

**Gender Equality Policy statement**

London South Bank University is committed to advancing gender equality across all areas of our community in line with the United Nations Sustainable Development Goal 5. We systematically monitor and publish data on women’s applications, acceptance, entry, and participation at the university (including student enrolment, continuation, completion, and graduation, and staff recruitment, promotion and pay) ensuring transparency and accountability

Students

Women consistently represent the majority of our student body. Over the past few years, female student numbers have remained above 53%, with 53.9% of students identifying as female in 2024/25, compared to 46.0% per cent male and 0.2% per cent identifying as other. This reflects our long-standing commitment to promoting access and opportunity for women in higher education.

*Student representation by gender*

Academic Year	Female	Male	Other
22/23	55.0%	44.8%	0.2%
23/24	54.1%	45.7%	0.2%
24/25	53.9%	46.0%	0.2%

As part of the admissions cycle in each academic year, LSBU's Strategy, Planning and Performance (SPP) Team work closely with the Marketing, Recruitment and Admissions Team, providing summaries of student applications in our PowerBI Applications reporting dashboards, which includes gender and other student characteristics.

*Women’s applications and offers*

Academic Year	Women applicants	Women offers
22/23	64.7%	58.8%
23/24	64.2%	58.3%
24/25	65.7%	59.1%

Our student outreach activity supports girls and young women from primary through to secondary school, with a particular focus on engagement with all-female schools. These initiatives are designed to raise aspirations, support social mobility, and encourage progression into higher education, including in areas where women are traditionally underrepresented such as science, technology, engineering and mathematics (STEM).

Over the past two years the Student Recruitment and Outreach Team have worked with over 800 students in 17 all-girls’ schools, including the STEM Explorers programme for Year 9s, Young Entrepreneurs’ Club for Year 10s and several Health and Social Care sessions among other activities. This is in addition to extensive outreach work carried out with students of all genders in mixed schools. Further information on our Access and Participation Plan can be found online<sup>1</sup>.

## Staff

We are proud of the strong representation of women across our staff and senior leadership, and we remain committed to further strengthening gender balance at all levels of the institution.

### *Staff representation by gender*

Academic Year	Female	Male
22/23	55%	45%
23/24	54%	46%
24/25	55%	45%

Across the past three years, women have made up 54-55% of our workforce, and while women represent 67% of our University Executive team, they make up only 44% of our senior (Grade 11+) roles and targeted work is underway to develop women in leadership, as outlined on our dedicated Gender Equality webpage<sup>ii</sup>.

Every year as part of our equality monitoring cycles, LSBU's Equality, Diversity and Inclusion team works with HR and Recruitment teams to review our recruitment, promotions and pay data to identify gender disparities, and undertake targeted action in response, as described more fully in our EDI Annual Report.<sup>iii</sup>

### *Women's applications and appointments*

Academic Year	Women applicants	Women appointments
22/23	52%	56%
23/24	49%	56%
24/25	57%	60%

LSBU is committed to ensuring pay equity and closing the gender pay gap. We undertook an extensive Pay Equity Audit in 2023 which found a 0.6% unexplained gender pay difference (below the 1% threshold) and we report annually on our gender pay gaps which currently stand at 7.5% (below national and HE benchmarks). Full data alongside our success and future actions can be found in our annual Pay Gap Report.<sup>iv</sup>

### *Gender pay gaps*

Academic Year	Mean gender pay gap	Median gender pay gap
22/23	7.1%	10.2%
23/24	7.2%	7.3%
24/25	7.5%	7.5%

Last updated October 2025

Alex Bush – Group Chief People and Legal Officer

---

<sup>i</sup> Access and Participation Plan: [https://www.lsbu.ac.uk/\\_resources/pdf/policies-and-regulations/Access-and-Participation-Plan-2024-25-to-2027-28.pdf](https://www.lsbu.ac.uk/_resources/pdf/policies-and-regulations/Access-and-Participation-Plan-2024-25-to-2027-28.pdf)

<sup>ii</sup> Gender Equality webpage: <https://www.lsbu.ac.uk/about-us/mission-vision-values/equality-and-diversity/gender-equality-plan>

<sup>iii</sup> EDI Annual Report: [https://www.lsbu.ac.uk/\\_data/assets/pdf\\_file/0008/422000/LSBU-Group-EDI-Annual-Report-2024-2025.pdf](https://www.lsbu.ac.uk/_data/assets/pdf_file/0008/422000/LSBU-Group-EDI-Annual-Report-2024-2025.pdf)

<sup>iv</sup> Pay Gaps Report: [https://www.lsbu.ac.uk/\\_resources/pdf/policies-and-regulations/Gender-Ethnicity-and-Disability-Pay-Gap-Reports.pdf](https://www.lsbu.ac.uk/_resources/pdf/policies-and-regulations/Gender-Ethnicity-and-Disability-Pay-Gap-Reports.pdf)