

## Pay Gaps Report 2025

### 1. Foreword from our Vice President and Deputy Vice Chancellor (People and Culture) – Professor Rajani Naidoo

Our success at the University of Exeter is built on the expertise and diversity of colleagues across our community. Creating an inclusive environment in which everyone can thrive is central to our values. Understanding and addressing pay gaps is a shared institutional responsibility, embedded within our governance structures and supported through our Pay Gap Advisory Board and our Wellbeing, Inclusion and Culture Committee.

Tackling pay gaps is a long-term and complex endeavour, influenced by both wider societal factors and institutional actions. Over recent years, we have strengthened our evidence-led approach to this work. Actions have included Equality Impact Analyses of academic promotions and pay progression frameworks, deeper analysis through our colleague experience surveys, and continued progress in increasing the representation of women in the professoriate. We have also aligned pay gap activity across Athena Swan, the Race Equality Charter and Disability Confident action plans, recognising the interconnected nature of inequality and ensuring collective impact. By presenting more detailed and intersectional analysis, our report supports informed decision-making and provides a robust foundation for targeted action as we continue to embed inclusive, evidence-based practice across the University.

### 2. Our Commitment

At the University of Exeter, we are committed to creating an environment where everyone can thrive and reach their full potential. Advancing equality is central to our Strategy 2030 and to the work of our Wellbeing, Inclusion and Culture governance structures. This report sets out our 2025 Gender, Ethnicity and Disability Pay Gap figures, the context behind those figures, the progress we have made, and the actions we are taking to reduce the gap further. The Key headlines from the report are:

- Our Mean Gender Pay Gap continues long-term improvement
- Median pay gaps remain shaped by workforce composition, especially temporary roles. However, we have progressed balancing of pay quartiles.
- Ethnicity and Disability pay gaps show mixed movement amid changing disclosure and representation
- Women remain overrepresented in lower pay quartiles despite senior level progress
- Targeted, evidence led action underway to address structural drivers of pay gaps

### 3. What is the Gender Pay Gap?

The Gender Pay Gap (GPG) is the difference between the average hourly pay of women and men across the whole organisation, regardless of role. It is not the same as equal pay. Equal pay is concerned with the difference in pay between men and women who are doing the same job or work of equal value. The university uses job evaluation to determine the grading of posts, and this ensures that posts of equal value receive equal pay. Our equal pay reviews continue to show no significant pay differences between men and

women within the same grades. The university is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

#### **4. How are pay gaps calculated?**

The University is required by law to publish our Mean and Median Gender Pay Gap. However, we take the opportunity to report pay gaps for Gender, Ethnicity and Disability in these reports. The mean pay gap shows the difference in **average hourly pay** between two groups (for example, women and men) across the organisation, whilst the median pay gap shows the difference in **typical hourly pay**, comparing the middle-paid person in each group. Our Gender Pay Gap is driven by horizontal segregation (men over-represented in senior grades) and vertical segregation (different gender balances across occupational groups).

#### **5. Why do we publish data inclusive and exclusive to temporary workers?**

At the University, we publish pay gap figures that include and exclude temporary workers. Temporary workers are colleagues who do not hold an employment contract and are paid an hourly rate for carrying out casual or temporary work. This group tends to be quite transient, with individuals typically engaged for short periods.

Temporary staff data can affect overall pay gap calculations because these roles are often<sup>1</sup> and may have higher proportions of women, which can widen the gap. In March 2025, 88% of temporary workers were paid below the university midpoint for pay. For March 2025, 68% of temporary UoE workers are female. This means that including or excluding temporary workers significantly affects the median hourly pay, hence the notable change in our median Gender pay gap when excluding temporary workers.

Reporting both figures improves transparency – the inclusive figure reflects the whole workforce, while the exclusive figure focuses on contracted staff and underlying pay structures. This helps stakeholders understand whether gaps are driven by workforce composition or structural pay inequalities. Additionally, comparator institutions that have historically excluded temporary workers may continue to do so, and publishing both figures ensures effective and appropriate benchmarking against our sector.

#### **6. Where can I find more information about our Pay Gaps and Action plans?**

All our Pay Gap reports have been published on our Equality, Diversity and Inclusion Webpages here along with key actions underway and planned to further reduce our pay gaps. Further details on actions and progress to date can be found on our Accreditation Action plans, published on our [Race Equality Charter](#), [Athena Swan](#) and [Disability Confident](#) webpages.

Should you have any questions about this report or feedback on how we can improve this for the future, please do get in touch with the Wellbeing, Inclusion and Culture Team at [wicc@exeter.ac.uk](mailto:wicc@exeter.ac.uk)

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<sup>1</sup> Student Ambassador roles account for a significant proportion of this population.

## 7. Our 2025 Pay Gap Figures

	Gender	Ethnicity	Disability
<b>Statutory figures (including temporary workers)</b>	Mean GPG is 15.1% (down from 15.2% in 2024)	Mean EPG is 6.3% (up from 5.0% in 2024)	Mean DPG is 12.0% (up from 10.9% in 2024)
	Median GPG: 20.6% (up from 18.6% in 2024)	Median EPG: 0.0% (up from -3.0% in 2024)**	Median DPG: 18.2% (down from 18.6% in 2024)
<b>Figures excluding temporary workers</b>	Mean GPG is 14.8% (up from 13.9% in 2024)	Mean EPG is 3.3% (up from 0.4% in 2024)	Mean DPG is 11.7% (up from 10.2% in 2024)
	Median Gender Pay Gap: 6.7% (down from 7.1% in 2024)	Median Ethnicity Pay Gap: 0.0% (up from -3.4% in 2024)	Median Disability Pay Gap: 18.2% (up from 15.8% in 2024)
<b>Workforce profile (March 2025)</b>	58.2% of our workforce is female (up 0.3% from 2024)  68% of temporary workers are women	15.7% of our total workforce identify as Black, Asian or Other Ethnic Minorities. This has increased by 2.0% compared to March 2024.  Low representation means small workforce changes can disproportionately impact the ethnicity pay gap.	13.0% of our total workforce have declared a disability  This has decreased by 0.5% compared to March 2024

\*The non-disclosure rate for Ethnicity is 5.5%, and for disability, it stands at 11.3%. Green shows positive change and blue, negative.

## 8. Progress on our Gender Pay Gap over 5 years

The University has been making active efforts to close our Gender Pay Gap. As of 2024, we had the 7<sup>th</sup> lowest mean Gender Pay Gap in the Russell group (up from 9<sup>th</sup> in 2023) and will be benchmarking ourselves against the Russell group again in April 2026.

Since 2017, we have made clear improvements in representation of females in Upper Middle and Upper Pay Quartiles, however lower quartiles remain static, maintaining the largest structural contributor to the gap. The graph on the next page shows the movement of our Statutory Mean and Median Pay Gaps (including temp workers) and Pay Gaps excluding temporary workers. **Our Mean pay gap has consistently decreased over this period.**

## 9. Pay Quartiles (Gender Pay Gap)

Pay quartiles divide our workforce into four equal groups based on hourly pay, from lowest to highest. The quartiles help us understand how women and men are distributed across the organisation. A Gender Pay Gap is often driven by a higher proportion of women in lower-paid quartiles and a higher proportion of men in the upper quartile.

Gender distribution across pay quartiles (based on hourly pay, lowest to highest):

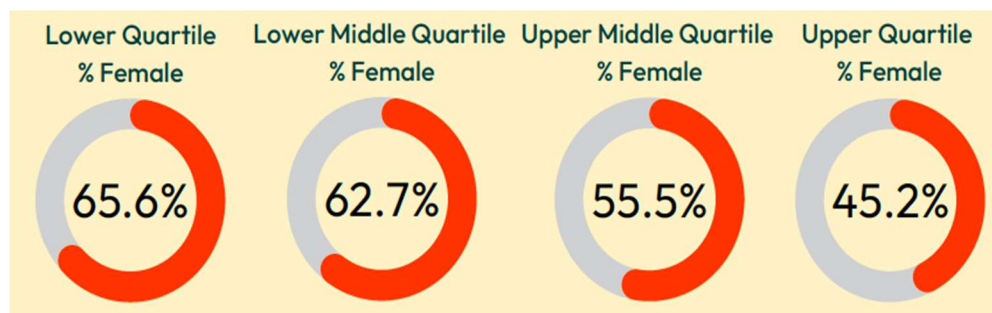


Figure: Pay Quartiles March 2025

Since 2017, we have seen clear progress in rebalancing the Upper Middle Quartile (from 48% female to 55% female) and gradual progress in the Upper Quartile (from 42% female to 45% female).

However, women remain over-represented in the Lower and Lower Middle Quartiles, which continues to influence the overall Gender Pay Gap. Addressing representation at senior levels, while also ensuring equitable progression opportunities across all grades, remains central to reducing our pay gap sustainably.

## 10. Action to address Pay Gaps

Work being undertaken on Pay Gaps and Equality includes, but is not limited to:

- Implementation and delivery of our Athena Swan, Race Equality Charter and Disability Confident action plans. You can find out more about our aims and [action plans here](#).
- Analysis of regular feedback from our Colleague Experience Survey with gender, ethnicity, disability and an intersectional lens.
- Pay gaps focused sessions at our biennial Equality Conference to enhance awareness of and literacy around Pay Gaps.
- Continued involvement in development programmes that support progression for women and racially minoritised colleagues.
- Centring intersectionality within data use and reporting whilst building data literacy to support engagement in data products, including reporting of recruitment and progression data.
- Concluding, disseminating and implementing recommendations from our Pay Gaps Advisory Group. This group has acted as Academic Expert Advisory Group on Pay Gap matters.
- Supporting engagement in Pay Gaps at the Faculty and Department level through input on action planning related to Gender Pay Gaps, Athena Swan, Race Equality Charter and Disability Confident, in addition to Departmental and Faculty KPIs.
- Implementing recommendations on pay exceptions, inclusive recruitment, and progression disparities.
- Using the new Recruitment Hub for improved EDI monitoring and data.