across the University workforce.

Ethnicity pay gap (EPG)

The average difference in hourly pay between employees from minority ethnic backgrounds and white employees.

Disability pay gap (DPG)

The average difference between hourly pay for employees who have declared a disability and those who have stated they do not have a disability.

Mean value (average)

The sum divided by the count.

Median value

The value in the middle of the list of numbers.

Gender Pay Gap.

At the time this data was collected the University had 1919 “Full-Pay Relevant” (FPR) members of staff.

The workforce of the University of Northampton at this time was made up of:

- Total FPR males, and those that identify as male: 787 (41% of FPR members)
- Total FPR females and those that identify as female: 1132 (59% of FPR members)

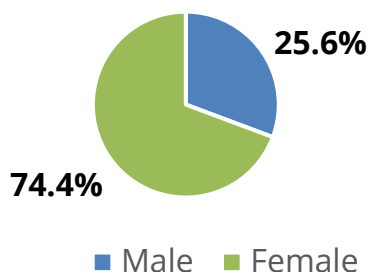
Although there has been a 22.6% decrease in the total FPR figure since 2024 the percentage split across male and female staff remains the same as it has over the last 2 years.

Proportion of Males and Females in each Quartile

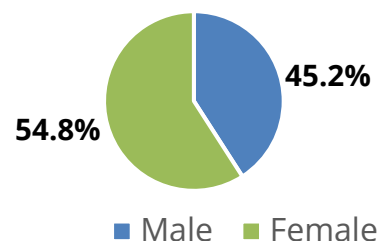
We have ranked these FPR employees from highest to lowest paid, then divided this into four equal parts called quartiles.

These quartiles show the following:

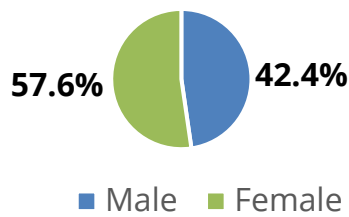
Q1: Lowest step of grade 6 and below



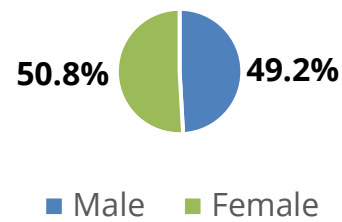
Q2: Most of grade 6 and 1 spinal point of grade 7



Q3: Most of grade 7 and bottom of grade 8



Q4: Most of grade 8 and above



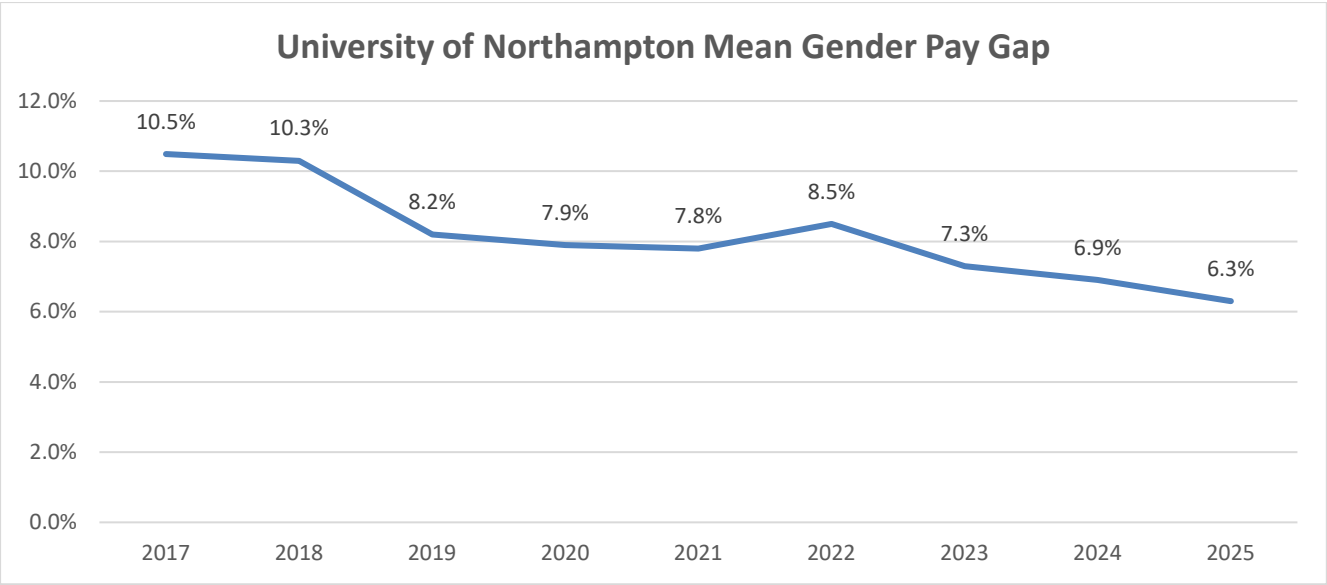
The gender split in the upper two quartiles is relatively equal, the lowest 2 quartiles, show a much greater number of females at the University in lower grade roles compared to male counterparts and the majority of applicants for roles at grades 5 and below continue to be female.

This gender split in the lower grades is reflective of the pattern across the UK as a whole. It is widely acknowledged that there are many factors driving this trend. Key factors include the need for women to take on roles that fit around caring responsibilities and the disproportionate burden of unpaid care work on women in society. This often requires a need to take on part time work to work flexibly around these demands and such posts tend to be low paid and predominantly in areas such as hospitality, caring and cleaning. It is also widely acknowledged that men are often put off applying for lower paid positions, particularly within certain areas because of the societal expectations placed upon them as the 'breadwinner' and longstanding societal view that these occupations are traditionally female.

We are aware of specific occupations within UON that attract applications from a higher percentage of females, and which more females are subsequently employed in. A number of these are in our lower quartile and must therefore be considered in any reporting of average pay gaps. We are actively committed to providing support and development opportunities for such colleagues, whilst working to remove any potential barriers to progression and reviewing our recruitment and selection processes.

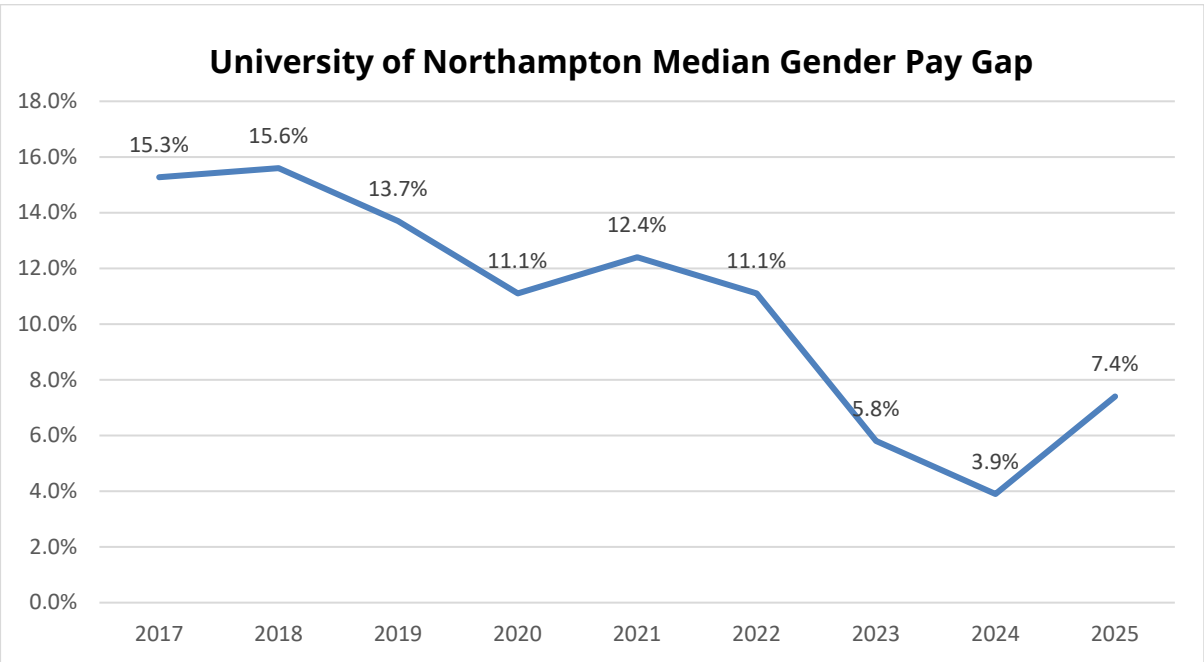
Pay Gaps

Mean and Median gender pay based on hourly rate



The overall mean gender pay gap (GPG) has decreased slightly this year from 6.9% in 2024 to 6.3%.

Since 2022, the impact of female employees in key leadership positions in the upper quartile has been an influencing factor in the downward trajectory of the gender pay gap. Mean GPG in the lower and upper middle quartiles has remained consistent and the proportion of female staff who are working at grade 5 and below remains high at 74.4%.

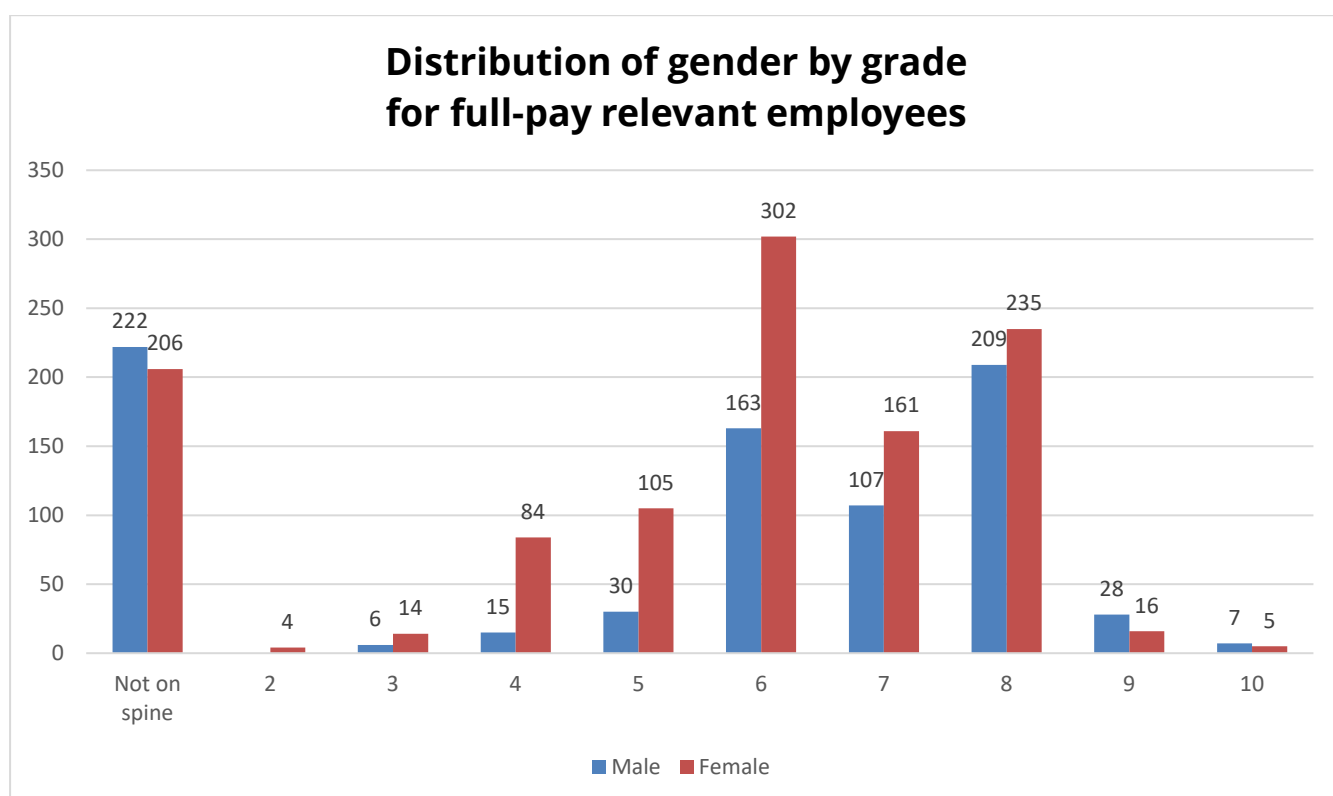


The median GPG has seen an increase from 3.9% in 2024 to 7.4% in 2025.

The key reason for this upward spike is because we have a large group of sessional staff (shown below as spinal point 1) that are paid around £20 an hour that fall in the middle of our salary range. For the past 5 years the male median hourly pay has remained at £20. During that time, increases within the pay scales have meant median female hourly pay has moved closer to £20, and in 2024 this led to a significant decrease in the median pay gap. This year, due to pay scale increases the male median salary has increased above the static £20 of the last 5 years to £21.60 and although the female median pay has hit £20 for the first time the overall result has seen an increase in the median GPG.

The expectation is that the median pay gap will stay around the historical average until there is an increase in sessional pay or until there is a further increase in the median female pay above £20.

Note: UON does not employ any staff at Grade 1. Column one is used to represent all staff not on the spinal framework, including invigilators, external examiners and workers who claim fees.



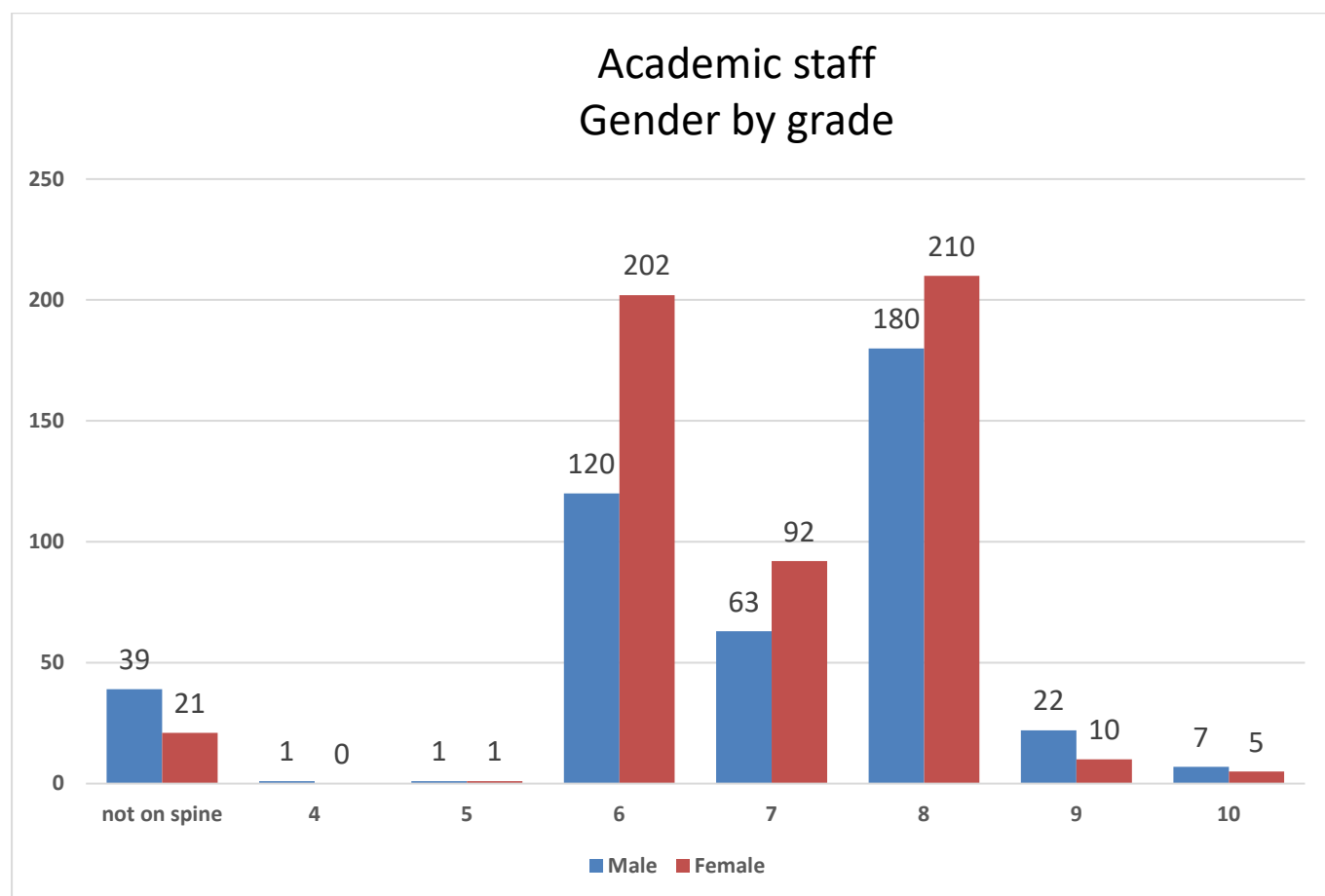
Although there has been a reduction in headcount in the 24/25 academic year across all grades the gender split in grades 2 – 5 in the lowest quartile has remained consistent since 2022.

As a result of project RISE, there has been an overall reduction in females working at the higher grades particularly within Grade 7 compared to males which will have impacted GPG slightly, but not enough to offset the rises in the foundation living wage.

Gender pay gap by staff category

The academic staff mean gender pay gap = 2.9%. This is an increase of 1.5% since 2024 but can be attributed to the RISE restructure during 2024/25 which saw more females at the higher grades and predominantly in academic posts leave the university.

Professional Services mean gender pay gap = 14.5 % which is a decrease on last year of 0.9%.

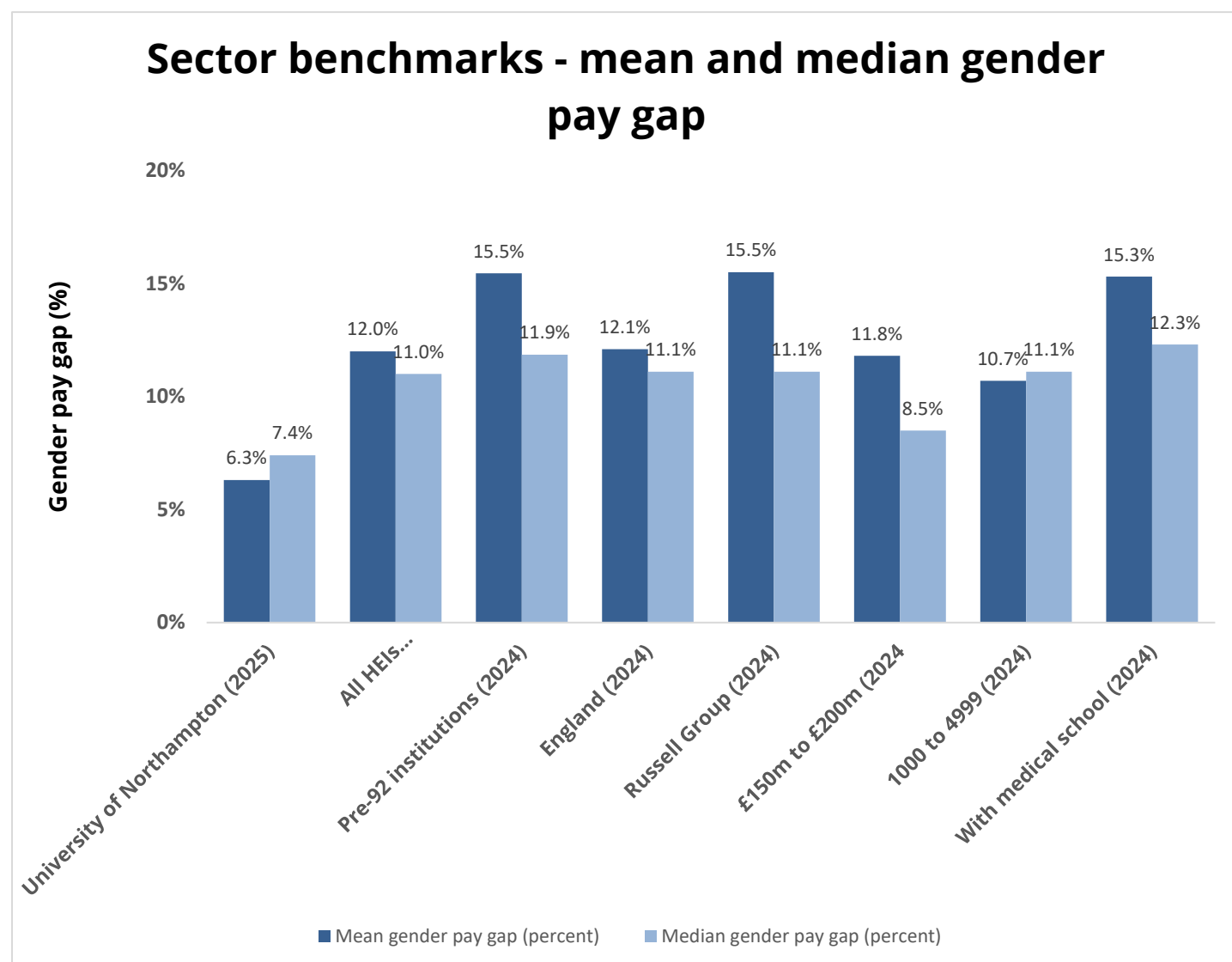




There is a significant difference between the grade distribution of female and male employees across academic & professional services staff. Whilst the majority of academic female employees are employed at Grades 6,7 and 8, in Professional Services the distribution across the lower grades is greater and there are predominantly more females than males in Professional Services with males distributed across the higher grades.

Sector Comparison

The graph below shows the Sector Comparison provided by UCEA. Although the sector figures are a data snap from 31 March 2024 it shows that UON's mean and median gender pay gaps for 2025) remains lower than the average across each of the groups.



Bonuses.

This is the first year of reporting in which the bonus gap is 0% as The University discontinued the Discretionary Performance Related Bonus Plan in 2023 and no bonuses were paid in August 2024.

Proportions of staff receiving bonus pay (August 2024)

- Male FPR employees who received bonus pay: 0
- Female FPR employees who received bonus pay: 0

Mean bonus pay

- Male FPR mean bonus pay: £0 (£8,116.17 in 2023)
- Female FPR mean bonus pay: £0 (£10,104.80 in 2023)

Median bonus pay

- Male FPR median bonus pay: £0 (£8,600 in 2023)
- Female FPR median bonus pay: £0 (£9,714 in 2023)

Equal Pay.

Equal Pay evaluates pay for work of equal value. The following table shows the mean salary at each grade for data on 31 March 2025.

Grade	Female Mean hourly rate	Count of female staff	Male Mean Hourly Rate	Count of male staff	Gender Pay Gap (2024 figures)
2	12.60	4	0	0	N/A (N/A)
3	12.60	14	12.60	6	0% (0%)
4	13.17	84	13.32	15	1.2% (5.5%)
5	14.99	105	14.84	30	-1.1% (-3.1%)
6	18.90	302	18.79	163	-0.6% (-0.1%)
7	22.16	161	22.69	107	2.3% (2%)
8	27.58	235	27.51	209	-0.3% (-0.8%)
9	32.78	16	32.65	28	-0.4% (-0.6%)
10	40.64	5	37.98	7	-7% (0.5%)
Senior Staff	63.50	9	49.55	8	-28.2% (-32%)

Note the figures above (apart from Senior Staff) are representative only of the full pay relevant staff on the pay spine (926 females and 565 males). (The figures exclude the 206 female and 222 male staff not on pay spine)

The biggest gap remains at the Senior Staff level. The senior staff group includes Vice Chancellor, Vice Chancellor and Chief Operating Officer, Pro Vice Chancellor, Deputy Deans, Deans, Directors and Executive Directors. The three most senior roles, those of Vice Chancellor, Deputy Vice Chancellor & Chief Operating Officer and Pro Vice Chancellor are held by women and although the overall group has seen a decrease in the negative pay gap, the fact that females in this group are paid 28% higher than their male counterparts impact on the overall pay gap figure.

Grades 8 and 9 have this year seen a slight widening of the pay gap between female and male mean pay and this could be attributed to the change in headcount due to project RISE and the higher number of females leaving the organisation at Grade 8 this year. This has impacted upon the overall figures as the number of women at Grade 8 has decreased by 3% more than the number of males at Grade 8 since 2024.

There has also been a small increase in the pay gap at Grade 5 which is made up predominantly of females (86%).

The payment of the foundation living wage, which is relevant to Grades 2, 3 and the lowest spinal points of Grade 12 (spinal point 11) has eradicated the pay gap at these levels, but despite this the pay gap, particularly for colleagues who are working at Grade 5 and below and lower levels is still quite high.

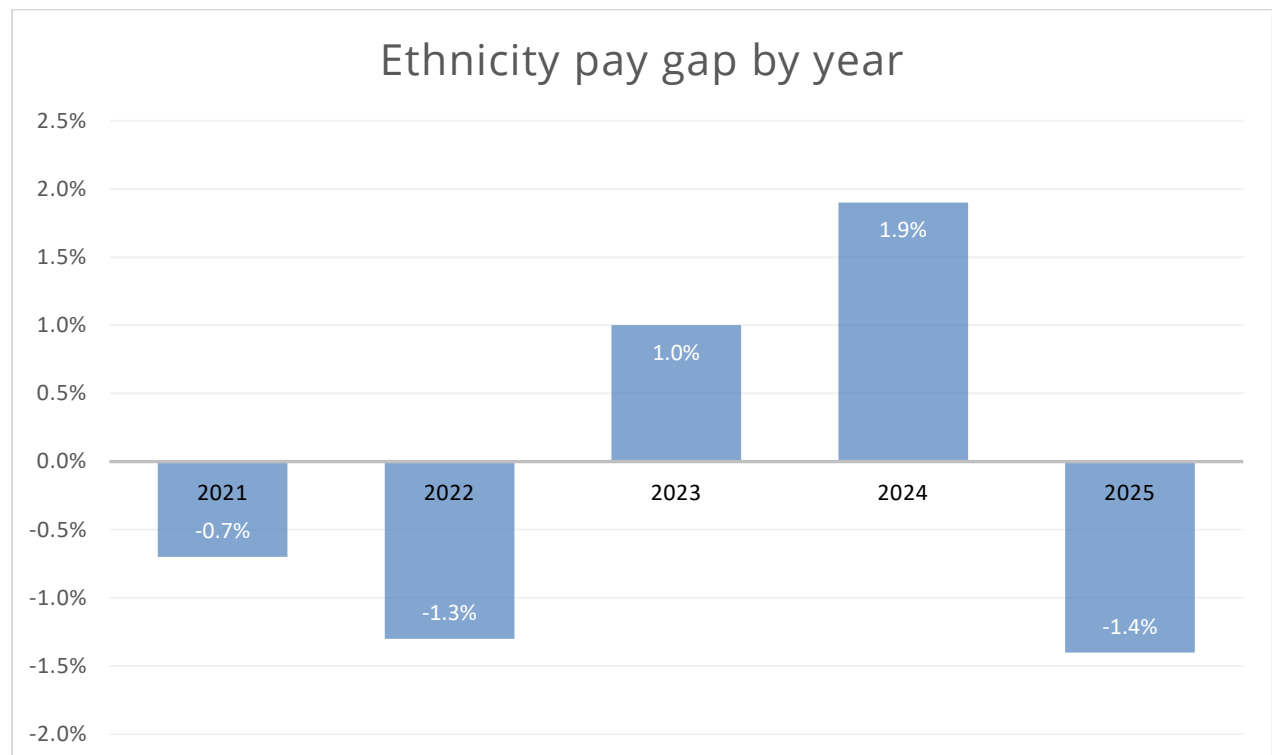
Ethnicity Pay Gap.

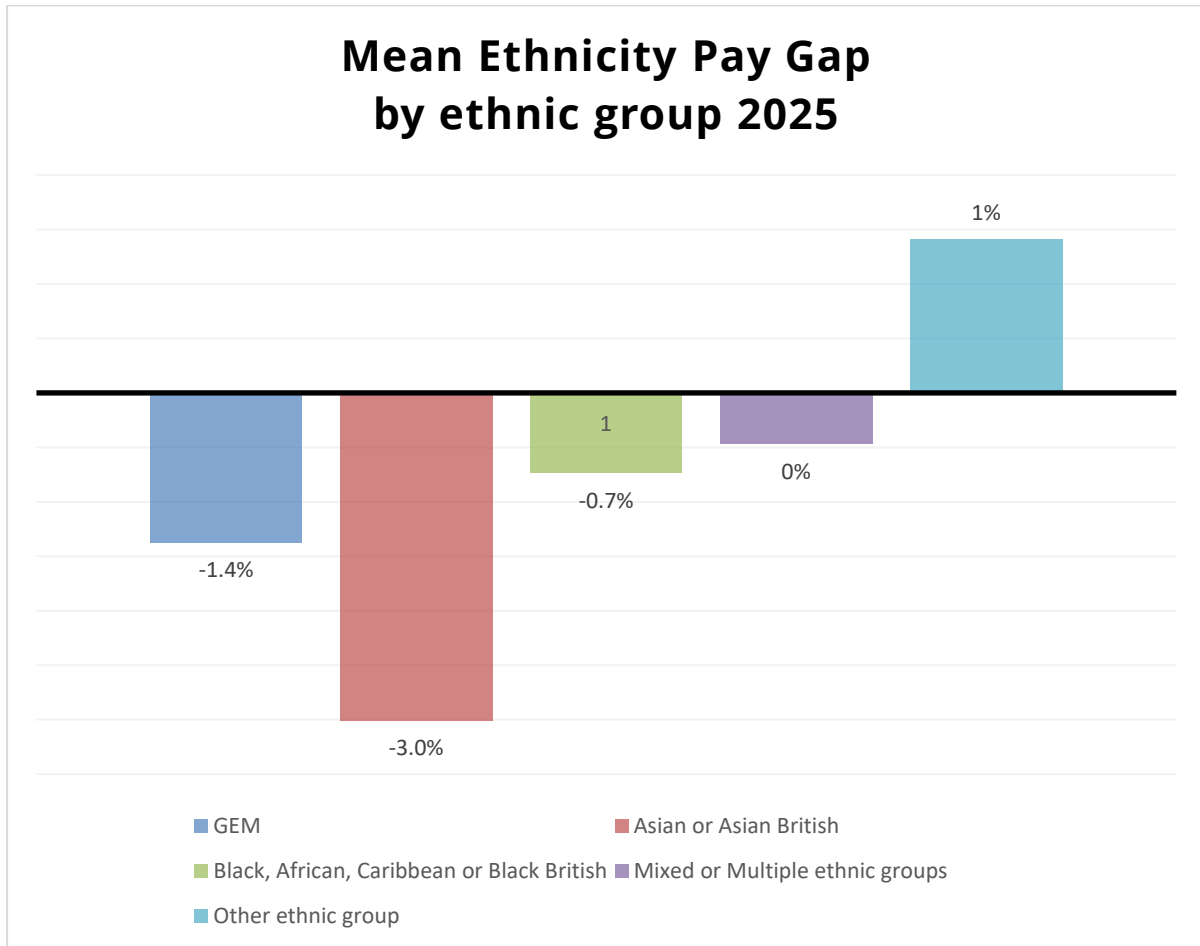
Since 2021 we have reported the Ethnicity pay gap (EPG) for our staff. We have defined our ethnic groups as follows:

- White
- Asian or Asian British
- Black, African, Caribbean or black British
- Other ethnic groups
- Mixed or multiple ethnic groups

At the University of Northampton, the term used for all ethnic minority groups together is Global Ethnic Majority (GEM).

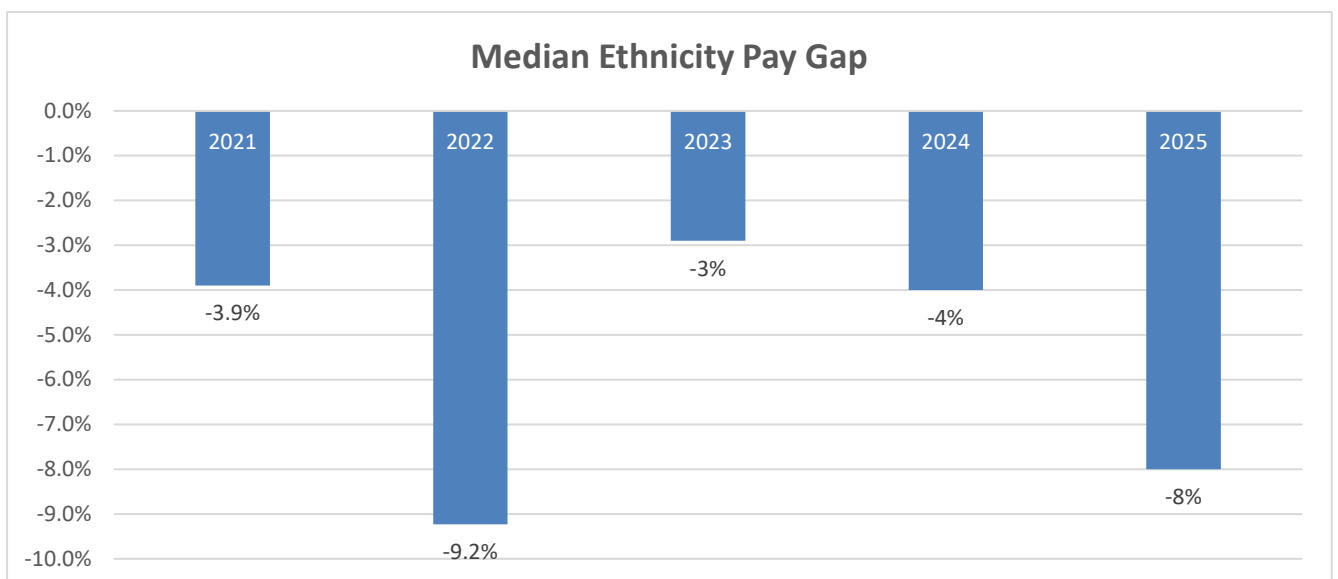
The mean pay gap across all GEM colleagues is -1.4% which means that overall, GEM colleagues are paid 1.4% more than white colleagues. This has moved from a negative pay gap of 1.9% last year.





The above graphs show that the pay gap for all ethnic groups is around or below 0%, apart from the 'Other ethnic group'. This is the smallest group in size, so year on year more fluctuations are to be expected in this group.

One thing to note is that 2025 is the first year since we have started tracking the ethnicity pay gap that the Black, African, Caribbean or Black British group has had a negative pay gap.



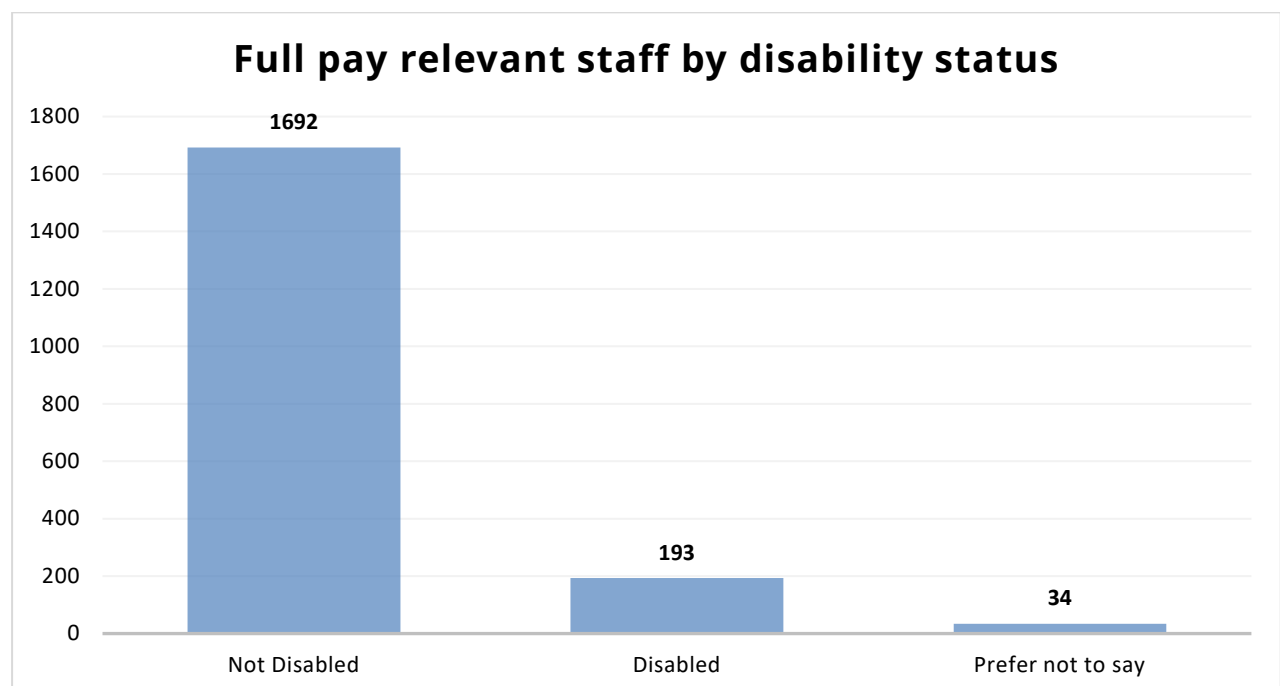
The median pay gap for 2025 is -8% which demonstrates that overall, GEM colleagues are paid 8% more than white colleagues. This shows a 4% change from the previous year and could be attributable to the recent RISE restructure and the ethnicity of leavers being predominantly white which has impacted on figure.

Disability Pay Gap.

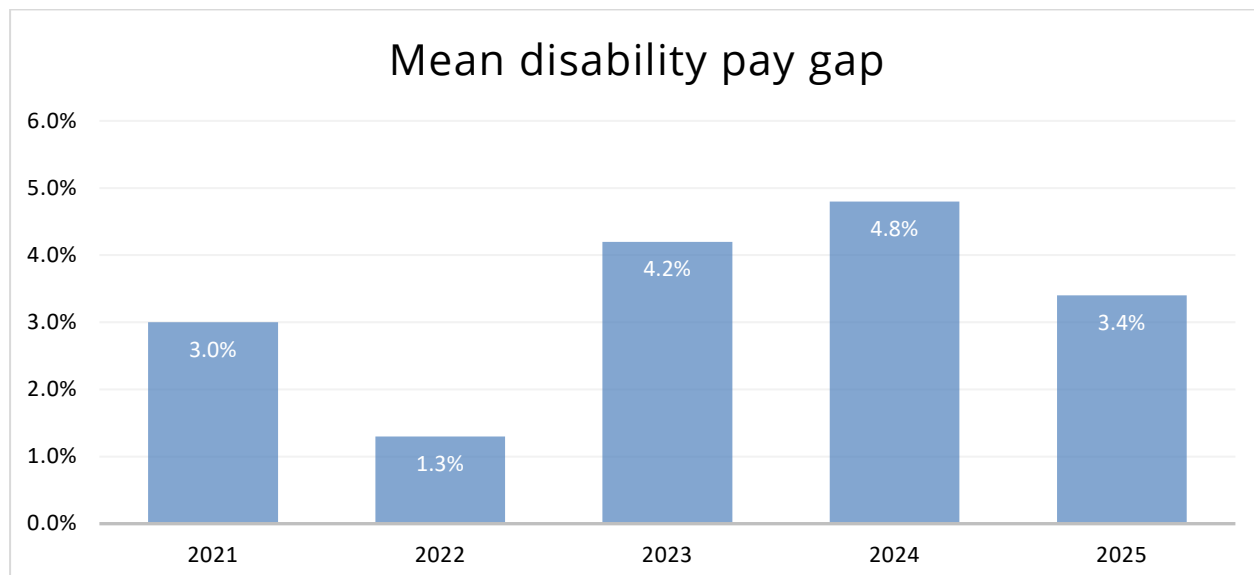
Since 2021 we have also been able to report the disability pay gap (DPG) for colleagues. All staff who have declared a disability are in the group shown on the graph as Disabled and are compared against those that have not declared a disability and are shown as Not Disabled.

The table below shows our full pay relevant staff by disability status on 31 March 2025:

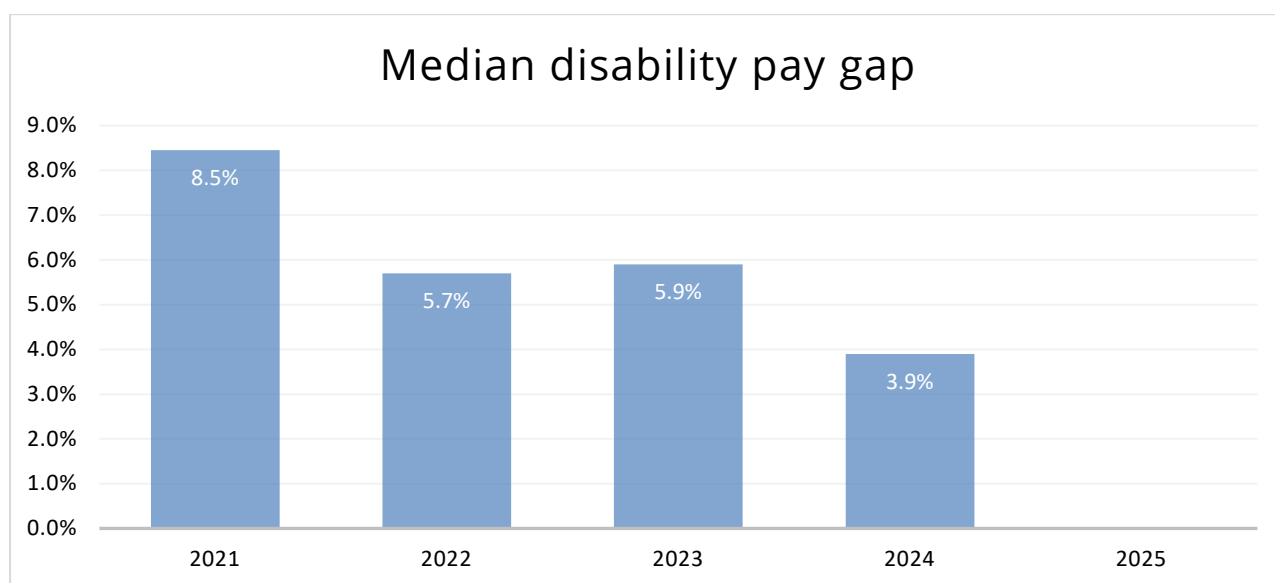
It is worth noting that only 1.7% of the full pay relevant staff have chosen not to declare their status. This enables our reporting to be more accurate



The graph on the next page shows that the mean Disability Pay Gap is 3.4%, which shows a positive move away from the upward trend noted in 2023 and 2024.



The median pay gap is 0% and shows an ongoing decrease in the gap since 2023.



Closing the Gap.

We are committed to closing our gender, ethnicity and disability pay gaps and we are working hard to understand and address these pay gaps. This section outlines the actions we are taking to support this:

Launch of People Strategy

The UON People Strategy was developed with consultation from across the University staff body over 2024/25 and launched in September 2025. It includes working streams on Belonging and Inclusion and Attracting and Developing Talent.

Developing a New EDI Strategy

As our current Equality, Diversity, and Inclusion (EDI) strategy concludes this year, we are now focused on developing a new strategy that addresses identified gaps across our university community. These gaps have been highlighted through comprehensive data analysis, enabling us to pinpoint areas where targeted interventions are needed.

The consultation process is currently underway, and we anticipate the new strategy will be ready for implementation at the start of the new calendar year. Our overarching ambition is to foster a university culture where everyone feels included with a true sense of belonging.

Supporting a Diverse Workforce

We are continuing our efforts to prepare for a submission to the Advance HE Race Equality Charter. A cross-organisational working group has been established to lead this work and ensure we meet the Charter's requirements. As part of this process, we are examining the ethnicity pay gap within a broader analysis of race-related data. This will enable us to develop a comprehensive action plan to address any disparities. Over the coming year, we will begin identifying priority areas for immediate action as we work towards a submission in 2027.

Engaging with the Charter process also allows us to explore intersectional data and develop targeted responses to support all staff across the university.

This year, we launched a new initiative as members of the Stonewall Diversity Champions programme. This membership provides us with a valuable opportunity to actively promote LGBT+ inclusion, identify gaps in our LGBT+ inclusion practices and develop a clear roadmap for improvement.

As part of this initiative, we are reviewing and enhancing our policies and procedures to ensure they are supportive and inclusive, with the aim of benchmarking our progress through the Workplace Equality Index in the near future.

Advancing Gender Equality

The development of our University Gender Equality Plan is nearing completion. This plan will support our research teams in accessing funding and more importantly, consolidate gender equality efforts across the university. It will help us identify gaps and outline actions needed to address them.

This work is part of our broader commitment to tackling gender inequality, including efforts to close the gender pay gap. In the coming year, we are hoping to apply for membership of Athena Swan and begin progressing towards an institutional Athena Swan Award. Like our other Charter-related work, this will involve an intersectional approach to staff data and provide a comprehensive assessment of our performance in gender equality.

Supporting Disabled and Neurodivergent Colleagues

We continue to deliver on our commitment to support disabled colleagues through the implementation of our Workplace Adjustment Passport.

Ongoing initiatives have highlighted the need for further work to support neurodivergent colleagues, and this will be a key focus in our EDI Plan for the coming year.

Networks & Working group membership

We value the support that comes from being able to join various staff networks, and we continue to provide our networks with the time and space to develop and grow. We have recently provided guidelines on time allocation for staff wishing to chair or be part of a network along with participation on working groups. Without these networks and groups we would not be able to achieve much of the work that is currently being done to close the gap.

Mentoring Initiative

The **Thrive Together** pilot mentoring project was successfully expanded this year to include colleagues from Global Ethnic Majority (GEM) backgrounds and women across the university. Building on this momentum, the programme will continue into 2025/26, with plans to broaden participation further.

This expansion aims to ensure we are creating an enabling and supportive environment for colleagues who may benefit from mentoring, particularly those from underrepresented or marginalised groups.

Flexible working and increased staff support

We continue to promote Smarter Working and Flexible Working policies across the university with all appropriate jobs advertised as flexible working friendly.

We have updated our Smarter Working policy to allow Staff members if they wish to do so, to apply to their line managers to take a day, or days, leave to observe religious or cultural events in exchange for a nominated bank holiday(s) and/or University Closure Day(s). This will increase flexibility and promote inclusion for our staff across the organisation.

Recruitment & Selection

The University continues to make progress embedding inclusive recruitment practices and is undertaking initiatives to enhance our commitment to EDI across our recruitment and selection process. Key updates include:

Inclusive Hiring Tools:

Standardised templates and interview scoring frameworks are helping support consistent, fair decision-making.

System Improvements:

While fully anonymised screening isn't currently feasible due to ATS limitations, we've piloted low-resource alternatives and automated workflows to reduce bias and manual effort.

Careers Site Accessibility:

Enhancements were made using internal resource only and simplified site navigation for neurodiverse users and non-native English speakers. The careers website now meets WCAG compliance standards and ensures compatibility with assistive technologies such as screen readers. It is now also mobile compatible making it accessible from any device.

By ensuring that our digital recruitment platforms are accessible, we are reinforcing our commitment to inclusivity and equal opportunity. These enhancements not only broaden our talent pool by removing barriers to access but also reflect our institutional values of fairness and equity.

Disability Inclusion:

Workplace Adjustment Passports have been embedded into recruitment and onboarding processes, and we have recently been awarded the opportunity to renew our Disability Confident membership until August 2028.

Data & Strategy Alignment:

We are developing KPIs aligned to the new People Strategy themes, with a focus on deliverability within available budget and staffing. Recruitment data insights (particularly for ethnicity and disability) remain a key focus, though progress is paced by system capacity.

Hiring Manager Capability:

Plans are in motion to launch low-cost EDI hiring resources and explore a peer-led “Inclusive Hiring Champion” model across faculties & departments

Disability Inclusion:

We are looking at ways to further strengthen our focus on disability inclusion within recruitment and across the broader organisation. This includes considering how we can build on the work around workplace adjustment passports, ensuring they are embedded within our processes, and promoting their usage across departments.

Exploring new partnerships with external organisations focused on disability inclusion is another area we are looking at, to help improve how we attract and support candidates with disabilities.

Enhancing Recruitment Data Insights:

We are exploring improvements to our data collection and analysis capabilities within the recruitment process, particularly with a focus on tracking metrics around disability and ethnicity. Enhancing our ATS could provide us with deeper insights into diversity gaps and allow us to adjust our strategies accordingly.

Continued Focus on Inclusive Recruitment:

Building on our progress so far, we are considering how we can further integrate EDI principles into all aspects of our recruitment strategy. This includes exploring additional tools and methodologies to reduce bias and enhance the fairness of the selection process.

Staff Development Commitments

- *The Staff Development team continue to promote the range of opportunities available to all staff to ensure that everyone is aware of how they can achieve personal and work development goals.*

All staff development teams have established a regular feature in the staff newsletter to highlight relevant CPD and training opportunities.

- *All PDRs include at least 1 development objective, and appropriate time will be given to engage and complete. Compliance will continue to be monitored and reported back to the EDI forum.*

This is articulated in the PDR Policy and Procedures. Monitoring of PDR compliance is in line with completion deadlines, and all faculties and departments have access to text reporting through their respective Executive teams. The personal and professional development aspects of the PDR, including the emphasis on at least one “staff owned” objective is reinforced by training for frontline staff and for managers, available throughout the year. Due to the RISE programme, the PDR was paused for 2024/25, and has resumed for 2025/26.

Academic progression

- PDRs continue to focus on academic career progression, ensuring research time, scholarly activity and hours allocated under Professorial and Associate Professor titles is protected in workload planning through management support and empowerment. The 2025-26 PDR round will continue to include at least 1 research or teaching and learning focused objective that supports high achievement and/ or progression.

Development opportunities for all women

- Engagement with Springboard, a self-development programme that provides personal and work development opportunities for women continues to be strong. Delegates report that the course is useful with 96% of delegates reporting that the course was useful in supporting career or life plans.

Equality, Diversity & Inclusion – Additional Opportunities for Development

- A new Race Equity package of training was introduced in 2024/25 consisting of a general introduction to e-learning developed by Advance HE and a follow up face to face workshop intended for critical student facing teams and groups for managers.
- Trans and Non Binary Awareness training is now offered twice yearly.
- The HR Staff Development team, IT, and the equality team are partnering to enhance Digital Accessibility across the University with a package of online learning and resource packs. This activity is governed through a Digital Experience Steering Group with representatives from across the University, including the Disability Staff Network, and reports to IT governance.