



# Gender Pay Gap Report 2025

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At Essex we are committed to addressing inequity and creating an environment where all members, regardless of their gender can succeed and achieve their potential. Reducing our gender pay gaps is one of our institutional priorities and we remain committed in our efforts to do so.

Being of member of the Athena SWAN Charter as well as renewing institutional bronze in March 2024 is part of our commitment to address gender inequity and we are focussing on implementing the actions identified within the institutional Athena SWAN action plan 2024-2029. Fourteen of our departments also hold Athena SWAN awards, including four at a silver level which further demonstrates our commitment across the institution.

## Mandatory Pay Gap Reporting

We are now in the eighth year of regulatory reporting of gender pay gap data for medium and large organisations. For statutory purposes, we report on the difference between men's and women's average earnings across the institution. We also monitor equal pay for work of equal value, to ensure we close any gaps between pay for women and men for similar work.



# What is our Gender Pay Gap?

Our statutory mean gender pay gap has continued to reduce, from 14.97% on 31 March 2023 to 14.07% in March 2024. Our median gender pay gap has returned to 18.60% following a reduction last year. We are extremely pleased to report our bonus gender pay gap has reduced from 7.60% last year to 4.67% and our median bonus gender pay gap remaining at zero.

When looking at equal pay for work of equal value most gaps are within our acceptable +/-5% range and we there continues to be no significant evidence within grade bandings that women are paid less than men for work of the same value

A further analysis of the data highlights the following key trends:

- The number of women on UEG9 has remained above 50% and the proportion of women at grade 11 has exceeded 40%.
- This year saw an increase in the proportion of women in grades UEG1-4. The main reason for this is that a sizeable proportion of staff in those grades were transferred from the University of Essex to University of Essex Campus Services and more men than women were transferred.
- The proportion of women at UEG10 and UEG11 remains below 50% and the significant weighting towards women on grades UEG1-4 also remains apparent.
- Changes in the proportion of staff at lower grades have impacted our median pay gap in the last two years. While we have retained and built on last year's increase in the proportion of women at UEG9, this year's increase in proportion of women in UEG1-4 is one of the factors that has caused our median to revert back to 18.62%. Minor changes in our staff population can cause the median pay gap to fluctuate by 2-3% in either direction.
- Our mean gender pay gap as at 31 March 2024 was broadly in line with the average of other S10 institutions and lower than for Pre-92 institutions based on the last available data. Our median pay gap is higher than comparator institutions, due to the greater incidence of women in the lower middle quartile of our workforce (approx. 1.8% more) and fewer women in the top quartile of our workforce (approx. 3.5% less than S10 institutions). Please note, 2023-24 comparison data is not yet available.

# Why do we have a Gender Pay Gap?

The uneven grade distribution of male and female staff, with a greater concentration of women in roles at the lower end of our pay scales and men in roles at the higher end, is the single largest contributing factor to our overall institutional pay gap. Women make up most staff in Grades 1 to 4. Representation of women at Grade 9 has remained above 50% and women in grade 11 is past 40% this year.

## Examples of what we have done so far to reduce the gender pay gap

A range of actions have been taken over the last year to improve gender equity and contribute positively to women's experiences at work more broadly. These actions will contribute directly and indirectly to lowering the gender pay gap and feature as part of our Athena Swan action plans at both Institutional and departmental level, Equality Pay Gap actions, and Gender Pay Gap actions. Examples are listed below:

### Recruitment

- The introduction of a new suite of workshops for managers, including a workshop on managing recruitment. The workshop was delivered in February, March, and July 2024 and will continue to be offered in academic year 2024-25.
- We published an institutional positive action statement in June 2024 on our recruitment webpage that is linked to our job packs and on job descriptions and continued to encourage departments to use positive action statements (where appropriate) in recruitment adverts to encourage applications from under-represented groups.
- We conducted additional analysis to see whether length of service and leavers by gender an impact on our gender pay gaps and found no concerning trends
- Analysed starting salaries for new staff appointed above the lowest spinal point of their grade by gender. We found that men generally start above the bottom of their grade more frequently than women although it should be noted that this ranges from a difference of 0.3% to 5.7% depending on the population in the calculations and we will continue to monture this in future gender pay gap reports.
- We have well established processes for starting salaries to support the maintenance of equal pay for work of equal value and to ensure equity and consistency is achieved. All recruiting managers are provided with pay information to inform decisions on starting salaries. For Professional Services staff recruiting managers must provide a rationale to requests to appoint candidates above the third spinal point of the relevant salary and recommendations for starting salaries for academic posts need to be approved by the Vice-Chancellor or Deputy Vice-Chancellor.

## Progression and Development

- Women's Network held a round table discussion on permanency and promotion for academic staff on 17 January 2024. Professor Maria Fasli (then Executive Dean of the Faculty of Sciences and Health) and Professor Nancy Kula (then Executive Dean of the Faculty of Social Sciences) spoke about how applications are assessed and also shared advice
- Reinstated academic promotion workshops from academic year 2023-24
- Supported four women to undertake the Aurora Leadership Programme.
- Actions in our Institutional Athena SWAN action Plan which includes refreshing our PDRs and ensuring line managers can have effective PDR conversions,

## Other areas

- Delivering our institutional and departmental Athena SWAN actions as well as holding a joint meeting our Race Equity and Athena Swan Self-assessment teams to explore intersectional approaches and best practice sharing.
- Encouraging and supporting departments to submit for departmental Athena SWAN Awards, in line with our strategic objectives, so that local-level actions in departmental action plans can help advance gender equity at departmental as well as institutional level. Fourteen departments are now accredited, with first-time applications for Essex Law School and East 15 in progress. Work is ongoing to support the remaining departments in submitting their application
- Continued promotion of flexible working, which is an important driver for staff with caring responsibilities, who are more like to be women.

# What else are we doing to close the gender pay gap?

Continuing to reduce the gender pay gap is a long-term commitment that will involve growing our female staff in the upper pay quartile and creating a greater gender balance between women and men in the middle and lower pay quartiles. Further commitments include:

- Continuing with actions already in place to support reducing our Gender Pay Gaps.
- Working on actions in our Institutional Athena SWAN and Race Equality Charter actions plans which should contribute to reducing our Gender Pay Gaps, which includes the promotion of our workload allocation principles on the staff directory, effective PDR conversations and capturing feedback from our employee voice survey as well as collecting equality data as part of leavers' questionnaires to help us understand why people leave by protected characteristics.
- Continuing to monitor length of service along with leavers data to assess whether further intervention is required.
- Monitor the impact of recruitment training for managers on hiring decisions to see if there is any impact on the gender pay gap by Faculty/Department/Section



# 14.07%

**Mean** gender pay gap

# 18.62%

**Median** gender pay gap

## £22.71

**Mean** hourly rate of ordinary pay for women

## £19.75

**Median** hourly rate of ordinary pay for women

## £26.43

**Mean** hourly rate of ordinary pay for men

## £24.27

**Median** hourly rate of ordinary pay for men

# 4.67%

**Mean** bonus gender gap

# 0.00%

**Median** bonus gender gap

## £714.93

**Mean** bonus pay for women

## £500

**Median** bonus pay for women

## £749.95

**Mean** bonus pay for men

## £500

**Median** bonus pay for men

Similar to last year, 9.11% of men and 12.91% of women received a bonus in the year ending 31 March 2024.