



University  
of Glasgow

# EQUAL PAY & EQUALITY PAY GAP 2025

UofG

# INTRODUCTION



2024 Median Figures

Our World Changers Together strategy outlines our ambitions to remain a world class, transformative University, with our people at the heart of everything we do. It reaffirms our commitment to attract exceptional talent and to developing, empowering, and rewarding colleagues aligned with our core values and their contributions to our success.

We aim to attract the brightest minds from around the globe to join Glasgow's expanding international academic community. We draw strength from one another and inspiration from the diverse people, societies, and city we serve. Our unified community of staff, students and alumni work together as one Glasgow, driven by a shared commitment to making a positive impact on the world.

This report reiterates our dedication to taking meaningful action to address pay related equality gaps. It reflects the University's determination to be a leading force in this critical area, enhancing our employer of choice aspirations whilst also supporting our efforts to attract and retain the best talent.

Our pay and reward structures are built upon a systematic and analytical approach to job evaluation. They are designed to assess the relative value of roles in a consistent, transparent, and equitable manner. This, alongside the introduction of professorial zoning and banding at senior executive levels several years ago, is consistent with our ongoing actions to narrow the gender pay gap across the University. We remain fully committed to addressing the underlying factors influencing our gender pay gap, appreciating that even small changes often result in significant improvements.

We regularly report and analyse pay gap data in relation to ethnicity and disability in line with our institutional commitment to becoming an anti-racist and inclusive institution.

A range of actions are in place to address current pay gaps, aligned with the key themes of our People and Organisational Development Strategy 2020-2025: Living Our Values, Maximising Organisational Capability, and Enhancing Employee Experience. These themes equally support the overarching goals of the University's World Changers Together strategy.



# DEFINING EQUAL PAY AND GENDER PAY GAP

The University has reported on both our Equal Pay Statement and the Gender<sup>1</sup> Pay Gap since 2013, in accordance with the legislative provisions of the Equality Act 2010<sup>2</sup>. In 2017, the University began reporting on both Equal Pay and Pay Gaps for ethnicity, and disability. It is of note that ‘equal pay’ and ‘gender pay gap’ are distinct legal concepts which similarly apply to ethnicity and disability.

## Equal Pay

Equal Pay legislation prohibits any less favourable treatment between women and men in their terms and conditions of employment. The Equality Act 2010 gives both women and men the right to equal pay for equal work, with women and men being legally entitled to be paid at the same rate for like work, work rated as equivalent, and work of equal value. Guidance published by the Equality and Human Rights Commission (EHRC) describes percentage

differences that fall outwith 95-105% i.e. +/-5% as constituting a statistically significant difference in pay. Gaps of over 5% require to be investigated and acted upon while gaps that exceed 3% may also warrant further investigation where a pattern or a trend emerges, for example, where all or most of the differences are in favour of one sex.

## The (Gender) Pay Gap

The (Gender) Pay Gap is the average difference between the aggregate hourly earnings of men and women. Factors such as age, educational background, organisational size, the availability of part-time work and occupational segregation contribute to the existence and extent of the (gender) pay gap. The census date for pay and demographic data informing these analyses is 31 September 2024<sup>3</sup>, unless otherwise stated.

1. ‘Gender’ here in fact refers to the protected characteristic of ‘Sex’. The language used throughout this paper and the University’s pay reporting reflects the language used in the Equality Act 2010 and associated equality duties.

2. Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016

# GENDER PAY GAP

The University recognises that it is important to tackle the underlying causes of the gender pay gap, as these apply to equality of opportunity, career development and progression. Success in these areas is demonstrable in the increased representation of women across our senior grade cohort in the period since the 2023 published report.

The most recent Academic Promotion round, concluded in the summer of 2024, reported a higher number of successful female applications to professorial level than that of male applications. This is fundamental to our ambition to achieve parity in demographics at this level. Consequently, females now represent 35% of our Professoriate, an increase of 4% from 2022. Additionally, our Senior Management Group is now almost 50% female, an increase of 3% from 2022.

Overall, the University continues to make good progress in reducing our gender pay gap from our position in 2020, (Table 1) while noting a relatively static picture with respect to the average pay gaps and a slight increase in the median pay gap since last

reported in 2022.

The increase, most notably in the median, has been driven by our Clinical cohort for whom we are subject to the pay review parameters applied by NHS Scotland which is beyond our control. The University however would observe a reduction in both average and median pay gap data from an average of 12.8% and median of 11.2% in 2022 compared to 12.6% and 9.2% respectively in 2024 if we excluded this group from the data set.

The University compares favourably with the Russell Group and the wider HE sector in relation to both average and median pay gaps, and remains committed to tackling pay gaps in every sense.

Year	Average Pay (%)	Median Pay (%)	Average Allowance Gap (%)	Median Allowances Gap (%)
2024	13.0	10.9	14.3	10.9
2022	12.8	8.4	14	8.4
2020	14.7	13.7	16.3	13.7
<b>Progress: 2020 to 2024</b>	1.7	2.8	2	2.8

Table 1. UofG Average and Median Gender Pay and Allowance Gaps 2020 - 2024

Comparator	Average Pay (%)	Median Pay (%)
UofG	13.0	10.9
Russell Group	16.9	12.8
HE Sector	14.2	12.0

Table 2. UofG Average and Median Gender Pay Gaps with Russell Group & HE Sector<sup>3</sup>

# EQUAL PAY GAP

Average pay gaps within our substantive grades and professorial zones continue to fall within the permitted variance of 0/-5% as defined by EHRC<sup>4</sup> and outlined in Table 3.

The University remains aware of the

impact of the **demographic spread**, and resulting **occupational segregation**, on pay gaps. This is particularly evident relative to the median pay gap at Grade 5 and the pay gaps applicable to Allowances and

Grade/Zone	Average Pay Gap (%)	Median Pay Gap (%)	Average Allowance Pay Gap (%)	Median Allowance Pay Gap (%)	Average Allowance & Bonus Pay Gap (%)	Median Allowance & Bonus Pay Gap (%)
Grade 1	0.0	0.0	0.0	0.0	0.1	0.0
Grade 2	0.0	0.0	0.1	0.0	0.1	0.0
Grade 3	-2.2	-2.0	-6.2	-6.0	-6.2	-6.0
Grade 4	0.2	2.3	-0.3	2.3	-0.3	1.1
Grade 5	2.9	8.4	2.7	8.4	2.8	8.4
Grade 6	0.8	2.9	0.9	2.9	0.9	2.9
Grade 7	0.3	0.0	0.1	0.0	0.1	0.0
Grade 8	-0.9	0.0	-0.7	-1.4	-0.7	-2.3
Grade 9	-1.5	-2.9	-1.7	-2.9	-1.6	-2.9
Grade 10 (Prof. Services)	-0.2	-3.9	-0.6	-3.9	-0.5	-3.9
Zone 1	-2.7	0.0	-3.9	-2.3	-3.9	-2.6
Zone 2	-3.4	-1.8	-3.5	-2.2	-3.6	-2.1
Zone 3	-3.8	-3.7	-3.5	-1.1	-3.5	-1.1

(-) denotes a pay gap in favour of the male population.

**Table 3 : Average and Median Equal Pay Gaps by Gender across Graded and Zoned colleagues (September 2024)<sup>5</sup>**

4. In accordance with guidance from the [Equality and Human Rights Commission](#)

5. Due to small numbers and to maintain colleague confidentiality, the University is unable to publicly report on the following groups: Zone 4 Professors, Non-zoned Professors and SMG. The University actively monitors these groups to identify any potential areas of concern.

Bonuses at Grade 3 level, as evidenced in Table 3 where pay gaps become more significant.

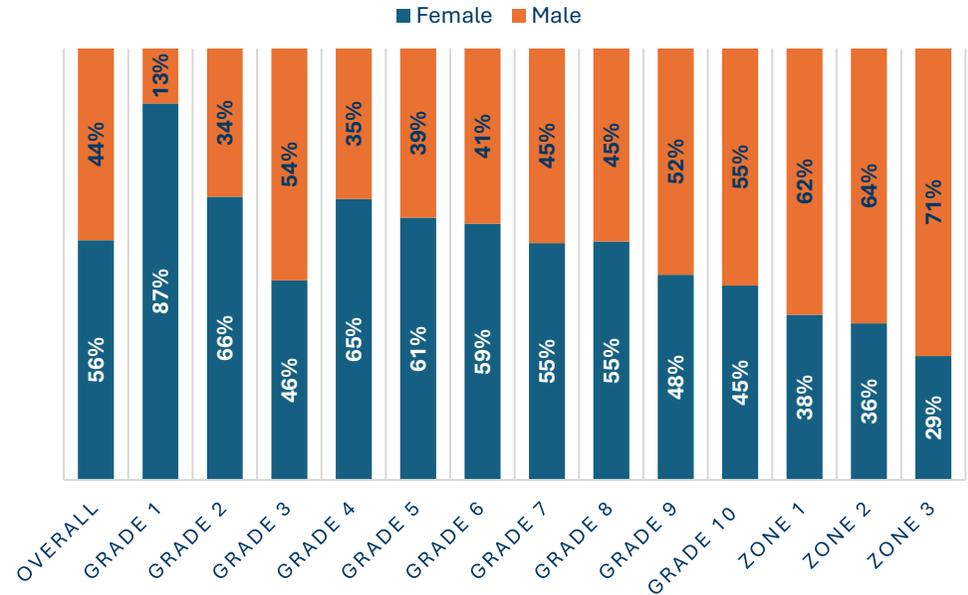
Females continue to make up the largest cohort across Grades 1 to 8 with the trend reversing at more senior levels of Grade 9 and above, with the exception of Grade 3. This is typically referred to as **Vertical Segregation** where one group is over-represented at specific levels within an organisation, most typically males at senior levels as reflected in Figure 1.

Impact on the University's pay gaps is further evident across our professorial zones, which continue to be male dominated (Figure 1). Here, we observe a progressive widening of

the pay gap compared to those in Grades 1 to 9, as evidenced in Table 3.

**Horizontal Segregation** occurs when specific roles are typically dominated either by men or women. This is evidenced at both Grade 3 which is male dominated, particularly in roles that attract shift allowances, and at Grade 5 in which females dominate.

The most **significant change** in our pay gap compared to 2022 is within our **Grade 10** cohort. Despite continuing to report a pay gap in favour of males, we observe a substantial decrease from an average pay gap of 11.3% and a median pay gap of 10.5% to 0.2% and 3.9%, respectively, as shown in Table 3.



**Figure 1: Demographic Spread: Graded and Zoned Staff**

## Clinical Academics and Others

Grade/ Zone	Average Pay Gap (%)	Median Pay Gap (%)	Average Allowance Pay Gap (%)	Median Allowance Pay Gap (%)	Average Allowance & Bonus Pay Gap (%)	Median Allowance & Bonus Pay Gap (%)
Clinical	-2.7	0.0	-11.4	0.0	-11.4	0.0
Others*	-27.6	-34.6	-27.6	-34.6	-27.6	-34.6

(-) denotes a pay gap in favour of the male population.

**Table 4 : Average and Median Equal Pay Gaps by Gender across Uncategorised colleagues (September 2024)**

The University employs a relatively small number of colleagues outwith our substantive pay structure. These groups are split into two distinct groups: ‘Clinical’ and ‘Others’ for pay gap reporting purposes.

The remuneration package and structure for those within the **Clinical** category is dictated by NHS Scotland, which leaves little discretion on the part of the University.

The ‘**Other**’ category includes those paid through the Medical Research Council (MRC), Marie Curie Fellowship Schemes and others not engaged on UofG pay scales. Further analysis of this cohort is prohibited as it contains several sub-categories which restricts our ability to disaggregate data and/or draw any clear conclusions from any such analysis.

# ETHNICITY PAY GAP

The University applies demographic categorisation in accordance with the Higher Educational Statistics Agency (HESA) for the purpose of this exercise consistent with HE practice. Similarly, we widely apply the term ‘Minority Ethnic’, which we have relied upon throughout our equal and pay gap reporting to denote those social groups who may have been subject to historic and contemporaneous forms of racism and exclusion.

It is recognised that such aggregate forms of conceptualisation are not ideal and may mask important

differences between groups. It should be noted however that lower levels of colleague disclosure on ethnicity prohibit further breakdown into separate ethnic groupings to protect the confidentiality of individuals. This data is reviewed internally to identify and redress any potential areas to be addressed.

The Ethnicity Pay Gap is calculated by comparing the average and median salary of colleagues categorised as ‘Minority Ethnic’ with their respective ‘White’ colleagues.

# ETHNICITY PAY GAP

Year	Average				Median			
	Overall Pay (%)	Asian* (%)	Black* (%)	Mixed *Other (%)	Overall Pay (%)	Asian* (%)	Black* (%)	Mixed Other* (%)
2024	-14.7	-15.1	-29.7	-11.4	-15.8	-15.8	-24.2	-9.6
2022	-9.3				-2.9			
2020	-2.4				2			
Progress: 2020 to 2024	-17.1				-17.8			

(-) denotes a pay gap in favour of the colleagues grouped within the “White” category.

**Table 5 : UofG Average and Median Ethnicity Pay Gaps: 2020-2024**

The Ethnicity Pay Gap has progressively widened across reporting years, driven by a range of influencing factors. These factors include large increases in Minority Ethnic representation at lower Grades, especially at Grade 5, as well as significant improvements in data reporting.

Those yet to disclose ethnicity information has reduced significantly since 2022 and stands at 6% in 2024 with 2% preferring not to share their information.

Whilst this has seemingly created an apparent widening of the pay gap, in practice, it has, in fact, created a more robust and accurate demographic profile and pay gap analysis than has previously been possible. Moreover, these improvements help us to better understand the factors impacting

upon our Ethnicity Pay Gap and ensure our actions to tackle the gap are more clearly evidence-based and aligned to known issues.

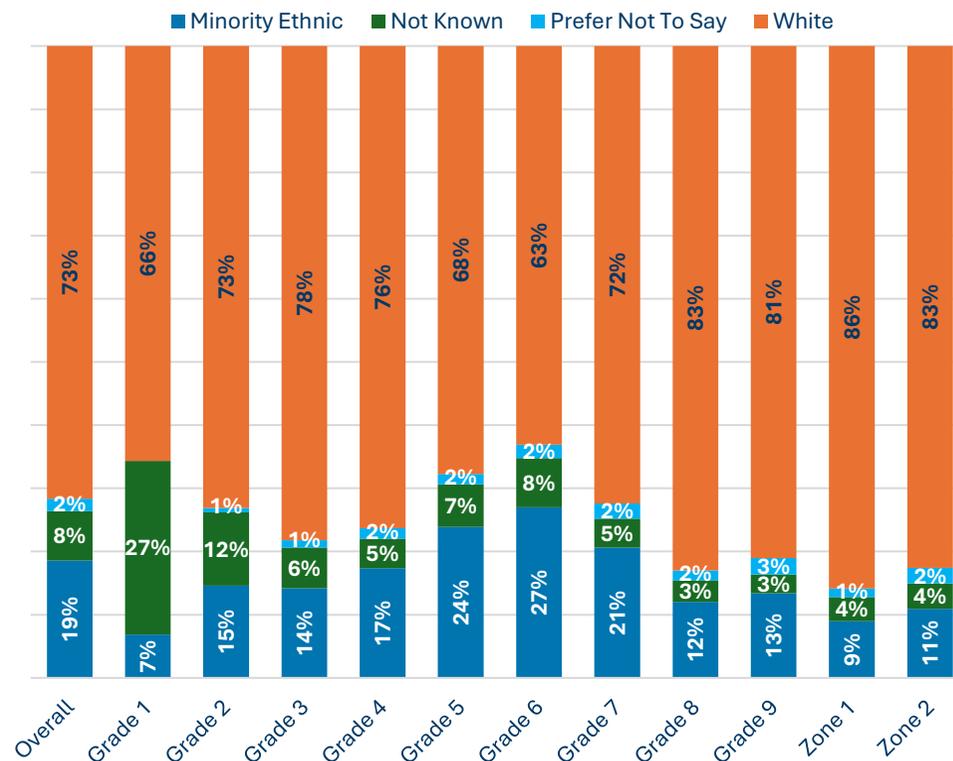
The University has significantly increased its Minority Ethnic representation across our population over the reporting period, most notably with a 75% increase compared to a 17% increase in the White population between 2022 and 2024. Colleagues of Minority Ethnic background comprise 19% of the overall staff population in 2024, compared to 12% in 2022.

As evidenced in Figure 2, **occupational segregation** is a determining factor in the widening of the pay gap observed since 2022.

The impact of **horizontal segregation** is underscored by the doubling of our Minority Ethnic population within

Grades 1 to 5 to 24% since 2022, whereas the White population has had a slightly more modest increase of 21% within this cohort. This large increase has impacted average and median salaries amongst the Minority Ethnic group. This has led to the corresponding data being suppressed to a greater extent than that of our White colleagues, who are over-represented at more senior and higher paid levels.

It should be noted that the Minority Ethnic population increased by 49% at more senior and higher paid roles in comparison to our White population, the latter of which only increased by 18%. That being said, given the scale of our White population at more senior levels, it will take some time before such increases begin to have an impact.



**Figure 2. Demographic Spread: Graded and Zoned Staff<sup>6</sup>**

6. Due to small numbers and to maintain colleague confidentiality, the University is unable to publicly report on the following groups: Grade 10, Zone 3, Zone 4 Professors, Non-zoned Professors and SMG. The University actively monitors these groups to identify any potential areas of concern.

## ETHNICITY PAY GAP

As outlined previously, different rules apply to Ethnicity Pay Gap reporting. As such, equal pay reporting requirements for gender do not apply to ethnicity. Despite this, the University considers it important to apply the same depth of analysis to all pay reporting.

This year the University can publicly report the pay gap at Zone 1 and 2 compared to 2022 at which time data was available only for the aggregate grouping at professorial level and reported accordingly given the small numbers in scope.

The overall pay gap for our Professoriate has decreased since

2022 from 2.7% to 1.2% in favour of Minority Ethnic groups. The University anticipates that we will be in a position to draw comparator analysis in future reports having reported pay gap analysis at Zones 1 and 2 levels.

Grades 4 and 5 continue to have a large pay gap, with the gap at Grade 4 widening since reported in 2022. Both grades have seen a significant increase in the number of colleagues disclosing ethnicity data since 2022. At Grade 4, this has reduced from 25% in 2022 to 6% in 2024; and at Grade 5 from 30% to 8% respectively.

Grade/ Zone	Average Pay Gap (%)
Grade 1	0.0
Grade 2	0.0
Grade 3	-2.1
Grade 4	-4.3
Grade 5	-5.6
Grade 6	-2.6
Grade 7	-1.7
Grade 8	-2.6
Grade 9	-1.9
Other	-0.0
Zone 1	2.1
Zone 2	3.3
Professor (All)	1.2
Clinical	-3.7

(-) denotes a pay gap in favour of the colleagues grouped within the "White" category.

**Table 6. Average and Median Equal Pay Gaps by Ethnicity across Graded and Zoned colleagues (September 2024)**

## DISABILITY

The University applies demographic categorisation in accordance with the requirements of HESA when collecting colleague disability data. The disability pay gap is calculated by comparing the average and median salary of disabled colleagues with the respective statistical data for non-disabled colleagues.

Historically, low disclosure rates made it difficult to conduct meaningful pay gap analysis by

disability status. Despite this, the University can report that the number of those who have yet to disclose disability related data has reduced significantly from 29% in 2022 and now stands at 3.4% in 2024. However, this data must be considered in a context that only 9.2% of University colleagues have disclosed as disabled and a further 7.5% have chosen not to share disability related information.

Year	Average Pay Gap (%)	Median Pay Gap (%)
2024	-9.2	-10.9
2022	-12.6	-11.1
2020	-12.9	-11.1
<b>Progress: 2020 to 2024</b>	<b>3.7</b>	<b>0.2</b>

(-) denotes a pay gap in favour of the colleagues grouped within the "Non-disabled" category.

**Table 7. UoG Average and Median Disability Pay Gaps: 2020-2024**

The University can report progress in having reduced our disability pay gap and shows a decrease of 3.7% since 2020.

The University is unable to

categorically state the extent to which **occupational segregation** impacts upon our disability pay gap given the small numbers of those in scope.

# DISABILITY PAY GAP

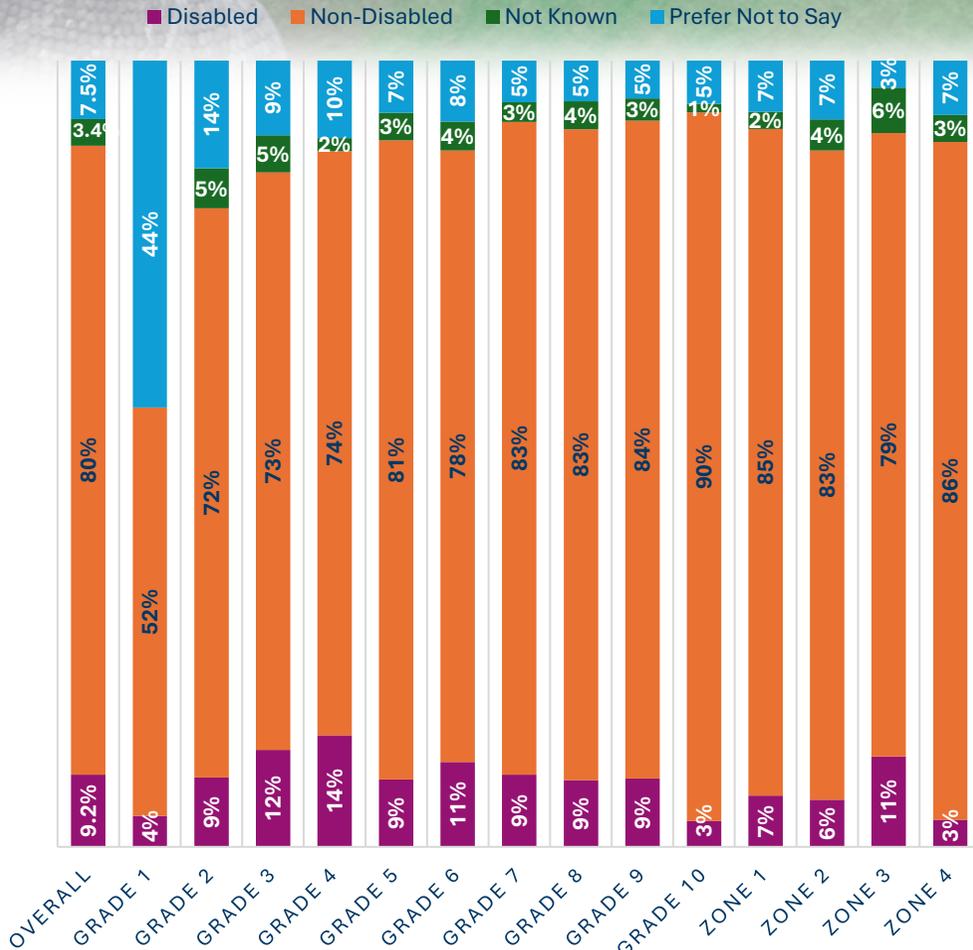


Figure 3. Demographic Spread of Disability Categories: Graded and Zoned Staff

Colleagues having disclosed disability related information constitute 7% of our professoriate. Further, pay gap analysis of this cohort highlight that this group are, on

average, paid higher than their non-disabled colleagues. However, this must be considered in the context that 11% of our professoriate have yet to share their disability status.

Grade/ Zone	Average Pay Gap (%)
Grade 1	0.0
Grade 2	0.0
Grade 3	-1.1
Grade 4	-0.4
Grade 5	0.5
Grade 6	-0.6
Grade 7	-0.2
Grade 8	0.3
Grade 9	-1.1
Zone 1	-0.6
Zone 2	4.9
Professor (All)	1.7
Clinical	2.9

(-) denotes a pay gap in favour of the colleagues grouped within the “Non-disabled” category.

Table 8. Average and Median Equal Pay Gaps by Disability across Graded and Zoned colleagues (September 2024)

# Tackling Equality Pay Gaps

The University is committed to equitable support and progression for colleagues across our workforce. Actions in place to tackle and address our equality pay gaps reflect our strategic values and KPIs. Achieving strategic KPI targets for equality, diversity and inclusion will contribute to improving representation of women, our UK Minority Ethnic and disabled colleagues across our population, particularly at senior levels. We will enact this through enhanced talent attraction and management strategies with a view to addressing and improving our performance with regards to our pay equality gaps.

We have seen positive progress towards our KPIs since our previous report in 2022 and continue to strive for further improvement:

- The proportion of women in senior professional and professorial roles has increased by 1.2% to 35.0%
- Declared disability has increased from 6.8% to 9.2% of our colleague population.
- UK Black, Asian and Minority Ethnic ('Minority Ethnic') representation is up from 5.7% to 6.7% with the percentage of

Minority Ethnic colleagues having increased to c.19%.

The University has implemented targeted actions and programmes of work to better attract, nurture and retain diverse talent towards addressing underrepresentation and occupational segregation, thus improving our equality pay gaps.

## Improving inclusion across recruitment processes:

- As part of the University's ongoing commitment to strengthen our employer brand, attract global talent, and position ourselves as an employer of choice, we have launched a new recruitment platform. This enables us to profile our values and enhance the level of information that we are able to share with regards to our inclusive community to prospective candidates. The new platform is accompanied by updated guides and resources, including standardised job descriptions, alongside enhanced Recruitment and Selection training, thereby strengthening consistency in our approach to recruitment and ensuring an equitable candidate experience.

- As part of our Diversity in Recruitment initiative, we have fully completed the data collection and analysis phases, mapping the candidate journey to identify barriers to conversion of applications to appointments for Minority Ethnic candidates. We are currently in the process of working with College and Services Management Groups to identify and implement appropriate actions to address specific challenges.

## Enhancing career pathways and progression:

- The University is providing supportive and transparent career progression mechanisms through its introduction of a new Career Framework for Professional Services Colleagues. This development will contribute to addressing issues such as occupational segregation that has influenced our gender pay gap with a particular emphasis on roles based within and across our professional services functions. The framework will be instrumental in ensuring that colleagues, especially those from underrepresented groups, have

equitable advice, access to appropriate tools and support to drive and develop their careers at the University.

- The University continues to support women's leadership development and progression to senior professional and professorial roles through positive action interventions, such as the Aurora Leadership Programme for Women in HE.
- Continued promotion and support of our award-winning James McCune Smith PhD Scholarships for UK Black students to support the R&T 'pipeline'.
- The University plans to address EDI-related findings for the forthcoming REF informed by the Equality Impact Assessment (EIA) for the previous exercise, specifically the need to address issues identified with respect to the career journey of our Minority Ethnic researchers towards research independence. Actions emerging from a follow-on project, which qualitatively explored Minority Ethnic researchers' experiences, will be implemented throughout the next reporting cycle.

### Embedding our values across the employee experience:

- Our inclusive University community for colleagues will be advanced and improved upon in terms of our disabled colleague experience through a dedicated action plan, developed in collaboration with disabled colleagues. The action plan tackles issues relating to onboarding, induction, working environment and intersects with key areas of career development and progression.

### Continually improving our data:

- We have experienced significant success through ongoing practice of 6-monthly campaigns to increase colleague disclosure rates across all protected characteristics, particularly ethnicity and disability, to support meaningful, data-led, analyses of pay equality gaps.

These are outlined in our Equality Monitoring Report for AY2023-24, in relation to which we will continue our efforts to improve our data and enhance our analysis and confidence in our pay gap reporting.



