

MANCHESTER
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The University of Manchester

The University of Manchester
**Gender, Ethnicity, Disability
and Sexual Orientation
Pay Gaps Report 2025**

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Executive summary

Delivering our strategy to 2035, From Manchester for the world: strengthening equity and reducing pay gaps across our University.

Our strategy to 2035 sets a clear ambition for us to be a great civic university for the 21st century, where equity, inclusion and social responsibility are fundamental to achieving our strategic foundations and leaps.

We take pay gap reporting seriously because it tells us about who is where in our community, what barriers they face, and where we need to take action.

Our 2025 Pay Gaps Report analysis for gender, ethnicity, disability and sexual orientation presents a mixed picture. We have made progress in several areas, including reductions in some mean pay gaps, and we welcome these positive shifts. However, some gaps have widened, particularly across our median pay gaps, and this shows we still have more to do.

Our analysis shows there is no single cause for these changes, but at the heart of this is ongoing underrepresentation. Women, Black, Asian and Minority Ethnic colleagues, disabled colleagues and LGB+ colleagues remain less represented at the highest-paid levels of the University.

Alongside underrepresentation, we have identified several workforce shifts that have particularly affected this year's pay gaps. The reduction in the casual workforce has changed the overall picture, as these roles generally have higher proportions of women and Black, Asian and Ethnic Minority colleagues. We have also seen fewer Graduate Teaching Assistants and Research Associates, which has affected diversity in the middle of the pay structure. Representation continues to improve faster at lower grades than at senior levels, so overall gaps persist.

Looking ahead, at the University Executive level we are committed to building a clearer picture of the underlying structural factors that clearly continue to shape our pay gaps, why they persist and the meaningful actions we can take to address them. This work will be taken forward alongside the new University EDI Framework launching this year and aligned to our strategy to 2035, ensuring equity remains a clear priority and that progress is sustained over time.

1. Overview

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

As we strengthen our commitment to Equality, Diversity and Inclusion (EDI) and embed it at the heart of Manchester 2035, pay gap reporting provides insight into how representation, opportunity and inclusion are experienced across the University.

Alongside this report, we publish extensive [equality, diversity and inclusion data](#) each year, including workforce representation, progression and promotion patterns, and wider equality information to provide a fuller picture of colleague experience and to support transparent, evidence-based action across the institution. We are also reviewing how we report ethnicity in future years in pay gap reporting, recognising that collective reporting of broad groups does not always present an accurate or meaningful picture of colleagues' varied experiences.

About pay gaps

Pay gaps show the difference in average earnings between groups and are shaped by structural factors, both within organisations and in wider society, including who is represented at different levels, how careers develop over time and the opportunities people can access. The mean pay gap compares average earnings of two groups across the whole workforce, while the median pay gap compares the middle earner in each group when pay is ranked from lowest to highest.

Our casual workforce forms an important part of the University community, particularly where many roles are carried out by students supporting key activities. Because the number of casual workers can vary significantly throughout the year, their inclusion can influence headline pay gap figures; where this has a notable impact, it is highlighted within the relevant pay gap section of this report.

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.
Sexual orientation pay gap	The difference in median and average pay between heterosexual colleagues and those who identify as lesbian, gay, bisexual or another sexual orientation.

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 or median 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 in an organisation.

Taking action

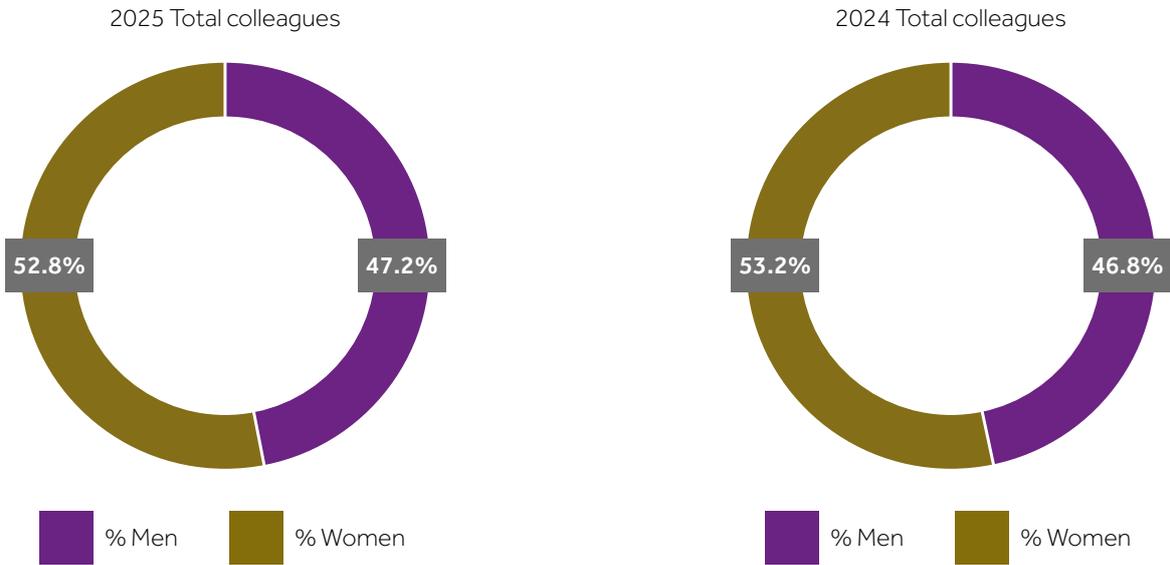
Our annual [Equality Information Report](#) provides valuable insights into the actions and achievements delivered across the University, from our Professional Services to our Schools, Faculties, and Cultural Institutions, in driving forward EDI ambitions.

We continue to take targeted action to narrow gender, ethnicity and disability pay gaps through more inclusive recruitment, strengthened progression pathways, and an improved colleague experience. This includes implementing structured inclusive recruitment pilots, embedding EDI expertise into promotion committees, and launching tailored development programmes such as Diversifying Leadership. Faculties have introduced workshops to support Global Majority academics preparing for promotion, alongside initiatives to enhance belonging and progression pathways into academic and PS careers. We have expanded cultural competence training, strengthened conflict resolution practices, and enhanced accessibility and inclusion in our working environment. Together, these actions support fairer career development, reduce structural barriers, and contribute to closing our pay gaps.

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 plan, all actions to enhance representation and tackle structural inequalities are brought together into a single, coherent programme of work. Our People Delivery priorities also reinforce our commitment to creating a fair, inclusive and high-performing environment where all colleagues can thrive. Together this 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 employees (%)	Median (middle) All employees (%)
Gender pay gap 2025	12.4	10.8
Gender pay gap 2024	15.5	9.8
Gender pay gap 2023	14.5	9.8
Gender bonus gap 2025	52.5	18.6
Gender bonus gap 2024	41.0	-96.3
Gender bonus gap 2023	55.4	35.8

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

(Quartile 1 – Highest paid/Quartile 4 – Lowest paid)

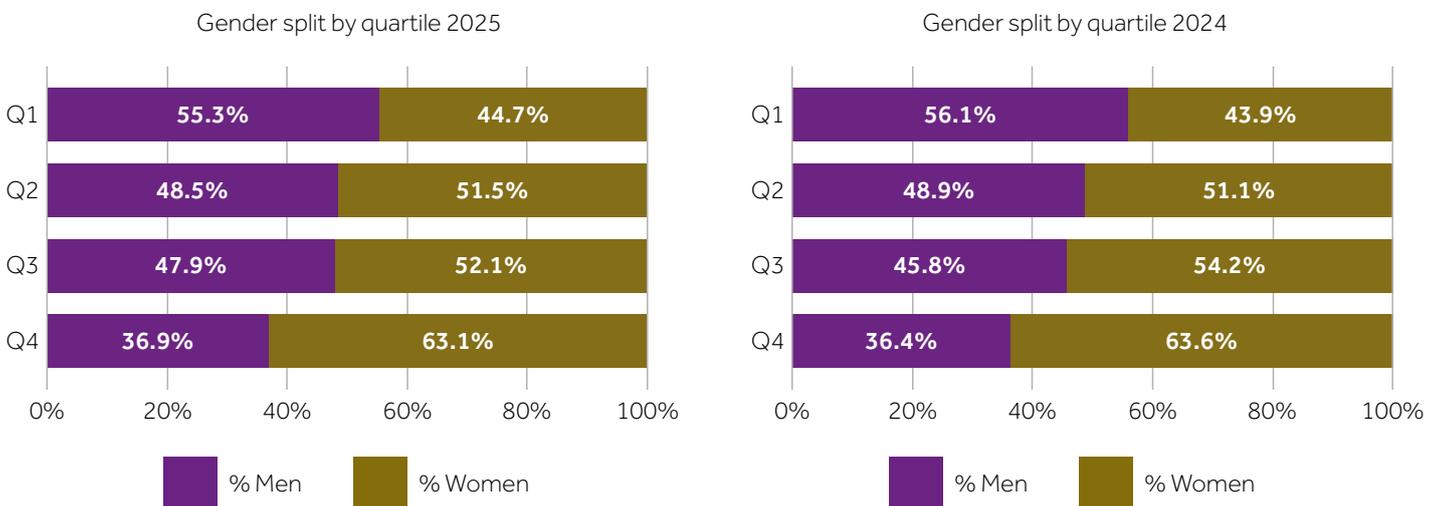


Table 5: The proportion of colleagues in receipt of a bonus payment (split by gender) 2023–2025

Gender	Year	% of all employees
Men	2025	3.5
	2024	6.7
	2023	2.4
Women	2025	4.3
	2024	7.2
	2023	2.2

Gender pay gap 2025 – key points:

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.

Pay gaps

- The mean pay gap decreased from **15.5%** to **12.4%**.
- The median pay gap increased from **9.8%** to **10.8%**.
- Women are still underrepresented in the highest paid quartile and are overrepresented in the lowest paid quartile compared to men.
- The number of casual colleagues reduced to 904 in 2025 from 1,694 in 2024. 71% of casual colleagues are women.
- We recognise that while the median pay gap has increased this year, our overall trend remains downward — it was 13.1% in 2017, and despite some year-to-year fluctuation, we continue to make longer-term progress.

Bonus pay gaps

- A small proportion of colleagues receive a bonus payment, though bonus payments in 2024 were higher than usual due to cyber-incident and boycott-related payments. The percentage decreased again in 2025 (Table 5).
- **3.5%** of men and **4.3%** of women received a bonus payment.
- These proportions have decreased from **6.7%** and **7.2%** respectively compared with 2024.
- The mean bonus pay gap has widened from **41%** in 2024 to **52.5%** in 2025.
- The median bonus pay gap for 2025 is reported at **18.6%**, compared with **-96.3%** (in favour of women) in 2024.

Representation across pay quartiles

- Women make up **52.8%** of the workforce, a decrease from **53.2%** in 2024.
 - **Quartile 1** (highest paid): Women's representation increased from **43.9%** to **44.7%**. This still indicates underrepresentation relative to their overall workforce share.
 - **Quartile 2**: Women's representation increased slightly from **51.1%** to **51.5%**.
 - **Quartile 3**: Women representation decreased slightly from **54.2%** to **52.1%**.
 - **Quartile 4** (lowest paid): Women are significantly more represented in the lowest paid quartile (**63.1%**) however, this has decreased slightly from **63.6%** in 2024.

3. 2025 Ethnicity pay gap analysis

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

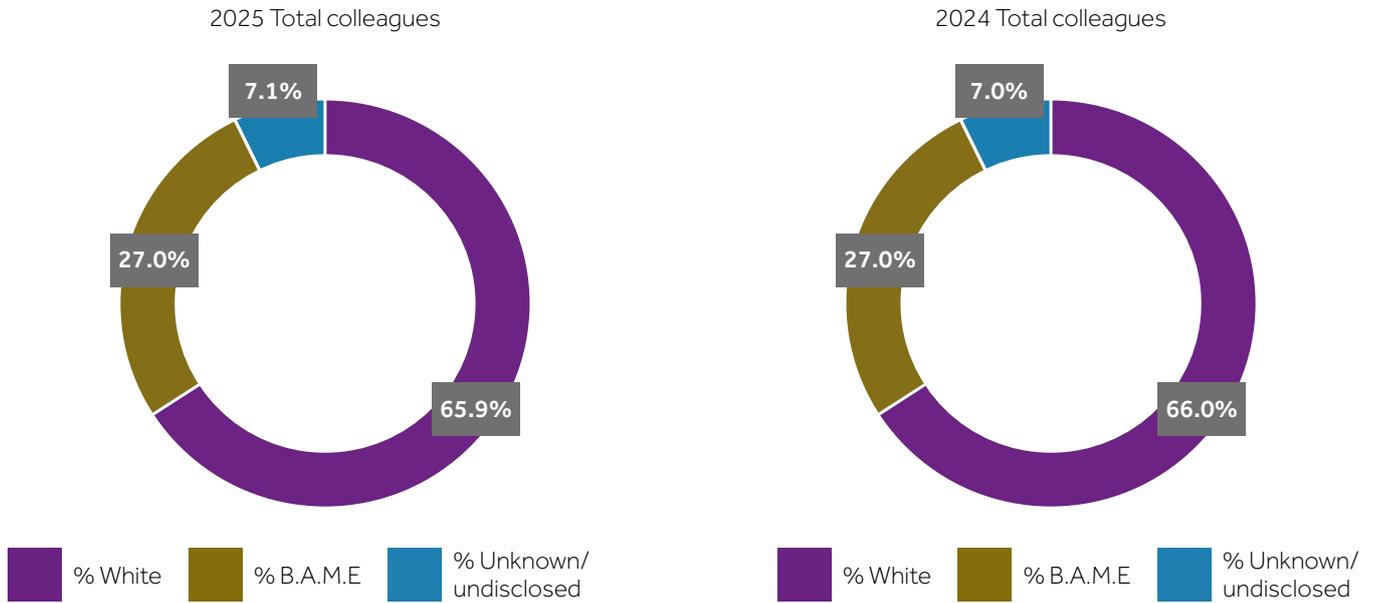


Table 6: Summary of the ethnicity pay gap (2023–2025)

Ethnicity pay gap	Mean (average) All employees (%)	Median (middle) All employees (%)
Ethnicity pay gap 2025	15.7	14.4
Ethnicity pay gap 2024	19.9	12.2
Ethnicity pay gap 2023	19.4	12.3
Ethnicity bonus gap 2025	-0.6	5.7
Ethnicity bonus gap 2024	-5.4	5.4
Ethnicity bonus gap 2023	-29.7	-24.4

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

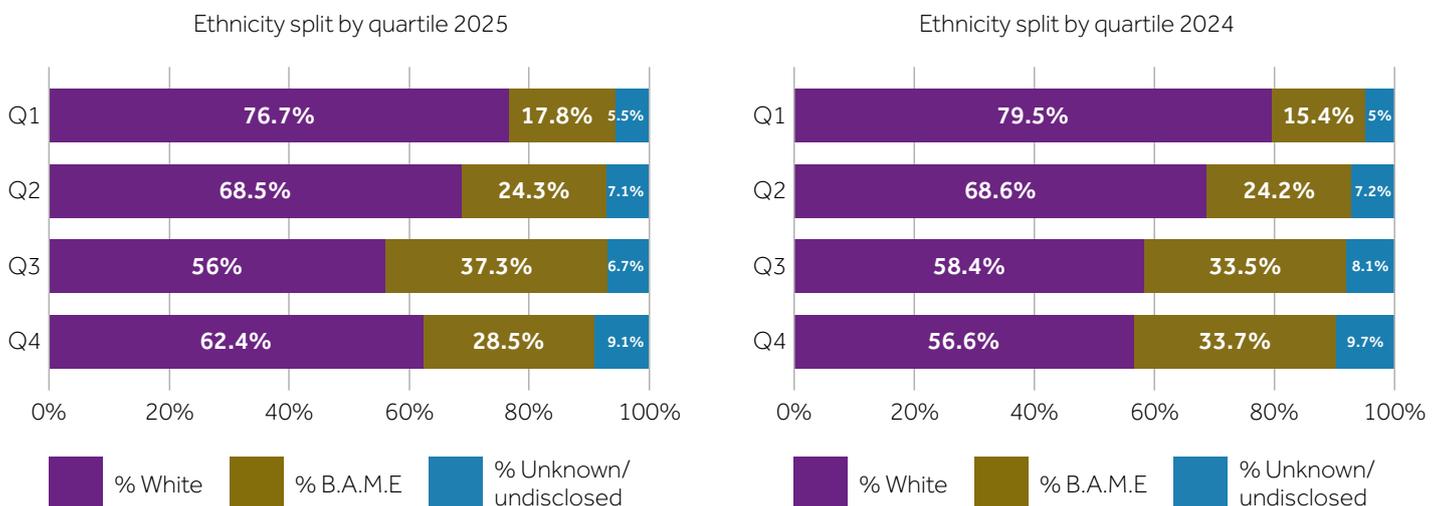


Table 8: Proportion of colleagues in receipt of a bonus payment (split by ethnicity) 2023–2025

Ethnicity	Year	% of all employees
White	2025	4.8
	2024	8.7
	2023	2.9
Black, Asian and Minority Ethnic	2025	2.2
	2024	4.1
	2023	1.2
Unknown or undisclosed	2025	2.3
	2024	1.8
	2023	1.2

Ethnicity pay gap 2025 – key points:

We compare colleagues who self-identify as 'White', 'Black, Asian and Minority Ethnic (B.A.M.E)', or 'Unknown' (which includes those who choose not to disclose their ethnicity). We acknowledge that the term 'B.A.M.E' 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.

Pay gaps

- Mean ethnicity pay gap narrowed from **19.9%** in 2024 to **15.7%** in 2025.
- Median ethnicity pay gap widened from **12.2%** to **14.4%** in 2025.
- Almost half of casual colleagues are recorded as B.A.M.E. There has been a significant reduction in casual colleagues to 904 from 1,694 in 2024.
- There was also a decrease in Grade 5 teaching assistants. The majority of that population (62%) are recorded as B.A.M.E.
- Ethnicity pay gaps can be broken down further into Black, Asian and Other/Mixed ethnicities.
Mean and Median ethnicity pay gaps are also broken down into Asian, Black and Other/Mixed, as shown below:

Mean pay gaps by ethnicity group

Year	Asian	Black	Other/Mixed
2025	14.4%	27.2%	12.9%
2024	18.9%	30.7%	16.5%
2023	18.6%	28.0%	17.0%

Median pay gaps by ethnicity group

Year	Asian	Black	Other/Mixed
2025	13.8%	20.6%	10.8%
2024	12.2%	23.2%	10.4%
2023	12.3%	20.5%	12.3%

B.A.M.E pay quartiles (Quartile 1 = Highest paid/Quartile 4 = Lowest paid) by ethnicity group

Quartile	White	Black	Asian	Other/Mixed	Unknown
1	76.7%	1.6%	11.9%	4.3%	5.5%
2	68.5%	2.1%	15.9%	6.3%	7.1%
3	56.0%	3.9%	25.9%	7.4%	6.7%
4	62.4%	6.4%	16.6%	5.5%	9.1%

Bonus pay gaps

- The mean bonus gap narrowed from **-5.4%** to **-0.6%**. A negative gap means B.A.M.E colleagues received higher average bonuses than White colleagues, although the difference between the two has reduced.
- The median bonus gap widened from **5.4%** to **5.7%**.
- A small proportion of colleagues receive a bonus payment, though bonus payments in 2024 were higher than usual due to cyber-incident and boycott-related payments. The percentage decreased again in 2025.
- The proportion of White colleagues receiving bonuses reduced from **8.7%** to **4.8%**.
- The proportion of B.A.M.E colleagues receiving bonuses reduced from **4.1%** to **2.2%**.
 - While both groups saw decreases, White colleagues are still more than twice as likely to receive bonuses. This disparity contributes to the median bonus gap favouring White colleagues.

Representation across pay quartiles

- B.A.M.E colleagues make up **27%** of the University workforce (unchanged from 2024).
 - **Quartile 1** (highest paid): B.A.M.E representation increased from **15.4%** to **17.8%**. However, this is still significantly below overall representation and is a key driver of the pay gaps.
 - **Quartile 2**: Representation increased slightly from **24.2%** to **24.3%**.
 - **Quartile 3**: Representation increased from **33.5%** to **37.3%**.
 - **Quartile 4** (lowest paid): Representation decreased from **33.7%** to **28.5%**.
- These shifts across Quartiles 2 and 3 suggest some upward mobility, with B.A.M.E colleagues moving from the lowest quartile into the middle quartiles.

4. 2025 Disability pay gap analysis

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

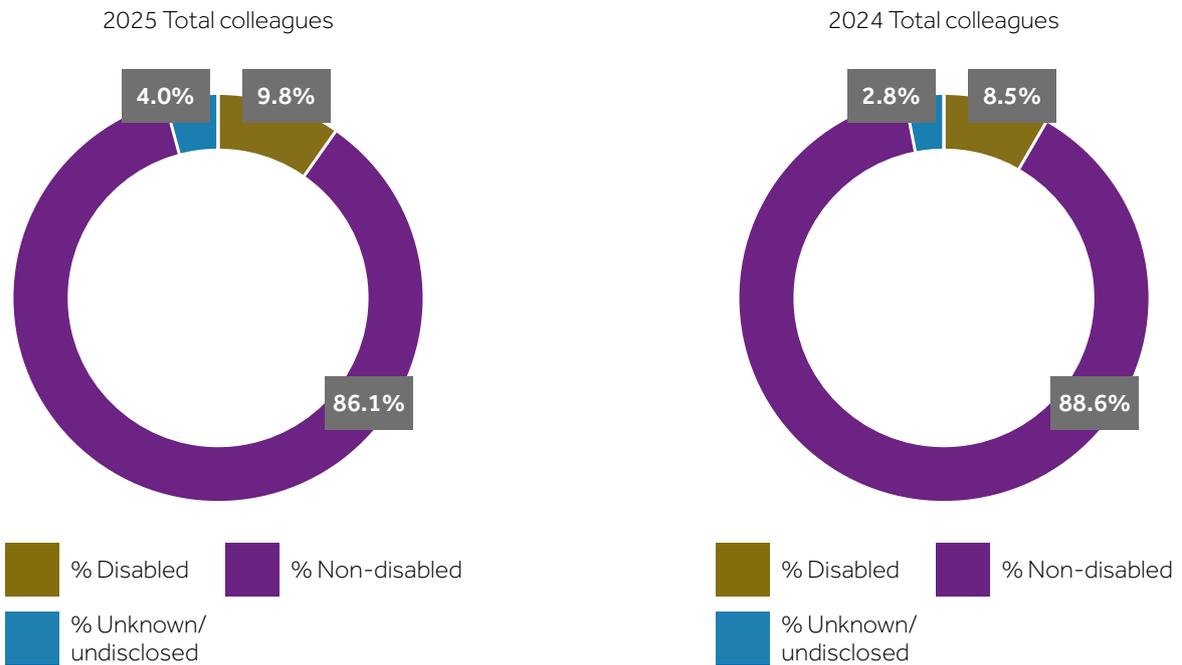


Table 9: Summary of the disability pay gap (2023–2025)

Disability pay gap	Mean (average) All employees (%)	Median (middle) All employees (%)
Disability pay gap 2025	12.7	8.6
Disability pay gap 2024	11.1	6.0
Disability pay gap 2023	11.9	7.3
Disability bonus gap 2025	72.2	13.1
Disability bonus gap 2024	55.2	50.0
Disability bonus gap 2023	71.9	25.5

Table 10: Summary of colleagues’ distribution by disability in each quartile (2024–2025)

(Quartile 1 – Highest paid/Quartile 4 – Lowest paid)

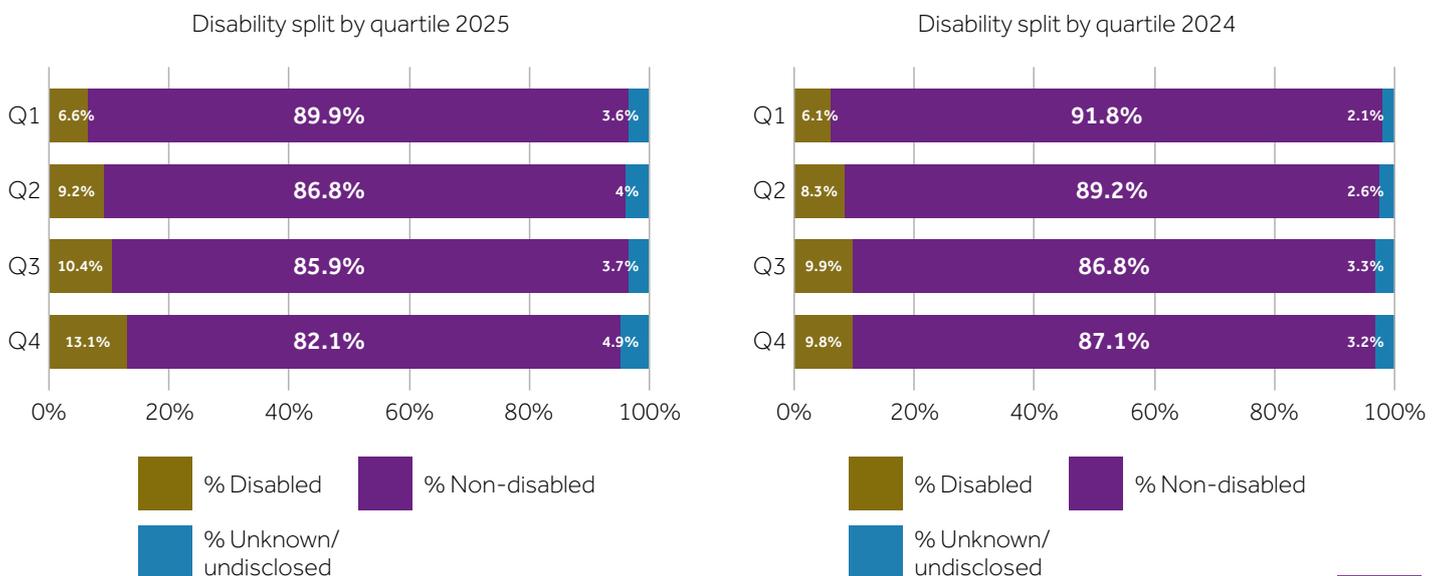


Table 11: Proportion of colleagues in receipt of a bonus payment (by disability) 2023–2025

Disability	Year	% of all employees
Disabled	2025	4.1
	2024	6.6
	2023	2.3
Non-disabled	2025	4
	2024	7.1
	2023	2.4
Unknown or undisclosed	2025	2
	2024	4.7
	2023	0.8

Disability pay gap 2025 – key points:

References to 'disabled colleagues' in this report reflect only those who had disclosed a disability as of the snapshot date. As disclosure is voluntary and may change over time, this may not capture all disabled colleagues.

Pay gaps

- The mean disability pay gap increased from **11.1%** to **12.7%**.
- The median disability pay gap increased from **6.0%** to **8.6%**.
- Both figures have widened since 2024.
- The percentage of unknown/undisclosed data has increased to 4% from 2.8% in 2024.

Bonus pay gaps

- Mean bonus gap: increased from **55.2%** to **72.2%**
 - Indicates that colleagues who shared disabilities receive significantly lower average bonuses than others, and the gap is widening.
- Median bonus gap: decreased significantly from **50%** to **13.1%**
 - This narrowing suggests that at the midpoint, the bonus disparity has decreased.
- A small proportion of colleagues receive a bonus payment, though bonus payments in 2024 were higher than usual due to cyber incident and boycott related payments. The percentage decreased again in 2025.
 - **4%** of non-disabled colleagues received a bonus.
 - **4.1%** of disabled colleagues received a bonus.
 - Both figures are lower than in 2024, but a similar proportion of disabled and non-disabled colleagues received a bonus in 2025.

Representation across pay quartiles

- Disabled colleagues make up **9.8%** of the University workforce, up slightly from **8.5%** in 2024.
 - **Quartile 1** (highest paid): Disabled colleagues' representation increased from **6.1%** in 2024 to **6.6%** in 2025. 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 disability pay gaps.
 - **Quartile 2:** Representation increased from **8.3%** to **9.2%**.
 - **Quartile 3:** Representation increased from **9.9%** to **10.4%**.
 - **Quartile 4** (lowest paid): Representation increased from **9.8%** to **13.1%**.
- These shifts across Quartiles 2, 3 and 4 suggest some upward movement from the lowest quartile into the middle quartiles.

5. 2025 Sexual orientation pay gap analysis

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

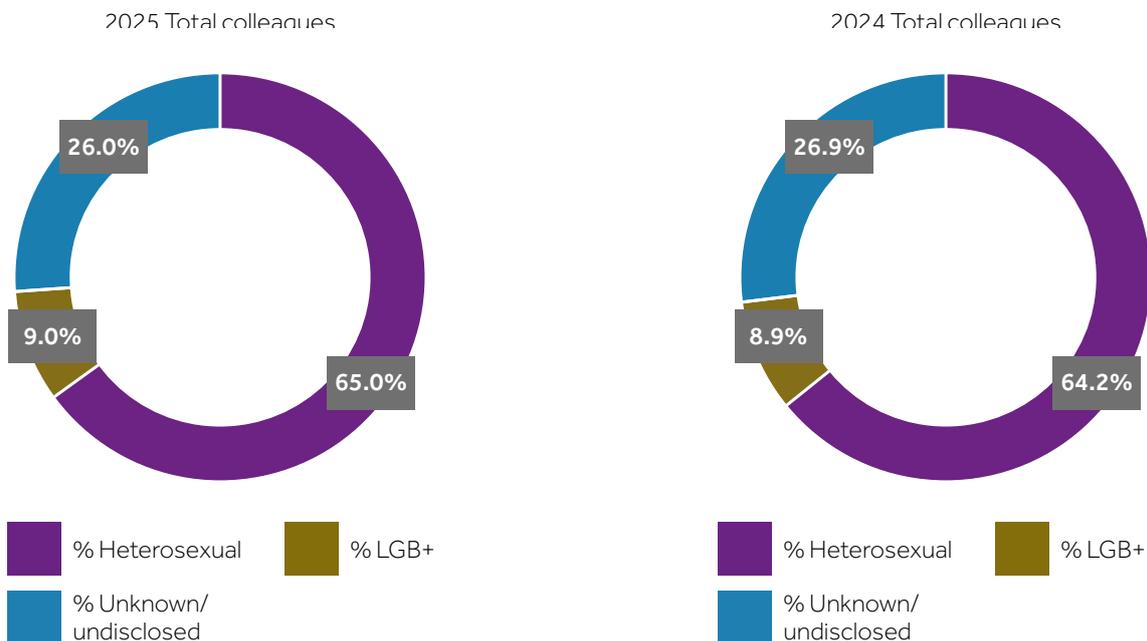


Table 12: Summary of the sexual orientation pay gap (2024–2025)

Sexual orientation pay gap	Mean (average) All employees (%)	Median (middle) All employees (%)
Sexual orientation pay gap 2025	12.9	8.5
Sexual orientation pay gap 2024	12.3	7.6
Sexual orientation bonus gap 2025	32.5	14.2
Sexual orientation bonus gap 2024	1.1	42.6

Table 13: Summary of colleagues' distribution by sexual orientation in each Quartile 2024–2025

(Quartile 1 – Highest paid/Quartile 4 – Lowest paid)

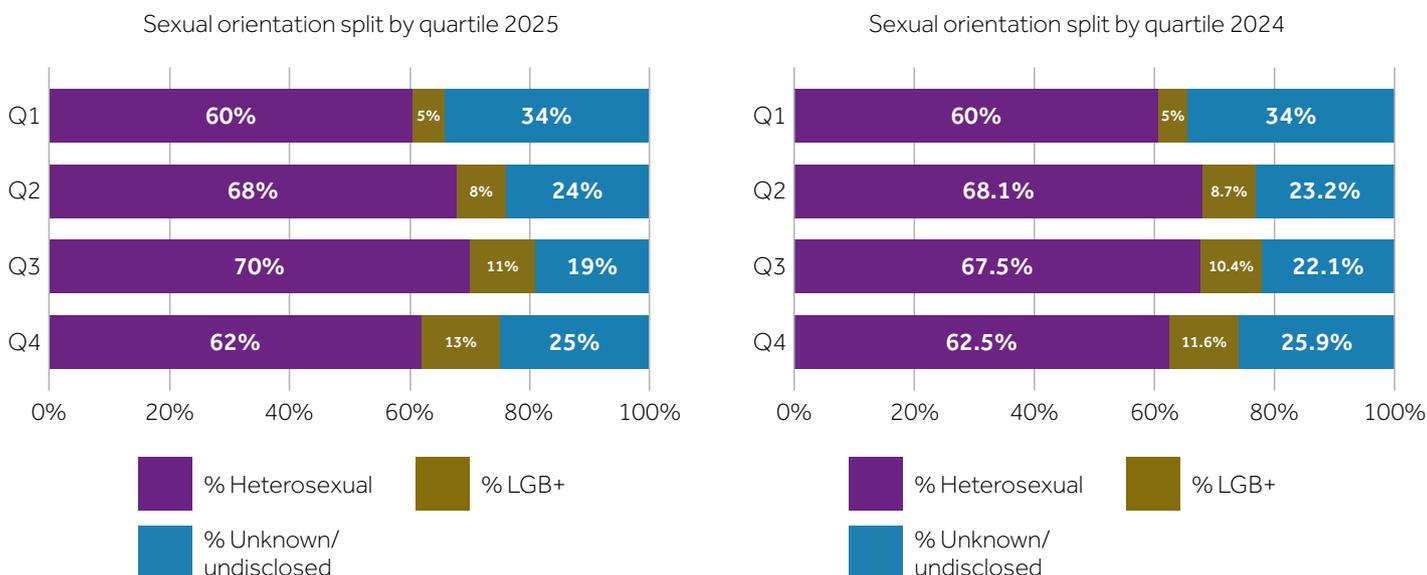


Table 14: Proportion of colleagues in receipt of a bonus payment (split by sexual orientation) 2024–2025

Sexual orientation	Year	% of all employees
Heterosexual	2025	4.1
	2024	7.5
LGB+	2025	3.4
	2024	4.8
Unknown	2025	3.6
	2024	6.3

Sexual orientation pay gap 2025 – key points:

We report on three categories: heterosexual, LGB+ (including lesbian, gay, bisexual and other groups), and members with 'Unknown' or undisclosed status.

Pay gaps

- The mean sexual orientation pay gap increased from **12.3%** in 2024 to **12.9%** in 2025.
- The median sexual orientation pay gap also rose slightly from **7.6%** to **8.5%**. These increases indicate a widening pay gap between heterosexual and LGB+ colleagues.

Bonus pay gaps

- The mean bonus gap increased significantly from **1.1%** in 2024 to **32.5%** in 2025.
 - This suggests improved average bonus parity for LGB+ colleagues.
- The median bonus gap decreased significantly from **42.6%** in 2024 to **14.2%** in 2025.
 - This indicates that, at the midpoint, the gap between LGB+ and heterosexual colleagues receiving bonuses is narrowing.
- A small proportion of colleagues receive a bonus payment, though bonus payments in 2024 were higher than usual due to cyber-incident and boycott-related payments. The percentage decreased again in 2025.
 - **4.1%** of heterosexual colleagues received a bonus (down from **7.5%** in 2024).
 - **3.4%** of LGB+ colleagues received a bonus (down from **4.8%** in 2024).

Representation across pay quartiles

- LGB+ colleagues make up **9%** of the University workforce, up slightly from **8.9%** in 2024.
 - **Quartile 1** (highest paid): LGB+ colleagues make up **5.0%**, significantly below overall representation. Representation remains unchanged compared with 2024.
 - **Quartile 2**: LGB+ representation is more aligned at **8%**; however, this has decreased slightly from **8.7%** in 2024.
 - **Quartile 3**: LGB+ representation increased from **10.4%** to **11%**.
 - **Quartile 4** (lowest paid): LGB+ representation increased from **11.6%** to **13%**.
- The underrepresentation in Quartile 1 and overrepresentation in Quartiles 3 and 4 create an imbalance that pulls down the average and median earnings of LGB+ colleagues. Representation in Quartiles 3 and 4 is increasing; however, the lack of progression into senior roles remains a significant barrier to pay equity.

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