

# Our Pay Gap Report 2024

## The University of Manchester

### This year's pay gap results



#### Gender

Mean **15.5%**  
Median **9.8%**



#### Ethnicity

Mean **19.9%**  
Median **12.2%**



#### Disability

Mean **11.1%**  
Median **6.0%**



#### Religion

Mean **2.0%**  
Median **2.9%**



#### Sexual Orientation

Mean **12.3%**  
Median **7.6%**

### What is a pay gap report?

A Pay Gap report shows the disparity of average pay across an organisation.

For example, a gender pay gap is the difference in the average/mean hourly wage of all men and women across the workforce.



### Why do we monitor our pay gaps?

All organisations with more than 250 employees are required by law to report on their gender pay gap.

We are committed to achieving equity, irrespective of protected characteristics, and at the University we also monitor disability, ethnicity, religion and sexual orientation.



### How are we addressing our pay gaps?

We know that eradicating the pay gaps will take some time to achieve. These are some of the steps we are taking to close our pay gaps.



Sharing our EDI data across the University so we can monitor emerging trends



Ensuring our Charter Mark Action Plan have specific activities addressing the gaps



Supporting academic career development through the Academic Returners Scheme



Recruiting a diverse cohort of early career academics to our Presidential Fellowship scheme

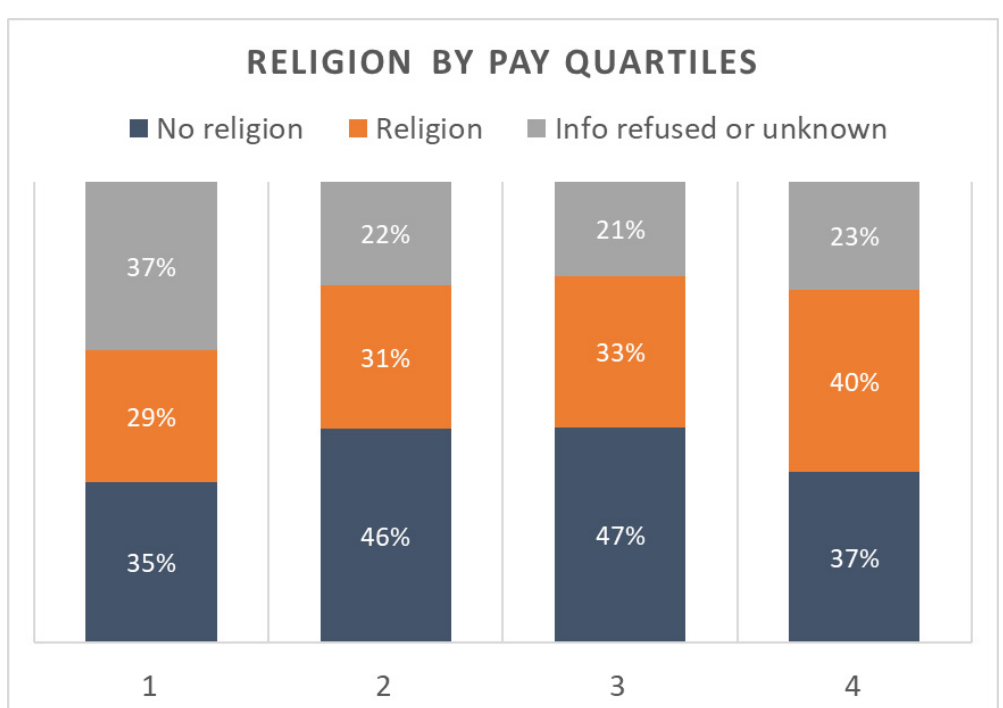
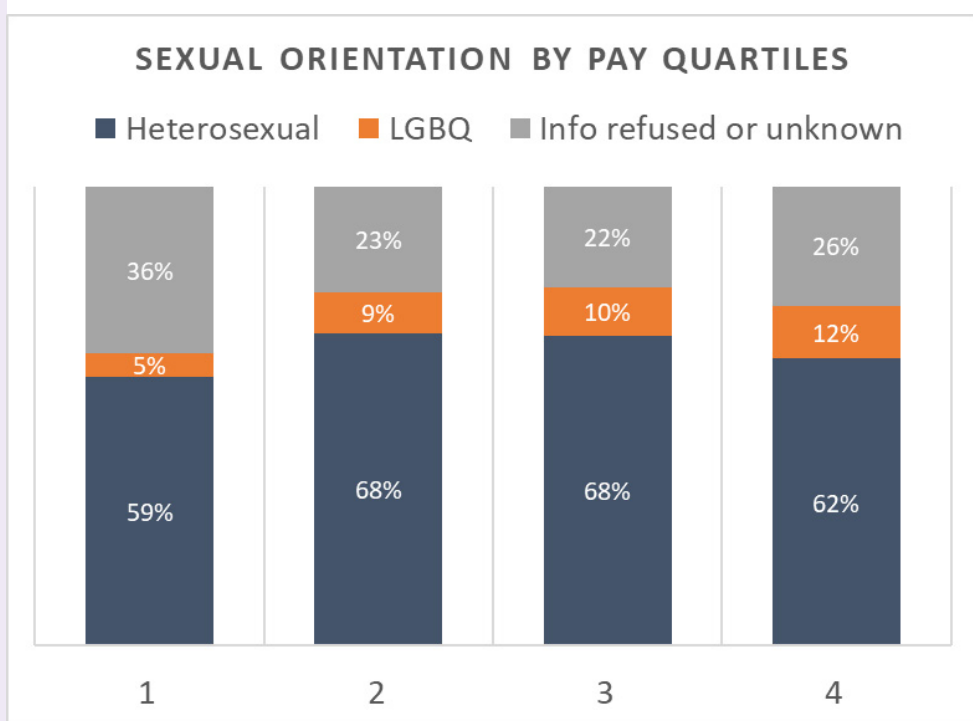
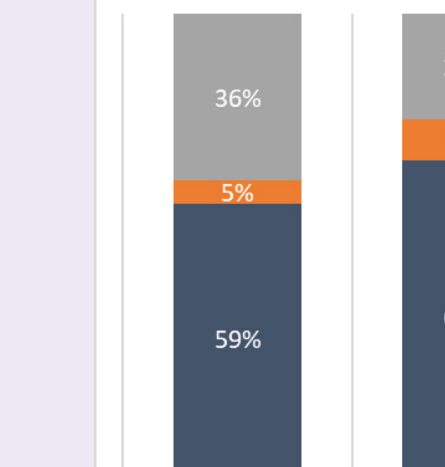
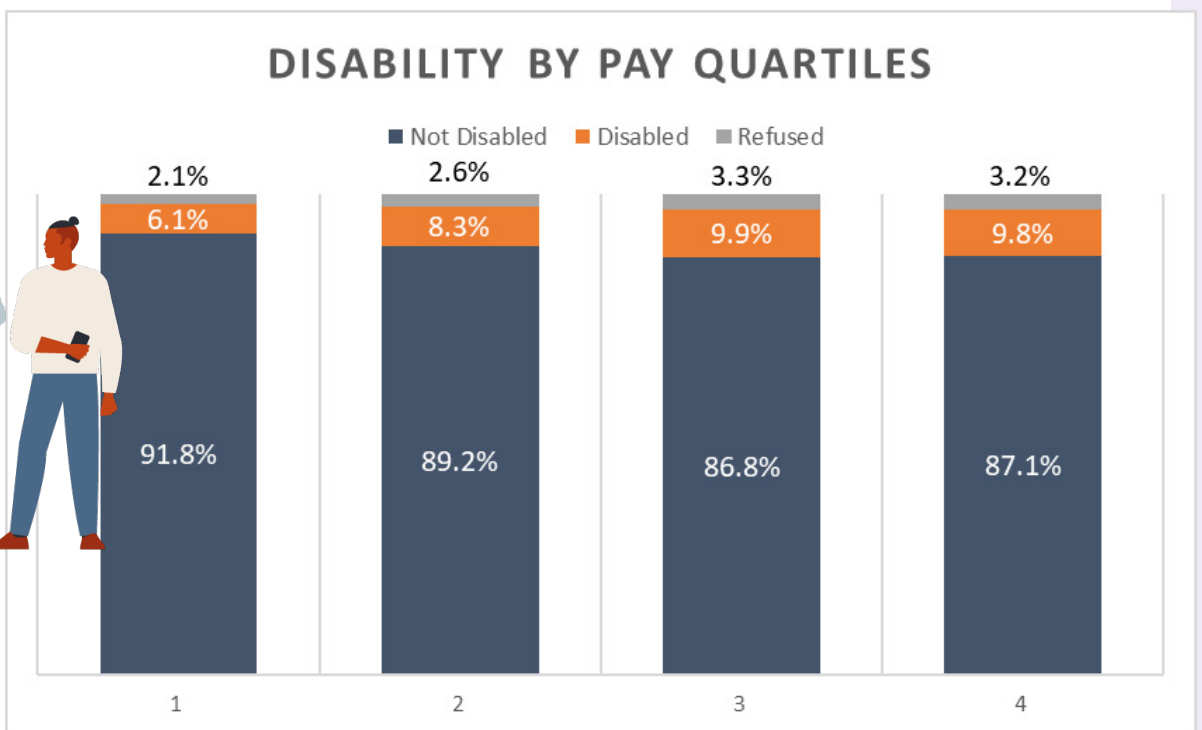
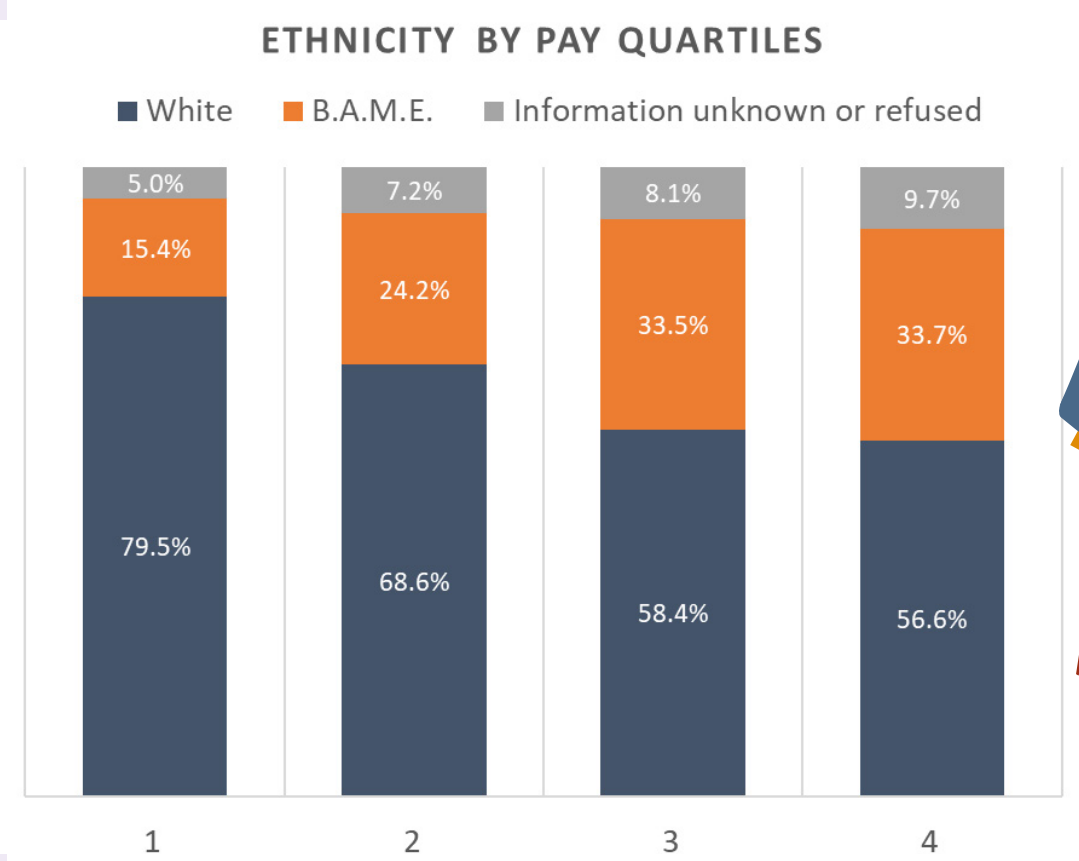
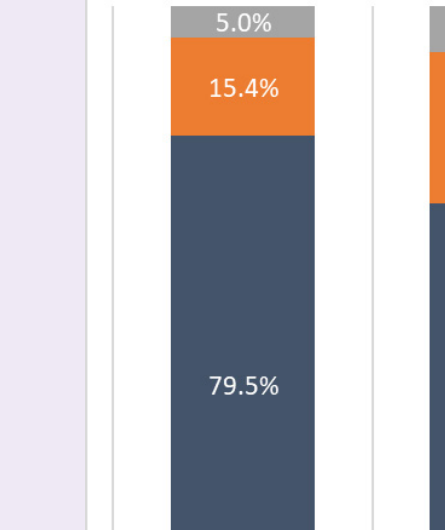
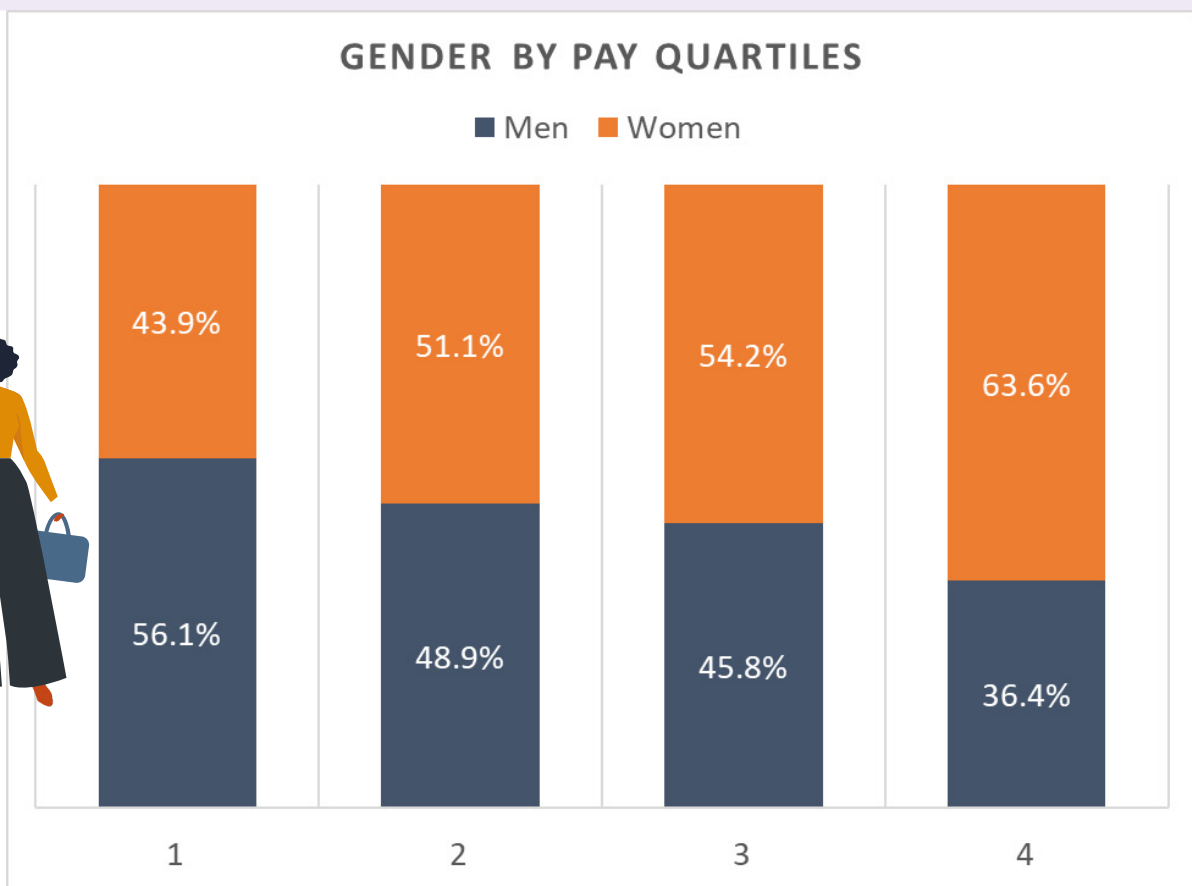


Supporting engagement with diversifying leadership development programmes



Raising awareness of our pay gap reports amongst our colleague community

# Staff distribution on each pay quartile



# This year's bonus pay gap results

## Gender

### Bonus pay gap

Mean **41.0%**

Median **-96.3%**

### Proportion receiving a bonus payment

Women **7.2%**

Men **6.7%**



## Ethnicity

### Bonus pay gap

Mean **-5.4%**

Median **5.4%**

### Proportion receiving a bonus payment

White **8.7%**

B.A.M.E. **4.1%**



## Disability

### Bonus pay gap

Mean **55.2%**

Median **50.0%**

### Proportion receiving a bonus payment

Not Disabled **7.1%**

Disabled **6.6%**



## Sexual Orientation

### Bonus pay gap

Mean **1.1%**

Median **42.6%**

### Proportion receiving a bonus payment

Heterosexual **7.5%**

LGBQ **3.2%**



## Religion

### Bonus pay gap

Mean **-35.3%**

Median **-94.2%**

### Proportion receiving a bonus payment

No religion **6.5%**

Religion **7.6%**

