EST 1892 **LSBU**

Gender, Ethnicity and Disability Pay Gap Reports 2024

Executive summary

This report outlines LSBU's latest pay gap position. Overall, the report shows that we continue to make strong progress reducing the gender pay gap and we have seen excellent progress in reducing our ethnicity and disability pay gaps.

The key findings from this year's **gender** pay gap data are summarised below.

• LSBU has seen a slight increase in the mean gender pay gap but a decrease in the median pay gap

• The gender bonus gap continues to reduce significantly

• LSBU remains below the national gender pay gap average

• LSBU is for the first time in recent years reporting a lower median gender pay gap than the national median pay gap for higher education.

The key findings from this year's **ethnicity** pay gap data are summarised below.

• Our pay gaps are below the HE average

• Both the mean and median pay gaps have decreased

• In the lower upper and upper quartiles there has been an increase in the number of BAME staff. This points to an increase in the mobility of BAME staff and improving career accessibility.

The key findings from this year's **disability** pay gap data are that both the mean and median pay gaps have reduced.

This report focuses on data taken as of 31st March 2023. As such there will be a lag between initiatives undertaken and their effect on the data.

In addition to the pay gap information, the report summarises the results of the Pay Equity Audit which was commissioned at the end of 2023. This is different from the pay gap report. It looks for any disparities in pay and benefits, and identifies actions to reduce risk, ensure fairness and reduce prevent discrimination. The full report is available separately.

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Foreword

This report outlines LSBU's latest pay gap position. Overall, the report shows that we continue to make strong progress reducing the gender pay gap and we have seen excellent progress in reducing our ethnicity and disability pay gaps.

This year our median our pay gaps for gender (7.26%), ethnicity (5.70%) and disability (-5.85%) are forecast to be amongst the lowest in the HE sector again. We are pleased that the median gender pay gap has reduced again, following a rise over the last two years. Importantly, we can see that the proportion of female staff in management and senior grades is gradually increasing and mechanisms such as the academic promotions process continue to improve gender diversity at senior levels. We need to continue this trajectory to close the gender pay gap further and our Athena SWAN action plan, which has already had an impact, will be fully implemented over the next year to support this aim.

Distribution of staff between the grades continues to be a key factor in determining the overall gaps for gender and ethnicity. This is shown by the quartile positioning tables for the respective gender, ethnicity and disability pay gaps. To address this, we have conducted an equal pay audit to explore disparities which has identified that there are no significant gaps between men and women, white and BAME or disabled and non-disabled staff.

However, we continue our commitment to pay equity and will take actions this year to understand the reasons for gaps and how to address them.

Turning to our ethnicity gap, the proportion of BAME staff in the management and senior grades is increasing which is a positive development. The work on implementing the actions in our Race Equality Charter over the next five years aims to support the reduction of this gap.

We also pleased to be part of several pro-active organisations voluntarily reporting on our disability pay gap for the second time which has reduced over the last year, and to see an increase in disabled staff in the upper quartiles.

The key findings from this year's **gender** pay gap data are summarised below.
• LSBU has reported a slight increase in the mean gender pay gap but a decrease in the median pay gap
• The gender bonus gap continues to reduce significantly
• LSBU remains below the national gender pay gap average
• For the first time in recent years LSBU is reporting a lower median gender pay gap than the national median pay gap for higher education.

Several pieces of work are already taking place to address gender equality issues at LSBU. Schools are currently being supported to develop gender equality action plans and apply for bronze level Athena Swan awards, providing a framework for gender equality issues to be addressed across the university. At the institutional level, the LSBU Athena Swan self-assessment

team are implementing a university-wide action plan for gender equality, which will include reducing the gender pay gap as a key theme. We will continue our work to improve the gender pay gap at LSBU by implementing the actions on page 24 of the report.

The key findings from this year's **ethnicity** pay gap data are summarised below.

• Our pay gaps are below the HE average
• Both the mean and median pay gaps have decreased
• In the lower upper and upper quartiles there has been an increase in the number of BAME staff. This points to an increase in the mobility of BAME staff and improving career accessibility.

Several workstreams are currently in place to improve the recruitment, retention, and promotion of BAME staff across the organisation at all levels. The university achieved the bronze award for the Advance HE's Race Equality Charter in September 2023. The REC action plan has several actions to support the progression of BAME staff at LSBU.

We also have several other initiatives in place, including leadership and training programmes, workshops and seminars, events and staff networks.

The key findings from this year's **disability** pay gap data are that both the mean and median pay gaps have reduced, and our pay gap is lower than both the HE and ONS average.

The University remains a silver member of the government's Disability Confident Scheme and has recently launched the first Reasonable Adjustments Policy to provide staff with the support they need to remain in employment.

This report focuses on data taken as of 31st March 2023. As such there will be a lag between initiatives undertaken and their effect on the data. We remain committed to addressing gender, ethnicity and disability pay gaps over the coming years. We will continue to support the career development of women, BAME and disabled staff to increase their representation at our highest grades.

This year we have also commissioned an Equal Pay Audit to explore any pay disparities, identify risks to our approach and prevent discrimination. The report is separate from the pay gap reports but the headlines are included here as they give helpful context. The results show that the adjusted gap between average male and female pay is 0.6%. The adjustments are permitted variables that might otherwise skew the results, e.g. tenure, length of service or contract status. Nine employees (0.3%) out of 2309 have been identified with adjusted pay 15% above or below predicted pay. These are strong results, but we will continue to investigate our performance and work towards the best possible standards.

Alex Bush
Chief People Officer

Terms explained

The mean and median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps. The mean is the average of a set of numbers. It is calculated by adding up all the values in a data set, and then dividing by the total number of values. The median is the middle value of a set of numbers. It is calculated by ordering all the values in a data set from lowest to highest and identifying the middle value.

From a purely statistical standpoint, the median is a more accurate measure as it is not skewed by very low hourly pay or very high hourly pay. However, we know the highest paid tend to be men, and the lowest paid tend to be women, and the mean paints an important picture of the pay gap because it reflects this issue. It is therefore good practice to use both the mean and the median when analysing or reporting on the gender pay gap.

The gender pay gap is the percentage difference between the average pay of men and women across the whole workforce, using the mean and the median. It is different from equal pay which requires men and women to be paid the same for the same work or for work of equal value.

The gender pay gap report is a valuable tool for assessing levels of equality in the workplace, female, and male participation, and how effectively talent is being maximised.

Pay quartiles

For the gender pay gap the split by quartile and grades is as follows:

Quartiles	Grades
Lower	2–7
Lower middle	6–7
Upper middle	6–9
Upper	8–13 and senior

For the ethnicity and disability pay gaps the split by quartile and grades is as follows:

Quartiles	Grades
Lower	2–7
Lower middle	6–7
Upper middle	7–9
Upper	8–13 and senior

The reason that some grades sit in more than one quartile is because we order everyone by hourly pay rate and split them into four equal groups (or as close as possible). If there are individuals who are paid the same but sit across two quartiles, we split them evenly depending on their EDI data (we would split males and females equally into each group and same for ethnicity/disability).

Gender pay gap summary

The gender pay gap data for London South Bank University (LSBU), uses a snapshot of data for 31st March 2023. The data has been collected following the methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The LSBU workforce is 55% female and 45% male.
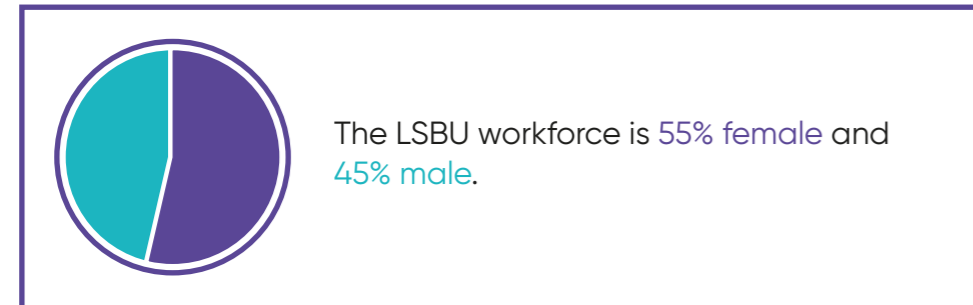
Since 2009 LSBU has reported a gradual decline in the size of the gender pay gap until 2022. Last year, we reported for the first time a slight increase in the size of the mean pay gap from 6.05% to 7.09%. However, we acknowledged that comparisons with 2020 data needed to be treated with caution, as several impacts from the coronavirus pandemic (including disruption to the collection of data, and reduction in the number of hours worked) were likely to have affected the data.

This year LSBU has seen another slight increase in the mean gender pay gap from 7.09% to 7.18%. The mean pay gap is the difference between LSBU's total pay spend on women and men.
It is calculated by adding all staff pay together and dividing by the total number of employees. The mean pay gap includes all the highest and lowest rates of pay and therefore reflects the higher proportion of women working in lower paid roles and the higher proportion of men in higher paid roles. Until September 2023 LSBU directly employed student ambassadors, of whom over 62% were female. This has affected the pay gap as they were in the low pay quartile. Their engagement has transferred to LSBU Employment (the in-house agency) so from next year will no longer appear in our GPG figures. As this report includes last year's data, their impact is still felt.

However the equal pay audit has shown a strong performance with only nine staff more than 15% outside the predicted norms. We have looked at them on a case by case basis to understand the reasons and take any necessary action.

It is unclear at this stage which factors may have caused the slight increase in the mean pay gap. We have implemented our commitment to conduct an equal pay audit, which reported in February 2024. This enabled us to pinpoint where the disparities lie and identify targeted actions. The report showed that we are performing well but we are not complacent.

As explored in previous years' reports, the distribution of male and female staff across our workforce is driving our gender pay gap – as there are more men in higher graded roles and more women in lower graded roles.

Mean difference in hourly pay

	2023	2022	2021	2020	2019	2018	2017
Male	26.69	25.04	25.52	24.46	23.76	23.84	23.43
Female	24.77	23.27	23.98	23.38	22.53	22.27	21.86
% diff.	7.18	7.09	6.05	4.40	5.18	6.59	6.70

Key – higher than previous year, lower than previous year.

Median difference in hourly pay

	2023	2022	2021	2020	2019	2018	2017
Male	24.22	23.11	23.98	22.77	22.28	21.90	21.54
Female	22.46	20.75	22.72	21.91	21.14	20.74	20.38
% diff.	7.26	10.21	5.26	3.76	5.12	5.30	5.39

Key – higher than previous year, lower than previous year.

Although LSBU has seen a slight increase in the mean gender pay gap over the last year which now sits at 7.18%, it is worth noting that we remain below the overall national median gender pay gap which sits at 14.3% (ONS). When comparing LSBU against the national gender pay gap for higher education LSBU is also performing better than the industry mean and is below half the average HE pay gap figure (14.2%, Advance HE). It is noteworthy that, for the first time since 2021, LSBU has achieved a lower median gender pay gap than the national median pay gap for higher education (8.5%). However, it is still higher than 2021 and we are looking to the equal pay audit to help us understand why this is the case.

We have nine staff on the Aurora Programme for the academic year 2023/24. This reflects our commitment to developmental and promotion opportunities within our succession plan. The EDI team track the progress of our delegates, who blog on Connect to show leadership and set an inclusive example.

We have implemented the inclusive recruitment project through which we have identified a series of short and long-term actions to ensure inclusivity in recruitment. We monitor data on the candidate/applicant profile to assess the effectiveness and equity of our advertising, application and selection processes. We will evaluate the impact of the project in 2024/25.

Academic staff

When considering the mean gender pay gap for academic staff, there has been a **decrease** in the mean in this year and an **increase** in the median. As the mean figure includes outliers, the decrease indicates a higher proportion of women working in senior roles.

The increase in the median indicates that will need to review pay equity. The Equal Pay Audit has shown that we have a very small number of staff whose pay falls outside the predicted norms. We will continue to monitor our performance.

The Equality Impact Analysis we conducted in 2022 showed differential outcomes for women applying to be a senior lecturer and associate professor. In order to identify the barriers further, two focus groups were held for academic women who have been through the promotion round and had been successful, for those who have been through the round and had not been successful and for those who were yet to apply led by the Provost. All recommendations following those workshops have been implemented.

The analysis we conducted in 2023 showed that was no negative impact on women applying for academic promotion. We will continue to monitor this area of work.

Academic mean difference in hourly pay

	2023	2022	2021	2020	2019	2018	2017
Male	28.33	26.81	27.53	26.44	26.09	25.83	24.99
Female	27.32	25.60	26.94	26.14	25.69	25.22	24.82
% diff.	3.58	4.49	2.17	1.15	1.52	2.38	0.67

Key – higher than previous year, lower than previous year.

Academic median difference in hourly pay

	2023	2022	2021	2020	2019	2018	2017
Male	26.19	25.01	27.13	25.28	24.83	24.40	23.36
Female	24.85	24.34	27.13	25.80	24.89	25.06	26.05
% diff.	5.12	2.68	0.00	–2.06	–0.26	–2.70	–11.53

Key – higher than previous year, lower than previous year.

Professional staff

In 2023, the mean gender pay gap for Professional Services Group (PSG) staff rose for the second time since 2017, to 10.81%. The median also rose, from 10.05% in 2022 to 11.50% in 2023. These increases in 2023 are likely to be linked to the number of Grade two Student Ambassador of whom 61% are female. The introduction of salary sacrifice in 2022 for PSG pensions and a higher number of PSG staff receiving allowances may also have contributed.

PSG mean difference in hourly pay

	2023	2022	2021	2020	2019	2018	2017
Male	24.35	22.72	25.52	22.11	20.94	21.00	21.21
Female	21.72	20.71	23.98	20.57	19.29	18.64	18.46
% diff.	10.81	8.88	6.03	6.97	7.90	11.24	12.97

Key – higher than previous year, lower than previous year.

PSG median difference in hourly pay

	2023	2022	2021	2020	2019	2018	2017
Male	21.87	19.78	23.98	19.15	18.12	18.24	19.37
Female	19.36	17.80	22.72	17.98	16.80	16.47	16.20
% diff.	11.50	10.05	5.25	6.10	7.30	9.71	16.35

Key – higher than previous year, lower than previous year.

Pay quartiles

The difference in the proportion of male and female staff in the lower pay quartiles has increased slightly compared to last year; there is a higher proportion of females in the lower and lower middle quartiles. This has contributed to an increase in the mean pay gap. There are 127 more women in the lower quartile than men. This looks to be a contributing factor to the mean gap, as over the last two reporting years we have been successful in diversifying the proportion of women in the higher pay quartiles which broadly equates to grades seven and above. The movement is slight but moving in the right direction.

However, the difference in the proportions for higher pay quartiles has reduced further this year, meaning that we are seeing more even gender balance in the upper middle and upper quartiles.

Pay gap quartiles – gender

Pay Quartile	2023					2022				
	Male		Female		% diff.	Male		Female		% diff.
	%	Actual	%	Actual		%	Actual	%	Actual	
Lower	36.52	172	63.48	299	27%	37.31	169	62.69	284	25.4
Lower Middle	45.32	213	54.68	257	9.4%	45.35	205	54.65	247	9.3
Upper Middle	48.30	227	51.70	243	3%	48.67	220	51.33	232	2.7
Upper	51.06	240	48.94	230	2%	50.88	230	49.12	222	1.8

Key – less equal than previous year, more equal than previous year.

Overall, the numbers of male staff at LSBU have increased from 824 to 852, whereas female staff numbers have increased from 985 to 1029 in 2023. This slightly larger increase in female staff may contribute to the decreased gender balance at the lower two pay quartiles, but it is encouraging to see women continuing to be better represented in the higher quartiles.

Gender bonus pay gap

LSBU reported a significant reduction in the bonus pay gap for 2022. In 2023 the women who qualified for a bonus received a higher bonus on average than men who qualified. There are five women on the executive team, so a higher proportion of females who received a bonus last year were part of the exec team (66.67%), compared with the males (33.33%). This means that the bonus pay gap this year for both the mean and median figures show females receiving a higher amount than males. We will monitor this over time to see if the trend continues. To support the more robust approach to bonus payments, we have introduced an improved appraisal scheme, which we are monitoring to measure the impact on bonus pay.

It is important to note that although the bonus figure is higher for females, a smaller proportion of women in senior roles outside of the executive (grade 11 and above) are eligible for a bonus (3% of total women vs 6% of total men). Of those women, 17% received a bonus compared to 24% men who qualified.

Mean difference in hourly pay

	2023	2022	2021	2020	2019	2018
Male	654.55	676.36	763.70	8582.11	5898.72	7890.23
Female	828.80	639.73	464.79	5216.20	4065.43	4320.3
% diff.	**−26.62**	**5.42**	**39.14**	**39.22**	**31.08**	**45.24**

Key – higher than previous year, lower than previous year, in favour of women this year.

Median difference in hourly pay

	2023	2022	2021	2020	2019	2018
Male	514.32	600	459.9478	5905.98	4327.50	6579.00
Female	827.48	600	353.4082	2791.86	2275.00	3649.50
% diff.	**−60.89**	**0.00**	**23.16**	**52.73**	**47.43**	**44.53**

Key – higher than previous year, lower than previous year, in favour of women this year.

One of the key actions from our 2023 gender pay gap report was to address the gender pay gap in relation to bonus by developing appraisal guidance and training for managers to improve the consistency of appraisal ratings and reduce any gender bias that may have impacted decisions around bonus pay. The new appraisal system was launched in June 2023. More robust definitions and moderation guides have been introduced which have promoted an objective approach. Both quality and take-up are being monitored.

Ethnicity pay gap summary

The ethnicity pay gap data for London South Bank University (LSBU), uses a snapshot of data for 31st March 2023.

LSBU has seen some variations in our ethnicity pay gap historically, however over the last year we are pleased to see both the mean and median pay gaps have decreased. The mean pay gap has reduced from 11.87% to 9.91% and the median pay gap has reduced from 14.04% to 5.70%.

The LSBU workforce is 57% white and 32% BAME, and 11% not known.
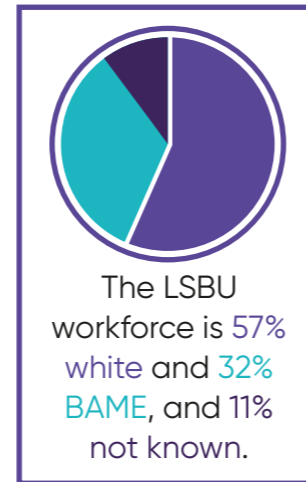
Mean difference in hourly pay

	2023	2022	2021	2020	2019	2018
White	27.33	25.84	26.20	25.03	24.41	23.85
BAME	24.87	23.10	23.70	22.28	21.43	21.15
% diff.	9.91	11.87	9.7	10.99	12.2	11.35

Key – higher than previous year, lower than previous year.

Median difference in hourly pay

	2023	2022	2021	2020	2019	2018
White	24.32	24.26	25.21	23.91	22.36	21.93
BAME	23.01	21.28	22.69	20.45	20.08	19.68
% diff.	5.70	14.04	9.6	14.44	10.24	9.42

Key – higher than previous year, lower than previous year.

Our 2023 mean ethnicity pay gap of 9.91%, is below the HE average of 13% (Advance HE) and our median pay gap of 5.70% is below the HE average of 8.5%.

Academic staff

The gap in mean hourly pay for Academic staff has decreased this year between white and BAME staff from 10.26% in 2022 to 6.70% in 2023. The differences in median hourly pay for Academic staff have also decreased, in this case from 14.30% in 2022 to 8.71%. Several longer-term actions agreed continue to support academic progression for BAME staff, including participation on external leadership courses. Targeted workshops have been run for the last three years for BAME staff considering whether to apply for academic promotion and there is an equality analysis of promotion outcomes to help identify any specific barriers or issues.

Academic mean difference in hourly pay

	2023	2022	2021	2020	2019	2018	2017
White	28.46	27.19	28.21	27.18	26.64	26.00	26.36
BAME	26.67	24.66	26.03	25.39	25.21	25.30	25.08
% diff.	6.70	10.26	7.75	6.60	5.39	2.67	4.87

Key – higher than previous year, lower than previous year.

Academic median difference in hourly pay

	2023	2022	2021	2020	2019	2018	2017
White	26.86	26.41	29.04	27.13	26.27	26.13	27.52
BAME	24.71	23.11	25.34	23.98	23.56	25.06	26.05
% diff.	8.71	14.30	12.75	11.60	10.32	4.09	5.34

Key – higher than previous year, lower than previous year.

Professional staff

For Professional Services Group (PSG) staff, there was a slight **increase** in the mean ethnicity pay gap with the pay gap increasing from 12.47% in 2022 to 12.77% in 2023. This may suggest that the reductions in 2020 and 2021 may be linked to the changes in staffing contracts and working practices during the coronavirus pandemic. There was also an increase in the median ethnicity pay gap in 2022, from 7.98% in 2022 to 10.17% in 2023, Further investigation through the equal pay audit has helped us to establish the extent to which this differential increase reflects any pay differences within each grade as well as the proportion of BAME staff in higher graded roles.

PSG mean difference in hourly pay

	2023	2022	2021	2020	2019	2018	2017
White	25.42	23.86	23.72	22.40	21.54	22.00	21.97
BAME	22.54	21.21	21.46	19.80	18.54	18.31	17.97
% diff.	12.77	12.47	9.54	11.65	13.95	13.21	18.19

Key – higher than previous year, lower than previous year.

PSG median difference in hourly pay

	2023	2022	2021	2020	2019	2018	2017
White	21.92	20.22	20.44	19.41	18.59	18.22	19.37
BAME	19.89	18.72	18.92	17.55	16.97	16.47	16.20
% diff.	10.17	7.98	7.42	9.61	9.64	4.09	16.35

Key – higher than previous year, lower than previous year, no change from previous year.

Pay quartiles

There have been two positive changes to the representation of BAME staff across the pay scale, in the upper middle and upper quartiles (above average pay). This suggests upward mobility of staff within middle and upper grade roles. However, BAME staff are under-represented at senior levels (grade 11 and above); this continues to be a driver behind the ethnicity pay gap. LSBU has an overall population of 57% of staff who identify as white, 33% of staff who identity as BAME and 10% who prefer not to say. However, 71% of senior staff identify as white, 20% as BAME and 8% prefer not to say. Therefore, compared to the overall ethnicity staff profile, a lower percentage of staff who have declared their ethnicity as BAME are at grades 11 and above.

In 2023 we secured the Race Equality Charter and enabled 15 colleagues to attend the Diversifying Leadership course to support BAME staff to progress and develop. The charter has a five- year action plan, setting out a plan to support the career progression of BAME staff which will be monitored by the University self-assessment team. The action plan reflects the outcomes of the Equal Pay Audit. Our target is an annual reduction in the ethnicity pay gap – below 10% in March 2025 and a further 2% reduction in March 2026. We are already on target as both our mean and median figures this year for our ethnicity pay gap are below 10%.

The Equality Impact Analysis from last year's academic promotions process showed no negative effect on BAME staff and so this demonstrates that this process is robust and fair.

Pay quartile data - ethnicity

	2023				2022			
	White		BAME		White		BAME	
Pay Quartile	%	Actual	%	Actual	%	Actual	%	Actual
Lower	55	215	45	175	54	211	46	178
Lower Middle	60	244	40	161	58	229	42	163
Upper Middle	61	250	39	163	64	247	36	141
Upper	72	301	28	116	74	302	26	104

Key – negative change from previous year, positive change from previous year, little change from previous year.

Disability pay gap summary

The Disability Pay Gap data for London South Bank University (LSBU), uses a snapshot of data from 31st March 2023. This is the second time that LSBU has reported on the Disability pay gap.

The data shows that both the mean and median pay gaps have reduced compared to 2022. The mean difference is 1.05%. The median difference is −5.85%. LSBU's disability pay gap is considerably lower than the national pay gap which is 13.8% (ONS) and the overall HE mean gap of 10.4% and HE median of 8.7% (Advance HE). We plan to interrogate this information to understand the causes for the size of the difference.

7% of LSBU staff have shared they have a disability, 74% do not, and 19% not known.
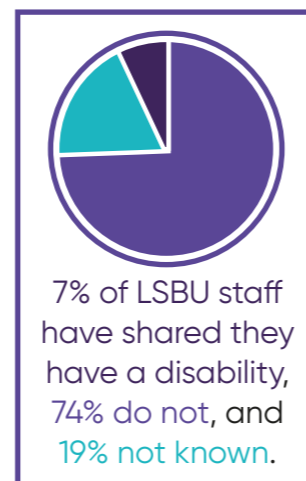
Mean difference in hourly pay

Mean	2023	2022
Disabled	26.53	24.47
Not disabled	26.81	25.54
Not known	22.52	20.92
% diff.	1.05	4.38

Key – higher than previous year, lower than previous year.

Median difference in hourly pay

Mean	2023	2022
Disabled	25.83	23.09
Not disabled	24.32	24.34
Not known	20.80	19.67
% diff.	−5.85	5.45

Key – higher than previous year, lower than previous year.

Academic staff

We can see from the data that the mean disability pay gap for academic staff is higher than for all staff, with the mean gap being 1.72% compared to 1.05 % for the mean disability gap overall. The median gap for academics being 2.70% compared to -5.85 for the median disability pay gap overall.

Academic mean difference in hourly pay

	2023	2022
Not disabled	28.61	27.84
Disabled	28.13	26.22
% diff.	1.72	6.17

Key – higher than previous year, lower than previous year.

Academic median difference in hourly pay

	2023	2022
Not disabled	27.58	27.14
Disabled	26.86	25.72
% diff.	2.70	5.55

Key – higher than previous year, lower than previous year.

Professional staff

From looking at the PSG data, we can see that the mean gap has **decreased** this year from 6.83% in 2022 to 3.79% in 2023. There was no median gap in 2022 and this year it has **increased** to 3%. As the mean figure includes outliers the decrease in the mean indicates a higher proportion of disabled staff working in senior roles. The pay equity audit has not highlighted concerns in this area.

PSG mean difference in hourly pay

	2023	2022
Not disabled	24.41	23.05
Disabled	23.52	21.58
% diff.	3.79	6.83

Key – higher than previous year, lower than previous year.

PSG median difference in hourly pay

	2023	2022
Not disabled	21.45	19.71
Disabled	20.82	19.71
% diff.	3.00	0.00

Key – higher than previous year, lower than previous year.

Pay quartiles

There have been two positive changes to the representation of disabled staff across the pay scale, in the upper middle and upper quartiles (above average pay). This indicates upward mobility of staff within middle and upper grade roles. The equality impact assessment from last year's academic promotions process showed no negative effect on disabled staff.

Pay quartile data - disability

Pay Quartiles 2022		Considered disabled					
		No		Not known		Yes	
Quartile		%	Actual	%	Actual	%	Actual
Lower	A	77	330	15	66	7	31
Lower Middle	B	53	228	39	167	7	32
Upper Middle	C	84	360	8	34	8	33
Upper	D	90	383	2	9	8	34
Total		76	1301	16	276	8	130

Pay Quartiles 2023		Considered disabled					
		No		Not known		Yes	
Quartile		%	Actual	%	Actual	%	Actual
Lower	A	75	334	19	84	6	28
Lower Middle	B	70	312	24	105	7	29
Upper Middle	C	85	378	8	34	8	34
Upper	D	87	388	4	19	9	39
Total		76	1412	14	242	7	130

Key – negative change from previous year, positive change from previous year, little change from previous year.

Appendix 1

Progress on 2023 Gender Pay Gap actions

What we said we'd do	What we did
Work to take place for departments to apply for their Athena SWAN awards in addition to the University having a bronze award.	The Schools are preparing their Athena Swan applications in 2024, and we are aiming for all departments to have submitted applications by 2025. Regular meetings held with the EDI leads to provide support and share good practice.
We will continue to support staff with leadership development as part of the Advance HE Aurora leadership programme for women.	We have nine staff on the Aurora Programme for the academic year 2023/24.
Enhance the women academic promotion workshops and monitor the outcomes of the annual academic promotion round using the data to inform any barriers to progression which may exist as part of the process.	We conducted an Equality Impact Analysis after the last academic promotions round in 2023 which showed no negative impact on women and continue to hold workshops for women.
Implement our Behavioural Framework for recruitment.	We have piloted the use of the Behavioural Framework in appraisals and have now implemented this in our recruitment process. We will track and evaluate impact.
To address the bonus, pay gap, LSBU have revised the guidelines and definitions that correspond with the appraisal rating and will undertake briefings take place for the executive and line managers to explain the changes.	We have revised the guidance and training for appraisals which includes clearer guidelines around appraisal ratings.
Monitor the impact of the inclusive recruitment project and introduce workshops on good practice on inclusive recruitment.	Training for recruiting managers is in place. Evaluation will take place in 2024/25.

Progress on 2023 Ethnicity Pay Gap actions

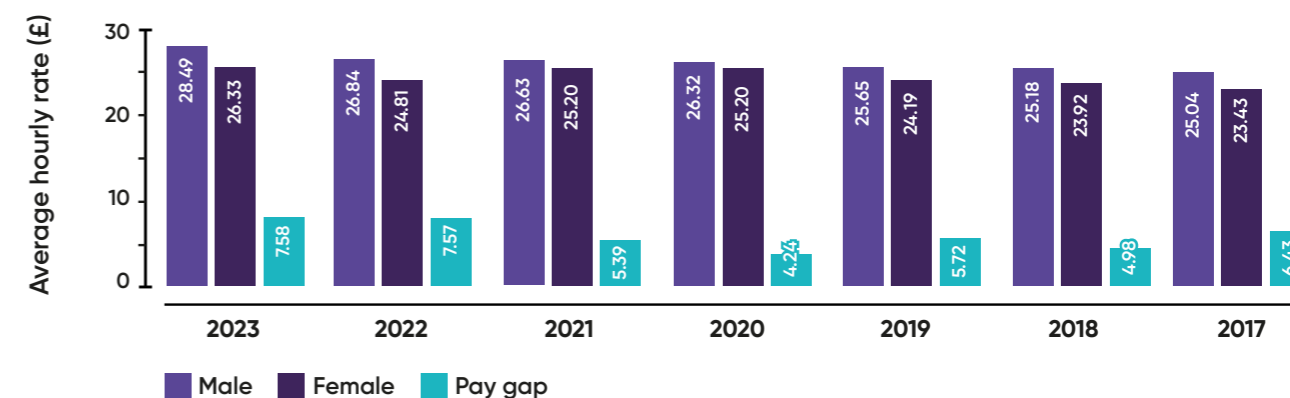| What we said we'd do	What we did
Support staff with leadership development as part of the Advance HE Diversifying leadership programme for BAME staff as well as mentoring support and tracking of career progression.	The Diversifying Leadership programme has been ongoing since 2017 and has strong representation of BAME staff from Academic and Professional Support Group. So far more than 15 people have participated or are actively involved in the programme.
Roll out anti-racism training across the group and measure the impact of behaviour change in the 2022/23 academic year.	We have rolled this out across the group – we measure the impact of behaviour change through our pulse survey and evaluations.
Continue to run BAME academic promotion workshops and monitor the outcomes of the annual academic promotion round.	We continue to run sessions on academic promotion for BAME staff as encouragement to apply for promotions. An equality impact analysis is completed for each academic promotion round.
As a member of Advance HE's Race Equality Charter, this activity is now being integrated into a comprehensive evaluation of race equality across the institution to demonstrate that we have a solid foundation for eliminating race inequalities. We will implement the action plan and track the impact on ethnicity pay gap.	Our application to Advance HE was submitted in July 2023 and a bronze award conferred in September 2023. We have an action plan that will take us to the next level.

Progress on 2023 Disability Pay Gap actions

What we said we'd do	What we did
Support delegates on the Calibre Leadership Programme to develop a five-year career action plan to support progression and raise their public profile.	The Calibre leadership programme has been in place since 2022. This reflects our commitment to developmental and promotion opportunities within our succession plan. We currently support two delegates. The EDI team track the progress of participants on the programme and delegates are encouraged to blog about their experience of the programme which is shared on Connect to help inspire others.
Use the disability survey and focus groups conducted in 2022/23 to identify barriers that disabled staff have identified, e.g. improving the management of reasonable adjustments.	We commissioned the Business Disability Forum to run a survey and focus groups in 2023. The results and feedback from these have been incorporated into the new reasonable adjustments policy. The aim of this policy is to achieve more consistency in workplace adjustments for disabled staff to remove barriers and develop an inclusive culture. The policy also supports managers to raise awareness of their responsibilities and enable them to provide the right support through the application of the passport model.
Run a campaign to increase the number of staff who declare their diversity data, including whether they have a disability, to improve our understanding of the disability, pay gap.	Following a campaign in September 2023 we experienced an increase in staff disability disclosure from 64% to 81%.
Conduct a full equal pay audit to improve our understanding of the causes of equality pay gaps and agree targeted actions with the EDI Steering Committee.	The equal pay audit consultants started work in December 2023 with the audit reported in February 2024. The recommendations have been included in the 2024 plan.

Appendix 2

Detailed gender pay gap data breakdown

Mean gender pay gap full time staff

Median gender pay gap full time staff

Mean gender pay gap part time staff

Median gender pay gap part time staff

Average hourly rate (£)

Year	Male	Female	Pay gap
2023	21.32	21.32	0.00
2022	20.47	20.20	1.33
2021	20.44	20.44	0.02
2020	19.9	19.9	0.00
2019	19.55	19.03	2.62
2018	19.17	18.66	2.62
2017	19.30	18.32	5.08

Male Female Pay gap

Mean gender pay gap FTC staff

Average hourly rate (£)

Year	Male	Female	Pay gap
2023	22.90	20.97	8.41
2022	20.76	19.26	7.24
2021	21.50	19.94	7.26
2020	20.22	19.50	3.57
2019	18.82	17.99	4.40
2018	18.93	17.64	6.82
2017	18.58	17.27	7.05

Male Female Pay gap

Mean gender pay gap permanent staff

Average hourly rate (£)

Year	Male	Female	Pay gap
2023	28.65	26.87	6.19
2022	27.22	25.51	6.28
2021	26.77	25.17	5.96
2020	26.29	24.69	6.10
2019	25.91	24.34	6.05
2018	25.44	23.85	6.23
2017	25.32	23.56	6.95

Male Female Pay gap

Median gender pay gap FTC staff

Average hourly rate (£)

Year	Male	Female	Pay gap
2023	21.32	20.78	2.57
2022	20.20	19.67	2.62
2021	19.90	19.90	0.00
2020	19.64	19.38	1.33
2019	19.03	19.03	0.01
2018	19.16	18.66	2.63
2017	18.79	18.30	2.61

Male Female Pay gap

Median gender pay gap permanent staff

Average hourly rate (£)

Year	Male	Female	Pay gap
2023	27.58	26.17	5.13
2022	26.41	24.92	5.67
2021	25.90	24.60	5.04
2020	25.28	23.98	5.12
2019	25.91	24.34	6.05
2018	24.79	24.02	3.08
2017	25.20	24.02	4.63

Male Female Pay gap

Mean gender pay gap academic staff

Average hourly rate (£)

Year	Male	Female	Pay gap
2023	28.33	27.32	3.58
2022	26.81	25.60	4.49
2021	27.53	26.94	2.17
2020	26.44	26.14	1.15
2019	26.09	25.69	1.52
2018	25.83	25.22	2.38
2017	24.99	24.82	0.67

Male Female Pay gap

Median gender pay gap academic staff

Average hourly rate (£)

Year	Male	Female	Pay gap
2023	26.19	24.85	5.12
2022	25.01	24.34	2.68
2021	27.13	27.13	0.00
2020	25.28	25.80	-2.06
2019	24.83	24.89	-0.26
2018	24.40	25.06	-2.70
2017	23.36	26.05	-11.53

Legend: Male, Female, Pay gap

Mean gender pay gap support staff

Average hourly rate (£)

Year	Male	Female	Pay gap
2023	24.35	21.72	10.81
2022	22.72	20.71	8.88
2021	25.52	23.98	6.03
2020	22.11	20.57	6.97
2019	20.94	19.29	7.90
2018	21.00	18.64	11.24
2017	21.21	18.46	12.97

Legend: Male, Female, Pay gap

Median gender pay gap support staff

Average hourly rate (£)

Year	Male	Female	Pay gap
2023	21.87	19.36	11.50
2022	19.78	17.80	10.05
2021	23.98	22.72	5.25
2020	19.15	17.98	6.10
2019	18.12	16.80	7.30
2018	18.24	16.47	9.71
2017	19.37	16.20	16.35

Legend: Male, Female, Pay gap

Further breakdown in ethnicity pay gap data

Mean ethnicity pay gap full time staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	28.85	25.86	11.58
2022	27.04	23.95	12.91
2021	26.81	24.19	9.77
2020	26.82	24.03	10.40
2019	26.11	22.93	12.18
2018	25.63	22.71	11.39
2017	26.02	22.09	15.12

Legend: White, BAME, Pay gap

Median ethnicity pay gap full time staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	27.58	24.78	11.30
2022	26.41	23.05	14.59
2021	26.02	23.34	10.30
2020	26.82	24.03	10.40
2019	25.56	21.15	17.26
2018	25.60	21.29	16.85
2017	27.30	20.40	25.28

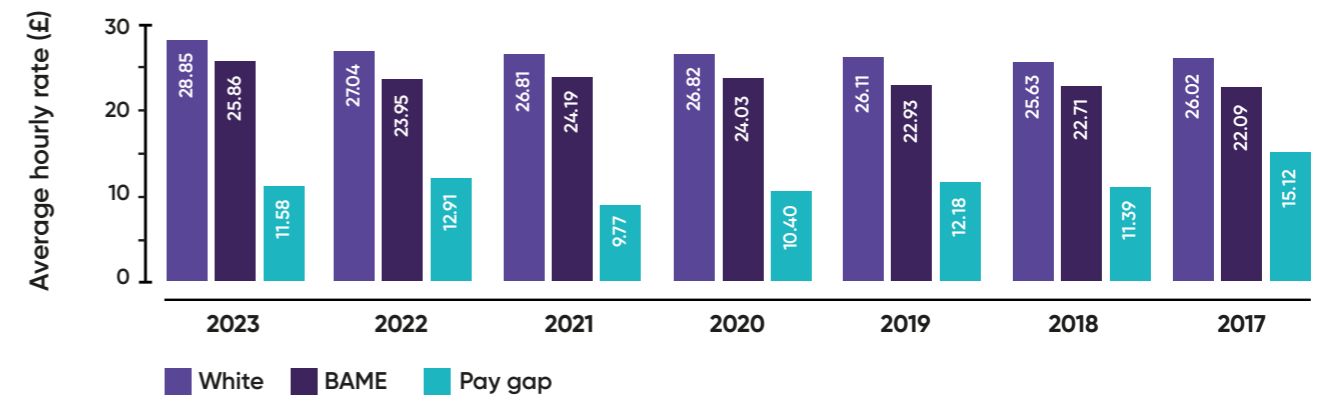Legend: White, BAME, Pay gap

Mean ethnicity pay gap part time staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	24.55	22.29	10.13
2022	23.29	21.21	8.90
2021	23.99	21.76	9.30
2020	22.32	19.71	11.68
2019	20.99	18.27	12.97
2018	20.55	17.93	12.74
2017	21.35	17.98	15.77

Legend: White, BAME, Pay gap

Median ethnicity pay gap part time staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	22.42	21.32	5.14
2022	21.31	20.20	5.21
2021	21.89	20.44	6.62
2020	20.44	19.37	5.21
2019	19.54	19.03	2.63
2018	19.68	18.66	5.20
2017	20.92	18.29	12.59

White | BAME | Pay gap

Mean ethnicity pay gap FTC staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	23.49	22.08	6.41
2022	21.73	20.15	7.85
2021	22.70	21.18	6.70
2020	20.49	18.83	8.08
2019	19.25	17.35	9.86
2018	19.21	17.03	11.36
2017	19.76	16.12	18.42

White | BAME | Pay gap

Mean ethnicity pay gap permanent staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	29.10	26.06	11.69
2022	27.55	24.53	12.31
2021	26.94	24.24	10.02
2020	26.57	23.54	11.40
2019	26.09	23.22	11.00
2018	25.49	22.87	10.26
2017	25.70	22.56	12.21

White | BAME | Pay gap

Median ethnicity pay gap FTC staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	21.32	20.80	2.50
2022	20.20	19.92	1.41
2021	20.44	20.41	0.15
2020	19.37	19.37	0.00
2019	19.03	19.03	0.01
2018	19.16	18.66	2.63
2017	19.83	16.32	17.70

White | BAME | Pay gap

Median ethnicity pay gap permanent staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	28.90	24.88	16.16
2022	27.14	23.69	14.57
2021	26.74	23.94	10.48
2020	26.58	22.11	16.80
2019	25.56	22.32	12.68
2018	25.75	21.84	15.19
2017	27.30	21.49	21.27

White | BAME | Pay gap

Mean ethnicity pay gap academic staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	28.46	26.67	6.70
2022	27.19	24.66	10.26
2021	28.21	26.03	7.75
2020	27.17	25.38	6.60
2019	26.64	25.20	5.39
2018	25.99	25.3	2.67
2017	26.36	25.07	4.87

White | BAME | Pay gap

Median ethnicity pay gap academic staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	26.86	24.71	8.71
2022	26.41	23.11	14.30
2021	29.04	25.34	12.75
2020	27.13	23.98	11.6
2019	26.27	23.56	10.32
2018	26.12	25.06	4.09
2017	27.52	26.05	5.34

Legend: White | BAME | Pay gap

Mean ethnicity pay gap support staff

Average hourly rate (£)

Year	White	BAME	Pay gap
2023	25.42	22.54	12.77
2022	23.86	21.21	12.47
2021	23.72	21.46	9.54
2020	22.40	19.79	11.65
2019	21.53	18.53	13.95
2018	21.09	18.31	13.21
2017	21.96	17.97	18.19

Legend: White | BAME | Pay gap

Median ethnicity pay gap support staff

Average hourly rate (£)

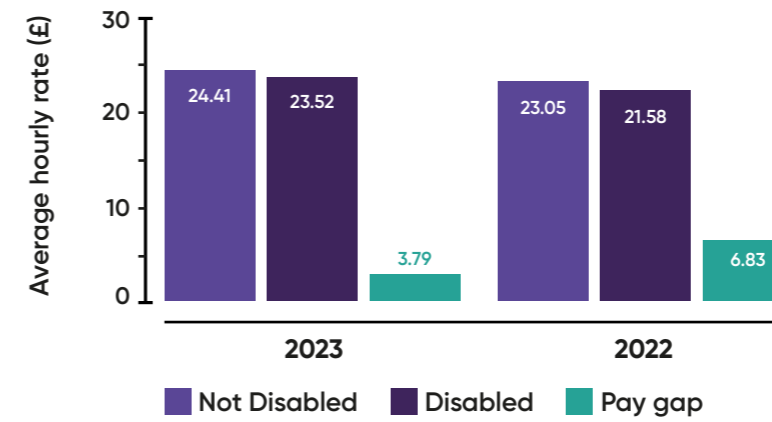| Year	White	BAME	Pay gap
2023	21.92	19.89	10.17
2022	20.22	18.72	7.98
2021	20.44	18.92	7.42
2020	19.41	17.54	9.61
2019	18.58	16.79	9.64
2018	18.22	16.46	9.64
2017	19.36	16.20	16.35

Legend: White | BAME | Pay gap

Further breakdown in disability pay gap data

Mean disability pay gap support staff

Average hourly rate (£)

Year	Not Disabled	Disabled	Pay gap
2023	24.41	23.52	3.79
2022	23.05	21.58	6.83

Legend: Not Disabled | Disabled | Pay gap

Median disability pay gap support staff

Average hourly rate (£)

Year	Not Disabled	Disabled	Pay gap
2023	21.45	20.82	3.00
2022	19.71	19.71	0.00

Legend: Not Disabled | Disabled | Pay gap

Mean disability pay gap academic staff

Average hourly rate (£)

Year	Not Disabled	Disabled	Pay gap
2023	28.61	28.13	1.72
2022	27.84	26.22	6.17

Legend: Not Disabled | Disabled | Pay gap

Median disability pay gap academic staff

Average hourly rate (£)

2023: Not Disabled 27.58, Disabled 26.86, Pay gap 2.70
2022: Not Disabled 27.14, Disabled 25.72, Pay gap 5.55

Not Disabled | Disabled | Pay gap

Mean disability pay gap FTC staff

Average hourly rate (£)

2023: Not Disabled 23.53, Disabled 23.57, Pay gap −0.16
2022: Not Disabled 21.91, Disabled 20.49, Pay gap 6.91

Not Disabled | Disabled | Pay gap

Mean disability pay gap permanent staff

Average hourly rate (£)

2023: Not Disabled 27.98, Disabled 27.94, Pay gap 0.12
2022: Not Disabled 26.56, Disabled 25.99, Pay gap 2.19

Not Disabled | Disabled | Pay gap

Median disability pay gap FTC staff

Average hourly rate (£)

2023: Not Disabled 21.32, Disabled 21.32, Pay gap 0.00
2022: Not Disabled 21.28, Disabled 19.95, Pay gap 6.63

Not Disabled | Disabled | Pay gap

Median disability pay gap permanent staff

Average hourly rate (£)

2023: Not Disabled 26.76, Disabled 28.30, Pay gap −5.43
2022: Not Disabled 25.72, Disabled 25.72, Pay gap 0.00

Not Disabled | Disabled | Pay gap

Mean disability pay gap full time staff

Average hourly rate (£)

2023: Not Disabled 27.71, Disabled 27.97, Pay gap −0.95
2022: Not Disabled 26.02, Disabled 25.71, Pay gap 1.23

Not Disabled | Disabled | Pay gap

Median disability pay gap full time staff

Average hourly rate (£)

2023: Not Disabled 26.76, Disabled 27.52, Pay gap −2.75
2022: Not Disabled 24.92, Disabled 25.72, Pay gap −3.12

Legend: Not Disabled, Disabled, Pay gap

Mean disability pay gap part time staff

Average hourly rate (£)

2023: Not Disabled 24.55, Disabled 23.29, Pay gap 5.43
2022: Not Disabled 23.93, Disabled 21.78, Pay gap 9.86

Legend: Not Disabled, Disabled, Pay gap

Median disability pay gap part time staff

Average hourly rate (£)

2023: Not Disabled 22.47, Disabled 21.66, Pay gap 3.74
2022: Not Disabled 23.11, Disabled 20.20, Pay gap 14.40

Legend: Not Disabled, Disabled, Pay gap