



Gender Pay Gap Report

1. Introduction

University College's Gender Pay Gap Report is submitted here, and has been compiled in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The reference date for data is 5 April 2025. Previous reports from 2017 – 2024 are available on the College website [here](#).

Definitions

The gender pay gap is the difference between the mean or median hourly rate of pay received by the College's male and female employees. Importantly, it is not a measure of the difference in pay between men and women for doing the same job as there are a range of jobs recorded even in the subgroups analysed.

Mean pay gap - the difference between the mean average hourly earnings of males and females.

Median pay gap - the difference between the mid-points in the ranges of the hourly earnings of males and females.

Staff

Univ has four main staff payroll groups that are covered by this report:

- Main Academic payroll
- Non-academic Administration staff and Operations staff payrolls
- Casual staff
- Tuition (*ad hoc* teaching by graduates or staff from other colleges or departments).

In total, as of 5 April 2025, these staff groups comprise 377 people. Overall, the College's workforce is 43.8% (165) female and 56.2% (212) male.

2. The 2025 Figures

I. The mean average gender pay gap is **14.9%**

Mean male employees' hourly rate: £20.88

Mean female employees' hourly rate: £17.76

Therefore, male employees are paid £3.12 per hour more than female employees.

II. The median average gender pay gap is **10.7%**

Median male employees' hourly rate: £15.78

Median female employees' hourly rate: £14.09

Therefore, male employees are paid £1.69 per hour more than female employees.

III. Average bonus gender pay gap – not applicable because no bonus is paid.

IV. The proportion of males and females in each of the four quartile groups and ordered from the lowest to highest pay are:

<i>By Quartile</i>	<i>Male</i>	<i>Female</i>	<i>% Male</i>	<i>% Female</i>
First Quartile (lowest hourly paid)	48	46	51%	49%
Second Quartile	49	45	52%	48%
Third Quartile	51	43	54%	46%
Fourth Quartile (highest hourly paid)	62	31	67%	33%

3. Key Points

The overall mean and median gender gap has decreased markedly over the last year.

- The mean gender pay gap has decreased from 18.2% to 14.9%.
- The median gender pay gap has decreased from 16.3% to 10.7%

In terms of occupational/pay groups in the College:

- The mean gender pay gap in the Tuition group continues to fall. It reduced from 22.5% in 2023 to 16.5% in 2024 and has now fallen to 2.6%.
- The gender pay gap in the Administration/salaried staff group has increased from 16.9%, to 18.9%.
- A significant gap is still showing in the main Academic payroll group. The mean gender pay gap has doubled from £3.38 in 2024 to £6.80 in 2025. The cause lies in the employment of stipendiary lecturers, who are mostly female. There is a significant differential in pay between higher paid tutorial fellows and the stipendiary lecturers in this payroll group.

The College continues to develop and pursue plans to improve gender balance at all levels. The College's overall gender pay gap is a result of having more males than females in the senior and higher paying roles and having a higher number of women working in lower paid and part-time jobs, all of which will take time to change. The College continues to pursue policies upholding an environment in which equality of treatment is maintained and challenging heads of department and line managers on practices impacting the gender balance or pay gap.

4. Declaration

I confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

D LAND, Finance Bursar



4 April 2026

APPENDIX 1

Breakdown by Payrolls

	Main Academic		Tuition		Administration		Operations		Casual	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Total Count	66	68	70	117	57	54	90	105	31	33
Total Count (F)	21	23	25	42	35	32	41	48	19	20
Total Count (M)	45	45	45	75	22	22	49	57	12	13
Total % (F)	32%	34%	36%	36%	61%	59%	46%	46%	61%	61%
Total % (M)	68%	66%	64%	64%	39%	41%	54%	54%	39%	39%
Mean Gender Pay Gap (£ph)	3.38	6.80	2.46	0.40	3.86	5.01	1.49	1.10	0.11	0.00
Mean Gender Pay Gap	9.6%	18.1 %	16.5%	2.6%	16.9%	18.9%	10.4%	7.4%	0.9%	0.0%
Median Gender Pay Gap (£ph)	23.60	25.27	2.36	-0.51	3.84	3.87	1.15	0.00	0.00	0.00
Median Gender Pay Gap	56.9%	58.9%	16.3%	-3.6%	18.1%	16.4%	8.4%	0.0%	0.0%	0.0%