

MANCHESTER
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The University of Manchester

The University of Manchester
Conferences Limited

Gender, Ethnicity and Disability Pay Gaps Report 2025

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1. Overview

The University of Manchester Conferences (UMC) Ltd is a wholly owned subsidiary of The University of Manchester. The company provides hospitality, catering, retail and conference services and facilities across multiple sites on the University's campus and its residences.

This report outlines our 2025 pay gap findings across gender, ethnicity and disability. We have chosen to publish pay gap data for all these groups, including where there is no legal obligation to do so, because we are committed to equity and to recognising the different experiences colleagues may have at work.

About pay gaps

Pay gaps show the difference in average earnings between groups. They are shaped by structural factors – both within organisations and in wider society – including representation at different levels, how careers develop over time, and access to opportunities.

Gender pay gap	The difference in median and average pay between men and women.
Ethnicity pay gap	The difference in median and average pay between White colleagues and colleagues from Black, Asian and Minority Ethnic backgrounds.
Disability pay gap	The difference in median and average pay between non-disabled and disabled colleagues.

How pay gaps differ from equal pay

Pay gaps and equal pay are not the same.

- **Equal pay** is a legal requirement ensuring that people doing equal or equivalent work receive the same pay, regardless of gender.
- **Pay gaps**, however, focus on the average earnings of different groups across the whole workforce.

A pay gap highlights broader structural issues, such as differences in representation, progression and access to higher paid roles within an organisation.

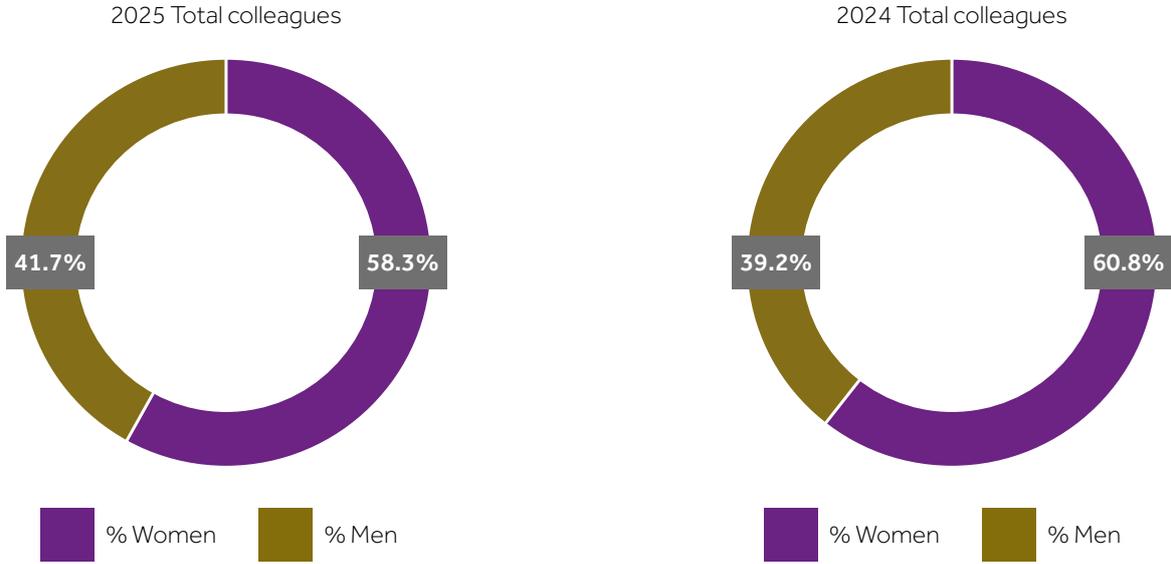
Taking action

Our annual [Equality Information Report](#) provides valuable insights into the actions and achievements delivered within UMC and across the University to drive forward equality, diversity and inclusion (EDI) ambitions. Alongside this, work to strengthen representation and address structural inequalities is already progressing through national chartermark commitments and a coordinated programme focused on inclusive recruitment, fair reward and equitable progression.

Our new EDI Framework – due for release in 2026 – builds on this progress by aligning directly with the Manchester 2035 strategy and placing EDI at the heart of achieving institutional ambitions. Within the new framework, all actions to enhance representation and tackle structural inequalities are brought together into a single, coherent programme of work. This approach provides stronger governance, clearer accountability and more robust measures to track progress, rather than maintaining a separate set of actions within this report.

2. 2025 gender pay gap analysis

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



Summary of the gender pay gap 2023–2025

Gender pay gap	Mean (average) All UMC employees (%)	Median (middle) All UMC employees (%)
Gender pay gap 2025	0.6	0.3
Gender pay gap 2024	2.4	0.0
Gender pay gap 2023	1.7	0.0
Gender bonus gap 2025	45.8	80.0
Gender bonus gap 2024	-35.7	-9.3
Gender bonus gap 2023	-1.6	3.0

Summary of colleagues' distribution by gender in each quartile pay band 2024–2025

(Quartile 1 – highest paid/Quartile 4 – lowest paid)

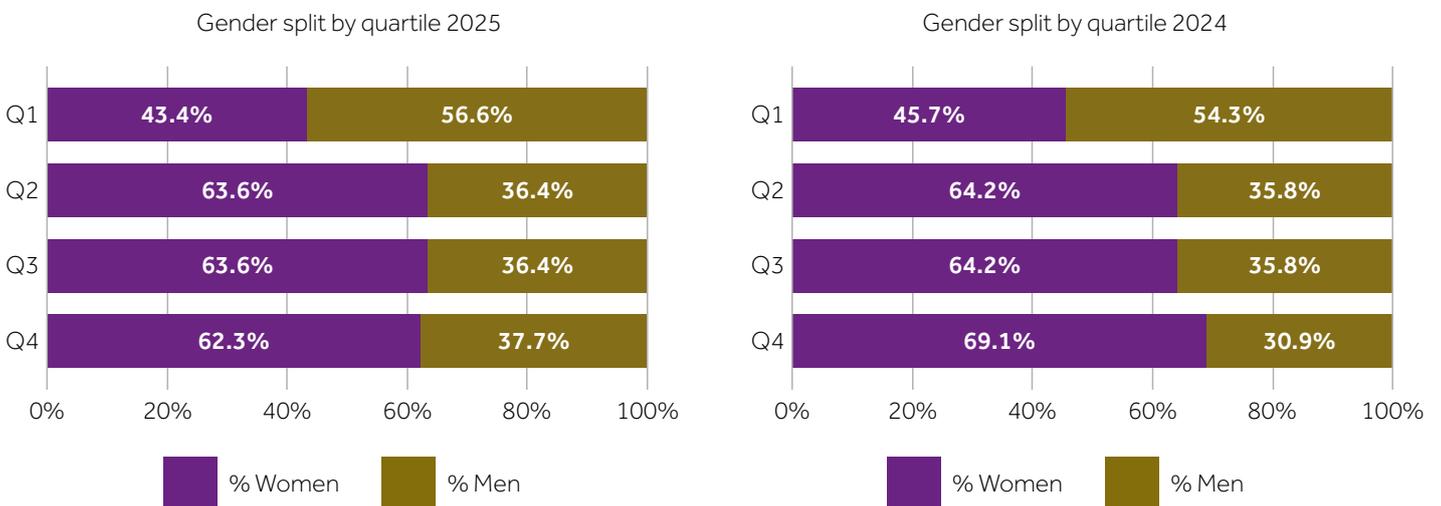


Table 5: The proportion of colleagues in receipt of a bonus payment (split by gender) 2023–2025

Gender	Year	% of all employees
Men	2025	8.9
	2024	7.7
	2023	16.0
Women	2025	11.0
	2024	5.5
	2023	11.0

2025 gender pay gap key points:

Pay gaps

- The mean pay gap narrowed from **2.4%** to **0.6%**.
- The median increased slightly from **0%** to **0.3%**.
- Women are still underrepresented in the highest paid quartile and are overrepresented in the lowest paid quartile compared to men.

Bonus pay gaps

- A small proportion of colleagues receive a bonus payment.
- **8.9%** of men and **11%** of women received a bonus payment.
- These proportions have increased from **7.7%** and **5.5%** respectively when compared with 2024.
- The mean bonus pay gap has widened from **-35.7%** in favour of women in 2024 to **45.8%** in favour of men in 2025.
- The median bonus pay gap is reported at **80%** in favour of men compared with **-9.3%** in favour of women in 2024.

Representation across pay quartiles

- Women make up **58%** of UMC's overall workforce, a decrease from **60.8%** in 2024.
 - **Quartile 1 (highest paid):** Women's representation decreased from **45.7%** to **43.4%**. This still indicates underrepresentation relative to their overall workforce share.
 - **Quartile 2:** Women's representation decreased slightly from **64.2%** to **63.6%**.
 - **Quartile 3:** Women representation dropped slightly from **64.2%** to **63.6%**.
 - **Quartile 4 (lowest paid):** Women are significantly more represented in the lowest paid quartile (**62.3%**) however this has decreased from **69.1%** in 2024.

3. 2025 ethnicity pay gap analysis

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

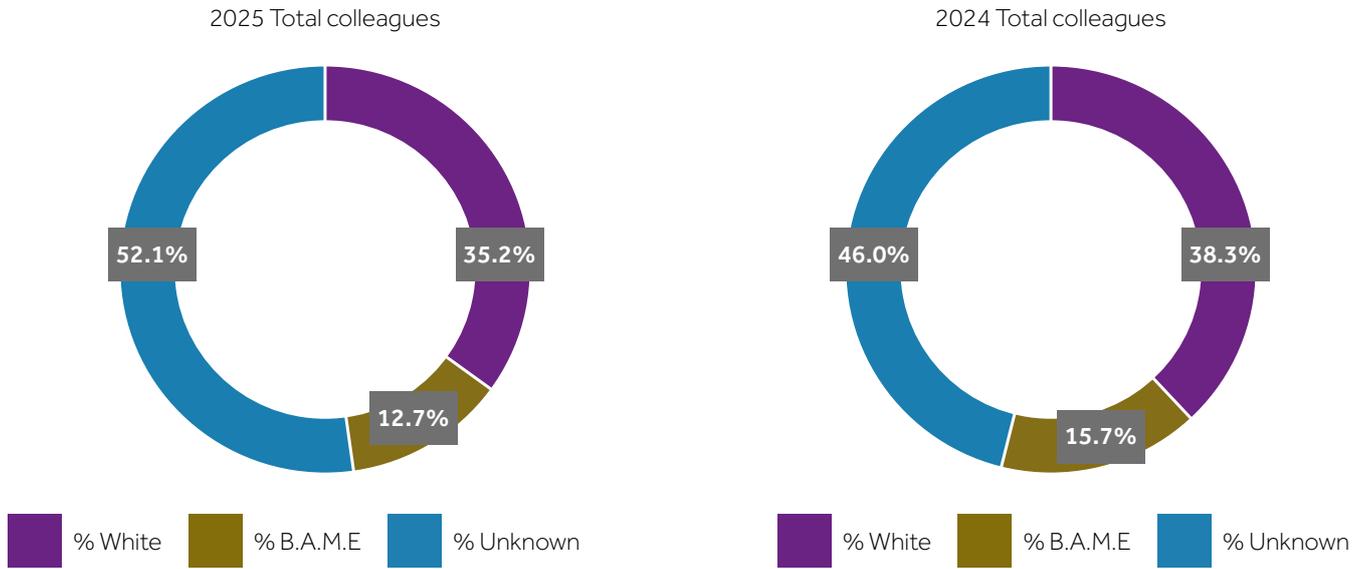


Table 6: Summary of the ethnicity pay gap 2023–2025

Ethnicity pay gap	Mean (average) All UMC employees (%)	Median (middle) All UMC employees (%)
Ethnicity pay gap 2025	8.8	1.8
Ethnicity pay gap 2024	8.4	0.0
Ethnicity pay gap 2023	5.1	0.0
Ethnicity bonus gap 2025	83.0	0.0
Ethnicity bonus gap 2024	35.1	8.1
Ethnicity bonus gap 2023	17.8	12.4

Table 7: Summary of colleagues’ distribution by ethnicity in each quartile pay band 2024–2025
(Quartile 1 – highest paid/Quartile 4 – lowest paid)

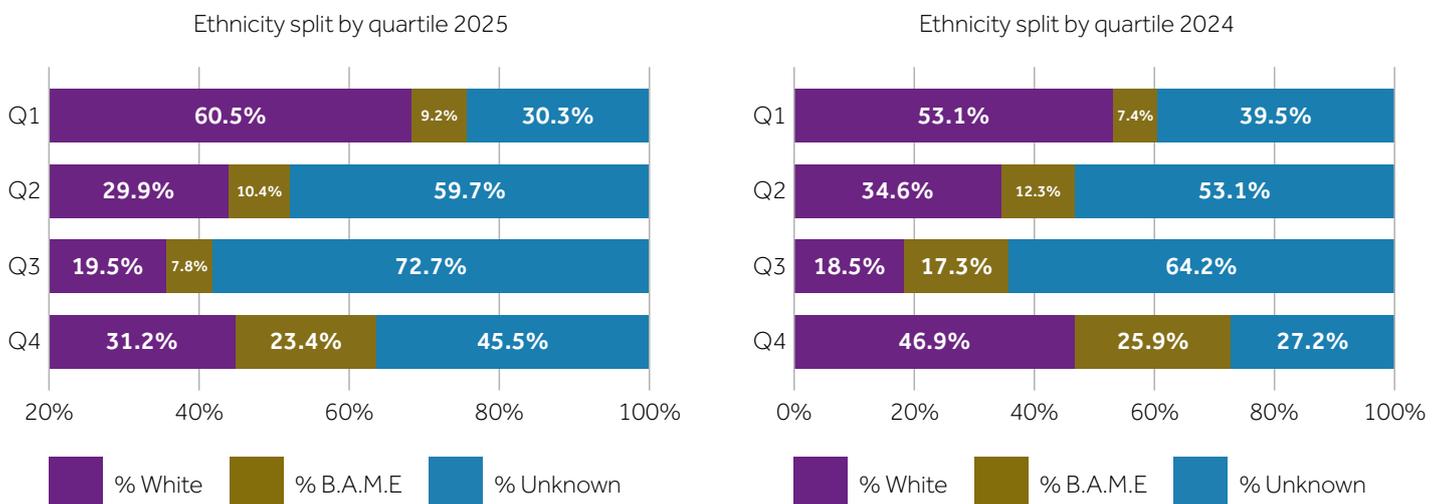


Table 8: Proportion of colleagues in receipt of a bonus payment (split by ethnicity) 2023–2025

Ethnicity	Year	% of all employees
White	2025	16.7
	2024	11.7
	2023	16.0
Black, Asian and Minority Ethnic	2025	14.3
	2024	5.8
	2023	14.0

2025 ethnicity pay gap (EPG) key points:

Pay gaps

- Mean EPG slightly widened from **8.4%** in 2024 to **8.8%** in 2025.
- Median EPG has increased slightly from **0.0%** to **1.8%** in 2025.
- Ethnicity pay gaps and representation across quartiles have been further broken down into Asian, Black and other/mixed as below:

Ethnicity pay gaps	Asian	Black	Other/mixed
Mean EPG	10.6%	8.4%	7.7%
Median EPG	1.6%	1.2%	2.1%

B.A.M.E pay Quartiles (Quartile 1 – highest paid/Quartile 4 – lowest paid)

Quartile	White	Black	Asian	Other/Mixed	Unknown
1	60.5%	5.3%	2.6%	1.3%	30.3%
2	29.9%	5.2%	3.9%	1.3%	59.7%
3	19.5%	5.2%	0.0%	2.6%	72.7%
4	31.2%	11.7%	6.5%	5.2%	45.5%

Bonus pay gaps

- Mean bonus EPG gap widened from **35.1%** to **83%**.
- Median bonus narrowed from **8.1%** to **0.0%**.
- Overall, in 2025, **14.3%** of B.A.M.E employees received bonus compared to **16.7%** of White employees.
- Bonuses received by B.A.M.E colleagues can be further broken down by proportion received: Black **19%**, Asian **20%** and other/mixed **0.0%**.
- White colleagues receiving bonuses increased from **11.7%** to **16.7%**.
- B.A.M.E colleagues receiving bonuses increased from **5.8%** to **14.3%**.
 - While both groups saw increases, White colleagues are still more likely to receive bonuses.

Representation across pay quartiles

- B.A.M.E colleagues make up **12.7%** of UMC's overall workforce, this has decreased from **15.7%** in 2024.
 - **Quartile 1 (highest paid):** B.A.M.E representation increased from **7.4%** to **9.2%**. However, this is still below overall representation.
 - **Quartile 2:** Decreased from **12.3%** to **10.4%**.
 - **Quartile 3:** Decreased significantly from **17.3%** to **7.8%**.
 - **Quartile 4 (lowest paid):** Decreased from **25.9%** to **23.4%**.
- The increase in Quartile 1 may represent some upward mobility, however representation is down across all other pay quartiles.

4. 2025 disability pay gap analysis

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

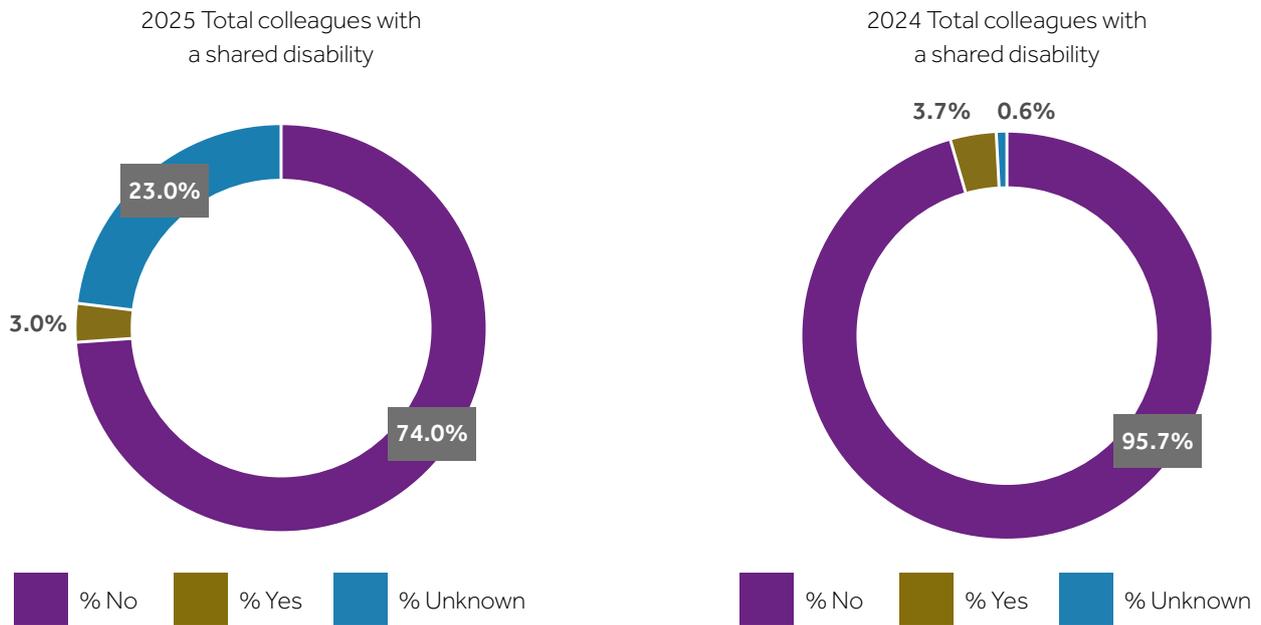
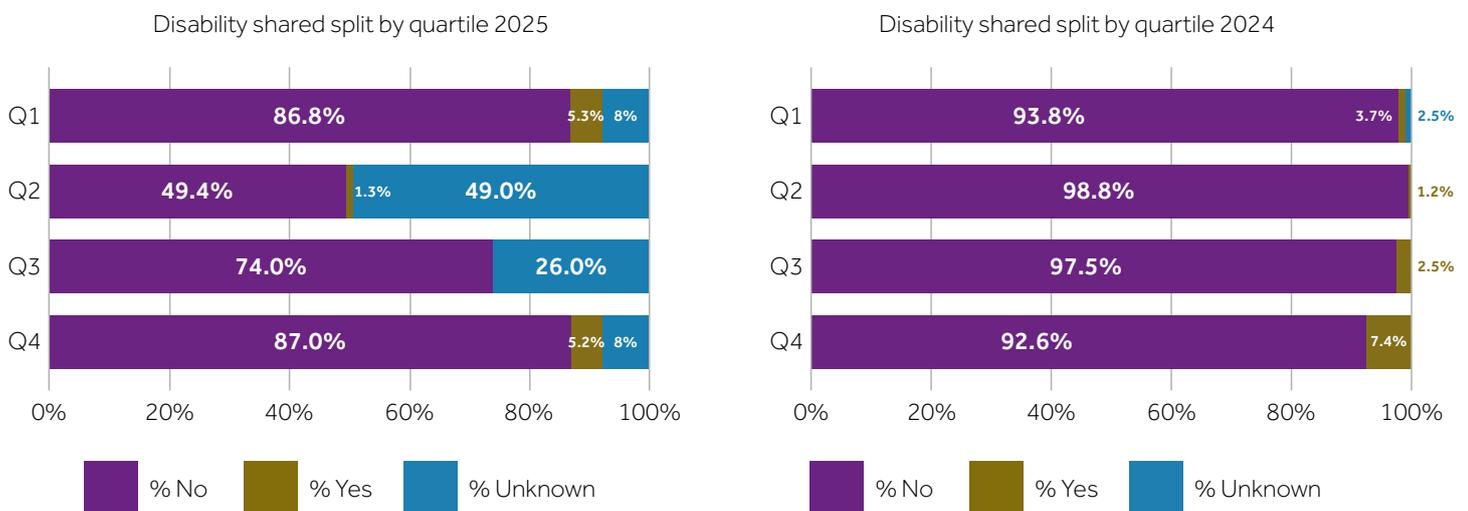


Table 9: Summary of the disability pay gap 2023–2025

Disability pay gap	Mean (average) All UMC employees (%)	Median (middle) All UMC employees (%)
Disability pay gap 2025	-9.2	-1.2
Disability pay gap 2024	-9.6	0.0
Disability pay gap 2023	-0.6	0.0

**Table 10: Summary of colleagues’ distribution by disability in each quartile 2024–2025
(Quartile 1 – highest paid/Quartile 4 – lowest paid)**



2025 disability pay gap (DPG) key points:

Pay gaps

- Mean DPG has narrowed slightly from **-9.6%** to **-9.2%** in favour of colleagues who have shared a disability.
- Median DPG widened from **0.0%** to **-1.2%**.
- The percentage of unknown data has increased significantly to **22.8%** from **0.6%**.

Representation across pay quartiles

- Disabled colleagues make up **3%** of the UMC workforce, down slightly from **3.7%** in 2024.
 - **Quartile 1 (highest paid):** Disabled colleagues representation increased from **3.7%** in 2024 to **5.3%** in 2025.
 - **Quartile 2:** Representation slightly increased from **1.2%** to **1.3%**.
 - **Quartile 3:** Representation decreased from **2.5%** to **0.0%**.
 - **Quartile 4 (lowest paid):** Representation decreased from **7.4%** to **5.2%**.
- These shifts in quartiles 1 and 2 may suggest some upward mobility for disabled colleagues.

Bonus pay gaps

- We have not reported on disability bonus pay gaps due to the low number of reportable colleagues, the data is statically insignificant.

