



Nottingham Trent
University

Gender, Ethnicity and Disability Pay Gap Report 2025

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1. Introduction

Employers with 250 employees or more are required to report and publish their gender pay gap information each year. It must be reported online using the gender pay gap reporting service and must also be published in a prominent place on a public facing website.

While there are not the same legal requirements for ethnicity or disability pay gap reporting, to increase transparency, and as part of our commitment to demonstrating how we are meeting our duties under the Equality Act 2010, NTU has agreed to voluntarily publish our ethnicity and disability pay gaps. The analysis for all three groups follows the same statutory methodology requirements for gender pay gap reporting.

2. Background

Gender Pay Gap Data Reporting Requirements

Public sector organisations are required to take a data snapshot of their workforce no later than the census date of 31 March within the reporting cycle. These are used to generate the following six calculations:

1. The mean hourly pay difference between men and women;
2. The median hourly pay difference between men and women;
3. The mean bonus gap difference between men and women;
4. The median bonus gap difference between men and women;
5. Percentage of the male staff receiving a bonus and the percentage of female staff receiving a bonus; and
6. Gender balance of men and women by pay quarter.

To comply with the annual legislative reporting requirement in relation to gender, these calculations must be returned through the Government's Gender Pay Gap Reporting online portal, based on the 'snapshot date' of 31 March (2025). The University has 12 months from the snapshot date in which to publish the pay information.

The 'mean' and 'median' are two methods used to calculate an 'average'. Both calculations are required to fulfil the statutory duty. The 'median' (the mid-point) is considered to be more reflective of the earning experience of a 'typical' man and a 'typical' woman. The 'mean' average is impacted by outlier pay values and tends to reflect the specific issue of gender, most typically the underrepresentation of women among senior higher paid roles and overrepresentation among lower paid roles.

This report also contains data analysis in relation to the ethnicity pay gap and the disability pay gap as at the same snapshot date using the same six calculations described above for consistency.

Terminology

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 uses the terms 'female' and 'male' when referring to gender and calculating pay differences. The data in this report is therefore based on the legal gender of our employees as recorded on our payroll system (as required by HRMC) and not gender identity. While we acknowledge the limitations of this language, we are required to use the terminology specified in the legislation—female/male or women/men—to fulfil our legal obligations.

The term 'ethnic minority' is used in this report as this is the agreed terminology to be used at NTU.

The term 'pay gap' refers to the difference in average earnings between two groups. In contrast, 'equal pay,' which instead focuses on the average pay of employees performing 'work of equivalent value' or 'like work'. The University undertakes an equal pay review every two years and the next review is due in 2025/26.

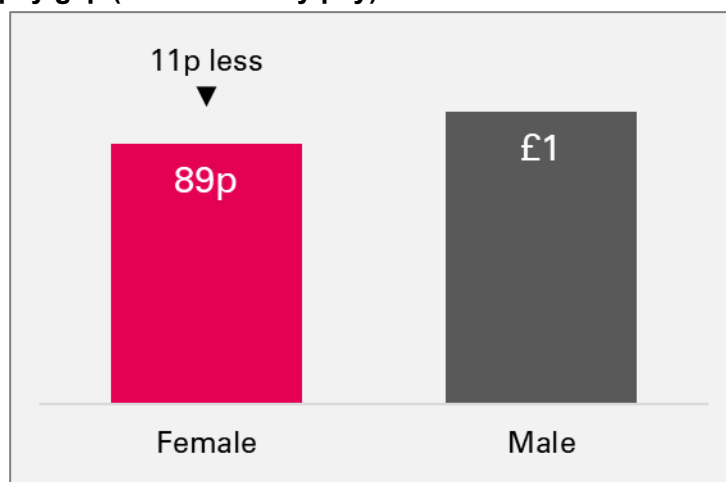
The term 'relevant employee' is any individual employed by the organisation on the snapshot date, including full-time, part-time, and casual workers under a contract of employment or apprenticeship. Employees on reduced or unpaid leave during the pay period that includes the snapshot date, such as those on maternity, paternity, or have their pay reduced due to sickness absence, are excluded from the calculations. There were 4,842 employees that meet this definition on the snapshot date.

3. NTU Gender Pay Gap

Gender Mean and Median Hourly Pay Gaps

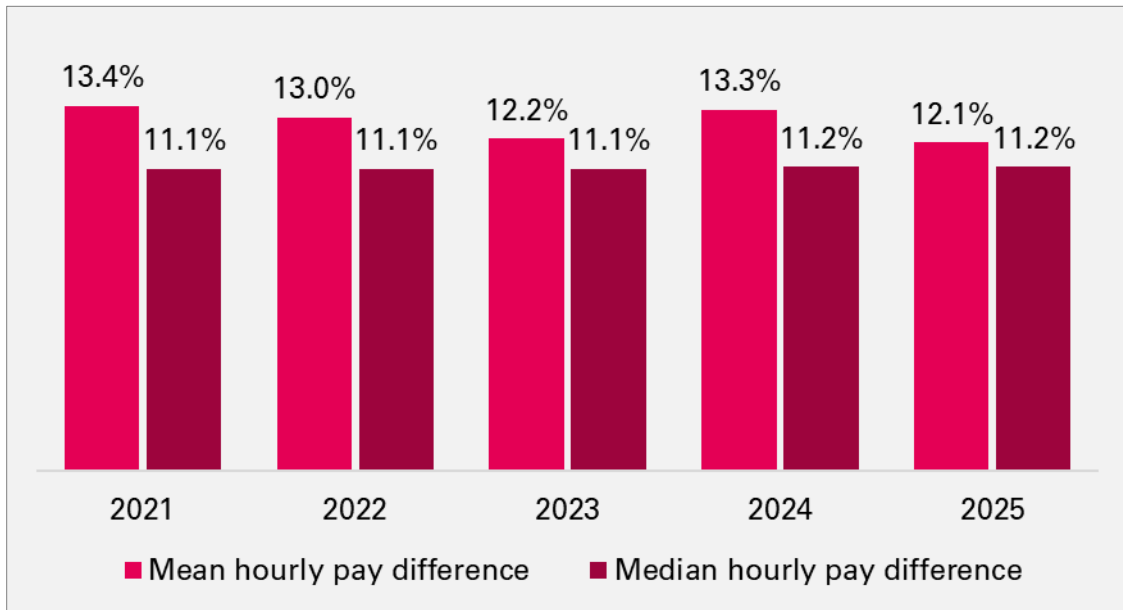
Since gender pay gap reporting is based on legal gender, all 4,842 relevant employees as of the census date, 31 March 2025, are included. Of these employees, 2,849 (58.8%) were women and 1,993 (41.2%) were men.

Chart 1 - Gender pay gap (median hourly pay)



At NTU, women earn 89p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 11.2% lower than men's. When comparing mean hourly pay, women's mean hourly pay is 12.1% lower than men's.

Chart 2 - Gender Pay Gap 2021 to 2025



The gender pay gap (mean) has reduced by 1.2 percentage points (pp), from 13.3% in 2024 to 12.1% in 2025, and the median gap has remained the same at 11.2% between 2024 and 2025.

Gender Pay Quarters

In the lowest earnings quarter, women make up the majority, at 71%, whereas in the highest earnings 48% are women. For reference, 59% of the overall relevant employee population are women.

Chart 3 - Gender Pay Quarters 2025

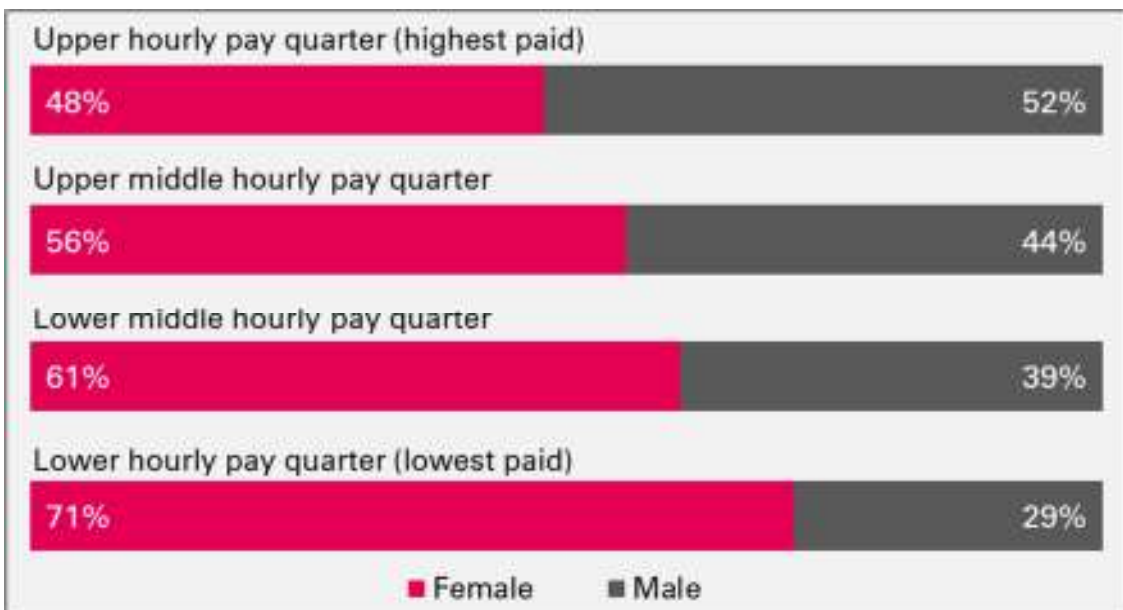


Table 1 - Percentage of women in each pay quarter 2021 to 2025

Hourly pay quarter	2021	2022	2023	2024	2025
Upper (highest paid)	47%	47%	48%	49%	48%
Upper middle quarter	53%	53%	53%	54%	56%
Lower middle quarter	59%	59%	61%	62%	61%
Lower (lowest paid)	70%	69%	68%	71%	71%
Overall % Workforce	57%	57%	57%	59%	59%

The proportion of women in the workforce has remained the same since the last reporting date at 59%. Women's representation in each quarter has also remained relatively consistent during this period.

Gender Bonus Gap

The gender bonus gap for 2025 is 17.4% (mean) and 0% (median), with 17.7% of women and 16.7% of men receiving a bonus.

Table 1 - Gender bonus gap 2023 and 2025

	2023	2024	2025
Mean Bonus Gap	28.0%	16.2%	17.4%
Median Bonus Gap	0.0%	0.0%	0.0%

Table 2 - Proportion of employees receiving a bonus 2023 and 2025

	2023	2024	2025
% Men Receiving a Bonus	16.3%	18.0%	16.7%
% Women Receiving a Bonus	17.8%	19.8%	17.7%

The mean gender bonus gap has increased slightly by 1.2 pp from 16.2% to 17.4%, while the median gap remained at 0.0% from the last reporting period. The percentage of employees receiving a bonus decreased for both women and men, with women consistently receiving bonuses in greater numbers than men.

In 2025, 17.7% of women received a bonus compared to 16.7% of men. It is important to note that grade and FTE (full-time equivalent) status significantly influence the amount of bonus an individual receives. When considering bonus payments as a proportion of overall pay, the average bonus award was equal for women and men (1.9%).

Ethnicity Pay Gap

Ethnicity Mean and Median Hourly Pay Gaps

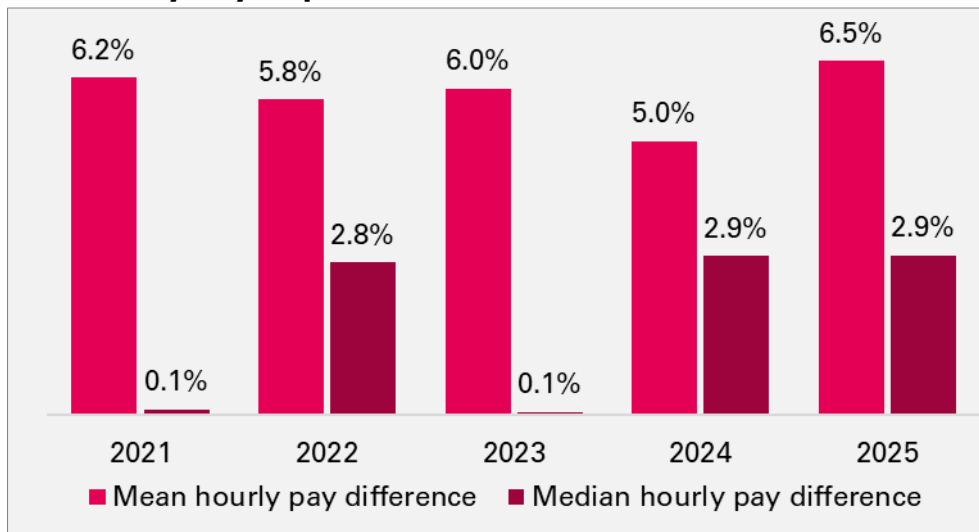
As of the census date, 31 March 2025, NTU employed 4,572 individuals who had declared their ethnicity, representing 94.4% of the total 4,842 employees in scope. Of those who declared, 958 (21%) identified as belonging to an ethnic minority, while (79%) identified as white. The following calculations in this section are based only on employees who made a declaration.

Chart 4 - Ethnicity pay gap (median hourly pay)



At NTU, ethnic minority colleagues earn 97p for every £1 that white colleagues earn when comparing median hourly pay. Their median hourly pay is 2.9% lower than white colleagues’ pay. When comparing mean hourly pay, ethnic minority colleagues’ mean hourly pay is 6.5% lower than white colleague’s pay.

Chart 5 - Ethnicity Pay Gap – 2021 to 2025

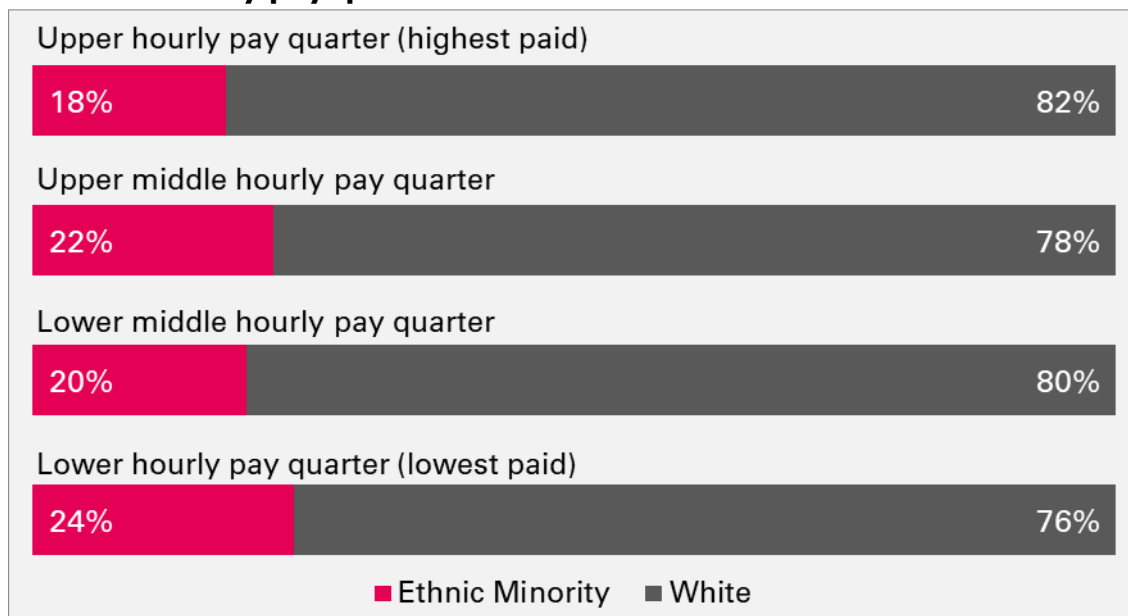


The ethnicity pay gap (mean) has increase by 1.5 pp (from 5.0% to 6.5%) and the median has remained at the same level (2.9%) since the last reporting date (March 2024).

As the majority of employees are clustered around specific spinal column points, the median tends to fall at one of these points. In this case, the difference in the median pay between white and ethnic minority employees is exactly one spinal column point.

Ethnicity Pay Quarters

Chart 6 - Ethnicity pay quarters 2025



The representation of ethnic minority staff is slightly higher in the lower and lower-middle pay quarters (24% and 20% respectively), and broadly similar in the upper-middle quarter (22%) when compared with the overall workforce figure of 20%. However, representation falls to 18% in the highest pay quarter, indicating a continuing underrepresentation in the highest paid roles though the gap has narrowed slightly compared to last year.

Table 3 - Proportion of ethnic minority employees in pay quarters

Hourly pay group	2022	2023	2024	2025
Upper hourly pay quarter (highest paid)	13%	15%	16%	18%
Upper middle hourly pay quarter	21%	22%	22%	22%
Lower middle hourly pay quarter	18%	18%	21%	20%
Lower hourly pay quarter (lowest paid)	19%	22%	22%	24%

Ethnic minority representation has increased in the lower and upper quarters, the middle two quarters have remained relatively consistent.

Ethnicity Bonus Gap

The mean ethnicity bonus gap for 2025 is 5.2% (mean) and 0% (median), with 13.7% of ethnic minority colleagues and 15.6% of white colleagues receiving a bonus.

Table 4 - Ethnicity bonus gap 2023 and 2025

	2023	2024	2025
Mean Bonus Gap	16.4%	6.9%	5.2%
Median Bonus Gap	0.0%	0.0%	0.0%

The mean ethnicity bonus gap has decreased from 6.9% to 5.2%, while the median gap remained at 0.0% from the last reporting period.

Table 5 - Proportion of colleagues receiving a bonus 2023 and 2025

	2023	2024	2025
% Ethnic Minorities Receiving a Bonus	16.3%	18.0%	13.7%
% White Employees Receiving a Bonus	17.8%	19.8%	15.6%

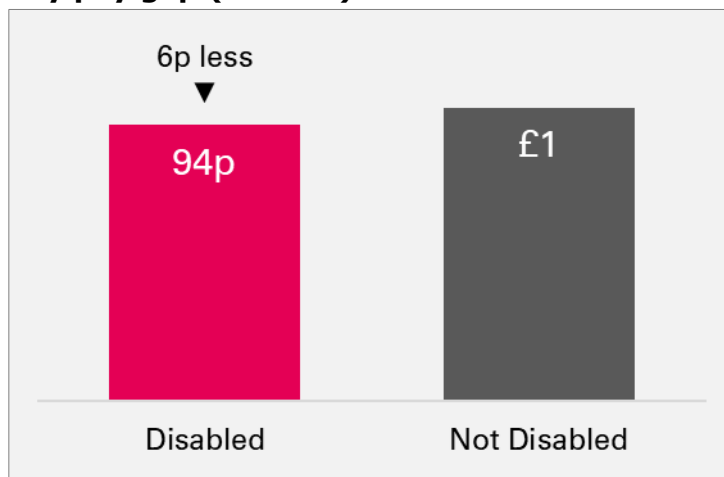
The percentage of employees receiving a bonus decreased for both ethnic minority and white colleagues.

Disability Pay Gap

Disability Mean and Median Hourly Pay Gaps

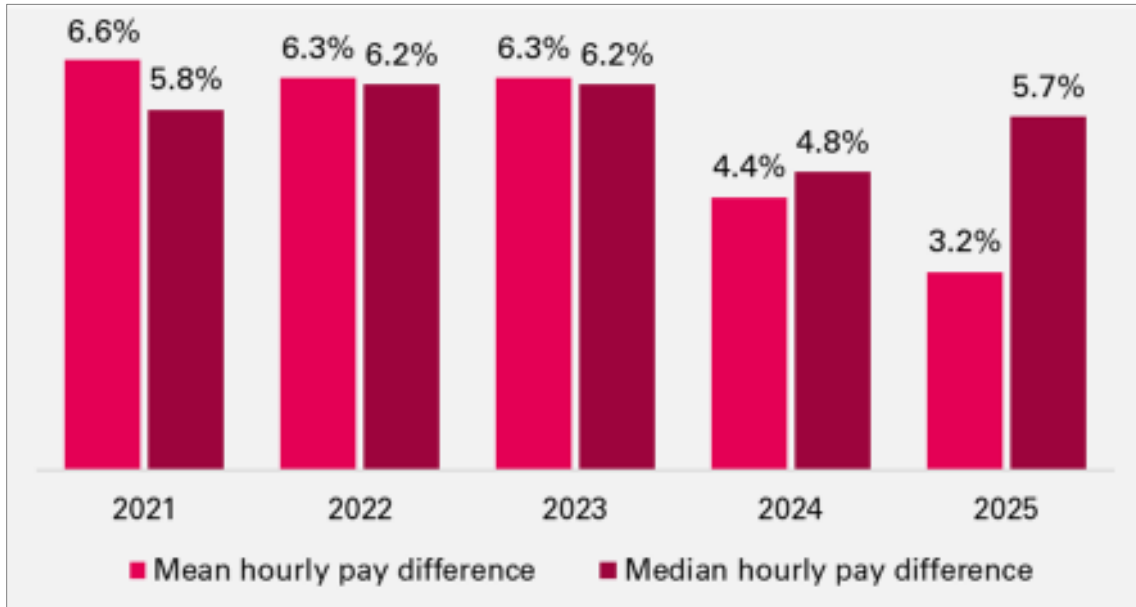
As of the census date, 31 March 2025, 4,030 NTU employees had disclosed their disability status, representing 83.2% of the total 4,842 employees in scope. Of those who provided this information, 520 employees (12.9%) identified as having a disability, while 3,510 employees (87.1%) indicated they did not have a disability. The following calculations are based only on employees who made a declaration, either identifying as disabled or not disabled.

Chart 7 - Disability pay gap (median)



At NTU, disabled colleagues earn 94p for every £1 that colleagues who are not disabled earn when comparing median hourly pay. Their median hourly pay is 5.7% lower than colleagues who are not disabled. When comparing mean hourly pay, disabled colleagues mean hourly pay is 3.2% lower than those not disabled.

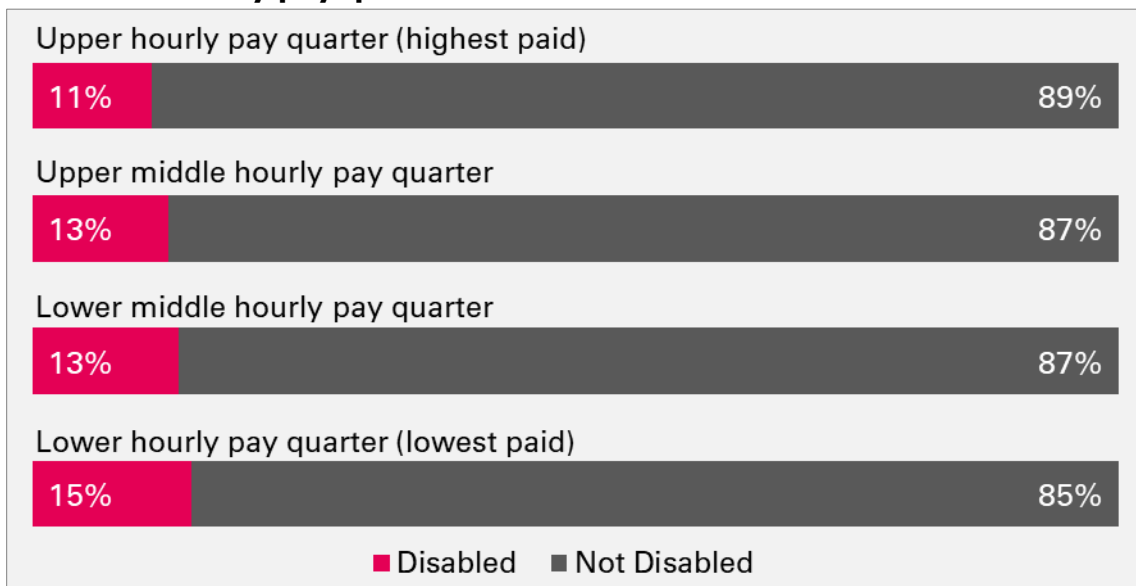
Chart 8 - Disability pay gap 2021 to 2025



The disability pay gap (mean) has decreased by 1.2 pp and by increased, by 0.9 pp (median) since the last reporting date (March 2024).

Disability Pay Quarters

Chart 9 - Disability pay quarters 2025



15% of colleagues in the lowest pay quarter identify as having a disability, with this proportion decreasing slightly through the middle quarters (both at 13%) and dropping further to 11% in the highest pay quarter. While the distribution is relatively even across the lower three quarters, the data highlights lower representation of disabled staff in the highest paid roles.

Table 6 - Proportion of disabled employees in each pay quarter (2021 to 2025)

	2021	2022	2023	2024	2025
Upper hourly pay quarter (highest paid)	9%	9%	10%	11%	11%
Upper middle hourly pay quarter	9%	10%	11%	11%	13%
Lower middle hourly pay quarter	10%	12%	12%	13%	13%
Lower hourly pay quarter (lowest paid)	13%	14%	14%	15%	15%

The proportion of employees declaring they have a disability has risen since 2021, from 9.7% to 12% in 2024. Disability representation has grown proportionately across all earnings quarters.

Disability Bonus Gap

The mean disability bonus gap for 2025 is negative 0.4% (mean) and 0% (median), with 17.3% of disabled employees and 20% of non-disabled employees receiving a bonus.

Table 7 - Disability bonus gap 2023 and 2025

	2023	2024	2025
Mean Bonus Gap	6.3%	4.1%	-0.4%
Median Bonus Gap	6.2%	10.0%	0.0%

Table 8 - Proportion of colleagues receiving a bonus by disability status

	2023	2024	2025
% Not Disabled Employees Receiving a Bonus	18.8%	20.3%	20.0%
% Disabled Receiving a Bonus	17.4%	17.7%	17.3%

The mean disability bonus gap has decreased from 4.1% to -0.4%, while the median gap decreased from 10% to 0% from the last reporting period. The percentage of employees receiving a bonus has decreased very slightly for both groups.

Developing our pay gap action plan

At NTU, equality, diversity and inclusion considerations are embedded within our core people processes, as such we undertake Equality Impact Assessments (EIA) across all Reward and Recognition (R&R) activities. This helps us ensure that our policies, procedures and criteria relating to recruitment, progression, promotion, pay and recognition are systematically reviewed for potential adverse impacts on those from minoritised groups, and where any potential adverse impacts are identified, these are addressed. We are currently developing a comprehensive pay gap action plan in line with the 2025 Government guidance on effective Gender Pay Gap Action Planning. The revised plan will build on activity already taking place across the University.