

Gender Pay Gap

REPORT 2024



The gender pay gap refers to the difference in average earnings between men and women across the organisation. It is typically expressed as a percentage of men’s earnings. This gap can highlight disparities in pay that may arise from various factors, including differences in industries, job roles, levels of experience, and even societal norms and biases. This report also outlines the organisational reasons for the gap and provides a roadmap of what we are doing next to continue our dedication to an inclusive culture and providing equitable opportunities for all.

What is the gender pay gap?

The mean and the median are two measurements we use to calculate the Gender Pay Gap:

The mean
The mean average is the combined total salary of all female colleagues (full-time equivalents), divided by their total population number. The same calculation is then applied to male colleagues, with any difference between the two figures denoting a gap.

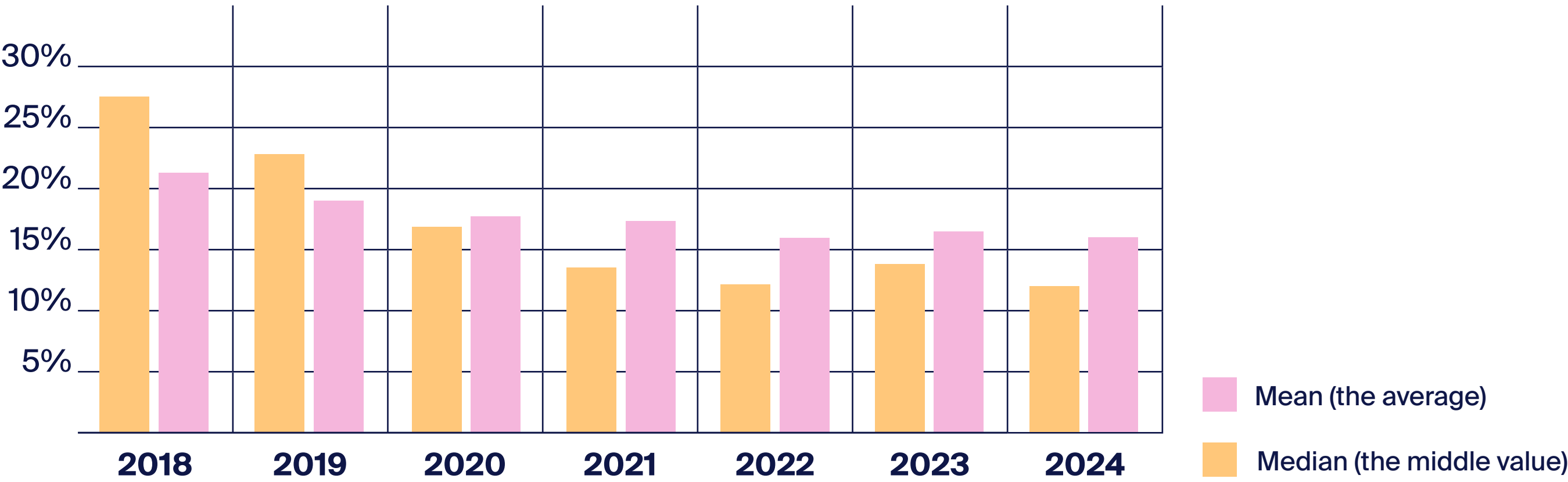
The median
The median average arranges all the individual salaries of female employees (FTE’s) in lowest-to-highest order, to find the exact ‘mid-point’ wage. This is then repeated with male colleagues and the difference between these become the ‘gap’.

University of Hull Gender Pay Gap – Year on Year

The table and graph below show our Gender Pay Gap over the years. There has been a steady decrease in the Gender Pay Gap periodically, except for 2023 when this raised by 2%. These results highlight the gap in favour of male employees.

The gap between male and female employees earning in the lower quartile is a predominant driver for the overall gender pay gap, 72% female and 28% male.

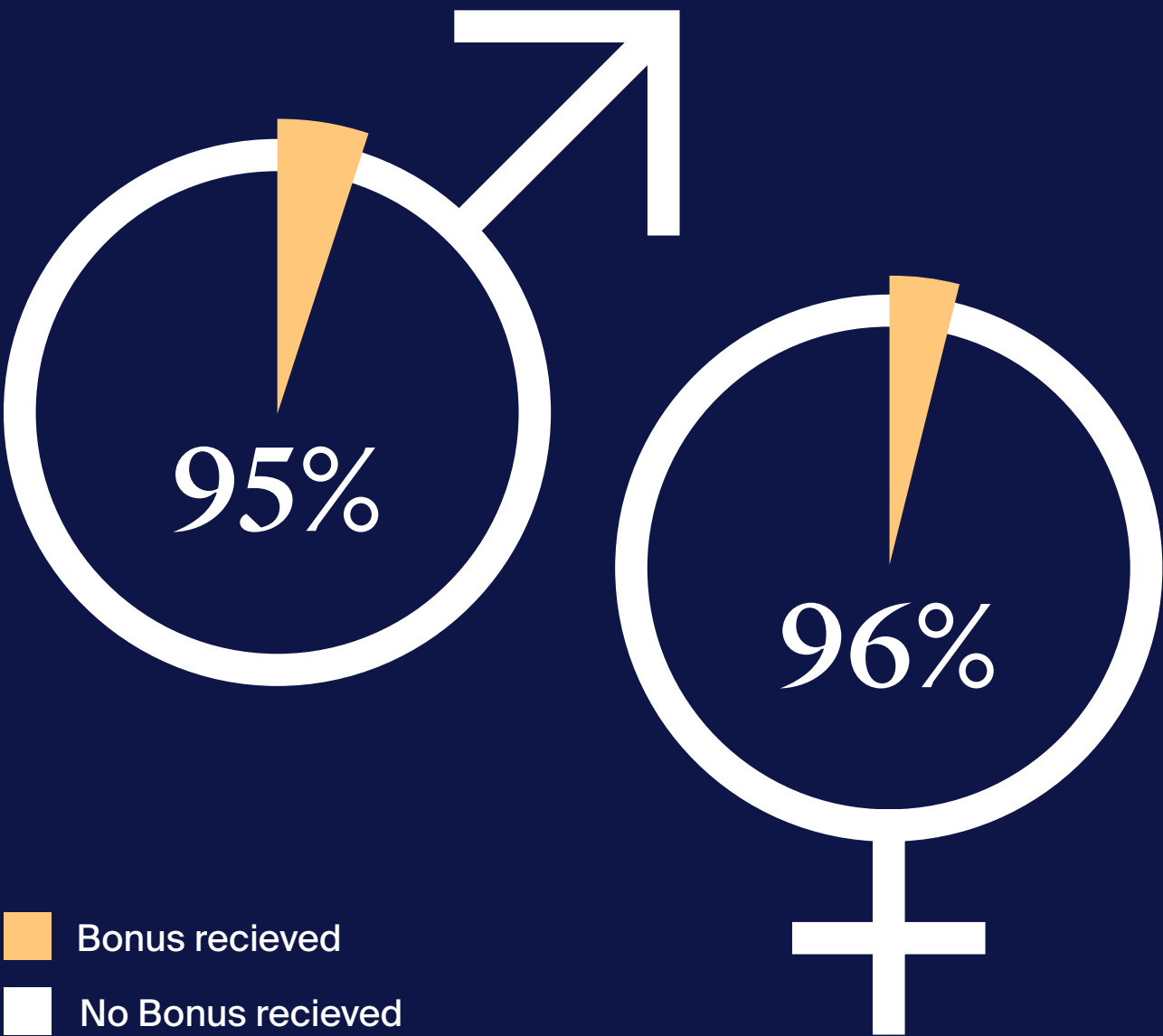
Year	Mean (the average)	Median (the middle value)
2024	16%	12%
2023	17%	14%
2022	17%	12%
2021	19%	14%
2020	18%	17%
2019	19%	23%
2018	22%	27%



Bonus Pay

University Bonus pay, includes all staff who received a bonus in the 12-months prior to March 2024. The University bonus scheme is given through Clinical Excellence Awards. Our medical department as of 31st March 2024 was made up of 61% women. Of the eligible population 4% females and 5% males received bonus payments.

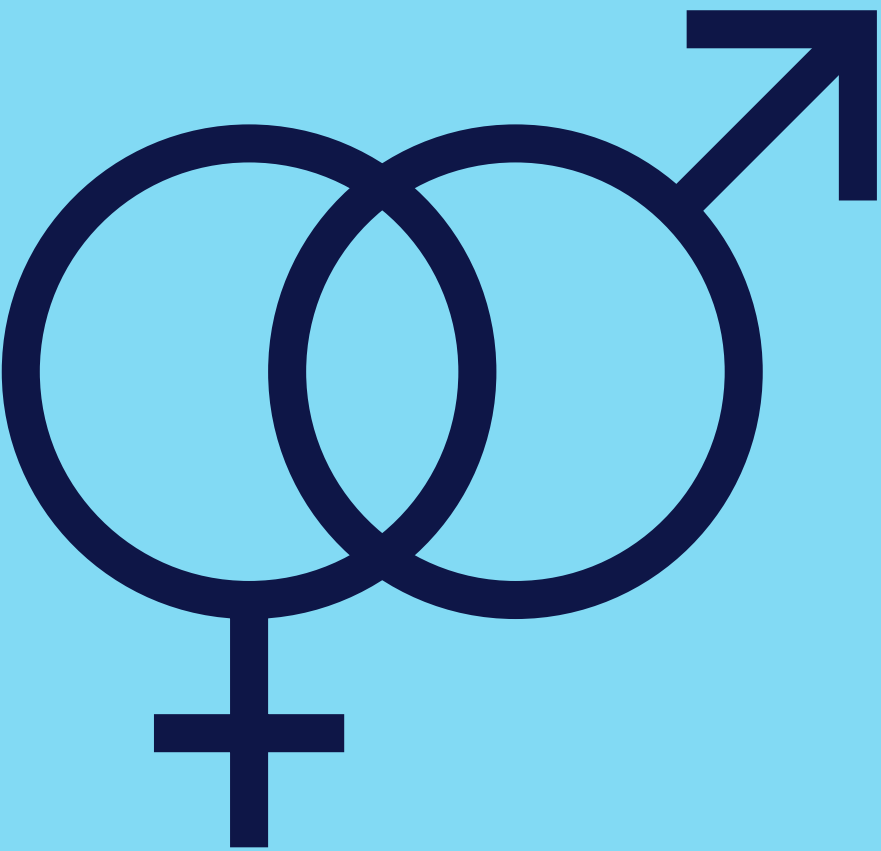
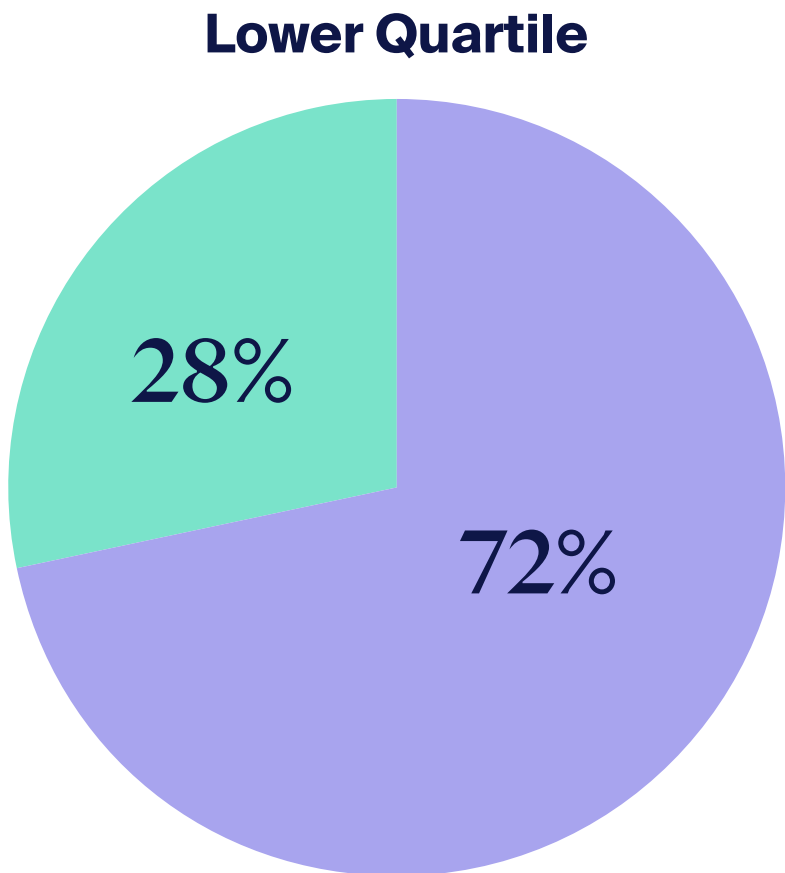
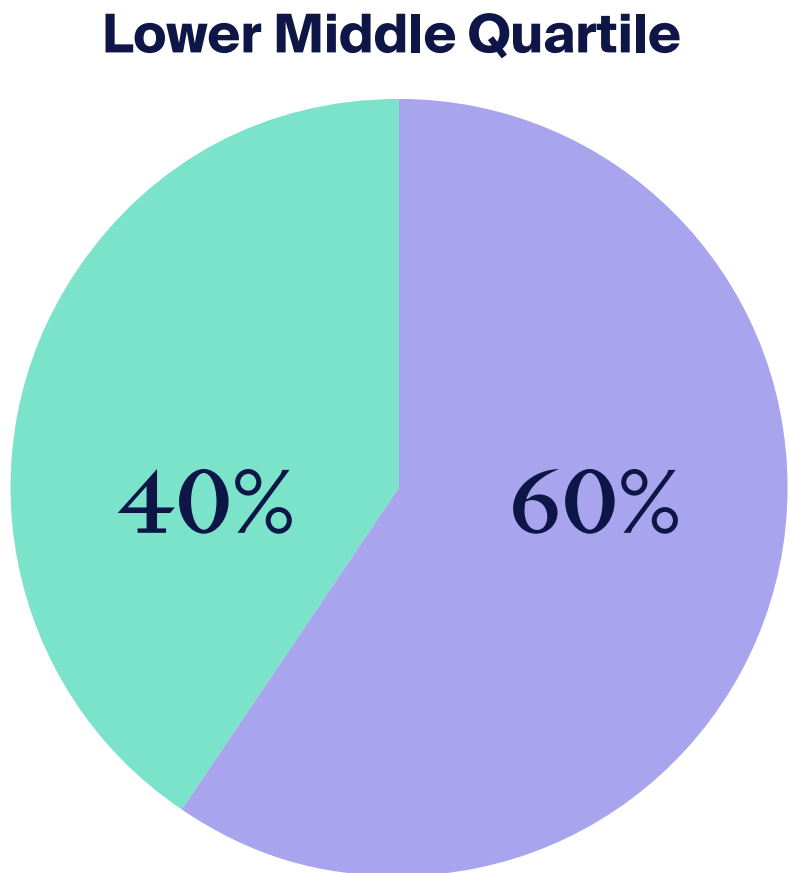
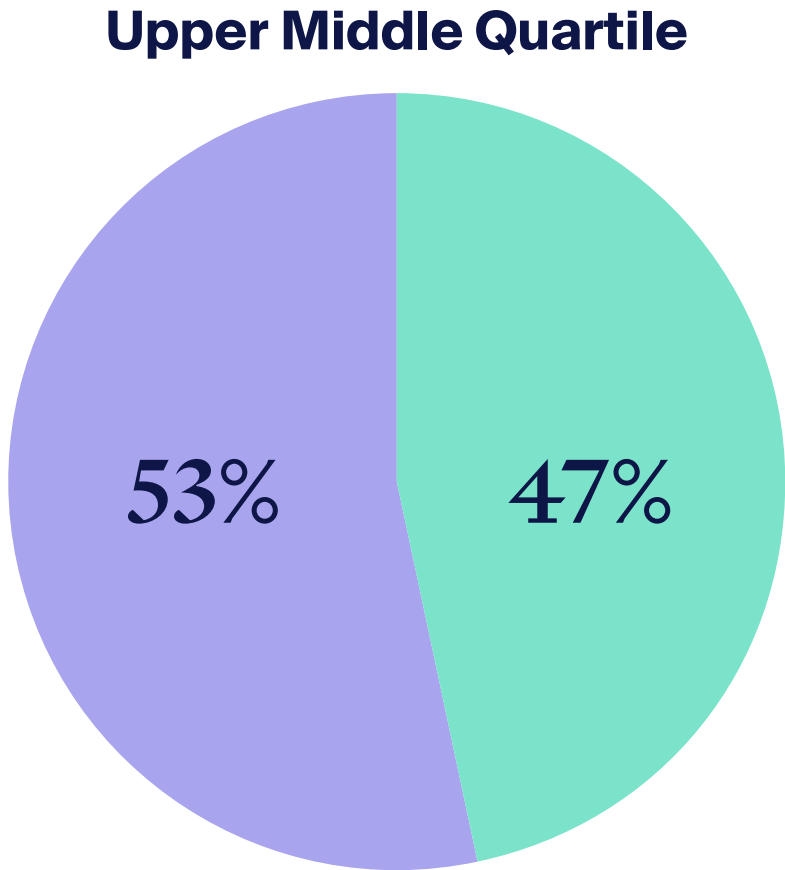
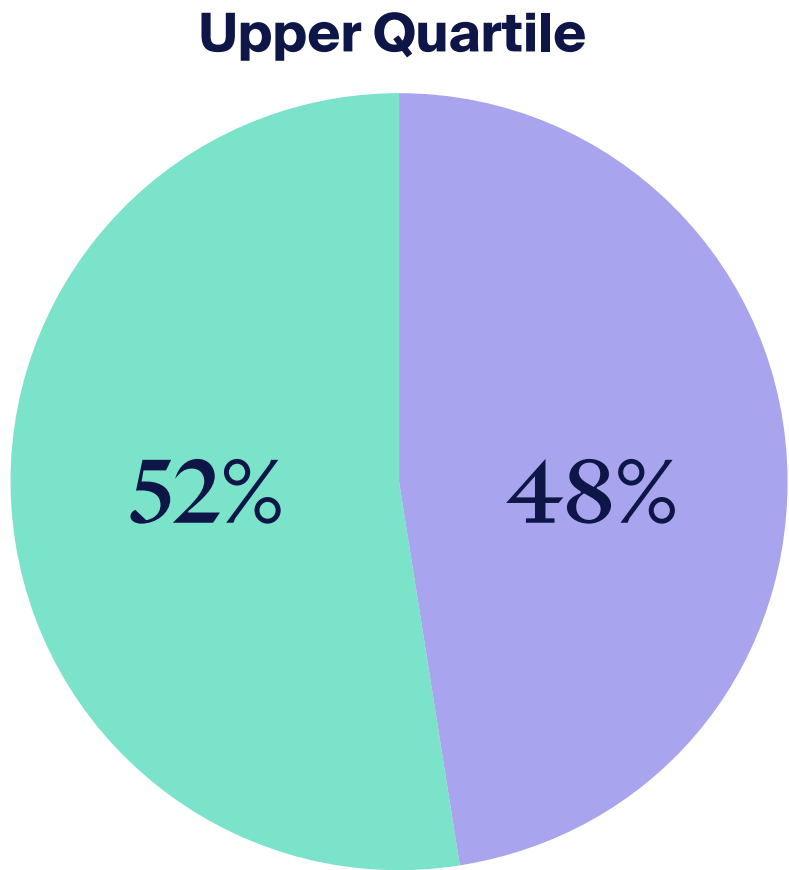
Proportion of men and women receiving a bonus:



Pay Quartiles

The below graphs show the annual salary pay quartiles by gender for March 2024.

Female
Male



Why did the gender pay gap change between 2023 and 2024?

- In March 2024 there were more females in the upper pay quartiles than in March 2023, increasing by 4%.
- The majority of clinically paid academic staff received a larger increase in hourly rate than University of Hull paid academic staff during the period 2023-24. The exception to this was academics on spinal point 25 of band 6 roles, who received a 6% increase like the clinical academics. Most clinical roles in the upper quartile are held by women.

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What have we done since March 2024?

- Continued development of the EDI governance structure, that encompasses all areas of the University to achieve a more cohesive, accountable and holistic approach to EDI. The governance board monitors the Gender Pay Gap on a quarterly basis to track progress against our institutional commitments. The board also reviews trends and responds to recruitment, retention, absence, and salary calibration.
- Re-established the Athena Swan Self-Assessment Team (SAT) and implemented an action plan for a Silver submission in 2027.
- Building Brilliant Leaders programme was established with the first cohort completing the programme in the summer 2024. Building Brilliant Leaders is an internal development programme offering an inclusive opportunity to leaders or future leaders, regardless of gender. Detailed consideration was given when designing the delivery of the programme to ensure it is fully accessible to participants with teaching schedules and those with parental or caring responsibilities. In cohort 2 of the programme there were 20 males (45%) and 25 female (55%).
- Continue our commitment to providing development and mentorship opportunities to develop women either in or working towards leadership roles, such as the Advance HE Aurora programme and the PushFar platform. 37 women completed the Aurora programme in July 2024 taking our Aurora Alumni community to 128 women and we have allocated funding to support more women to participate in the 2024/25 cohort, starting in January 2025. In January 2024 we implemented the PushFar platform, which allows mentees to match with mentors based on intersectional criteria. 88 colleagues have registered for the platform, and the gender split is 86% female and 14% male.
- Continued our commitment to the Human Living Library. The Human Living Library is a virtual library in which “human books” shed light on their lived experiences to help people understand one another, challenge biases, overcome stereotypes, and help build a more inclusive society. In Summer 2024, the project was shortlisted for an Inclusive Culture Initiative Award by the Inclusive Awards Company.
- In August 2024 we launched the University’s first EDI Transparency Report. The EDI Transparency Report includes demographic data for staff and students and highlights some of the vital work that has taken place over the past year within the University to grow the EDI agenda and promote an inclusive culture. Alongside the report we produced a video edition to ensure the information was accessible for everyone, including the neurodivergent community or those who require visual and audio aids.
- In October 2024 we launched the Pay Gap Report to highlight pay disparity across the organisation. This report follows a similar format as the University of Hull 2020 Equal Pay Audit. The analysis is based on all staff grades that apply to Academic and Professional Staff and includes analysis related to sex, disability, ethnic origin, age, and contract type.
- We have continued our commitment for the Women Leadership Accelerator programme, which is accredited by the Chartered Management Institute. The programme is aimed at women moving into management positions, including empowering those with aspirations for senior management roles. The programme is designed to combine theory, functional practice and is centred around aligning leadership purpose with the strategic aims of the organisation. There has been 135 women enrolled onto the programme over the past 2 cohorts, 22% of these were University staff.
- Development of the Equality, Diversity and Inclusion Strategy 2025-2030. The strategy has been developed by utilising the lived experience from our staff and student networks, taking insights from our culture surveys and drawing on the analysis from the EDI Transparency Report.
- Organisational membership of the LinkedIn learning platform, which provides a catalogue of 22,000 free-to-access online courses for all staff to access regardless of role or grade.
- In February 2024, the University collaborated with Tidal Equality, a tech enabled strategy firm solving the problem of inequality at scale. Senior Leaders Forum members took part in Equity Sequence® training which is designed to influence and equip leaders to make more equitable, inclusive, and innovative decisions in everything from hiring to product and service design.
- Implemented a culture and engagement survey for all staff, to gain insight into organisational culture and establish a greater understanding of some of the challenges and barriers staff face. The survey results will serve as a blueprint for the strategic direction in fostering an inclusive culture at the University.
- Upskilling and developing women for tech related roles within the organisation. In 2024 30% of applications for higher-graded positions in PS tech positions were made by women, up from 20% in 2023.

What is causing the gap?

There continues to be a disproportionate number of women in the lower quartile, predominantly in non-academic support roles with fewer immediate progression opportunities compared to other job roles (e.g. academics and in IT).

Meanwhile, there continues to be more men in the upper quartile than women. The proportion of men in this quartile did decrease between 2023-2024.



What are we doing next?

- Continue our collaboration with Equity Sequence® to embed the process throughout the organisation, including taking part in train-the-trainer sessions.
- Continue to review, develop and implement EDI related policies which will reinforce our commitment to Equality, Diversity and Inclusion.
- In 2024, 52% of academic promotion applications came from women compared to 42% in 2023. 63% female success rate for Senior Lecturers, 18% for Readers and Professors. We want to build on this success by reviewing the Academic Promotions Process in alignment with the new Academic Careers Framework. The review will be carried out through an intersectional lens, checking for disparities within the process and identifying opportunities for bias.
- Continue to conduct Equality Impact Assessments during organisational change.
- Developing Management Dashboards to provide strategic direction and to promote data informed decision making within all areas of the University.
- Continuing our work to mobilise career pathways for women from both the organisation and the community. This includes building development pathways for technical roles, improved mobility for women in lower graded roles and developing our black female academics through in-house leadership schemes.
- Continuing our work towards the Athena Swan Silver action plan 2022-2026 with the re-established SAT.



University of Hull,
Cottingham Road,
Hull, HU6 7RX,
United Kingdom

44 (0)1482 346311

equalitydiversity@hull.ac.uk
hull.ac.uk

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