



MANCHESTER
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The University of Manchester

The University of Manchester
**Gender, Ethnicity, Disability,
Sexual Orientation and
Religion Pay Gaps Report
2024**

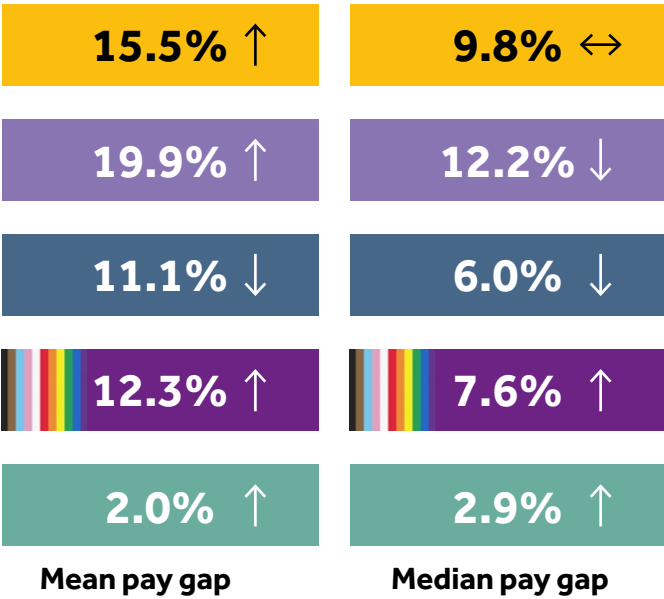
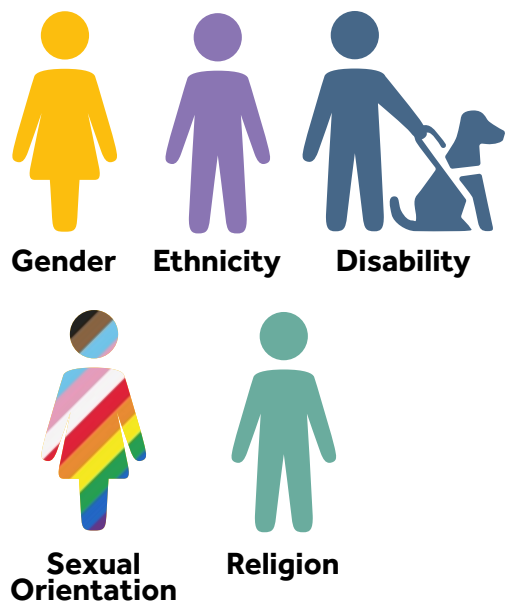
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1. Executive summary

This report contains the outcomes of our 2024 pay gap analysis for the following protected characteristic groups:

We publish pay gap reports for several protected characteristic groups – gender, ethnicity, disability, sexual orientation, and religion – even when not legally required. This reflects our commitment to equity and recognition of nuanced workplace experiences.



Summary of our 2024 pay gaps:

- Gender: The mean pay gap widened to 15.5% (from 14.5%), while the median stayed at 9.8%.
- Ethnicity: Mean rose to 19.9% (from 19.4%), and median slightly improved to 12.2% (from 12.3%).
- Disability: Both gaps improved – mean fell to 11.1% (from 11.9%) and median to 6% (from 7.3%).
- Sexual orientation: Mean widened to 12.3% and median to 7.6%.
- Religion: Pay gaps remain small – both mean and median widened slightly to 2% and 2.9%.

These gaps primarily stem from the underrepresentation of minority groups in higher-paid roles, and in some areas a high representation in lower paid roles – not from unequal pay for the same job. The analysis in each section of this paper provides more detail of underrepresentation against pay quartiles.

Key bonus pay gaps 2024:

Few employees receive bonuses at The University of Manchester with some exceptions in 2024 (for example, cyber incident response, boycott-related payments) where these increased overall bonus numbers. Clinical Impact Awards, categorised as bonus pay and exclusive to universities with medical schools, significantly affect bonus GPGs

- Gender: Mean bonus gap narrowed to 41% (from 55.4%); median flipped to -96.3% (in women’s favour).
- Ethnicity: Mean gap narrowed to -5.4% (favouring BAME colleagues); median rose slightly to 5.4%.
- Disability: Mean gap narrowed, but median widened.
- Sexual orientation: Mean narrowed to 1.1%; median rose to 42.6%.
- Religion: Still in favour of those following a religion; median widened to -94.2%.

Actions and progress:

Section 8 highlights actions and progress we have made during the reporting period. These can be summarised in three key areas:

1. Strategic leadership and structural change

- Appointed a new Executive Director of EDI and reshaped the People Directorate to focus on Talent Development, Acquisition, and Reward – laying the foundation for long-term, systemic change.
- Started the development of a new EDI strategy aligned with the University's *Manchester 2035* vision, ensuring EDI is embedded in institutional planning and accountability.

2. Data-driven action and inclusive processes

- Introduced real-time EDI dashboards to monitor recruitment, promotion, and turnover, and reviewed promotions criteria to improve transparency and inclusivity.
- Rolled out mandatory EDI training to 95% of colleagues and conducted a university-wide engagement survey, enabling targeted, intersectional action planning.

3. Targeted programmes and local impact

- Accelerated leadership diversity through programmes like StellarHE, Aurora, 100 Black Women Professors Now, and bespoke LGBTQ+ and Disabled leadership initiatives.
- Faculties and Professional Services launched impactful local initiatives – from inclusive recruitment and mentoring to accessibility improvements and student-led advocacy – demonstrating university-wide commitment to equity.

2. Introduction and background

At The University of Manchester, we are committed to fostering a fair, inclusive, and equitable environment for the whole University community. As part of this commitment, we continue to monitor and report on pay gaps across a range of protected characteristics, including gender, ethnicity, disability, sexual orientation, and religion or belief.

This report provides a detailed analysis of our pay gap data as of 31 March 2024, using the methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. While statutory reporting is currently required only for gender, we have voluntarily extended our analysis to include other key areas of equality, reflecting our ambition to lead by example within the higher education sector and beyond.

Understanding and addressing pay gaps is a vital part of our wider Equality, Diversity and Inclusion (EDI) strategy. Pay gaps do not arise in isolation – they are often the result of inequalities in access, opportunity, and progression. This report not only presents the data but also highlights the key workforce shifts that have influenced these gaps, and outlines the actions we are taking to address them.



Overall shifts in workforce representation

When reviewing our pay gaps throughout this report, it’s important to consider the key changes in workforce demographics and structure, as these shifts have influenced pay gap trends – both positively and negatively.

Our analysis has identified three workforce shifts that have contributed to the widening of pay gaps, particularly in relation to ethnicity. While other factors have also played a role, these shifts stand out as especially impactful.

It’s also worth noting that even small changes in representation, especially within specific pay bands, can have a noticeable effect on pay gaps.

An overview of these is provided below.

Shift 1: A substantial increase in casual colleagues between 2022 and 2023

- The number of casual colleagues rose sharply from **621 in 2022** to **2,301 in 2023**, before decreasing to **1,694 in 2024**.
- This surge in 2023 has had a **notable impact on pay gap data**, particularly due to the demographic makeup of casual colleagues.
 - Across all three years, women made up the majority of casual colleagues (**67% overall**).
 - Nearly half (**46%**) of casual colleagues were from ethnic minority backgrounds, with BAME representation **peaking at 49%** in 2024. This is compared to BAME colleagues making up **26.7%** of the wider workforce.
- This overrepresentation in lower-paid, casual roles contributes to widening pay gaps for both women and ethnic minority colleagues between 2022-2024.
- Only **5%** of casual colleagues declared a disability across all years.
 - A small but consistent proportion (6%) either refused or did not share their disability data, suggesting a need for improved support around sharing disability data.

Shift 2: A large increase in Grade 5 Teaching Assistants

- The number of Grade 5 TAs rose from **1,070 in 2022** to **1,551 in 2024**, a **45%** increase over two years.
- This growth contributes to changes in workforce composition at lower pay grade
 - BAME colleagues make up 56% of Grade 5 TAs in 2024, up from 49% in 2022.
- In contrast, White colleagues represent just 37% in 2024.
- The gender split is relatively balanced, with 48% women and 52% men in 2024.
- 9% of Grade 5 TAs declared a disability, consistent across the three years.

Shift 3: A decrease in Grade 6 Research roles

- The number of Grade 6 Research colleagues has **decreased slightly** from **1,206 in 2022** to **1,171 in 2024**.
- This reduction is important because these roles are **mid-level and relatively well-paid**, and changes in their composition can influence pay gap trends.
 - BAME colleagues made up 33% of Grade 6 research roles in 2024, down slightly from 35% in 2022 and 2023.
- As ethnic minorities are overrepresented in this grade compared to other grades, the decline in these roles – combined with the increase in lower-paid Grade 5 roles (see previous point) – is likely to negatively impact the ethnicity pay gap.

3. 2024 Gender pay gap analysis

This section presents gender pay gap (GPG) data, starting with summary tables followed by key insights.

Table 1: Summary of the gender pay gap 2022 – 2024, The University of Manchester

Gender pay gap	Mean (Average) All UoM employees (%)	Median (Middle) All UoM employees (%)
Gender pay gap 2024	15.5	9.8 ↔
Gender pay gap 2023	14.5	9.8
Gender pay gap 2022	15.2	10.5
Gender bonus gap 2024	41.0	-96.3 ↓
Gender bonus gap 2023	55.4	35.8
Gender bonus gap 2022	64.9	35.6

Table 2: Summary of colleagues distribution by gender in each quartile pay band 2022 – 2024, The University of Manchester

Quartile pay bands	Population	Year	Men	Women	Total	Men (%)	Women (%)
Highest paid	Quartile 1	2024	2,106	1,647	3,753	56.1	43.9 ↓
		2023	2,035	1,655	3,690	55.1	44.9
		2022	1,802	1,286	3,088	58.4	41.6
	Quartile 2	2024	1,835	1,918	3,753	48.9	51.1 ↓
		2023	1,789	1,902	3,691	48.5	51.5
		2022	1,532	1,556	3,088	49.6	50.4
	Quartile 3	2024	1,718	2,035	3,753	45.8	54.2 ↓
		2023	1,683	2,007	3,690	45.6	54.4
		2022	1,462	1,626	3,088	47.3	52.7
	Quartile 4	2024	1,366	2,387	3,753	36.4	63.6 ↑
		2023	1,366	2,325	3,691	37.0	63.0
		2022	1,239	1,850	3,089	40.1	59.9
Lowest paid							
Total		2024	7,025	7,987	15,012	46.8	53.2 ↓
		2023	6,873	7,889	14,762	46.6	53.4
		2021	5,730	6,019	11,749	48.8	51.2

Table 3: The proportion of colleagues in receipt of a bonus payment (split by gender) 2022 – 2024, The University of Manchester

Gender Pay Gap	Year	% of all employees
Men	2024	6.7 ↑
	2023	2.4
	2022	3.8
Woman	2024	7.2 ↓
	2023	2.2
	2022	3.8

2024 Gender pay gap – key points:

Pay gaps:

- The University’s mean GPG has widened to **15.5%** from **14.5%**.
- There has been no change to the median pay gap of **9.8%**.
- The change in the mean GPG is as a result of shifts in representation of women across pay quartiles. There are **fewer women in senior, higher-paid roles and more women in lower-paid roles compared to previous years** (see below).

Bonus pay gaps:

- A small proportion of colleagues receive a bonus payment, though this proportion has increased compared with previous years (Table 5).
- In 2024, 6.7% of men and 7.2% of women received a bonus payment.
- These proportions have increased from 2.4% and 2.2% respectively when compared with 2023, though remain low.
 - The mean bonus pay gap has narrowed to **41%** from **55.4%** in 2023.
 - The median bonus pay gap for 2024 is reported (in favour of women) at **-96.3%**, compared with **35.8%** (in favour of men) in 2023.

Representation across pay quartiles:

- Women make up 53.2% of the workforce, a slight decrease from 53.4% in 2023.
 - **Quartile 1 (highest paid):** Women’s representation decreased to 43.9% from 44.9% in 2023, indicating underrepresentation relative to their overall workforce share.
 - **Quartile 2:** Women represent 54.2%, a small decrease from 54.4% last year.
 - **Quartile 3:** Women representation slightly dropped to 51.1% from 51.5%.
 - **Quartile 4 (lowest paid):** Women are significantly more represented in the lowest paid quartile (63.6%), up from 63% in 2023.

Further analysis of workforce demographic shifts is provided in section 2 of this report.

4. 2024 Ethnicity pay gap analysis

This section presents ethnicity pay gap (EPG) data, starting with summary tables followed by key insights.

Table 4: Summary of the ethnicity pay gap 2022 – 2024, The University of Manchester

Ethnicity pay gap	Mean (Average) All UoM employees (%)	Median (Middle) All UoM employees (%)
All UoM employees (%)	19.9↑	12.2↓
All UoM employees (%)	19.4	12.3
Ethnicity pay gap 2024	15.6	12.4
Ethnicity bonus gap 2024	-5.4↑	5.4↑
Ethnicity bonus gap 2023	-29.7	-24.4
Ethnicity bonus gap 2022	-53.9	-42.5

Table 5: Summary of colleagues distribution by ethnicity in each quartile pay band 2022 – 2024, The University of Manchester

Quartile pay bands	Population	Year	White	BAME	Unknown or refused	Total	White (%)	BAME (%)	Unknown or refused (%)
Highest paid	Quartile 1	2024	2,985	579	189	3,753	79.5	15.4↓	5.0
		2023	2,934	571	185	3,690	79.5	15.5	5.0
		2022	2,554	463	71	3,088	82.7	15.0	2.3
	Quartile 2	2024	2,575	908	270	3,753	68.6	24.2↑	7.2
		2023	2,624	875	192	3,691	71.1	23.7	5.2
		2022	2,315	699	74	3,088	75.0	22.6	2.4
	Quartile 3	2024	2,191	1,257	305	3,753	58.4	33.5↑	8.1
		2023	2,214	1,215	261	3,690	60.0	32.9	7.1
		2022	2,039	930	119	3,088	66.0	30.1	3.9
	Quartile 4	2024	2,125	1,264	364	3,753	56.6	33.7↓	9.7
		2023	2,095	1,301	295	3,691	56.8	35.2	8.0
		2022	2,176	788	125	3,089	70.4	25.5	4.0
Lowest paid	Total	2024	9,876	4,008	1,128	15,012	65.8	26.7↓	7.5
		2023	9,867	3,962	933	14,762	66.8	26.8	6.3
		2022	9,084	2,880	389	12,353	73.5	23.3	3.1

Table 6: The proportion of colleagues in receipt of a bonus payment (split by gender) 2022 – 2024, The University of Manchester

Gender Pay Gap	Year	% of all employees
White	2024	8.7↑
	2023	2.9
	2022	4.5
Black, Asian and Minority Ethnic	2024	4.1↑
	2023	1.2
	2022	1.8
Unknown or refused	2024	1.8↑
	2023	1.2
	2022	1.0

2024 Ethnicity pay gap – key points:

- Pay gaps:**
- Mean EPG increased slightly from **19.4%** in 2023 to **19.9%** in 2024, indicating a widening gap.
 - Median EPG narrowed marginally from **12.3%** to **12.2%**, suggesting a slight improvement in the middle of the pay distribution.

- Bonus pay gaps:**
- Mean bonus gap narrowed significantly from **-29.7%** to **-5.4%**. A negative gap means BAME colleagues received higher average bonuses than White colleagues, although the gap between the two has reduced in 2024.
 - Median bonus gap flipped from **-24.4%** (in favour of BAME colleagues) to **+5.4%** (in favour of White colleagues).
 - This reversal is significant – it implies that more White colleagues are now receiving bonuses, or that bonus amounts for BAME colleagues have decreased at the median level.
 - A small proportion of colleagues receive a bonus payment at The University of Manchester, though this proportion has increased compared with previous years.
 - White colleagues receiving bonuses increased from 2.9% to 8.7%.
 - BAME colleagues receiving bonuses increased from 1.2% to 4.1%.
 - While both groups saw increases, White colleagues are still more than twice as likely to receive bonuses. This disparity contributes to the median bonus gap now favoring white colleagues.

- Representation across pay quartiles:**
- **BAME colleagues** make up **26.7%** of the university workforce (down slightly from 26.8%).
 - **Quartile 1 (highest paid):** BAME representation decreased slightly from 15.5% to 15.4%. This is significantly below their overall representation, indicating underrepresentation in top roles.
 - **Quartile 2:** Increased from **23.7%** to **24.2%**.
 - **Quartile 3:** Increased from **32.9%** to **33.5%**.
 - **Quartile 4 (lowest paid):** Decreased from **35.2%** to **33.7%**.
 - These shifts in Quartiles 2 and 3 suggest **some upward mobility**, with BAME colleagues moving from the lowest to middle quartiles.
 - However, the **lack of progress in Quartile 4, which is the highest paid quartile** is a key factor in the **widening mean pay gap**.

Further analysis of workforce demographic shifts is provided in section 2 of this report.

5. 2024 Disability pay gap analysis

This section presents disability pay gap (DPG) data, starting with summary tables followed by key insights.

Table 7: Summary of the disability pay gap, 2022 – 2024, The University of Manchester

Disability pay gap	Mean (Average) All UoM employees (%)	Median (Middle) All UoM employees (%)
Disability pay gap 2024	11.1↓	6.0↓
Disability pay gap 2023	11.9	7.3
Disability pay gap 2022	16.7	10.8
Disability bonus gap 2024	55.2↓	50.0↑
Disability bonus gap 2023	71.9	25.5
Disability bonus gap 2022	75.2	26.7

Table 8: Summary of colleagues distribution by disability in each quartile pay band 2022 – 2024, The University of Manchester

Quartile pay bands	Population	Year	Disabled	Non-disabled	Unknown or refused	Total	Disabled (%)	Non-disabled (%)	Unknown or refused (%)
Highest paid	Quartile 1	2024	228	3,446	79	3,753	6.1↑	91.8	2.1
		2023	190	3,435	65	3,690	5.1	93.1	1.8
		2022	139	2,917	32	3,088	4.5	94.5	1.0
	Quartile 2	2024	310	3,346	97	3,753	8.3↑	89.2	2.6
		2023	276	3,366	49	3,691	7.5	91.2	1.3
		2022	172	2,897	19	3,088	5.6	93.8	0.6
	Quartile 3	2024	372	3,259	122	3,753	9.9↑	86.8	3.3
		2023	330	3,302	58	3,690	8.9	89.5	1.6
		2022	265	2,785	38	3,088	8.6	90.2	1.2
	Quartile 4	2024	366	3,267	120	3,753	9.8↑	87.1	3.2
		2023	318	3,181	192	3,691	8.6	86.2	5.2
		2022	302	2,700	87	3,089	9.8	87.4	2.8
Lowest paid	Total	2024	1,276	13,318	418	15,012	8.5↑	88.7	2.8
		2023	1,114	13,284	364	14,762	7.5	90.0	2.5
		2022	878	11,299	176	12,353	7.1	91.5	1.4

Table 9: Proportion of colleagues in receipt of a bonus payment (split by disability) 2022 – 2024, The University of Manchester

Disability	Year	% of all employees
Disabled	2024	6.6↑
	2023	2.3
	2022	3.1
Non-disabled	2024	7.1↑
	2023	2.4
	2022	3.8
Unknown or refused	2024	4.7↑
	2023	0.8
	2022	2.8

2024 Disability pay gap (DPG) – key points:

- Pay gaps:
- Mean DPG decreased to 11.1% from 11.9%.
 - Median DPG: decreased to 6.0% from 7.3%.
 - Both figures have narrowed since 2023, marking the lowest levels since this time. This suggests gradual progress in reducing pay disparities between disabled and non-disabled colleagues.

Bonus Pay Gaps:

- Mean bonus gap: 55.2%, decreased from 71.9% in 2023.
 - Indicates that colleagues with declared disabilities receive significantly lower average bonuses than others, though the gap is narrowing.
- Median bonus gap: 50.0%, increased from 25.5% in 2023.
 - This widening suggests that at the midpoint, the bonus disparity has increased, possibly due to more bonuses being awarded but not equitably distributed.
- A small proportion of colleagues receive a bonus payment at The University of Manchester, though this proportion has increased compared with previous years.
 - 7.1% of non-disabled colleagues received a bonus.
 - 6.6% of disabled colleagues received a bonus.
 - Both figures are higher than in previous years, but the gap in access to bonuses remains.

Representation across pay quartiles:

- Disabled colleagues make up **8.5%** of the University workforce, up slightly from 7.5% in 2023.
 - **Quartile 1 (highest paid):** Disabled colleagues representation increased from 5.1% in 2023 to 6.1% in 2024. While this is a **notable improvement**, disabled colleagues remain **underrepresented** in the most senior and highest-paid roles. This underrepresentation is a **key driver of the mean and median pay gaps**.
 - **Quartile 2:** Increased from **7.5% to 8.3%**.
 - **Quartile 3:** Increased from **8.9% to 9.9%**.
 - **Quartile 4 (lowest paid):** Decreased from **35.2% to 33.7%**..
- These shifts in Quartiles 2 and 3 suggest **some upward mobility**, with disabled colleagues moving from the lowest to middle quartiles.
- However, the **lack of progress in Quartile 4, which is the highest paid quartile** is a key factor in the **widening mean pay gap**.

Further analysis of workforce demographic shifts is provided in section 2 of this report.

6. 2024 Sexual orientation pay gap analysis

This section presents sexual orientation pay gap (SOPG) data, starting with summary tables followed by key insights.

Table 10: Summary of the sexual orientation pay gap 2023 – 2024, The University of Manchester

Sexual orientation pay gap	Mean (Average) All UoM employees (%)	Median (Middle) All UoM employees (%)
Sexual orientation pay gap 2024	12.3↑	7.6↑
Sexual orientation pay gap 2023	11.5	7.3
Sexual orientation bonus gap 2024	1.1↓	42.6↑
Sexual orientation bonus gap 2023	16.9	-0.9

Table 11: Summary of colleagues distribution by sexual orientation in each quartile pay band 2023 – 2024, The University of Manchester

Quartile pay bands	Population	Year	Hetro-sexual	LGB+	Unknown or refused	Total	Hetro-sexual (%)	LGB+ (%)	Unknown or refused (%)
Highest paid	Quartile 1	2024	2199	186	1368	3,753	58.6	5.0↑	36.5
		2023	1950	165	1575	3,690	52.8	4.5	42.7
	Quartile 2	2024	2556	326	871	3,753	68.1	8.7↑	23.2
		2023	2489	255	947	3,691	67.4	6.9	25.7
	Quartile 3	2024	2534	391	828	3,753	67.5	10.4↑	22.1
		2023	2462	355	873	3,690	66.7	9.6	23.7
Lowest paid	Quartile 4	2024	2344	436	973	3,753	62.5	11.6↔	25.9
		2023	2335	429	927	3,691	63.3	11.6	25.1
Total		2024	9633	1339	4040	15,012	64.2	8.9↑	26.9
		2023	9236	1204	4322	14,762	62.6	8.2	29.3

Table 12: Proportion of colleagues in receipt of a bonus payment (split by sexual orientation) 2023 – 2024, The University of Manchester

Sexual Orientation	Year	Median (Middle) All UoM employees (%)
Heterosexual	2024	7.5↑
	2023	2.1
LGB+	2024	4.8↑
	2023	0.9
Unknown or refused	2024	6.3↑
	2023	3.1

2024 Sexual orientation pay gap (SOPG) – key points:

Pay gaps:

- Mean SOPG increased from 11.5% in 2023 to 12.3% in 2024.
- Median SOPG also rose slightly from 7.3% to 7.6%.
- These increases indicate a widening pay gap between heterosexual and LGB+ colleagues.

Bonus pay gaps:

- Mean bonus gap: 1.1%, decreased significantly from 16.9% 2023.
 - suggesting improved average bonus parity for LGB+ colleagues.
- Median bonus gap: 42.6% increased sharply from -0.9% in 2023.
 - indicating that at the midpoint, LGB+ colleagues are receiving significantly lower bonuses than heterosexual colleagues.
- A small proportion of colleagues receive a bonus payment at The University of Manchester, though this proportion has increased compared with previous years.
 - 7.5% of heterosexual colleagues received a bonus (up from 2.1% in 2023).
 - 4.8% of LGB+ colleagues received a bonus (up from 0.9% in 2023).

Representation across pay quartiles:

- LGB+ colleagues make up 8.9% of the University workforce, up from 8.2% in 2023.
 - Quartile 1 (highest paid): LGB+ colleagues make up 5.0%, significantly below their overall representation (8.9%). Representation has increased slightly from 4.5% in 2023.
 - Quartile 2: LGB+ representation is more aligned at 8.7% up from 6.7% in 2023.
 - Quartile 3: LGB+ representation up to 10.4% from 9.6%.
 - Quartile 4 (lowest paid): LGB+ representation has stayed static at 11.6%.
- The under representation in Quartile 1 and overrepresentation in Quartiles 3 and 4 create a structural imbalance that pulls down the average and median earnings of LGB+ colleagues.
- Even though representation in Quartile 2 is improving, the lack of progression into senior roles remains a significant barrier to pay equity.

Further analysis of workforce demographic shifts is provided in section 2 of this report.

7. 2024 Religion pay gap analysis

This section presents religion or belief pay gap (RPG) data, starting with summary tables followed by key insights.

Table 13: Summary of the Religion pay gap 2023 – 2024, The University of Manchester

Religion pay gap	Mean (Average) All UoM employees (%)	Median (Middle) All UoM employees (%)
Religion pay gap 2024	2.0↑	2.9↑
Religion pay gap 2023	-0.4	2.8
Religion bonus gap 2024	-35.3↑	-94.2↓
Religion bonus gap 2023	-69.8	-9.5

Table 14: Summary of colleagues distribution by religion in each quartile pay band 2023 – 2024, The University of Manchester

Quartile pay bands	Population	Year	No religion	Religion	Unknown or refused	Total	No religion (%)	Religion (%)	Unknown or refused (%)
Highest paid	Quartile 1	2024	1302	1080	1371	3,753	34.7	28.8↑	36.5
		2023	1087	1018	1585	3,690	29.5	27.6	43.0
	Quartile 2	2024	1738	1171	844	3,753	46.3	31.2↓	22.5
		2023	1554	1185	952	3,691	42.1	32.1	25.8
	Quartile 3	2024	1754	1229	770	3,753	46.7	32.7↑	20.5
		2023	1663	1199	828	3,690	45.1	32.5	22.4
Lowest paid	Quartile 4	2024	1385	1487	881	3,753	36.9	39.6↑	23.5
		2023	1388	1442	861	3,691	37.6	39.1	23.3
Total		2024	6179	4967	3866	15,012	41.2	33.1↑	25.8
		2023	5692	4844	4226	14,762	38.6	32.8	28.6

Table 15: Proportion of colleagues in receipt of a bonus payment (split by religion) 2023 – 2024, The University of Manchester

Sexual Orientation	Year	Median (Middle) All UoM employees (%)
No religion	2024	6.5↑
	2023	1.7
Religion	2024	7.6↑
	2023	2.1
Unknown or refused	2024	6.8↑
	2023	3.3

2024 Religion pay gap (RPG) - key points:

Pay gaps:

- Mean RPG shifted to 2.0% from -0.4% in 2023.
- Median RPG also rose slightly from 2.9% from 2.8% in 2023.
 - These values remain very small, consistent with 2023, indicating minimal disparity in average and median pay between colleagues who follow a religion and those who do not.

Bonus pay gaps:

- Mean bonus gap: -35.3%, in favour of religious colleagues, decreased from, -69.8% in 2023.
- Median bonus gap: -94.2% in favour of religious colleagues, increased from -9.5% in 2023.
 - Indicating that religious colleagues continue to receive higher bonuses, both on average and at the median.
- A small proportion of colleagues receive a bonus payment at The University of Manchester, though this proportion has increased compared with previous years.
 - 7.6% of religious colleagues received a bonus, up from 1.7% in 2023
 - 6.5% of non-religious colleagues received a bonus, up from 2.1% in 2023

Representation across pay quartiles:

- Religious colleagues make up 33.1% of the University workforce.
 - **Quartile 1 (highest paid):** Religious colleagues make up 28.8% of the quartile, increased from 27.6% in 2023.
 - **Quartile 2:** Religious colleagues' representation is more aligned at **31.2%** up from **30.0%** in 2023.
 - **Quartile 3:** Religious colleagues' representation up to **32.7% from 31.5%.**
 - **Quartile 4 (lowest paid):** Religious colleagues' representation has stayed fairly static at **39.6%**, up from 39.1% in 2023.
- These shifts show **modest improvements in representation in higher pay bands, but the continued over representation in the lowest** quartile contributes to the small RPG.

8. Actions to reduce our pay gaps

We recognise that we still have much more to do to shift the dial on our pay gaps

We're committed to reducing pay gaps wherever they exist. We know that pay gaps don't just happen by accident – they're often the result of deeper inequalities in access, opportunity, and progression. That's why we're taking action.

Overall, we will be:

- Regularly reviewing and publishing our pay gap data across all protected characteristics.
- Supporting underrepresented groups to progress into senior and higher-paid roles.
- Making sure our recruitment, promotion, and reward processes are inclusive and transparent.
- Listening to our colleagues and act on what they tell us about their experiences.

We want to lead by example in the sector and beyond – creating a workplace where everyone has the opportunity to thrive and be recognised for their contribution.

University wide actions:

Over the past year we have made a number of positive strides that signal our commitment to reducing pay gaps and EDI at an institutional level. The actions below represent just some of the changes and commitments that have been made in this space:

- Appointed a new Executive Director of EDI who will reshape our EDI ambitions.
- Started the development of our new EDI strategy, that will directly support our university strategy *Manchester 2035*.
- Reshaped our People Directorate at the executive level with a new focus in key areas impacting pay gaps. Introduced new Centres of Expertise for Talent Development, Talent Acquisition and Reward – bringing the opportunity to change how we recruit, develop and promote our colleagues.
- Introduced improved dashboard reporting with the ability to report in real-time on EDI data at key points in recruitment, promotion and turnover etc.
- Rolled out Essentials training to 95% of colleagues – ensuring mandatory compliance with a high focus on diversity and unconscious bias.

- Carried out an all-colleague engagement survey (51% response rate) with improved dashboard access for localised action planning. Reporting that has the ability to understand colleague experience from an EDI lens – including intersectionality angles – help us to plan more targeted actions.
- Reviewed promotions criteria to increase transparency and maximise inclusivity in the process as well as taking a number of targeted, specific actions across the organisation.
- Accelerated diversity of senior pipelines by taking part in Diversifying Leadership development programmes including :
 - StellarHE,
 - Aurora
 - The 100 Black Women Professor Now (100BWPN) programme.
- We have an LGBTQ+ and Disabled leadership programme which cultivates career development across the talent pipeline.
- Aligned, yet maintained the distinctiveness, of the Athena Swan, Race Equality Charter Mark Self-Assessment Team action planning activity, together with the Workplace Equality Index and Disability Standard action planning group, with pay gap data also informing the action planning.

Localised actions:

Each Faculty, plus Professional Services, have bespoke EDI representation goals in line with our 3-year EDI strategy and at an institutional level we have made positive progress towards our goals, although there are pockets of stagnation within the university landscape where targeted action plans have been developed.

We are pleased to share some of the fantastic initiatives that have been happening across our Faculties and Professional Services, these activities are by no means exhaustive of all the great work that is happening:

The Faculty of Biology, Medicine and Health:

- Launched the Diversifying Leadership programme, offering mentorship and leadership development opportunities to under-represented groups, enhancing their career progression.
- Received the Athena Swan Silver Award, recognising their commitment to gender equality and highlighting areas for positive action.
- Conducted Disability World Cafés to gather feedback on building accessibility, ensuring the estate works for everyone.

The Faculty of Science and Engineering:

- Implemented an inclusive recruitment process for postgraduate research positions, focusing on competency-based evaluation to recognise candidates' potential.
- Launched the 'Big Sisters in STEM' podcast campaign, featuring conversations between senior academics and junior researchers from under-represented genders in STEM.
- Recruited EDI professionals and coordinators specialising in race, LGBTQ+, and disability advocacy, enhancing the faculty's EDI expertise and resources.

The Faculty of Humanities:

- Held its first cross-School promotion workshop for Global Majority/Racially Minoritised Academic colleagues, providing guidance and support for career advancement.
- Reformed committee memberships to ensure EDI-focused members are included, integrating EDI considerations into decision-making processes.

The Students' Union:

- Created a Gender Expression Fund to support transitioning, non-binary, and questioning students with the cost of items such as make-up, binders, and clothing.
- Appointed the first trans association Chair, actively campaigning on issues affecting the trans community and improving the name change process.

Manchester Museum has developed sector-leading access facilities, including prayer and reflection spaces, quiet spaces, and changing places toilets, to ensure all visitors and colleagues have equitable access to the museum.

IT Services conducted interactive EDI workshops on LGBTQIA+ awareness, Anti-racism, and Neurodiversity and ADHD, fostering a more inclusive environment through education.

How do we monitor if our actions have had impact?

Progress on closing pay gaps continues to be closely monitored through the University's formal planning and accountability cycle. Oversight is provided by the Equality, Diversity and Inclusion Committee, the People Committee, and the Annual Performance Review (APR) process.

This structured approach ensures that meaningful actions are taken to accelerate progress in improving representation and career progression across our workforce. We remain committed to advancing equality in gender, ethnicity, disability, religion and sexual orientation.

Leadership across the University – supported by our Directorate of Equality, Diversity and Inclusion – drives this work in collaboration with Faculties, Professional Services, Trade Unions, and our Colleague and Student Networks. Together, we are building on our actions and strengthening our collective efforts to create a more inclusive and equitable university community.

Appendix 1: Calculations and scope of reporting

How we calculate our pay gaps

All data presented in this report has been collected and analysed in accordance with the **Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017**. As with other public sector organisations, our figures are based on **hourly pay as of 31 March 2024, and bonuses paid between 1 April 2023 and 31 March 2024**.

The analysis includes **all University colleagues employed on 31 March 2024**, including casual workers, apprentices, overseas colleagues, clinicians, and contractors.

While there is currently **no statutory requirement** to report on the **Ethnicity Pay Gap (EPG)**, **Disability Pay Gap (DPG)**, **Sexual Orientation Pay Gap (SOPG)**, or **Religion Pay Gap (RPG)**, we have applied the **same methodology used for Gender Pay Gap (GPG) reporting** to ensure consistency and transparency.

For the **EPG**, we compare colleagues who self-identify as 'White', 'Black, Asian and Minority Ethnic (BAME)', or 'Unknown' (which includes those who chose not to disclose

their ethnicity). We acknowledge that the term 'BAME' does not fully reflect the diversity of ethnic backgrounds. Where possible, we aim to be specific about ethnic categories, and where broader terms are used, we provide context to support understanding.

Table 1 presents the University's 2024 ethnicity profile:

- **26.4%** BAME
- **67.8%** White
- **5.8%** Unknown or undisclosed

We also recognise that references to 'disabled colleagues' in this report reflect only those who have **formally declared a disability** as of the snapshot date. We understand that this may not capture all disabled colleagues, as disclosure is voluntary and may change over time.

This year's report also includes analysis by **religion**, following the same approach used in 2023 to allow for year-on-year comparison. We plan to review and refine our approach to religion-based reporting in 2025.

Table 1: The self-classification by ethnicity of The University of Manchester colleagues

Ethnicity	Total	Percentage (%)
White including English/Scottish/Welsh/Nth Irish	8,484	55.2
White - Gypsy/Irish Traveller	6	0.0
White - Irish	204	1.3
White - Roma	7	0.0
Any other White background	1,393	9.1
Black-African or African British	390	2.5
Black-Caribbean or Caribbean British	114	0.7
Any other Black background	39	0.3
Asian-Bangladeshi or Bangladeshi British	113	0.7
Asian-Chinese or Chinese British	1,100	7.2
Asian-Indian or Indian British	658	4.3
Asian-Pakistani or Pakistani British	365	2.4
Any other Asian background	415	2.7
Mixed - White and Asian	131	0.9
Mixed - White and Black African	45	0.3
Mixed - White and Black Caribbean	78	0.5
Any other Mixed/Multiple ethnicity	234	1.5
Arab	160	1.0
Any other ethnic background	243	1.6
Not known	790	5.1
Prefer not to say	401	2.6
Grand Total	15,370	100.0

Gender identity

The University recognises that gender identity extends beyond the binary of men and women. While gender pay gap reporting requires us to classify colleagues as either men or women, we acknowledge that some trans and non-binary colleagues do not identify this way. We are committed to fostering an inclusive, trans-friendly workplace where all gender identities are respected and valued. Our 2024 Equality Information Report shows that 0.4% of colleagues identify with a gender different from that assigned at birth.

Ethnicity pay gap analysis – Disaggregated data

For the main analysis shown in section 4, colleagues were grouped based on their self-identified ethnicity as ‘White’, ‘Black, Asian and Minority Ethnic (BAME)’, or ‘Unknown’ (which includes those who chose not to disclose their ethnicity). To provide a more detailed understanding of pay disparities within the BAME category, the data was further broken down into five groups: **White, Black, Asian, Mixed/Other**, and **Unknown** (see Table A.1).

Table A.2 presents a breakdown of how these groups are distributed across the University’s four pay quartiles. Of the total workforce:

- 17.4% identify as Asian
- 3.5% as Black
- 5.8% as Mixed/Other

Table 1: The self-classification by ethnicity of The University of Manchester colleagues

Ethnicity code	Ethnicity description	Grouped	White/BAME
10	White	White	White
15	Gypsy or Traveller	White	White
21	Black or Black British-Caribbean	Black	BAME
22	Black or British-African	Black	BAME
29	Other Black Background	Black	BAME
31	Asian or Asian British-Indian	Asian	BAME
32	Asian or Asian British-Pakistani	Asian	BAME
33	Asian or Asian British-Bangladeshi	Asian	BAME
34	Chinese	Asian	BAME
39	Other Asian background	Asian	BAME
41	Mixed-White and Black Caribbean	Mixed/Other	BAME
42	Mixed-White and Black African	Mixed/Other	BAME
43	Mixed-White and Asian	Mixed/Other	BAME
49	Other Mixed Background	Mixed/Other	BAME
50	Arab	Mixed/Other	BAME
80	Other ethnic background	Mixed/Other	BAME
90	Not known	Unknown	Unknown
98	Information refused	Unknown	Unknown

All three groups – Black, Asian, and Mixed/Other – are **underrepresented in Quartile 1 (highest paid)** and **overrepresented in Quartile 4 (lowest paid)**, relative to their overall share of the workforce.

Table A.3 explores this further by showing the distribution of each ethnic group across the quartiles:

- Nearly **50% of Black colleagues** are in **Quartile 4**, while **fewer than 10%** are in **Quartile 1**.
- In contrast, **White colleagues** are more evenly distributed across all quartiles, with a **greater concentration in the two highest paid bands**.

This disparity in distribution highlights the structural inequalities contributing to the Ethnicity pay gap.

Finally, Tables A.4 and A.5 provide the calculated **mean and median pay gaps** at the University level, offering a quantitative summary of these disparities.

- **Black colleagues experience the largest pay disparities**, with a **median pay gap of 23.2%** and a **mean pay gap of 30.7%**. Both figures have **increased since 2023**, highlighting a growing inequality.
- While the pay gap is most pronounced for Black colleagues, pay disparities exist across all ethnic minority groups when compared to White colleagues, indicating a broader pattern of inequality.

Table A.2: Ethnicity breakdown by pay quartile, 2024

Quartile	Black, Asian and Minority Ethnic					Median (Middle) All UoM employees (%)
	White (%)	Black (%)	Asian (%)	Mixed/other (%)	Total BAME (%)	
1	79.5	1.3	10.3	3.8	15.4	5.0
2	68.6	2.5	15.3	6.3	24.2	7.2
3	58.4	3.3	23.2	7.0	33.5	8.1
4	56.6	6.9	20.6	6.1	33.7	9.7
Total	65.8	3.5	17.4	5.8	26.7	7.5

Table A.3 Distribution of each ethnicity across the four pay quartiles

Quartile	White (%)	Black (%)	Asian (%)	Mixed/other (%)	Information unknown or refused (%)	Median (Middle) All UoM employees (%)
1	30.2	9.3	14.9	16.3	16.8	5.0
2	26.1	18.0	22.1	27.3	23.9	7.2
3	22.2	23.5	33.4	30.1	27.0	8.1
4	21.5	49.2	29.7	26.3	32.3	9.7
Total	100.0	100.0	100.0	100.0	100.0	7.5

Table A.4: Mean pay gap 2022 – 2024, The University of Manchester

	Year	Asian (%)	Black (%)	Mixed/ other (%)
The University of Manchester total	2024	18.9	30.7	16.5
	2023	18.6	28.0	17.0
	2022	12.1	29.9	16.0

Table A.5: Median pay gap 2022 – 2024, The University of Manchester

Faculty	Year	Asian (%)	Black (%)	Mixed/ other (%)
The University of Manchester	2024	12.2	23.2	10.4
	2023	12.3	20.5	12.3
	2022	10.8	21.0	12.1

Appendix 3: Pay gap benchmarking against other HEIs

We benchmark our GPG with other universities in the UK higher education sector. The latest available data is for 2023, and The University of Manchester continued to have one of the narrowest GPGs among the research-intensive Russell Group universities: seventh on mean GPG and sixth on median GPG.

Table 1: The self-classification by ethnicity of The University of Manchester colleagues

Organisation	Mean hourly rate pay gap (%)	Median hourly rate pay gap (%)	Mean bonus pay gap (%)	Median bonus pay gap (%)	Who received bonus pay (%)	
					Men	Women
UCL	11.5	6.2	31.7	60.4	1.2	0.6
King's College London	13.2	8.6	51.3	19.5	10.3	8.5
University of Sheffield	13.5	10.1	64.7	16.7	26.4	34.3
Queen Mary University of London	14	10	52.4	0	8	9.7
Imperial College London	14.1	6	37.1	0	55.7	66.9
University of Bristol	14.4	10.6	25.7	0	61.9	57.4
The University of Manchester	14.5	9.8	55.4	35.8	2.4	2.2
University of York	14.9	11.9	-0.7	0	75.7	66.7
Newcastle University	15.1	12.4	63.2	0	15	11
The University of Birmingham	15.3	16.9	45.1	0	27.5	35.4
University of Exeter	15.3	19.1	29.7	0	73.6	67.8
Cardiff University	16.2	11.9	86.3	0	1.1	1.9
University Of Cambridge	16.4	8.6	24.6	0	79.7	76.9
University of Leeds	18.2	15.4	76.9	42.9	8.3	9.1
University of Nottingham	19	13.4	65.4	46.1	16.6	15
University of Oxford	19.1	11.1	30.9	0	62.7	58.2
University of Southampton	19.1	15.8	38.9	0	70	64.5
Durham University	19.56	19.02	3	0	53.6	50.1
University of Liverpool	20.38	16.19	49.16	0	75.32	78.39
University of Warwick	20.5	20.47	12.44	0	76.88	83.9
London School of Economics & Political Science	24.61	5.54	58.25	10	27.98	23.93

⁴ All published GPG analysis can be accessed at <https://gender-pay-gap.service.gov.uk>

UCEA pay gaps – key points:

Gender Pay Gap (GPG)

The average mean GPG across Higher Education Institutions (HEIs) in 2023 was **14.2%**, slightly above the **UK economy average of 13.2%**. At The University of Manchester, the mean GPG was **12.8%**, marginally narrower than the sector average.

Across the sector, two HEIs reported a **median GPG of 0%**, with a further eight institutions reporting **gaps of 5% or less**. As in previous years, both **mean hourly** and **bonus GPGs** were higher than the median across HEIs, reflecting the influence of a small number of highly paid individuals or large bonus payments.

Ethnicity pay gap (EPG)

UCEA's analysis reported a **sector-wide median EPG of 3.9%** in 2023, up from 2.9% in 2022. **The University of Manchester's median EPG** was significantly higher at **12.3%**.

The sector shows **greater variation in ethnicity pay gaps** than in gender:

- 29 HEIs reported **pay gaps in favour of BAME colleagues**.
- 11 reported **no ethnicity pay gap**.

Detailed analysis by ethnic group showed:

- **Black colleagues** experienced the **largest sector-wide median pay gap at 6.7%**
- **Asian colleagues**: 4.2%
- **Mixed/Other ethnic backgrounds**: 1.8%

In contrast, **The University of Manchester reported substantially higher median gaps**:

- **Black colleagues**: 22.3%
- **Asian colleagues**: 12.9%
- **Mixed/Other ethnicities**: 13.0%

At the mean level, the **sector average EPG** was **6.4%**, with the largest gap again among Black colleagues (12.3%). The University of Manchester's **mean EPG** was higher at **19.4%**, including:

- **Black colleagues**: 29.9%
- **Asian colleagues**: 13.0%
- **Mixed/Other ethnicities**: 14.5%

Disability pay gap

For the first time, UCEA's 2023 analysis included **disability pay gaps**. Among the 59 HEIs that responded:

- An average of **8% of colleagues had declared a disability**, consistent with **The University of Manchester's figure of 7.5%**.
- **Non-disclosure rates** were higher across the sector at **19%**, compared to **just 2.5% at the University**.

Pay gap outcomes for disabled colleagues:

- **University of Manchester median**: 7.3% vs Sector-wide median: 5.9%.
- **University of Manchester mean**: 11.9% vs Sector-wide mean: 7.9%.

UCEA pay quartile analysis – key points:

Gender

UCEA's sector-wide analysis continues to show an uneven distribution of women across pay quartiles:

- **45% of colleagues in the highest pay quartile** were women, compared to **65% in the lowest**.
- At **The University of Manchester**, figures were broadly in line with the sector at **44.9% (Quartile 1)** and **63% (Quartile 4)**.

Ethnicity

BAME colleagues remain underrepresented in higher-paid roles across the sector:

- **15% of colleagues in the top quartile** were from BAME backgrounds, with **20–22%** representation in the other quartiles.
- At **The University of Manchester**, a similar trend was observed in the top two quartiles (**15.5% and 23.7%**), but BAME colleagues made up a significantly larger share in the lower two quartiles (**32.9% and 35.2%**).
- This uneven distribution contributes to the **University's higher Ethnicity Pay Gaps (EPGs)**.
- **Black colleagues** were particularly overrepresented in the lowest pay quartile.

Disability

Across the sector, colleagues with a declared disability were relatively evenly spread:

- Ranging from **6% in Quartile 1 to 9% in Quartile 4**.

At **The University of Manchester**, a similar pattern was seen:

- **5.1% (Quartile 1)**, **7.5% (Quartile 2)**, **8.9% (Quartile 3)**, and **8.6% (Quartile 4)**.

UCEA Bonus pay gap – key points:

A smaller proportion of colleagues at The University of Manchester received bonus payments compared to the sector average, continuing a trend from previous years. Clinical Impact Awards, categorised as bonus pay and exclusive to universities with medical schools, significantly affect bonus GPGs but are excluded from UCEA's core figures.

Gender

The University's bonus GPGs were notably higher than sector averages:

- **Mean:** 55.4% (sector: 18.1%)
- **Median:** 35.8% (sector: 7.3%)
- Among HEIs with medical schools, UCEA reported gaps of 20.6% (mean) and 29.6% (median), still lower than those at Manchester.

Ethnicity

The University's bonus EPGs were in favour of BAME colleagues and more pronounced than the sector average:

- **Mean:** -29.7% (sector: -4.4%)
- **Median:** -24.4% (sector: -5.8%)

Despite this, UCEA found that ethnic minority colleagues were less likely to receive a bonus (21.8%) compared to White colleagues (26.9%).

Disability

- UCEA did not report disability-related bonus pay gaps, but noted similar bonus award rates between colleagues with and without declared disabilities across the sector. This was consistent with The University of Manchester, where 2.3% of disabled colleagues and 2.4% of non-disabled colleagues received a bonus.



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