



Nottingham Trent
University

Gender, Ethnicity and Disability Pay Gap Report 2025

February 2025

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 methodology as the statutory 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 (2024). The University has 12 months from the snapshot date in which to publish the pay information.

The 'mean' and 'median' are two ways of calculating an average. The mean is calculated by adding all the values together and then dividing by the number of values. The median is found by placing the values in number order and finding the value in the middle.

The mean uses all of the available data but can be potentially skewed by a few very large or small values. The 'median' (the mid-point) is considered to be more reflective of the earning experience of a 'typical' man and a 'typical' woman, as it isn't affected by outlier values in the same way as the mean. Both calculations are required to fulfil NTU's statutory duty relating to the gender pay gap. The mean is more affected by outlier values, including the lower number of women in senior higher paid roles, and higher number of women in lower paid roles

This report also contains data analysis in relation to the ethnicity pay gap and the disability pay gap. These use the same snapshot date and the same six calculations as for the gender pay gap as 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 legislation does not account for individuals who identify as gender neutral, intersex, or nonbinary. 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 data in this report is therefore based on the legal gender of our employees as recorded on our payroll system.

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 is addressed in a separate report (Equal Pay Report 2024), focuses on the average pay of employees performing 'work of equivalent value' or 'like work'.

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 sick leave, are excluded from the calculations. There were 5,388 employees that meet this definition on the snapshot date.

3. NTU Gender Pay Gap Findings

Gender Mean and Median Hourly Pay Gaps

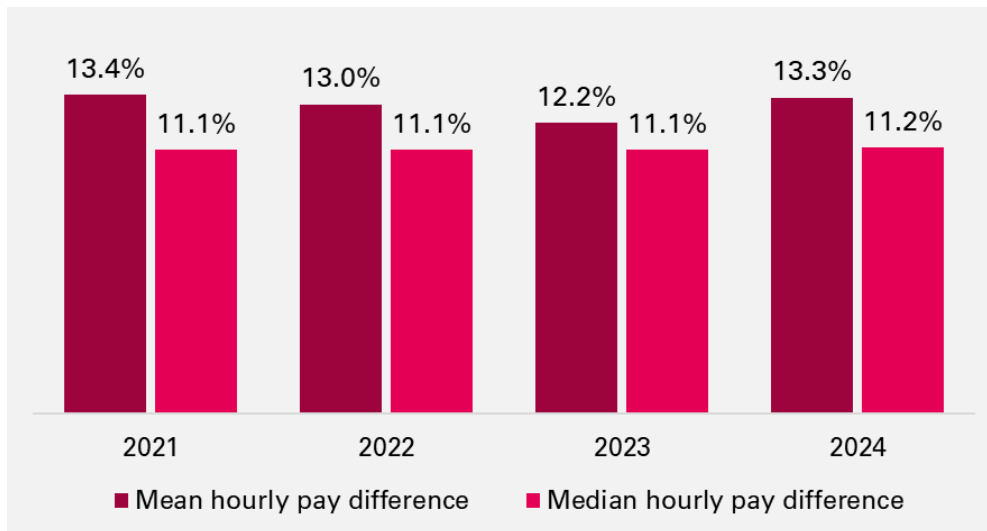
Since gender pay gap reporting is based on legal gender, all 5,388 relevant employees as of the census date, 31 March 2024, are included. Of these employees, 3,174 (58.9%) were women and 2,214 (41.1%) were men.

Chart 1 - Gender pay gap (median hourly pay)



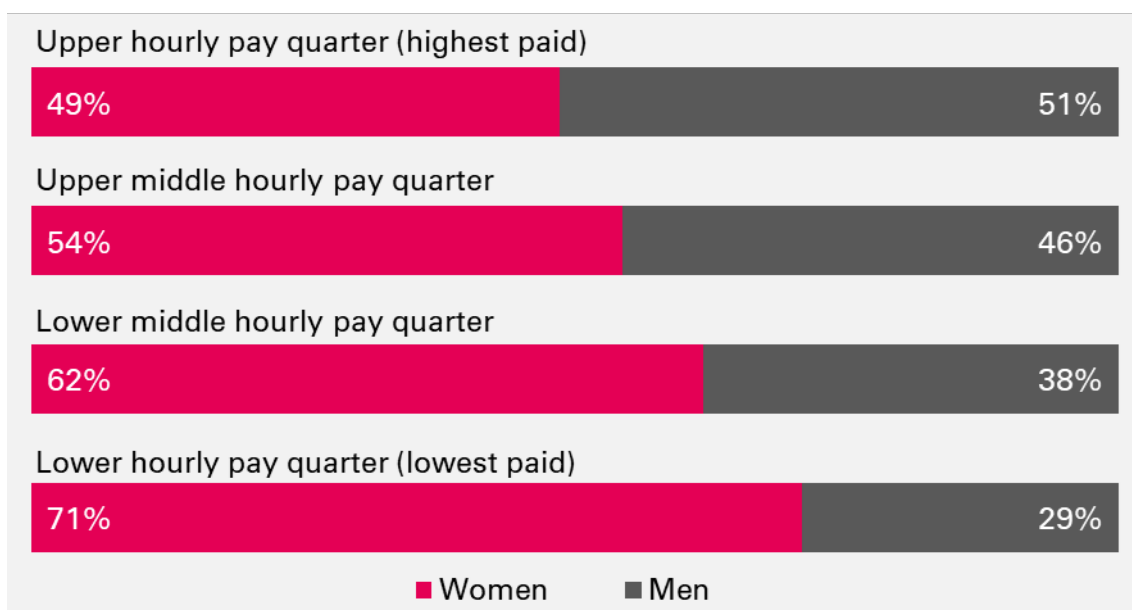
At NTU, women earn 89p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 11.2% lower than men's. When comparing mean hourly pay, women's mean hourly pay is 13.3% lower than men's.

Chart 2 - Gender Pay Gap 2021 to 2024



The gender pay gap (mean) has widened slightly by 1.3 percentage points (from 12.2% in 2023 to 13.3% in 2024), and the median gap has increased by 0.1 percentage points (from 11.1% in 2023 to 11.2% in 2024). This shift is attributed to an overall increase in the number of women in the workforce, with a disproportionate concentration in lower-paid roles as highlighted below in the gender pay quartiles.

Gender Pay Quartiles



In the lowest earnings quarter, women make up the majority, at 71%, whereas in the highest earnings quarter, their representation, although increasing steadily over time, is 49%. For reference, 59% of the overall relevant employee population are women.

Table 1 - Percentage of women in each pay quarter 2021 to 2024

| Hourly pay group | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Upper hourly pay quarter (highest paid) | 47% | 47% | 48% | 49% |
| Upper middle hourly pay quarter | 53% | 53% | 53% | 54% |
| Lower middle hourly pay quarter | 59% | 59% | 61% | 62% |
| Lower hourly pay quarter (lowest paid) | 70% | 69% | 68% | 71% |

The proportion of women in the workforce has risen slightly since the last reporting date, increasing from 57% to 59%. While the representation of women has grown slightly in all earnings quarters, the most significant increase is in the lowest quarter, with a rise of 3%.

Gender Bonus gap

The gender bonus gap for 2024 is 16.2% (mean) and 0% (median), with 19.8% of women and 18% of men receiving a bonus.

Table 1 - Gender bonus gap 2023 and 2024

| | 2023 | 2024 |
|------------------|-------|-------|
| Mean Bonus Gap | 28.0% | 16.2% |
| Median Bonus Gap | 0.0% | 0.0% |

Table 2 - Proportion of employees receiving a bonus 2023 and 2024

| | 2023 | 2024 |
|---------------------------|-------|-------|
| % Men Receiving a Bonus | 16.3% | 18.0% |
| % Women Receiving a Bonus | 17.8% | 19.8% |

The mean gender bonus gap decreased from 28.0% to 16.2%, while the median remained at 0.0%, showing that the midpoint bonus for both genders was the same. The mean is more affected by outliers, reflecting a higher concentration of men in senior roles and more women in part-time positions receiving reduced bonuses.

The percentage of employees receiving a bonus increased for both women and men, with women consistently receiving bonuses in greater numbers than men. In 2024, 19.8% of women received a bonus compared to 18.0% of men.

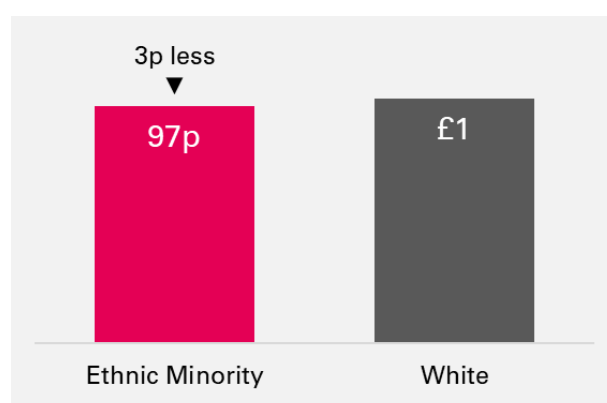
When considering bonus payments as a proportion of overall pay, the average bonus award for women was 2.2%, compared to 1.9% for men.

Ethnicity Pay Gap Findings

Ethnicity Mean and Median Hourly Pay Gaps

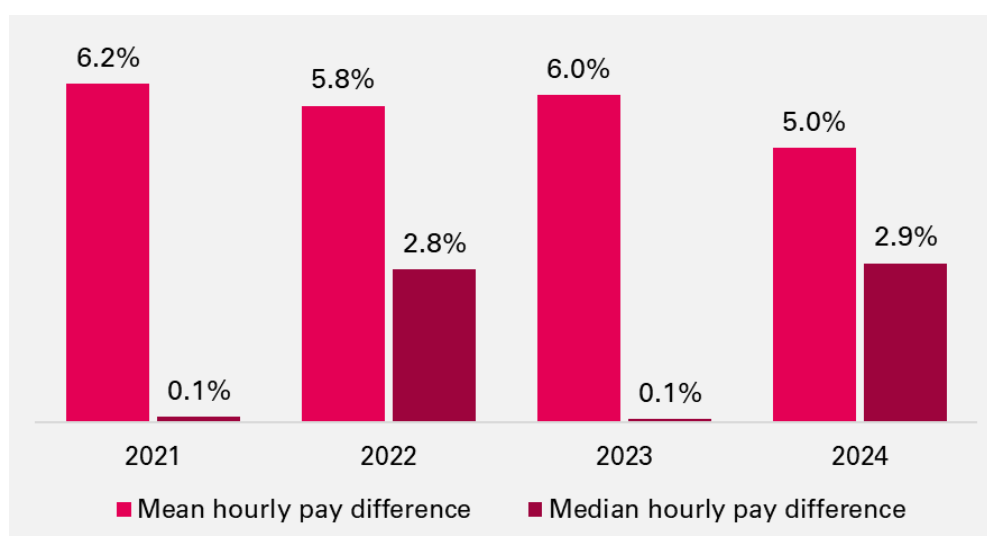
As of the census date, 31 March 2024, NTU employed 5,028 individuals who had declared their ethnicity, representing 93.3% of the total 5,388 employees in scope. Of those who declared, 1,007 (25%) identified as belonging to an ethnic minority, while 4,021 (75%) identified as white. The following calculations in this section are based only on employees who made a declaration.

Chart 5- 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 5% lower than white colleague's pay.

Chart 6- Ethnicity Pay Gap – 2021 to 2024

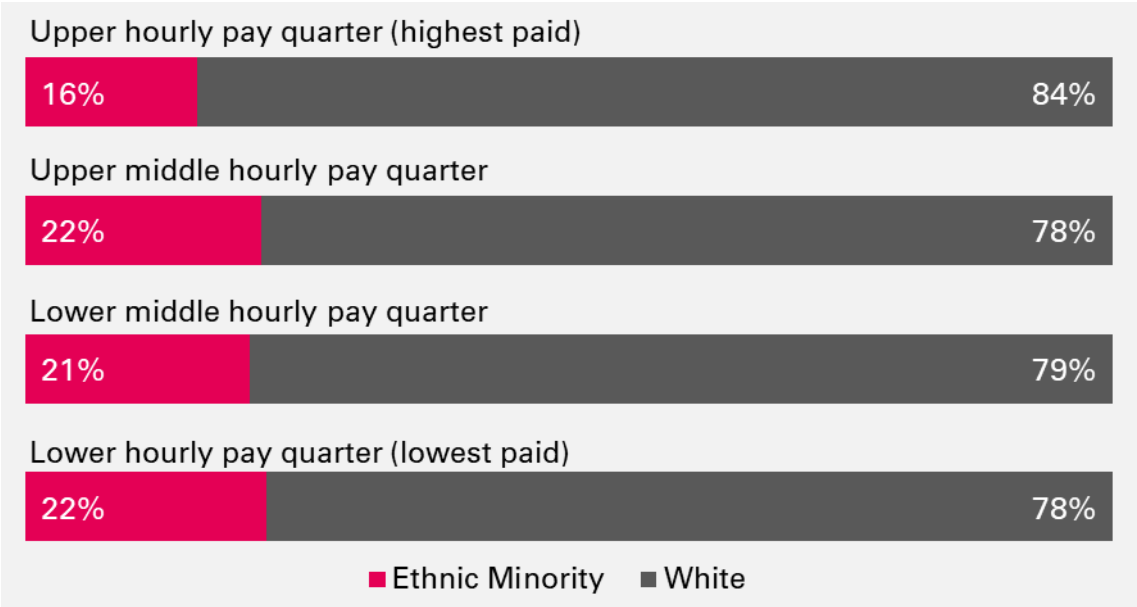


The ethnicity pay gap (mean) has decreased by 1% and increased by 2.8% (median) since the last reporting date (March 2023). The increase in the median is equivalent to one spinal column point.

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 7 - Ethnicity pay quarters 2024



The proportion of the workforce who identified as ethnic minorities is consistent from the lowest quarter to the upper-middle quarter (around 22%). There is, however, a notable reduction in representation in the top quarter (16%). For context, 20% of relevant employees identified as ethnic minorities.

Table 3 - Proportion of ethnic minorities in pay quarters (2021 to 2024)

| Hourly pay group | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Upper hourly pay quarter (highest paid) | 12% | 13% | 15% | 16% |
| Upper middle hourly pay quarter | 20% | 21% | 22% | 22% |
| Lower middle hourly pay quarter | 17% | 18% | 18% | 21% |
| Lower hourly pay quarter (lowest paid) | 17% | 19% | 22% | 22% |

Ethnic minority representation has grown across all earnings quarters, the most significant increase within the lower middle and upper quarter during this time.

Ethnicity Bonus Gap

The mean ethnicity bonus gap for 2024 is 6.9% (mean) and 0% (median), with 14.2% of ethnic minorities and 20.9% of white employees receiving a bonus.

Table 4 - Ethnicity bonus gap 2023 and 2024

| | 2023 | 2024 |
|------------------|-------|------|
| Mean Bonus Gap | 16.4% | 6.9% |
| Median Bonus Gap | 0.0% | 0.0% |

Table 5 - Proportion of colleagues receiving a bonus 2023 and 2024

| | 2023 | 2024 |
|---------------------------|-------|-------|
| % Men Receiving a Bonus | 16.3% | 18.0% |
| % Women Receiving a Bonus | 17.8% | 19.8% |

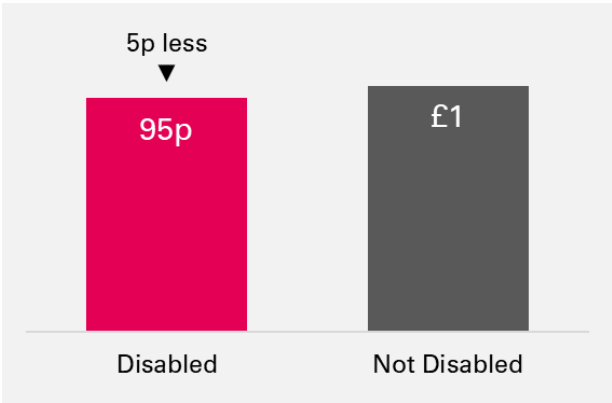
The mean ethnicity bonus gap has decreased from 16.4% to 6.9%, while the median gap remained at 0.0% from the last reporting period. The percentage of employees receiving a bonus increased for both ethnic minorities and white employees. While the proportion of ethnic minorities receiving a bonus has increased greater than for white employees, there is still a gap between these two groups.

Disability Pay Gap Findings

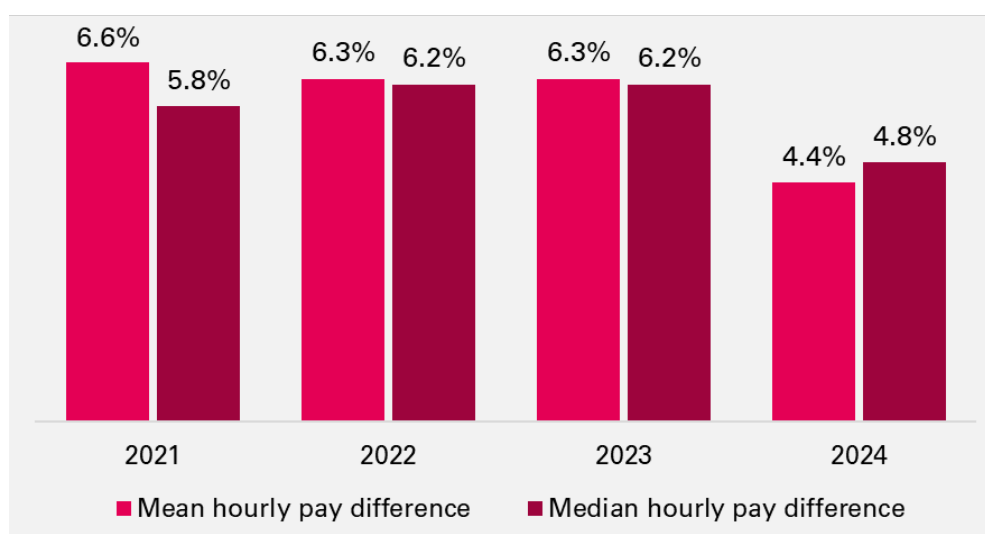
Disability Mean and Median Hourly Pay Gaps

As of the census date, 31 March 2024, 4,388 NTU employees had disclosed their disability status, representing 81.4% of the total 5,388 employees in scope. Of those who provided this information, 542 employees (12.4%) identified as having a disability, while 3,846 employees (87.6%) 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 8 - Disability pay gap (median)

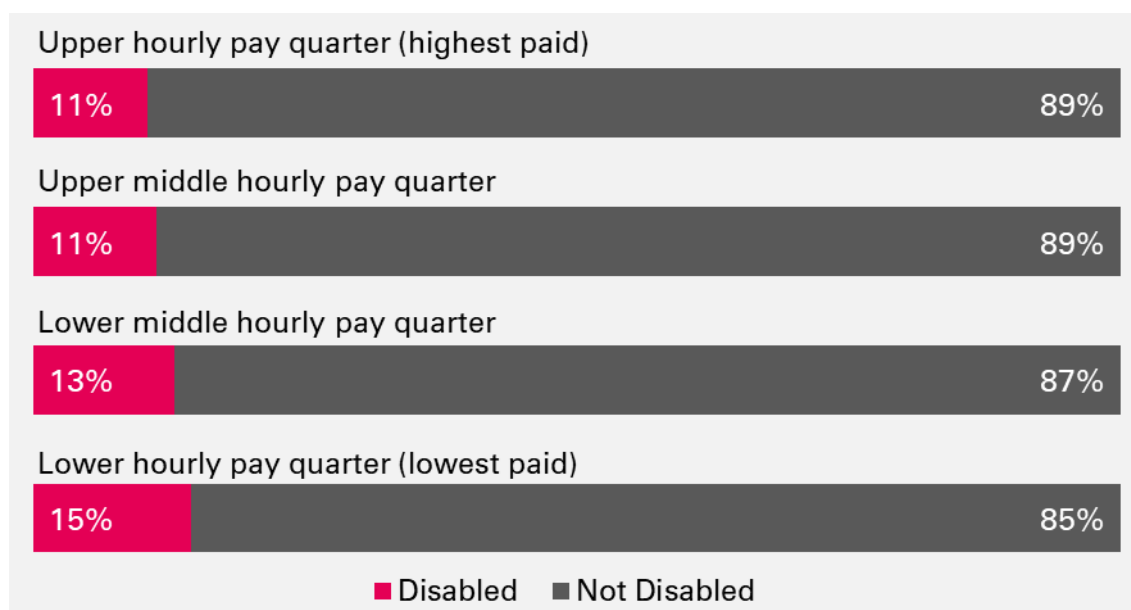


At NTU, disabled colleagues earn 95p for every £1 that colleagues who are not disabled earn when comparing median hourly pay. Their median hourly pay is 4.8% lower than colleagues who are not disabled. When comparing mean hourly pay, disabled colleagues mean hourly pay is 4.4% lower than men’s pay.

Chart 9 - Disability pay gap 2021 to 2024

The disability pay gap (mean) has decreased by 1.9% and by 1.4% (median) since the last reporting date (March 2023).

Disability Pay Quarters

Chart 10 - Disability pay quarters 2024

The proportion of disabled employees in each pay quarter reduces at each quarter (from 15% in the lower quarter, and 11% in the top quarter). For context, 12% of relevant employees have declared a disability.

Table 6 - Proportion of disabled employees in each pay quarter (2021 to 2024)

| | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| Upper hourly pay quarter (highest paid) | 9% | 9% | 10% | 11% |
| Upper middle hourly pay quarter | 9% | 10% | 11% | 11% |
| Lower middle hourly pay quarter | 10% | 12% | 12% | 13% |
| Lower hourly pay quarter (lowest paid) | 13% | 14% | 14% | 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 2024 is 4.1% (mean) and 10% (median), with 17.7% of disabled employees and 20.3% of non-disabled employees receiving a bonus.

Table 7 - Disability bonus gap 2023 and 2024

| | 2023 | 2024 |
|-------------------------|------|-------|
| Mean Bonus Gap | 6.3% | 4.1% |
| Median Bonus Gap | 6.2% | 10.0% |

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

| | 2023 | 2024 |
|---|-------|-------|
| % Not Disabled Employees Receiving a Bonus | 18.8% | 20.3% |
| % Disabled Receiving a Bonus | 17.4% | 17.7% |

The mean disability bonus gap has decreased from 6.3% to 4.1%, while the median gap increased from 6.2% to 10% from the last reporting period. While the percentage of employees receiving a bonus has increase for both groups, there was a slightly higher increase for employees that had not declared a disability.

Summary

NTU has made progress over time with narrowing pay gaps, consistent with the changing profile of our workforce, as illustrated by the differences in pay quartile representation over the last few years.

Our strategic focus, through our Institutional EDI plan, continue to be on embedding equality, equity, diversity and inclusion within all our systems, policies, processes, and work. This is reflected in our commitment across the University to close all existing pay gaps. A key focus area continues to be on improving the representation of ethnic minority and disabled colleagues in roles that are in the upper middle and upper pay quarters. These include professors, associate professors, heads of area and heads of service, as well as highly skilled and technical roles in professional services.

There is more to do to remove the pay gaps summarised in this report. It is, however, important to note that actions taken so far may not show a demonstratable impact for several years. NTU intends to put in place more robust ownership of specific actions, and tracking progress, so that we can achieve the desired change.