



UNIVERSITY OF
LEICESTER

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EQUITY, DIVERSITY AND INCLUSION

Pay Gaps Report

2025





Introduction

The University of Leicester's commitment to ensuring all members of our community are treated in a fair and equitable way remains a key priority.

This Pay Gaps Report provides an overview of the University of Leicester's 2025 disability, ethnicity, gender and sexual orientation pay gaps and the actions we are taking to close these gaps.

Since 2017, we have been required by UK law to publish our gender pay gap. There is no statutory duty to report our mean and median pay gap analysis for ethnicity, disability and sexual orientation, but the University reports these as part of our commitment to equity for all staff. Publishing this data enables us to track, monitor and report our progress in a transparent way, to better understand the cause of any disparities and to determine future actions to close these gaps.

Data notes

The data used in this report to calculate the relevant pay gaps comes from a snapshot of employee data taken on the census date of 31 March 2025.

The gender pay gap data includes all Full Pay Relevant Employees in line with statutory guidelines for reporting.

There are no statutory guidelines for reporting disability, ethnicity or sexual orientation pay gaps. The methodology used to calculate these pay gaps varies from the methodology to calculate the statutory gender pay gap calculations. Due to system limitations and the low declarations of protected characteristics beyond 'legal sex' from our atypical staff, we have excluded these staff from the ethnicity, disability and sexual orientation pay gap figures, along with any staff who have chosen 'Prefer Not to Say' for the relevant protected characteristic. As such, the overall staff number differs by pay gap report. We hope to move to more full reporting of all employees following future system developments.

To note: The ethnicity, disability and sexual orientation pay gap data may be influenced by the proportion of staff who have chosen not to declare their protected characteristics information to the University.

Gender pay gap

The gender pay gap is the difference between the average hourly rate of pay of female and male employees across an organisation, expressed as a percentage.

Gender pay gap vs equal pay

The gender pay gap is different to equal pay. Equal pay relates to female and male employees receiving equal pay for work of equal value. Since the 1970s, UK law has prohibited paying different amounts to men and women who do work of equal value.

Metrics used to measure the gender pay gap

The gender pay gap regulations require us to report on our gender pay gap using the following metrics:

- The mean and median gender pay gap, based on an hourly rate of pay.
- The mean and median bonus gaps, and the proportion of men and women receiving bonuses.
- The proportion of men and women in each quartile of the University's pay structure.

In this report, where the pay gap is in favour of men, it is expressed as a percentage (e.g., 12%) and where the gap is in favour of women, it is expressed as a negative percentage (e.g., -10%).



Our 2025 gender pay gap

Since 2017, the University has seen an overall reduction of 6.8 percentage points in its mean gender pay gap and a reduction of 7.8 percentage points in its median gender pay gap.

The University's mean gender pay gap is 17.3% and its median gender pay gap is 14.9%. There has been a reduction of 1.2 percentage points in the mean gender pay gap from 2024, when the mean gender pay gap was 18.5%, and a reduction in the median gender pay gap of 3.2 percentage points, from 18.1% in 2024.

Both the mean and median gender pay gaps are at their lowest since reporting began in 2017.

The University's mean and median pay gaps are higher than the higher education sector gender pay gap calculated by Advance HE*, which reported a mean gender pay gap in 2024 of 13.7% and a median gender pay gap of 9.0%.

MEAN GENDER PAY GAP

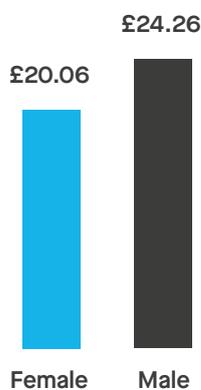
17.3%

MEDIAN GENDER PAY GAP

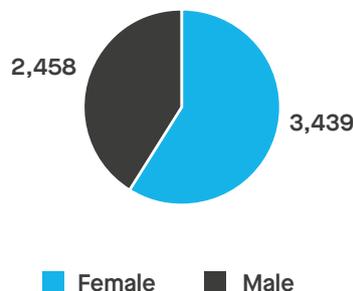
14.9%

1. The mean and median gender pay gap based on an hourly rate of pay

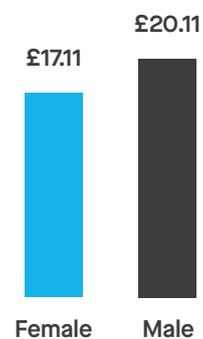
MEAN GENDER PAY GAP
17.3%



TOTAL NUMBER OF STAFF
5,897

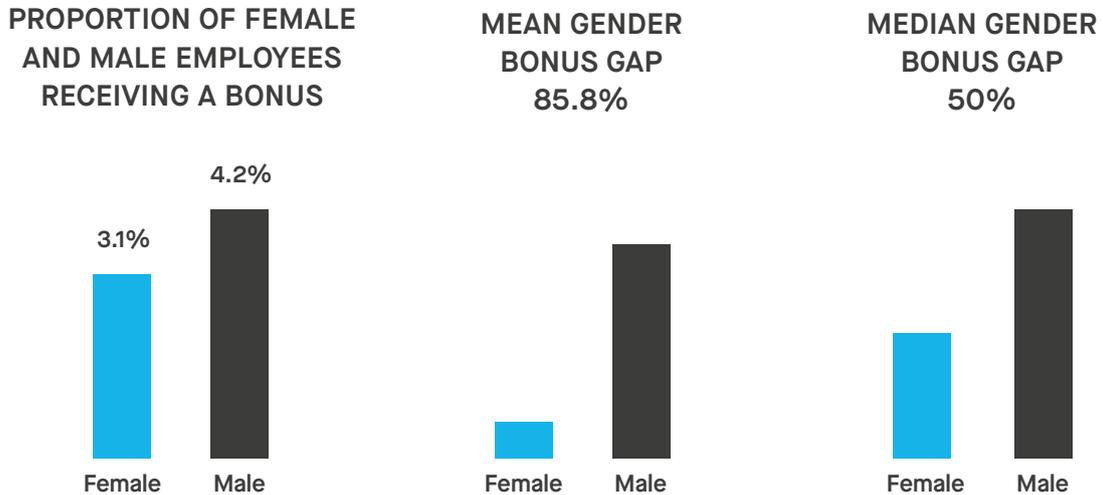


MEDIAN GENDER PAY GAP
14.9%



* Source page 204 in: Advance HE Equality in higher education – staff statistical report 2024

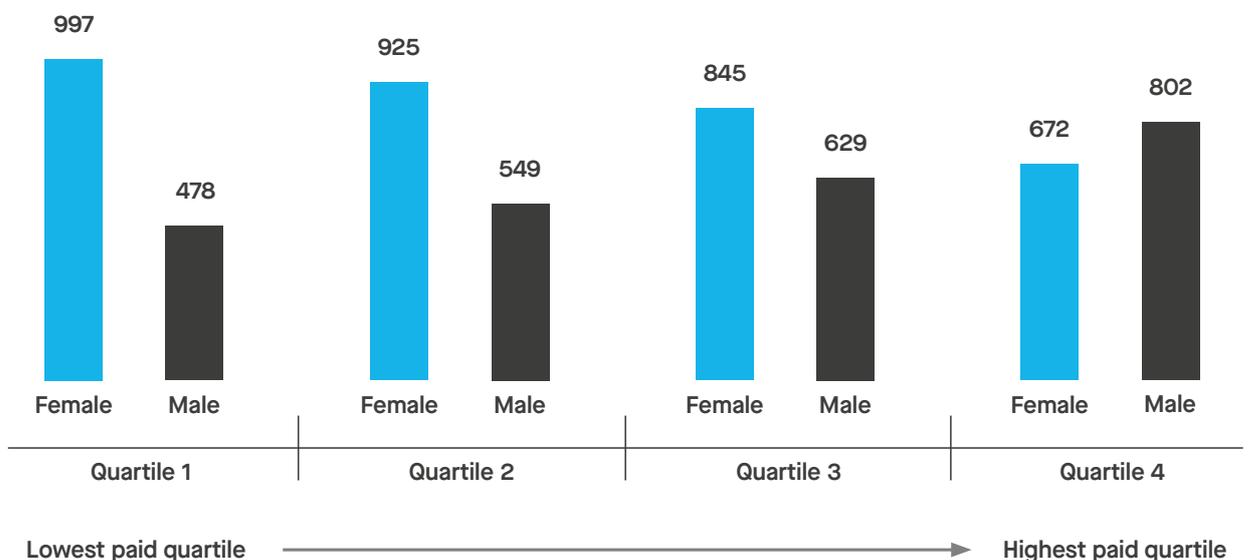
2. The mean and median bonus pay gap, and the proportions of women and men receiving a bonus payment



The University has a mean bonus gender pay gap of 85.8% and a median bonus pay gap of 50%. This has increased from 2024 when the mean was 80.9%. The median has remained the same as in 2024, at 50%.

National Clinical Impact Awards influence the bonus gender pay gap. These awards recognise and reward senior academics whose work contributes to the continuous improvement of NHS services. As such, they are exclusive to universities that have medical schools.

3. The number of women and men in each hourly rate quartile pay band



Determining key factors in our gender pay gap

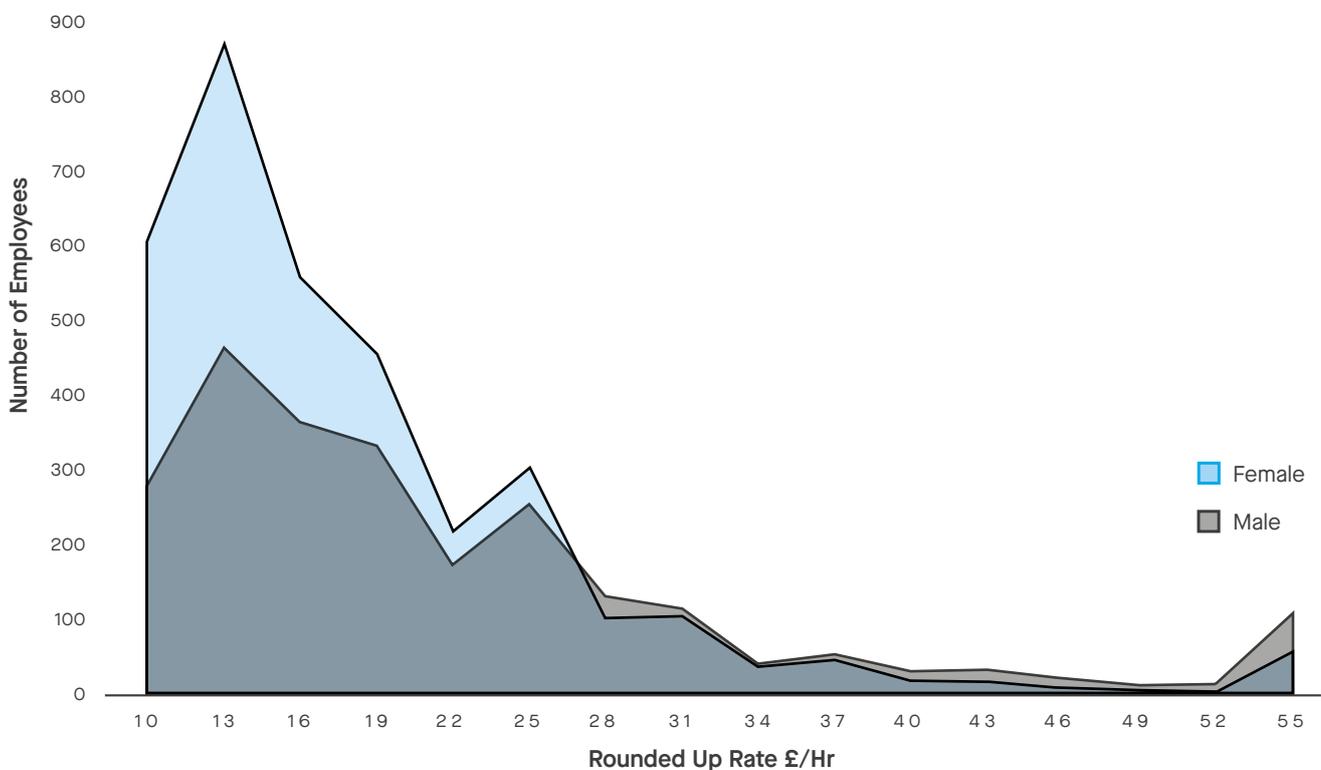
Key determinants of the gender pay gap at the University include the absence of a gender balance across job categories and through the different pay grades.

Women remain over represented in lower pay grade roles and underrepresented in higher pay grade roles.

The graph below shows the number of employees by pay rate per hour and illustrates the impact on the University gender pay gap of the disproportionately high number of women in the lower and middle pay bands.

“Achieving a significant reduction in our pay gaps remains a key priority for the University”

Employees by pay rate 2025



Disability pay gap

What is the disability pay gap?

The disability pay gap is the difference between the average hourly pay of employees with a declared disability and employees with no known disability across an organisation, expressed as a percentage.

Our 2025 disability pay gap

The University's mean disability pay gap is 15.1% (a slight increase from 14.8% in 2024) and its median disability pay gap is 17.9% (a decrease from 19.2% in 2024).

Metrics used to measure the disability pay gap

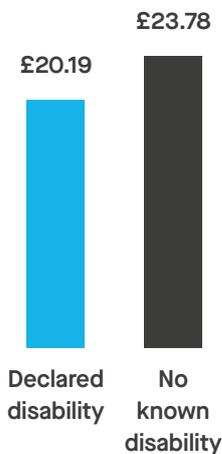
- The mean and median disability pay gap, based on an hourly rate of pay.

In this report, where the pay gap is in favour of employees with no known disability, it is expressed as a percentage (e.g., 12%) and where the gap is in favour of employees with a declared disability, it is expressed as a negative percentage (e.g., -10%).

The mean and median disability pay gap based on an hourly rate of pay

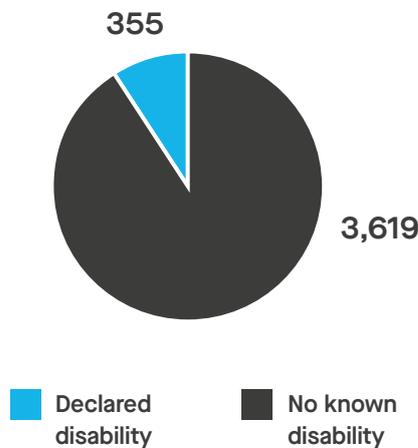
MEAN DISABILITY PAY GAP

15.1%



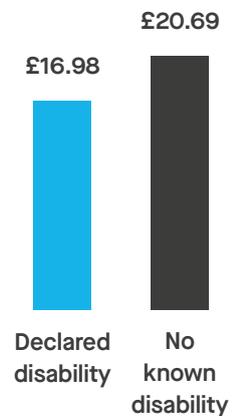
TOTAL NUMBER OF STAFF

3,974



MEDIAN DISABILITY PAY GAP

17.9%



Ethnicity pay gap

What is the ethnicity pay gap?

The ethnicity pay gap is the difference between the average hourly pay of minority ethnic employees and white employees across an organisation, expressed as a percentage.

In this report, where the pay gap is in favour of white employees, it is expressed as a percentage (e.g., 12%) and where the gap is in favour of minority ethnic employees, it is expressed as a negative percentage (e.g., -10%).

Metrics used to measure the ethnicity pay gap

- The mean and median ethnicity pay gap, based on an hourly rate of pay.

Minority ethnic employees include all staff who have declared their ethnicity to the University as Black, Asian, Mixed or Other Ethnic Background.

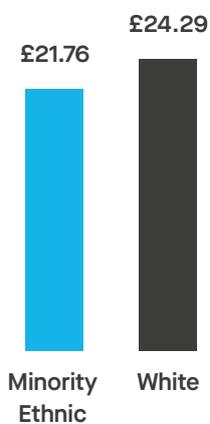
Our 2025 ethnicity pay gap

The University's mean ethnicity pay gap is 10.4% (a slight increase from 9.5% in 2024) and its median ethnicity pay gap is 11.6% (a decrease from 14.3% in 2024).

The mean and median ethnicity pay gap based on an hourly rate of pay

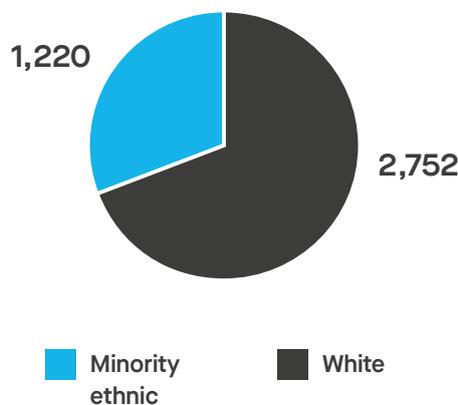
MEAN ETHNICITY PAY GAP

10.4%



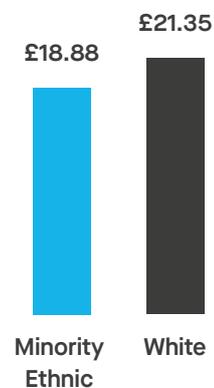
TOTAL NUMBER OF STAFF

3,972



MEDIAN ETHNICITY PAY GAP

11.6%



Sexual orientation pay gap

What is the sexual orientation pay gap?

The sexual orientation pay gap is the difference between the average hourly pay of LGB+ (Lesbian, Gay, Bisexual+) employees and heterosexual employees across an organisation, expressed as a percentage.

Metrics used to measure the sexual orientation pay gap

- The mean and median sexual orientation pay gap, based on an hourly rate of pay.

'LGB+' employees include all staff who have declared their sexual orientation to the University as Lesbian, Gay, Bisexual or Other Sexual Orientation.

In this report, where the pay gap is in favour of heterosexual employees, it is expressed as a percentage (e.g., 12%) and where the gap is in favour of LGB+ employees, it is expressed as a negative percentage (e.g., -10%).

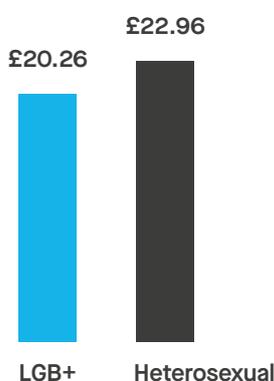
Our 2025 sexual orientation pay gap

The University's mean sexual orientation pay gap is 11.8% (a decrease from 14.5% in 2024) and its median sexual orientation pay gap is 10.7% (a significant decrease from 17.1% in 2024).

The mean and median sexual orientation pay gap based on an hourly rate of pay

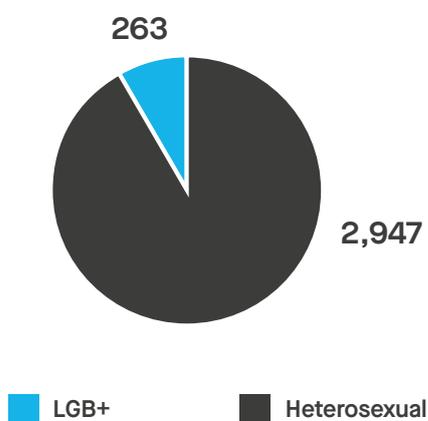
MEAN SEXUAL ORIENTATION PAY GAP

11.8%



TOTAL NUMBER OF STAFF

3,210



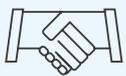
MEDIAN SEXUAL ORIENTATION PAY GAP

10.7%



We are taking targeted action to close our pay gaps to ensure fair treatment and reward for all staff.

Our EDI Objectives and Strategy Delivery Plan 2023-2028, aim to target many of the underlying inequities which contribute to our pay gaps. [Read our EDI strategy delivery plan and objectives 2023-2028 \(docx., 29kb\)](#)



Attracting and retaining the very best people

- Offering competitive pay, and setting out our approach to pay and reward in an open and transparent way.
- Continually reviewing our recruitment practices and processes to ensure that they are equitable and inclusive. Examples include – embedding the University’s Inclusive Recruitment Toolkit, anonymous shortlisting for professional services roles and each department receiving annual recruitment data health checks.
- Annually funding two Daphne Jackson Fellowships at the University to support returners to STEM research careers.
- Ensuring that our WorkSmart agile working approach retains inclusive practices to support flexible working.



Valuing equity and diversity

- Progressing our Institutional Athena Swan Silver, Race Equality Charter Bronze and Disability Confident Leader action plan priorities. Embedding Charter principles and practices across the University.
- Mandating all staff to complete both an Equality, Diversity and Inclusion module and a Challenging Unconscious Bias module. Offering a portfolio of resource and learning and development opportunities to support inclusivity, including LGBT+ and Disability toolkits.
- Improving disclosures rates of diversity characteristics, including ethnicity, disability, gender identity and sexual orientation to enable improved understanding of issues and barriers for equity groups.
- Requiring all staff who sit on recruitment and selection panels to additionally complete training that specifically addresses bias in recruitment and selection processes.
- Providing networking and support opportunities through our Four Staff Equity Fora (Women’s, Mutli-Ethnicity, Disability, LGBT+) and Carers and Parents Network.



Nurturing and developing people

- Reinforcing our transformational approach to academic career progression and promotion, created through the Leicester Academic Career Map.
- Delivering our comprehensive suite of development and leadership programmes, which have equity and unconscious bias awareness embedded throughout.
- Targeted career development programmes.
- Implementing mentoring and coaching to support through the academic promotion process.
- Ensuring that annual Personal Development Discussions are used as a platform to support and explore development, progression and promotion.



Celebrating and recognising success

- Ensuring our approach to performance, reward, recognition and promotion, for academic and professional services is transparent, understandable and fair, including promotion workshops and mentoring for minority ethnic and women staff.
- Embedding evidence-based action in promotion processes, including providing gender and ethnicity demographic data to professorial promotion panels.
- Reviewing our reward and recognition schemes for academic and professional services staff.

PROFESSOR TEELA SANDERS



Closing our pay gaps

At the University of Leicester, we are committed to promoting an inclusive workplace where everyone is treated fairly and equitably. Closing our pay gaps is a key component of this commitment. Publishing and monitoring our pay gap data annually is crucial for us to better understand the causes behind any disparities in pay and to develop meaningful targeted actions to achieve equity across all staff groups.

We are very pleased to report further reductions in our median pay gaps across all of our reported areas – disability, ethnicity, gender and sexual orientation.

Further reductions in our gender pay gap means that our mean and median gender pay gaps continue to be their lowest since statutory gender pay gap reporting began in 2017. We are not complacent, however, and are committed to the work needed to continue to eliminate our gender pay gap.

As part of the University's continued commitment to equity, we are reporting beyond the statutory field of gender to include disability, ethnicity and sexual orientation, as this provides critical insights to help us to better understand our position, and to increase transparency and accountability.

Achieving a significant reduction in our pay gaps remains a fundamental priority for the University. Over the next year, our Pay Gap Working Group, comprising members from our four Equity Action Groups (Disability, LGBT+, Race and Equity), will be working to understand the key determinants and reasons for our pay gaps to enable us to take further targeted and meaningful action to close these gaps.

Professor Teela Sanders,

Chair of the University Equity, Diversity and Inclusion Committee

Pro Vice-Chancellor and Head of College for the College of Social Sciences, Arts and Humanities

“We are very pleased to report further reductions in our median pay gaps across all of our reported areas – disability, ethnicity, gender and sexual orientation.”



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