



UNIVERSITY
of HULL

Gender Pay Gap 2025



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Gender Pay Gap 2025

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

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.

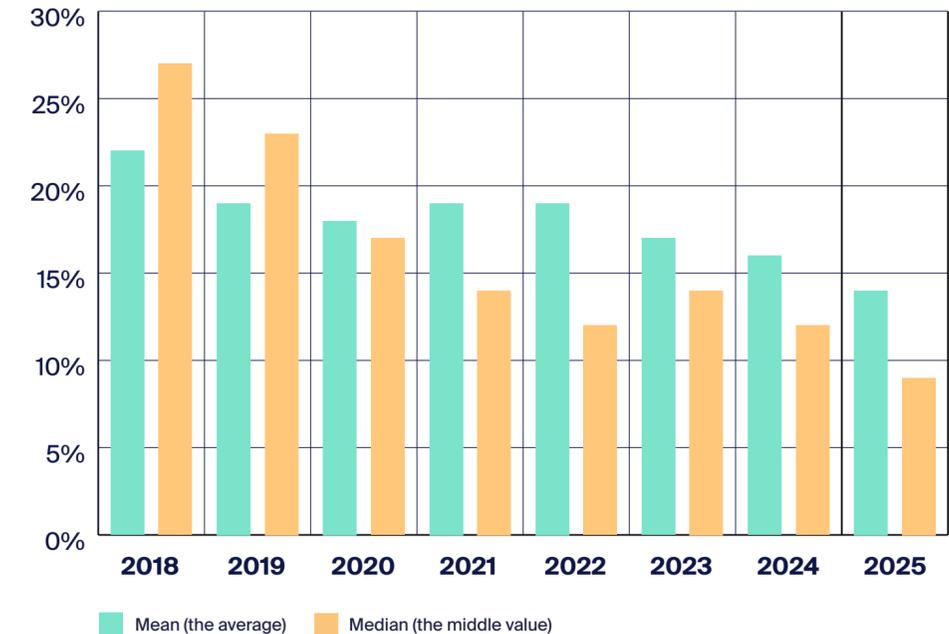
The median

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 (right) 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.

Year	Mean (the average)	Median (the middle value)
2025	14%	9%
2024	16%	12%
2023	17%	14%
2022	17%	12%
2021	19%	14%
2020	18%	17%
2019	19%	23%
2018	22%	27%

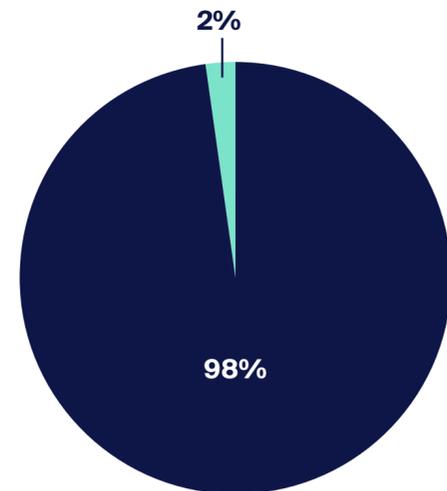


Bonus Pay

University Bonus pay, includes all staff who received a bonus in the 12-month prior to March 2025.

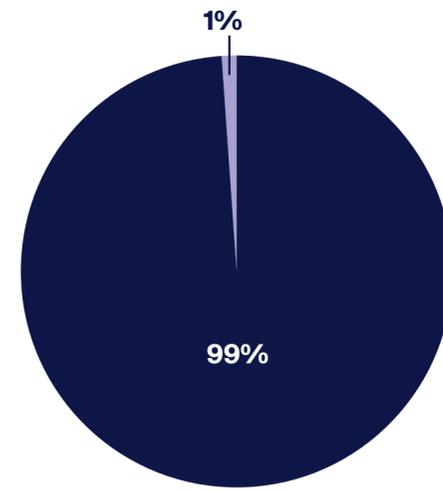
Our medical department as of 31 March 2025 was made up of 61% women. Of the eligible population 1% Females and 2% Males received bonus payments.

Annual bonus - male



■ No Bonus received
■ Bonus received

Annual bonus - female



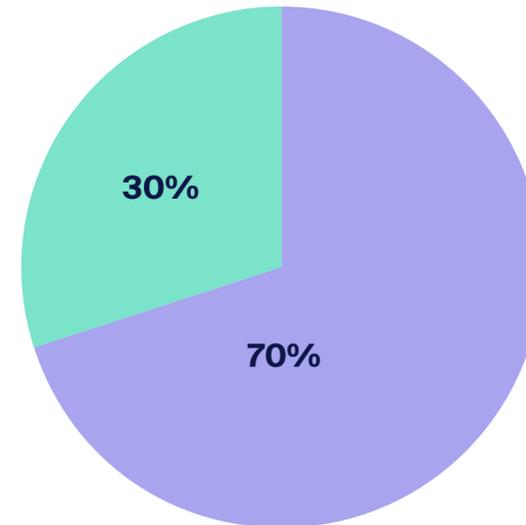
■ No Bonus received
■ Bonus received

Pay Quartiles

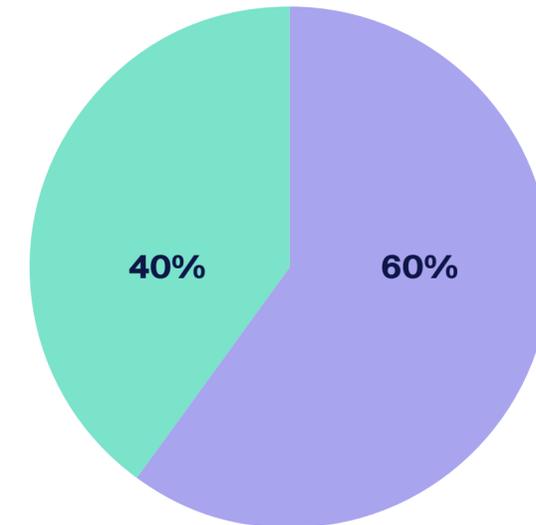
The below graphs show the annual salary pay quartiles by gender for March 2025.

■ Female
■ Male

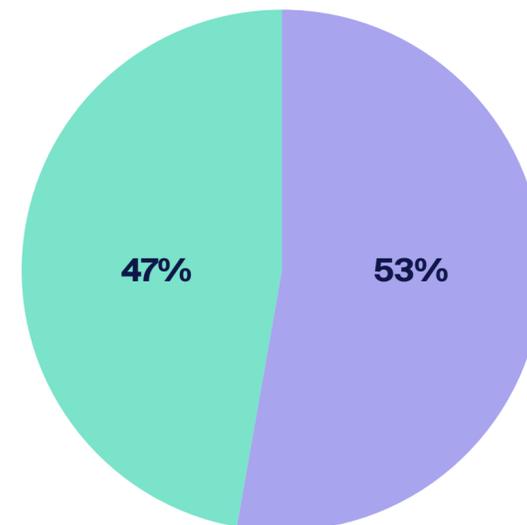
Lower Quartile



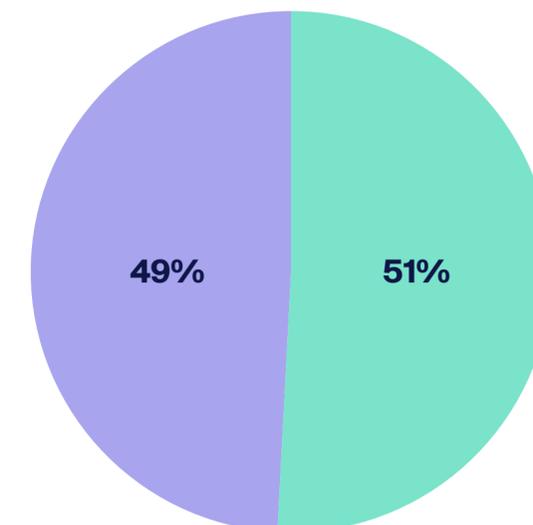
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Key factors behind the Gender Pay Gap shift

Between March 2024 and March 2025, the University's gender pay gap reduced significantly from 12% to 9%. This shift reflects both structural workforce changes and the positive impact of targeted initiatives to support equity and inclusion. A key factor was the reduction of women in the lower and lower middle quartiles (a combined 4% decrease), alongside a modest increase of women in the upper middle quartile. This change in distribution helped to rebalance representation across the pay spectrum.

Promotions and staff movement data show broad gender parity, with only minor differences in progression, regression, and exit rates (including voluntary severance and redundancy). Although there has been no promotions process for academics between March 2024 and March 2025, there has still been movement between bands as a result of faculty restructures.

At senior levels, a higher proportion of men compared to women left as a result of either voluntary severance or redundancy. This change contributed to a levelling effect across pay quartiles. Importantly, the reduction in the gap does not indicate the underlying structural drivers on pay have been fully resolved. Women remain disproportionately represented in lower quartile roles, many of which offer fewer progression opportunities, but now we see the upper quartile shows an almost even gender distribution, with women at 49% and men at 51%.

The movement in 2025 signals that the University's continued investment in equitable career frameworks, leadership development for women, and EDI-focused strategies is beginning to have a measurable impact on pay outcomes.

Promotions data (Academic and Professional Services)

Between March 2024 and March 2025, staff movement data indicates broad gender parity across promotions, exits, and structural changes. A slightly higher proportion of men than women moved up bands, though the gap is marginal and highlights the need to continue supporting equitable progression opportunities. Most staff remained on the same band, with near-identical proportions for women and men, reflecting consistency in role stability across genders.

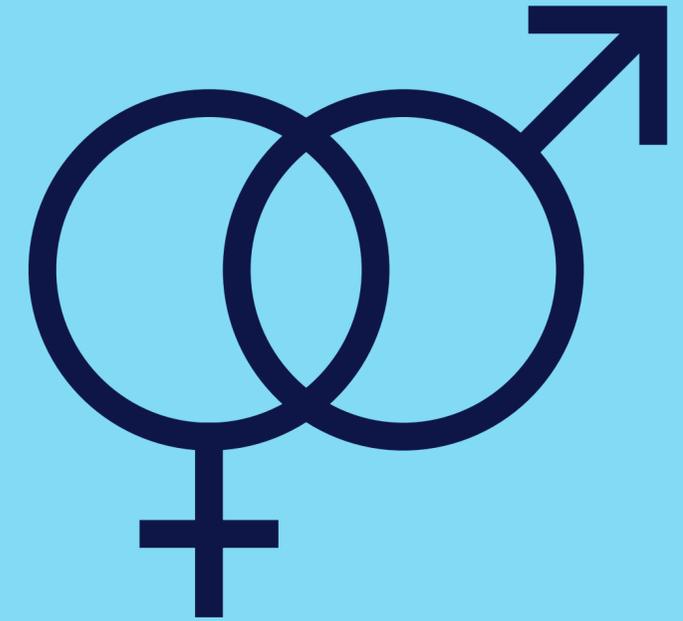
Exit rates were also closely aligned for those leaving the University. The main variation was in band reduction, where slightly more women reduced bands compared to men. While these differences are small, they underline the importance of monitoring long-term trends to ensure all staff experience fair access to progression and support during structural changes.

Leavers

The below data analysis shows the percentages of staff by band and gender who left as a result of either Voluntary Severance or Redundancy.

- At Band 6, the gender split was equal, with 50% men and 50% women leaving either through voluntary severance or redundancy, indicating balanced representation at this level.
- At Band 7, two-thirds of those who left as a result of voluntary severance or redundancy, were men (67%), compared to one-third women (33%).
- At Band 8, 64% men and 36% women left as a result of voluntary severance or redundancy, showing a modest difference in impact.
- At Band 9, the distribution was 64% men and 36% women, again indicating a slightly higher proportion of men left through voluntary severance or redundancy.
- At Band 10, the difference was more pronounced, with 83% of those that left on voluntary severance or redundancy, being men and 17% women. This could be indicative of a higher male representation in senior roles, rather than a gendered impact of voluntary severance and redundancy.

The gender distribution of staff that left through voluntary severance and redundancy across Bands 6 to 10 shows some variation, particularly at senior levels. However, these differences appear to align with broader patterns of workforce composition rather than indicating a gendered impact.



Why did the gender pay gap change between 2024 and 2025?

- In March 2025 there were less females in the Lower and Lower Middle Quartile, reducing by 4% in total. There was also a slight increase of women in the Upper Middle Quartile.
- As of April 2024, Clinical Academics (made up of 61% females) received a 6% pay increase, with staff below consultant level also receiving a £1,000 consolidated uplift. Other staff did not receive a pay increase during this period, as the cost-of-living award was implemented on 1 April 2025 and therefore falls outside the scope of this data.
- The gap between male and female employees earning in the lower quartile is a predominant driver for the overall gender pay gap, 70% female and 30% male.

What have we done since March 2025?

- Published our Equality, Diversity and Inclusion Strategy 2025–2030, built around three interdependent pillars, Community, Organisation, and Culture, which together formed the foundation of a more inclusive and equitable university experience. The strategy was supported by guiding principles: designing for inclusion, seeking diverse perspectives, taking collective responsibility, focusing on systemic change, and holding ourselves accountable. These commitments will shape how we work, learn, and lead, ensuring that policies, practices, and interactions reflect our shared ambition for a university where everyone feels respected, represented, and able to succeed.
 - Strengthened the EDI Governance structure, providing comprehensive oversight across all areas of the University. The board monitors the Gender Pay Gap quarterly, reviews trends in recruitment, retention, absence, and salary calibration, and responds proactively to ensure equitable workforce outcomes.
 - We have continued to make progress on our Athena Swan commitments by implementing mandatory Active Bystander training, introducing a new Academic Careers Framework, and developing policies to address sexual harassment and misconduct.
 - Published a new Health and Wellbeing Strategy, recognising wellbeing as multi-dimensional, covering emotional, physical, social, financial, spiritual, and vocational aspects. The strategy reinforces the University's commitment to supporting staff and creating a healthy, inclusive workplace.
 - Introduced a Dignity at Work Policy and rolled out mandatory Dignity at Work training for all staff. This was supported by a new Resolution Toolkit to help managers and colleagues resolve issues informally. Together, these measures strengthened our commitment to a psychologically safe, respectful, and supportive working environment.
 - Continued to challenge biases through the Human Living Library project, a virtual platform where “human books” share lived experiences to challenge stereotypes, raise awareness, and foster understanding across the University.
 - Delivered the Building Brilliant Leaders programme, an internal leadership development course, with the first cohort completing the programme in summer 2024 and the second in spring 2025. More than 80 colleagues undertook over 3,000 hours of development. The programme was designed to be fully accessible, supporting staff with teaching commitments and those with parental or caring responsibilities.
 - Continued investment in women's leadership through the Advance HE Aurora programme, with 129 women completing the programme, since its conception to August 2025. Nearly half progressed to higher pay bands, 60% moved into new roles including senior leadership, and 80% remain employed at the University of Hull. Long-term tracking shows two-thirds of participants increased their pay band, reinforcing our commitment to gender equity in leadership.
 - Developed the Professional Services Career Framework (PSCF), mirroring the Academic Career Framework, to provide professional services staff with clear guidance on band expectations, career development pathways, and opportunities for growth. While not guaranteeing promotion, it supports equitable access to development and progression, helping reduce structural barriers to pay equity. Professional services staff is made up of 63% women, who will all have an opportunity to use the PSCF to advance their career.
 - Published the second EDI Transparency Report in 2025, expanding coverage to include research and access and participation data. The report highlights staff demographics, progress made on EDI initiatives, and key actions taken to foster a more inclusive culture.
 - Undertook a review of the Academic Workload Model, recognising implementation challenges and concerns around workload management. The review aims to deliver a fair, transparent, and equitable approach while allowing flexibility to accommodate EDI-related circumstances for colleagues.
 - Implemented the Academic Career Framework (ACF) in 2025, setting clear expectations for academic contributions, supporting career progression, and promoting high performance. Equality and equity considerations were embedded throughout its development, with consultation from staff networks and EDI Subcommittees helping to shape an inclusive and accessible framework.
 - Our University of Hull Business School has continued to deliver the Women Leadership Accelerator programme to the community, including 36 women from the University of Hull.
 - The programme has expanded to launch the Women Leadership organisations. Launched the Women Leadership Diploma in October 2024 as a progression route from the Accelerator. The diploma awarded a full CMI qualification in Leadership and Management and Chartered Manager status, further expanding women's leadership credentials
 - Re-established a White Ribbon Steering Group to lead the University's work on reducing gender-based violence. The group has overseen the development and delivery of initiatives linked to our White Ribbon accreditation, including a strategic action plan that aligns White Ribbon requirements with our institutional priorities.
 - Supported staff network activity, including the Women's Empowerment Network, and strengthened external partnerships such as with Menopaus'ull, who used our campus to host menopause cafés and awareness events. We also expanded LGBTQ+ allyship training through collaboration with MESMAC. Together, these activities enhanced engagement, provided support, and raised awareness, contributing to a more inclusive and supportive culture across the University.
 - We have continued our collaboration with Tidal Equality and expanded our impact by developing in-house training capacity. Since then, over 100 staff have been trained to embed equity in decision-making, challenge bias, and promote inclusive policies and practices. Post-training feedback showed that 100% of participants felt more knowledgeable about equity, and 100% reported changes in their decision-making.
 - Conducted pulse surveys on Inclusion and Belonging, and Wellbeing and Stress, gathering staff insights on organisational culture, challenges, and barriers to progression. The findings were reviewed alongside demographic data, enabling us to identify and address any gender-based or other disproportional impacts, and to shape strategies that foster a fair, supportive, and inclusive workplace.
 - We have continued rolling out a number of digital skills training courses and programmes, one of these includes a Generative AI programme which has had 265 women enrolled over a period of 18 months.
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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). Although the number of men in this quartile did increase slightly between 2024-2025.



What are we doing next?

- We will embed the EDI Strategy across the University, supported by our clear action plan focused on inclusion, wellbeing, and belonging. Enabled through the EDI Governance structure, we will ensure delivery is consistent, transparent, and accountable.
- We will continue progressing the Athena Swan Silver action plan (2022–2026) with the Self-Assessment Team and begin drafting our Silver submission.
- We will continue embedding the Equity Sequence® into decision-making processes across the University, working closely with faculties and directorates to deliver training and ensure equity principles shape everyday practice.
- We will continue to monitor organisational culture change through surveys, comparing results over time to highlight changes or areas of concern in relation to ongoing initiatives. In 2026, we plan to run two further pulse surveys, with a larger staff survey scheduled for Autumn 2026 to inform the University's strategic approach for the following year.
- We will review, develop, and implement EDI-related policies on an ongoing basis to reinforce our commitment to equality, diversity, and inclusion.
- We will build on the Academic Career Framework by developing and introducing an accompanying Promotion Process that champions fairness and inclusion. In the coming years, we will review its impact to ensure the process remains inclusive, accessible, and equitable.
- We will continue to conduct Equality Impact Assessments during organisational change and restructuring to promote equality and inclusion.
- We will strengthen our commitment to staff development, including expanding opportunities to build AI and digital skills.
- We will continue to develop career pathways, including tailored development for technical roles, improved mobility in lower-graded roles, and enhanced in-house leadership schemes.
- Through Phase 2 of our Workday implementation, we will improve development review processes, encouraging all staff to take ownership of their own development free from budget constraints through the Workday and LinkedIn learning pathways.



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