

# Gender, Ethnicity and Disability Pay Gap Report 2025



# Executive Summary

This report provides the consolidated analysis of London South Bank University (LSBU), and South Bank Colleges (SBC) pay gaps for data snapshots of 31 March 2024.

Our 2024 LSBU data shows:

- A median Gender Pay Gap of 7.5% (below the national and HE benchmarks) driven mainly by the significant pay gap for professional services staff
- A median Ethnicity Pay Gap of 12.5% (above the national and HE benchmarks) driven mainly by the significant pay gap for academic staff
- A median Disability Pay Gap of -2.6% (in favour of disabled staff and in contrast to the national and HE benchmarks).

Our 2024 SBC pay gaps show:

- A median Gender Pay Gap of 9.3% (below national benchmark)
- A median Ethnicity Pay Gap of 18.9% (above national benchmark)
- A median Disability Pay Gap of 6.0% (below the national benchmark)

Due to the smaller workforce size at South Bank Academies (SBA), pay gap calculations are not available but key trends in representation data are reported.

The report also provides a review and summary of our successes and future actions to address our gender, ethnicity and disability pay gaps. These include the decision to accelerate our reporting to provide more timely, in-year reporting going forward meaning that March 2025 pay gaps will be calculated and analysed by late summer 2025.

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## Foreword



With LSBU Group's mission being to challenge social and economic inequality, we have inclusion at our core and celebrate being a diverse and vibrant community where our differences are

a source of strength. As part of this, we aim to practise for our staff what we deliver for our students and wider community and in looking at our pay gaps, we are challenged to consider how our staffing represents our equality, diversity and inclusion (EDI) aims.

This report provides the first joint annual Pay Gap Report across LSBU Group, presenting the March 2024 pay gaps from both London South Bank University (LSBU) and South Bank Colleges (SBC). Pay gap calculations have not been undertaken for South Bank Academies (SBA) due to the small size of their staff cohort, although their representation data is reflected on where relevant to identify shared challenges.

This consolidated report reflects the ongoing evolution of our Group's shared People & Culture function and supports our ambitions to work together to address common challenges and share good practice across the Group. The progress and success of our previous actions, including:

- reduction of gender pay gaps for LSBU academic staff, following the improved representation of female academics at Professor level as a result of our targeted Academic Promotions support

- reduction of ethnicity pay gaps for LSBU professional services staff, supported by targeted recruitment and development for ethnic minority candidates and staff

The report sits alongside our EDI Annual Report to reflect on the progress and ongoing priorities of our EDI work, with the most significant findings to address from this report being:

- to increase ethnic minority representation in senior roles at SBC and in senior academic roles at LSBU
- to increase the overall representation of disabled staff across the Group, and
- to increase staff self-declaration rates of disability at SBC and both ethnicity and disability at SBA.

A practical action to emerge from this report is the decision to prioritise more timely pay gap analysis, recognising the 12-month time lag often created by the statutory Gender Pay Gap reporting deadline. In reflecting on the pace of change being seen across the Group, we are therefore reducing our reporting timeframe to be able to reflect on changes in-year so data can best inform our annual evaluation and action planning.

**Alex Bush**

Chief People and Legal Officer

## Introduction

Annual Pay Gap reporting provides indicators as to the distribution of staff in an organisation's workforce to help identify areas of under-representation. Calculations do not fully account for the size of marginalised or minority groups but reflects their relative positioning in the organisation (i.e. in higher or lower paid roles).

Pay Gap calculations use snapshot data from 31st March in each year reported. Only Gender Pay Gaps are currently mandated by government, but for several years, LSBU has reported on Ethnicity and Disability Pay Gaps alongside gender, which SBC began in 2023. Gender data has been collected following the methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which we have mirrored for ethnicity and disability.

# LSBU Gender Pay Gaps

As of March 2024, LSBU staff are 55% female, which has remained a steady proportion from 2023, despite a 5% decrease in overall staffing numbers (from 1,881 in 2023 to 1,783 in 2024).

## LSBU overall gender pay gaps

The overall mean gender pay gap (Table1) has continued to increase slightly over the past three years to 7.48%, while the median (Table 2) has increased slightly this year to 7.5% after a noticeable decrease in 2023 but remaining encouragingly below both the national (14.2%) and HE-sector (12.0%) benchmarks.

|               | 2022  | 2023  | 2024  |
|---------------|-------|-------|-------|
| Male (£/hr)   | 25.04 | 26.69 | 27.87 |
| Female (£/hr) | 23.27 | 24.77 | 25.79 |
| % difference  | 7.1   | 7.2   | 7.5   |

Table 1: Overall Mean Gender Pay Gap

|               | 2022                                      | 2023  | 2024  |
|---------------|-------------------------------------------|-------|-------|
| Male (£/hr)   | 23.11                                     | 24.22 | 25.56 |
| Female (£/hr) | 20.75                                     | 22.46 | 23.64 |
| % difference  | 10.2                                      | 7.3   | 7.5   |
| Benchmarks    | 12.0% (HE sector, 2023), 14.2% (UK, 2023) |       |       |

Table 2: Overall Median Gender Pay Gap

Our gaps are explained by the representation of male and female staff across different pay quartiles (numbers in Chart 1, and percentages in Chart 2). Perfect equity would show equal numbers of male and female staff, and 25% representation of each in each pay quartile. While we have more female staff overall at LSBU, they are overrepresented in the lower pay quartile, and slightly underrepresented in the upper and upper middle pay quartiles.

Chart 1: Male and Female Staff (#) in Pay Quartiles

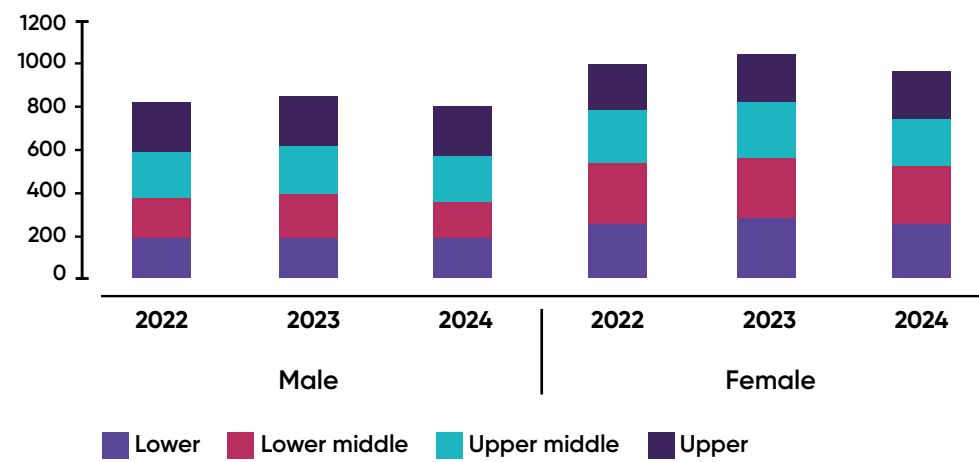
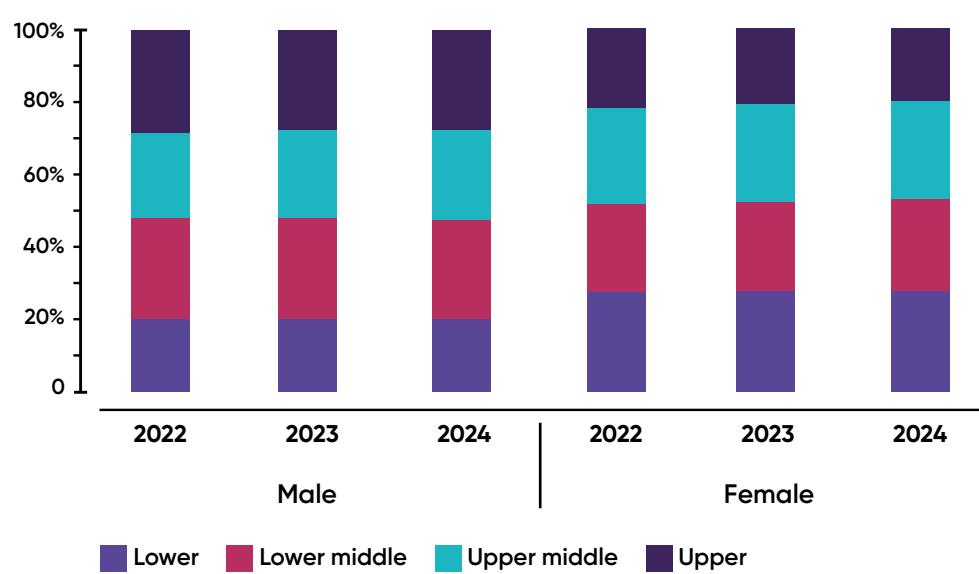


Chart 2: Male and Female Staff (%) in Pay Quartiles



## LSBU gender pay gaps by academic vs professional services

In looking at the differences between academic and professional services staff pay, data shows consistently higher hourly pay for academic compared with professional services staff.

For staff on academic contracts, both the mean (Table 3) and median (Table 4) gender pay gaps are encouragingly low, with the mean having decreased to 2.7% and the median having increased slightly to 5.3%.

For staff on professional services contracts, both the mean (Table 3) and median (Table 4) are significantly higher than for academic staff, at 12.2% and 11.3% respectively. While the mean has increased for professional services staff, the median has shown a small but encouraging decrease.

**Table 3: Mean Gender Pay Gap by Academic vs Professional Services**

|               | Academic staff |       |       | Professional Services staff |       |       |
|---------------|----------------|-------|-------|-----------------------------|-------|-------|
|               | 2022           | 2023  | 2024  | 2022                        | 2023  | 2024  |
| Male (£/hr)   | 26.81          | 28.33 | 29.37 | 22.72                       | 24.35 | 25.81 |
| Female (£/hr) | 25.6           | 27.32 | 28.57 | 20.71                       | 21.72 | 22.66 |
| % difference  | 4.5            | 3.6   | 2.7   | 8.9                         | 10.8  | 12.2  |

**Table 4: Median Gender Pay Gap by Academic vs Professional Services**

|               | Academic staff |       |       | Professional Services staff |       |       |
|---------------|----------------|-------|-------|-----------------------------|-------|-------|
|               | 2022           | 2023  | 2024  | 2022                        | 2023  | 2024  |
| Male (£/hr)   | 25.01          | 26.19 | 27.81 | 19.78                       | 21.87 | 22.44 |
| Female (£/hr) | 24.34          | 24.85 | 26.33 | 17.8                        | 19.36 | 19.90 |
| % difference  | 2.7            | 5.1   | 5.3   | 10.1                        | 11.5  | 11.3  |

## LSBU gender bonus gaps

Only very small numbers of staff receive bonus payments at LSBU, with just 23 receiving bonuses in the reporting period (increased from 18 in 2023): 10 men and 13 women, which equates to 1.2% of male staff and 1.3% of female staff.

Due to these small numbers, the amount and difference in bonus pay has fluctuated over the past three years, with the mean bonus difference now being very significantly higher for women (at -32.1%) and the median being slightly higher for women (at -7.8%).

**Table 5: Mean Gender Bonus Gap**

|              | 2022   | 2023   | 2024   |
|--------------|--------|--------|--------|
| Male (£)     | 676.36 | 654.55 | 354.42 |
| Female (£)   | 639.73 | 828.8  | 468.30 |
| % difference | 5.4    | -26.6  | -32.1  |

**Table 6: Median Gender Bonus Gap**

|              | 2022 | 2023   | 2024   |
|--------------|------|--------|--------|
| Male (£)     | 600  | 514.32 | 347.07 |
| Female (£)   | 600  | 827.48 | 374.11 |
| % difference | 0    | -60.9  | -7.8   |

# LSBU Ethnicity Pay Gaps

As of March 2024, 41% of LSBU staff are from an ethnic minority background, reflecting well the ethnic diversity of London (46% ethnic minority). Self-declaration of staff ethnicity is steadily high (around 90%) meaning only a small percentage of staff are excluded from ethnicity pay gap calculations.

## LSBU overall white/ethnic minority ethnicity pay gaps

The overall mean (Table 7) and median (Table 8) ethnicity pay gaps have increased in 2024 to 12.8% and 12.5% respectively, after a decrease the previous year. Disappointingly, this reflects a higher median than both the national (5.8%) and HE sector (3.9%) benchmarks showing a need for improvement here.

Table 7: Overall Mean Ethnicity Pay Gap

|                        | 2022  | 2023  | 2024  |
|------------------------|-------|-------|-------|
| White (£/hr)           | 25.84 | 27.33 | 28.51 |
| Ethnic minority (£/hr) | 23.10 | 24.87 | 24.87 |
| % difference           | 10.6  | 9.0   | 12.8  |

Table 8: Overall Median Ethnicity Pay Gap

|                        | 2022                                     | 2023  | 2024  |
|------------------------|------------------------------------------|-------|-------|
| White (£/hr)           | 24.26                                    | 24.32 | 26.33 |
| Ethnic minority (£/hr) | 21.28                                    | 23.01 | 23.05 |
| % difference           | 12.3                                     | 5.4   | 12.5  |
| Benchmarks             | 3.9% (HE sector, 2023), w5.8% (UK, 2020) |       |       |

These gaps can be explained by the representation of white and ethnic minority staff across different pay quartiles (numbers in Chart 3, and percentages in Chart 4). Perfect equity would show proportionate numbers of white and ethnic minority staff split evenly across each of the four pay quartiles. While, encouragingly, LSBU has overall good representation of ethnic minority staff, which has increased steadily over the past three years, this increase has been mostly in the lower pay quartile. This means we continue to see ethnic minority staff being significantly overrepresented in the lower pay quartile and underrepresented in the upper pay quartile.

Chart 3: White and Ethnic Minority Staff (#) in Pay Quartiles

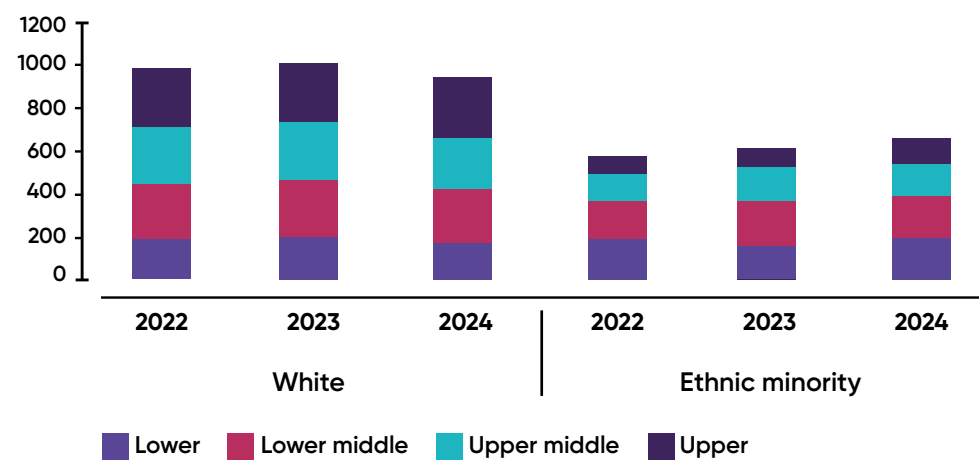
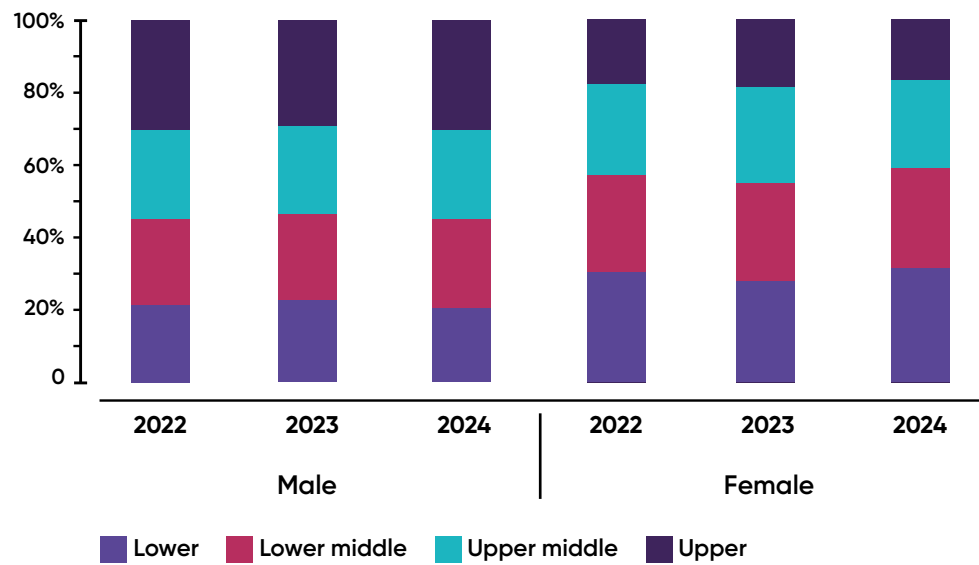


Chart 4: White and Ethnic Minority Staff (%) in Pay Quartiles





## LSBU ethnicity pay gaps by academic vs professional services

For staff on academic contracts, both the mean (Table 9) and median (Table 10) ethnicity pay gaps are significantly higher than for professional services staff, having both increased (to 17.2% and 22.1% respectively), reflecting an ongoing need to increase positive action for ethnic minority staff in senior academic recruitment and promotion. For staff on professional services contracts, the mean (Table 9) and median (Table 10) have decreased, with the mean at 4.9% and the median at -2.7% (meaning a gap in favour of ethnic minority staff).

Table 9: Mean Ethnicity Pay Gap by Academic vs Professional Services

|                        | Academic staff |       |       | Professional Services staff |       |       |
|------------------------|----------------|-------|-------|-----------------------------|-------|-------|
|                        | 2022           | 2023  | 2024  | 2022                        | 2023  | 2024  |
| White (£/hr)           | 27.19          | 28.46 | 30.04 | 23.86                       | 25.42 | 26.16 |
| Ethnic minority (£/hr) | 24.66          | 26.67 | 24.87 | 21.21                       | 22.54 | 24.87 |
| % difference           | 9.3            | 6.3   | 17.2  | 11.1                        | 11.3  | 4.9   |

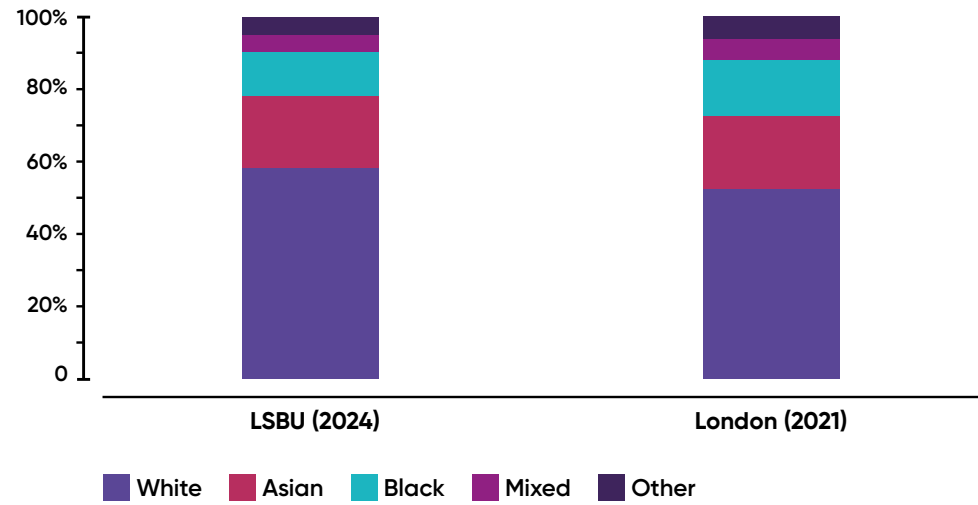
Table 10: Median Ethnicity Pay Gap by Academic vs Professional Services

|                        | Academic staff |       |       | Professional Services staff |       |       |
|------------------------|----------------|-------|-------|-----------------------------|-------|-------|
|                        | 2022           | 2023  | 2024  | 2022                        | 2023  | 2024  |
| White (£/hr)           | 26.41          | 26.86 | 29.60 | 20.22                       | 21.92 | 22.44 |
| Ethnic minority (£/hr) | 23.11          | 24.71 | 23.05 | 18.72                       | 19.89 | 23.05 |
| % difference           | 12.5           | 8.0   | 22.1  | 7.4                         | 9.2   | -2.7  |

## LSBU ethnicity pay gaps by all ethnic groups

LSBU has consistently had fairly good ethnic representation of staff against the London benchmark (Chart 6) with 2024 data showing larger than benchmark representation of both White and Black groups, but slightly smaller than benchmark representation of Asian, Mixed and Other ethnic groups.

Chart 5: Ethnic Groups (%) LSBU vs Benchmark



In looking at just 2024, pay gaps between ethnic groups show that our mean pay gap (Table 11) is most significant for our Black group (at 14.0%) and our median ethnicity pay gaps (Table 12) are most significant for both Black and Other ethnic groups (at 12.6% and 14.7% respectively).



Table 11: Mean Ethnicity Pay Gaps for All Ethnic Groups (2024)

|                       | White | Asian | Black | Mixed | Other ethnic group | Ethnic minority overall |
|-----------------------|-------|-------|-------|-------|--------------------|-------------------------|
| Hourly pay (£)        | 28.51 | 25.04 | 24.53 | 25.49 | 27.48              | 24.87                   |
| £ difference to White | 0.0   | 3.47  | 3.98  | 3.02  | 1.03               | 3.64                    |
| % difference to White | 0.0   | 12.2  | 14.0  | 10.6  | 3.6                | 12.8                    |

Table 12: Median Ethnicity Pay Gaps for All Ethnic Groups (2024)

|                       | White | Asian | Black | Mixed | Other ethnic group | Ethnic minority overall |
|-----------------------|-------|-------|-------|-------|--------------------|-------------------------|
| Hourly pay (£)        | 26.33 | 23.63 | 23.01 | 23.34 | 22.45              | 23.05                   |
| £ difference to White | 0.0   | 2.70  | 3.32  | 2.99  | 3.88               | 3.28                    |
| % difference to White | 0.0   | 10.3  | 12.6  | 11.4  | 14.7               | 12.5                    |

These differences can be explained by ethnic group representation across different pay quartiles (numbers in Chart 6, and percentages in Chart 7) where, most notably, White staff are overrepresented in the upper pay quartile, Asian staff are underrepresented in the upper pay quartile, and Black staff are both underrepresented in the upper pay quartile and overrepresented in the lower pay quartile.

Chart 6: Ethnic Groups (#) in Pay Quartiles (2024)

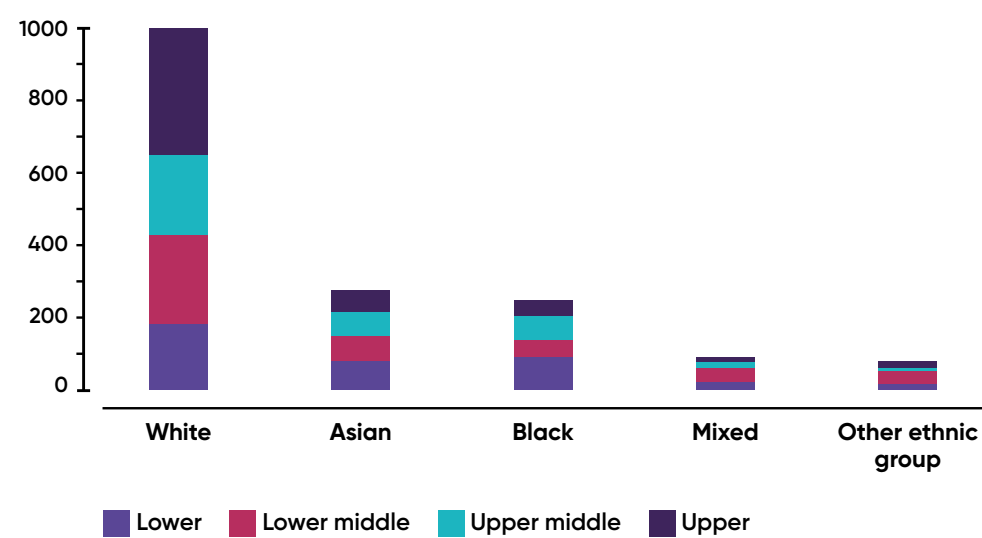
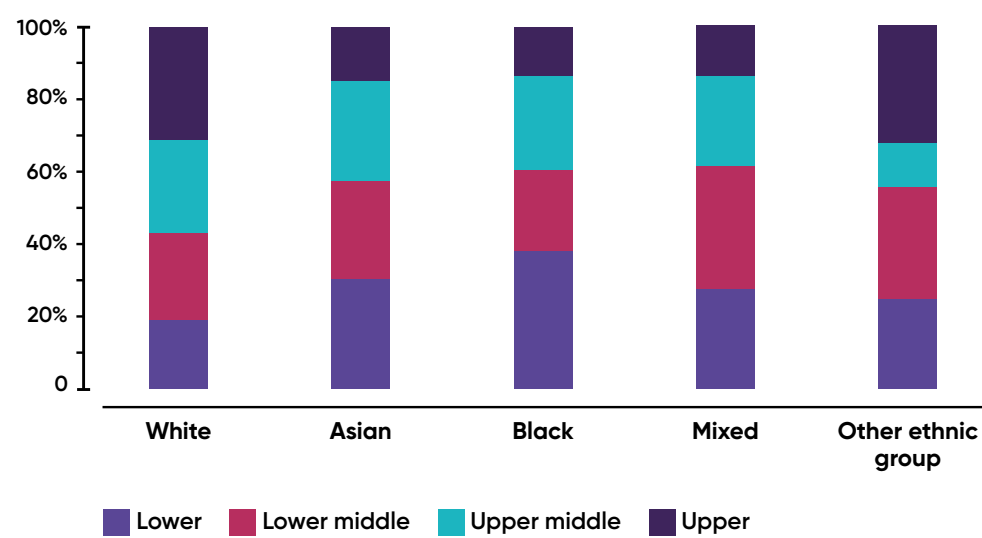


Chart 7: Ethnic Groups (%) in Pay Quartiles (2024)



## LSBU ethnicity bonus gaps

With only 23 LSBU staff receiving a bonus in the reporting period, numbers of ethnic minority staff in this group are too small to provide meaningful ethnicity bonus gap calculations.



# LSBU Disability Pay Gaps

As of March 2024, 10% of LSBU staff are disabled, showing significant underrepresentation compared to the working-age benchmark for the UK (22%, 2022). Self-declaration of staff disability is high after a steady year-on-year increase in disclosures (to 89% in 2024) meaning only a small percentage of staff are excluded from disability pay gap calculations.

## LSBU overall disability pay gaps

The overall mean disability pay gap (Table 13) has continued to decrease over the past three years to a very low 0.9%, while the median (Table 14) has reversed to be in favour of disabled staff (to -2.6% in 2024), encouragingly below both the national (12.7%) and HE-sector (5.9%) benchmarks.

Table 13: Overall Mean Disability Pay Gap

|                     | 2022  | 2023  | 2024  |
|---------------------|-------|-------|-------|
| Non-disabled (£/hr) | 25.54 | 26.81 | 27.43 |
| Disabled (£/hr)     | 24.47 | 26.53 | 27.19 |
| % difference        | 4.4   | 1.1   | 0.9   |

Table 14: Overall Mean Disability Pay Gap

|                     | 2022                                     | 2023  | 2024  |
|---------------------|------------------------------------------|-------|-------|
| Non-disabled (£/hr) | 24.34                                    | 24.32 | 24.99 |
| Disabled (£/hr)     | 23.09                                    | 25.83 | 25.66 |
| % difference        | 5.5                                      | -5.9  | -2.6  |
| Benchmarks          | 5.9% (HE sector, 2023), 12.7% (UK, 2023) |       |       |

These figures can be explained by representation of staff across the pay quartiles (numbers in Chart 8, and percentages in Chart 9) where, despite overall low (but increasing) representation, disabled staff are represented similarly evenly across the pay quartiles as non-disabled staff.

Chart 8: Non-Disabled and Disabled staff (#) in Pay Quartiles

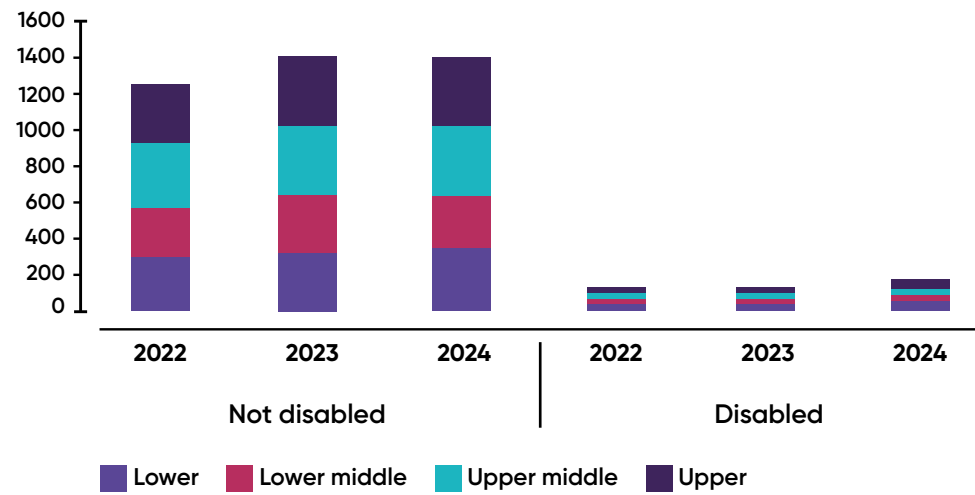
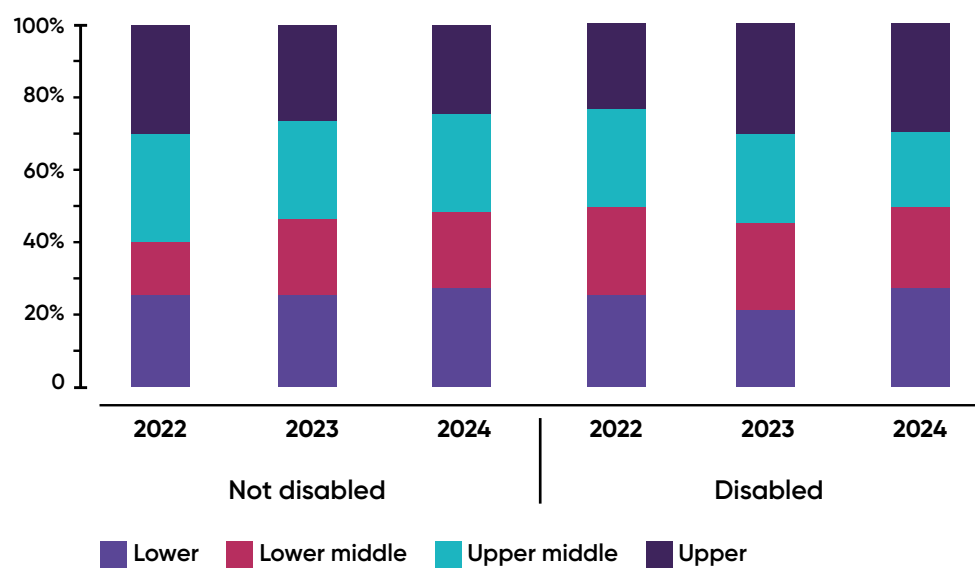


Chart 9: Non-Disabled and Disabled staff (%) in Pay Quartiles



## LSBU disability pay gaps by academic vs professional services

For staff on both academic and professional services contracts, the mean disability pay gap (Table 15) have decreased to just 1.7% and 1.2% respectively.

The median pay gap (Table 16) has decreased to just 1.2% for professional services staff and for academic staff has decreased then reversed (in favour of disabled staff) to -3.7%, reflecting relatively higher representation of disabled staff in higher pay grades.

Table 15: Mean Disability Pay Gap by Academic vs Professional Services

|                     | Academic staff |       |       | Professional Services staff |       |       |
|---------------------|----------------|-------|-------|-----------------------------|-------|-------|
|                     | 2022           | 2023  | 2024  | 2022                        | 2023  | 2024  |
| Non-disabled (£/hr) | 27.84          | 28.61 | 30.12 | 23.05                       | 24.41 | 24.26 |
| Disabled (£/hr)     | 26.22          | 28.13 | 29.61 | 21.58                       | 23.52 | 23.97 |
| % difference        | 6.2            | 1.7   | 1.7   | 6.8                         | 3.8   | 1.2   |

Table 16: Median Disability Pay Gap by Academic vs Professional Support

|                     | Academic staff |       |       | Professional Services staff |       |       |
|---------------------|----------------|-------|-------|-----------------------------|-------|-------|
|                     | 2022           | 2023  | 2024  | 2022                        | 2023  | 2024  |
| Non-disabled (£/hr) | 27.14          | 27.58 | 28.57 | 19.71                       | 21.45 | 21.31 |
| Disabled (£/hr)     | 25.72          | 26.86 | 29.66 | 19.71                       | 20.82 | 20.24 |
| % difference        | 5.6            | 2.7   | -3.7  | 0.0                         | 3.0   | 5.3   |

## LSBU disability bonus gaps

With only 23 LSBU staff receiving a bonus in the reporting period, self-declared disability numbers in this group are too small to provide meaningful disability bonus gap calculations.

## SBC Gender Pay Gaps

As of March 2024, SBC had 310 staff with a gender makeup of 65% female, 35% male. No bonuses have been paid over the past three years.

The overall mean gender pay gap (Table 17) has been consistently low and decreasing steadily over the past three years to -0.5% (in favour of women), while the median (Table 2) has fluctuated, increasing to 9.3% this year, remaining below the national (14.2%) benchmark.

Table 17: Overall Mean Gender Pay Gap

|               | 2022    | 2023 | 2024  |
|---------------|---------|------|-------|
| Male (£/hr)   | Unknown | 19.8 | 21.50 |
| Female (£/hr) | Unknown | 19.3 | 21.61 |
| % difference  | 3.8     | 2.8  | -0.5  |

Table 18: Overall Median Gender Pay Gap

|               | 2022             | 2023  | 2024  |
|---------------|------------------|-------|-------|
| Male (£/hr)   | Unknown          | 20    | 22.81 |
| Female (£/hr) | Unknown          | 18.87 | 20.7  |
| % difference  | 7.6              | 5.7   | 9.3   |
| Benchmark     | 14.2% (UK, 2023) |       |       |

These small gaps are explained by the representation of male and female staff across different pay quartiles (numbers in Chart 10, and percentages in Chart 11) where, despite male staff being underrepresented overall (Chart 10), they are represented similarly evenly across the pay quartiles to female staff (Chart 11).

Chart 10: Male and Female Staff (#) in Pay Quartiles

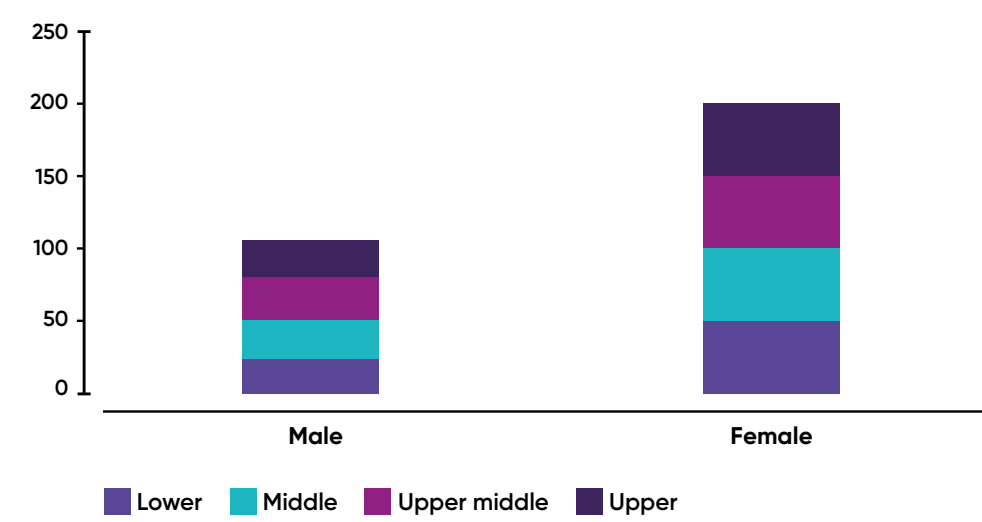


Chart 11: Male and Female Staff (%) in Pay Quartiles



## SBC Ethnicity Pay Gaps

As of March 2024, 63% of SBC staff are from an ethnic minority background, reflecting higher ethnic minority representation compared to London overall, due to particularly high representation of Black staff (47%). Self-declaration of staff ethnicity is high (at 92%) meaning only a small percentage of staff are excluded from ethnicity pay gap calculations.

The overall mean (Table 19) ethnicity pay gap has decreased to 11.4% since 2023 but the median (Table 20) has increased to 18.9%, both of which are significantly above the national benchmark of 5.8% showing a need for improvement here.

Table 19: Overall Mean Ethnicity Pay Gap

|                        | 2023    | 2024  |
|------------------------|---------|-------|
| White (£/hr)           | Unknown | 23.27 |
| Ethnic minority (£/hr) | Unknown | 20.62 |
| % difference           | 14.8    | 11.4  |

Table 20: Overall Median Ethnicity Pay Gap

|                        | 2023            | 2024  |
|------------------------|-----------------|-------|
| White (£/hr)           | Unknown         | 26.33 |
| Ethnic minority (£/hr) | Unknown         | 23.05 |
| % difference           | 13.9            | 18.9  |
| Benchmark              | 5.8% (UK, 2020) |       |

These gaps can be explained by the representation of white and ethnic minority staff across different pay quartiles (numbers in Chart 12, and percentages in Chart 13). While SBC has high ethnic minority representation overall, these staff are slightly overrepresented in both lower and lower middle pay quartiles, underrepresented in the upper middle pay quartile, and slightly underrepresented in the upper pay quartile.

Chart 12: White and Ethnic Minority Staff (#) in Pay Quartiles

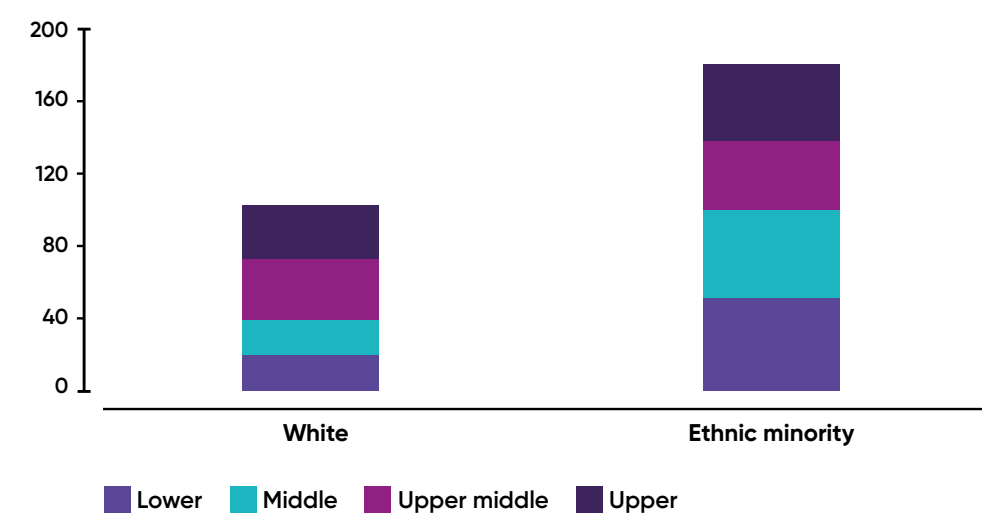
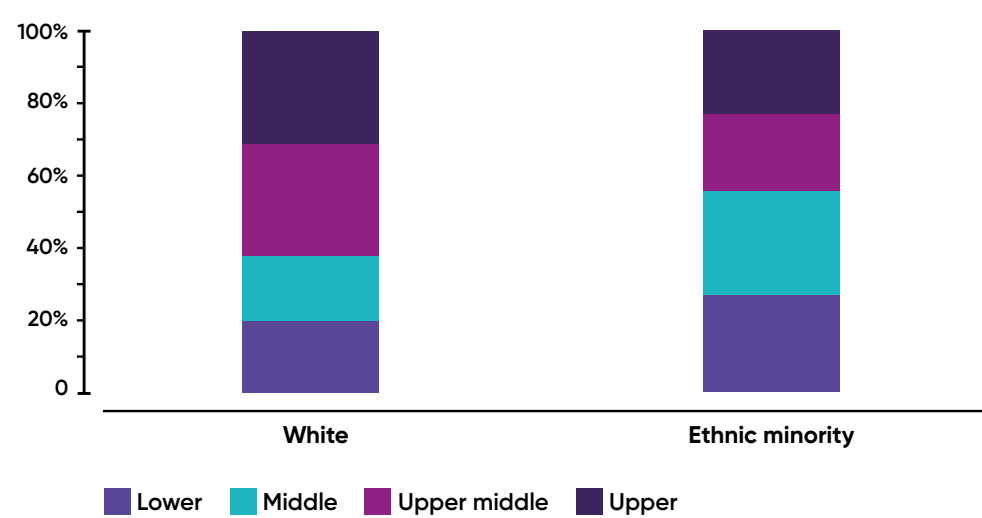


Chart 13: White and Ethnic Minority Staff (%) in Pay Quartiles



## SBC Disability Pay Gaps

As of March 2024, 9% of SBC staff are disabled, showing significant underrepresentation compared to the working-age benchmark for the UK (22%, 2022). Self-declaration of staff disability is fairly high at 82% meaning only a small percentage of staff are excluded from disability pay gap calculations.

2024 is the first year of SBC disability pay gap reporting and both the overall mean (Table 21) and median (Table 22) are encouragingly low at 6.4% and 6.0% respectively, well below the national benchmark at 12.7%.

Table 21: Overall Mean Disability Pay Gap

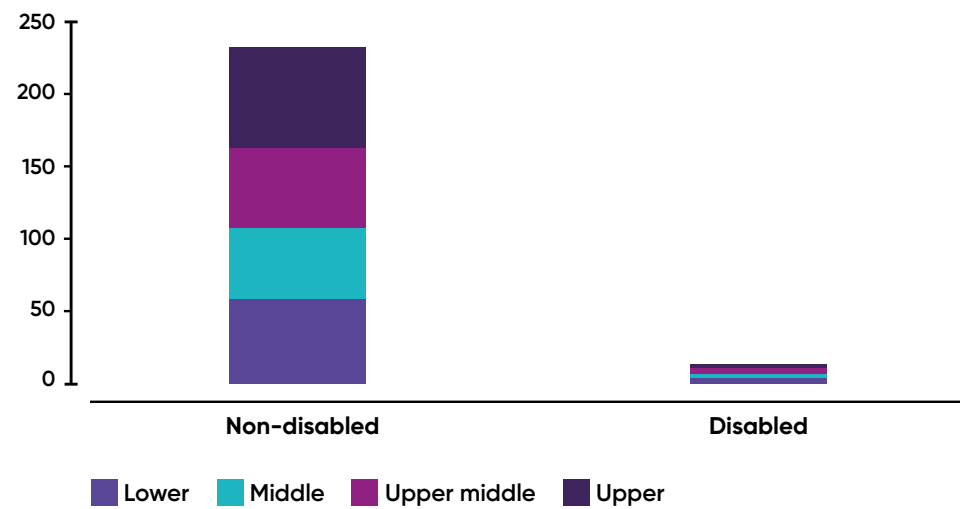
|                     | 2024  |
|---------------------|-------|
| Non-disabled (£/hr) | 21.88 |
| Disabled (£/hr)     | 20.47 |
| % difference        | 6.4   |

Table 22: Overall Median Disability Pay Gap

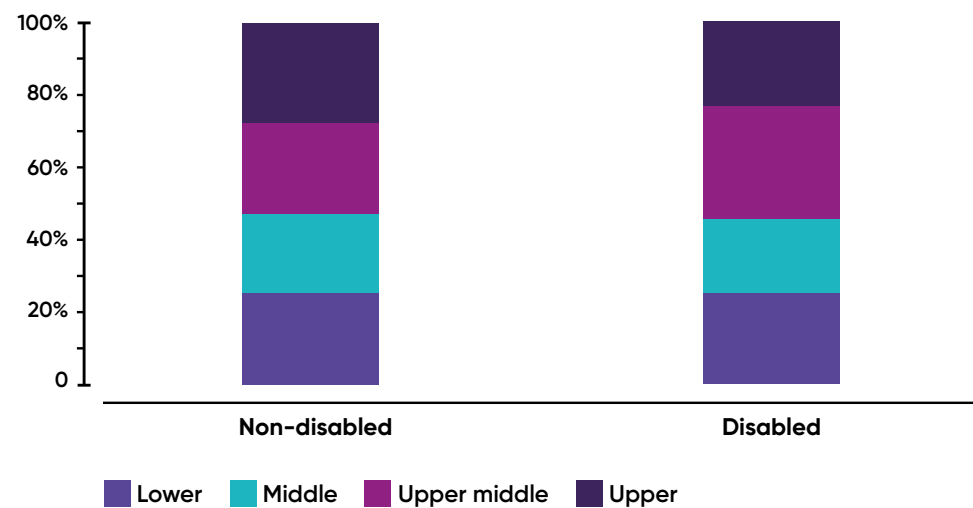
|                     | 2024             |
|---------------------|------------------|
| Non-disabled (£/hr) | 21.88            |
| Disabled (£/hr)     | 21.45            |
| % difference        | 6.0              |
| Benchmark           | 12.7% (UK, 2023) |

These figures can be explained by representation of staff across the pay quartiles (numbers in Chart 14, and percentages in Chart 15) which show disabled staff to be well represented in the upper middle pay quartile but underrepresented in the upper pay quartile.

**Chart 14: Non-Disabled and Disabled Staff (#) in Pay Quartiles**



**Chart 15: Non-Disabled and Disabled Staff (%) in Pay Quartiles**



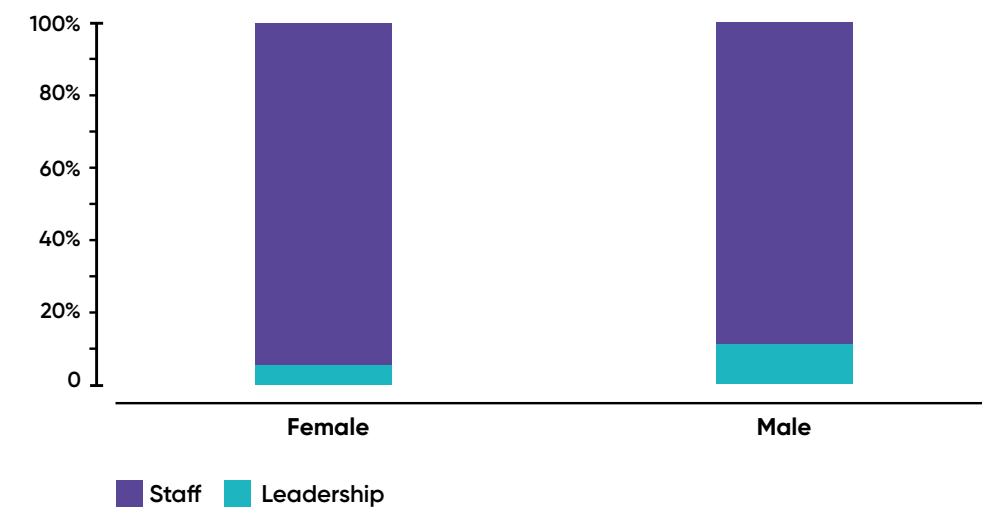
## SBA Gender, Ethnicity and Disability

While the size of SBA's workforce (80) is too small to produce meaningful pay gap calculations, we have reflected below on the workforce representation by gender, ethnicity and disability (data from March 2025).

### Gender at SBA

SBC's workforce is overall 58% female, but a higher proportion of male staff are represented in leadership (Chart 16).

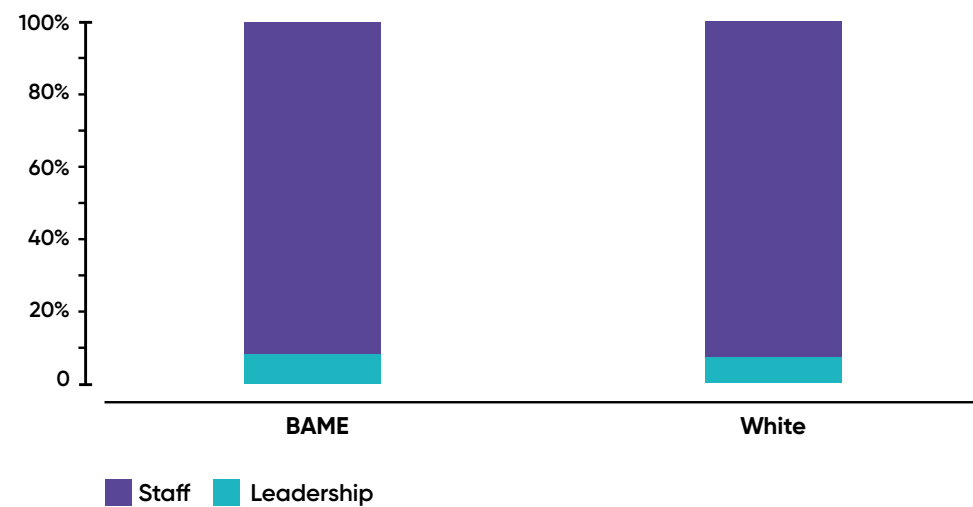
**Chart 16: Gender (%) by Staff and Leadership**



## Ethnicity at SBA

64% of SBA's staff are from an ethnic minority background, with fairly proportionate representation of White and ethnic minority staff in leadership (Chart 17). At SBC, however, only 51% of staff self-declare their ethnic group, meaning just under half of the workforce are not included in these figures.

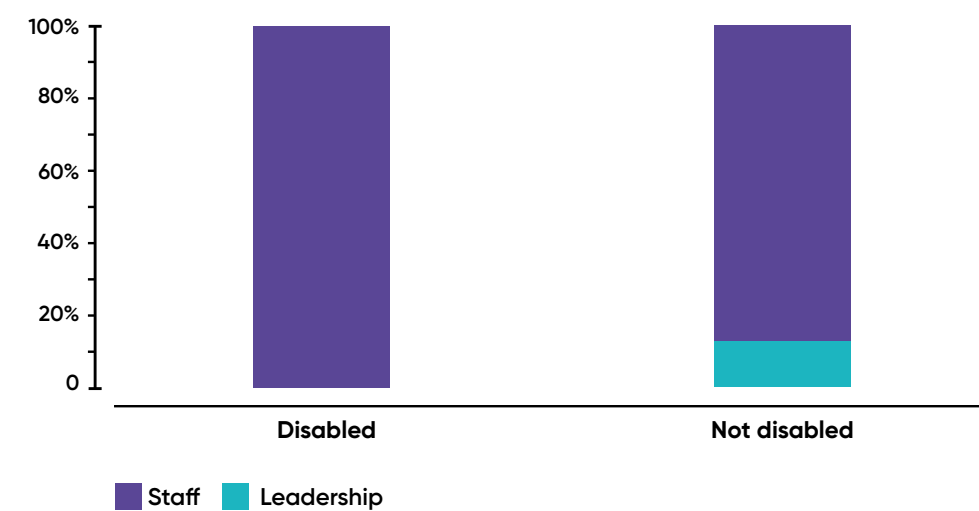
**Chart 17: Ethnicity (%) by Staff and Leadership**



## Disability at SBA

Only 3% of staff at SBA report having a disability which is significantly below the working-age benchmark for the UK (22%, 2022) and only 37% of staff self-declare whether they have a disability or not. Despite, therefore, there being no disabled staff currently represented in leadership (Chart 18), the key challenge is the lack of disability self-declaration.

**Chart 18: Disability (%) by Staff and Leadership**





# Success and Future Action on Pay Gaps

This report evidences some of the significant progress and impact we have seen from our previous pay gap actions, in addition to the ongoing challenges across our workforce. Our key pay gap-reducing programmes are reflected on below, highlighting areas of success as well as explaining how we will utilise these going forward to address the remaining gaps highlighted in this report.

## Academic promotions

**Success:** We have seen a positive reduction in the gender pay gap for academic staff at LSBU, to 2.7% mean and 5.3% median, as a result of our targeted work to support gender equality during the annual Academic Promotions exercise. By running targeted workshops for female academics and by providing a Personal Circumstances Procedure to take account of disabilities, leave periods (such as maternity leave) or caring responsibilities as part of an individual's application, we have seen a high success rate for women applications (41%, compared to a 30% success rate for men). This success has resulted in a steady increase in the size and proportion of female Professors to 53% in 2024, helping close the academic gender pay gap.

**Future action:** In the academic space, we have discontinued our targeted women's promotions workshops but continue to run targeted workshops for our ethnic minority academics, who remain underrepresented in senior academic roles. As of 2024, ethnic minority academics represent 25% of Professors and 31% of Associate Professors, which contributes to the 17.2% (mean) and 22.1% (median) academic ethnicity pay gap. This underrepresentation remains a priority in our Academic Promotions exercise, as well as in our wider race equality work (including leadership development and recruitment).

## Targeted leadership development

**Success:** For the past few years, we have taken action to address underrepresentation in senior roles (both for academic and professional services staff at LSBU) through supporting minority staff to attend targeted Leadership Development Programmes, including Advance HE's Aurora Programme (for female staff) and Diversifying Leadership (for ethnic minority staff), the standalone Calibre programme (for disabled staff) and Stonewall's leadership programme (for LGBT+ staff). Between 2021 and 2024, 46 staff members were supported on these programmes, with an overall progression rate of 37% for participants. Reflecting our ongoing challenge of ethnic minority underrepresentation in senior roles, we are particularly pleased that the highest promotion rate for participants was for those who completed the Diversifying Leadership (targeted ethnic minority) programme (see Table 23). This has supported the reduction in ethnicity pay gaps for professional services staff (to 4.9% mean and -2.7% median). For the 2024/25 current cohort of attendees, 4 of the 6 colleagues being sent on the Aurora Leadership Development Programme this year are women in professional services roles, where particular attention is needed due to the high gender pay gaps for these staff to 17.2% mean, 22.1% median in 2024.

Table 23: Participants on Minority Leadership Development Programmes (2021-2024)

| Leadership Development Programme | Participants | Promotions | Promotion rate |
|----------------------------------|--------------|------------|----------------|
| Aurora                           | 26           | 9          | 35%            |
| Calibre                          | 4            | 1          | 25%            |
| Diversifying Leadership          | 14           | 7          | 50%            |
| Stonewall                        | 2            | 0          | 0%             |
| Total                            | 46           | 17         | 37%            |



**Future Action:** From the 2024/25 year, we are investing significantly in our internal Leadership Development across the LSBU Group, with specialist consultants Roffey Park delivering our ‘Leading Strategic Capability’ programme to our Executive and their direct reports (30 people) and Shepherd’s Associates delivering our ‘Leading through Change’ programme to our senior leaders (80 people). EDI-specific focus groups were held with Staff Equality Network Chairs and others to support the design of the programmes and to ensure they support our leaders to lead, manage and develop people equitably and inclusively.

In this first pilot year, we see participation that mirrors the relative representation of underrepresented groups in our senior leadership cohorts (see Table 24), but as we roll this out in subsequent years, we will work with our Staff Equality Networks and EDI team to ensure that our leadership programme provides targeted positive action opportunities to develop and support staff from underrepresented groups – particularly academic ethnic minority staff and professional services female staff – into leadership roles to improve our representation and close our pay gaps.

Table 24: Internal Leadership Development Programme underrepresented groups (2024)

|                 | Leading Strategic Capability Programme | Leading through Change Programme |
|-----------------|----------------------------------------|----------------------------------|
| Female          | 36%                                    | 45%                              |
| Ethnic minority | 24%*                                   | 19%*                             |
| Disabled        | 0%*                                    | 6%*                              |

(Asterisked percentages include ‘unknown’ and ‘prefer not to say’ categories)

## Inclusive recruitment

**Success:** In November 2023, we began implementation of our Inclusive Recruitment Action Plan in response to previously identified challenges in our representation and pay gaps. The Action Plan included extensive work to formalise good practice in our recruitment processes, covering review and revision of:

- Job design, job description and person specification
- Advertising and attraction strategy
- Application Process
- Shortlisting
- Interviews and assessments
- Offer

As a result of this programme of work, we have seen particularly positive outcomes in the appointment of ethnic minority candidates (see Table 25), mirroring the London benchmark at 46% and above our existing staff representation of 35%.

Table 25: Recruitment Outcomes (Nov 2023– Nov 2024)

|                 | Applications | Appointments | LSBU (March 2024) | Benchmarks             |
|-----------------|--------------|--------------|-------------------|------------------------|
| Female          | 49%          | 57%          | 51%               | 51% (UK, ONS 2021)     |
| Ethnic minority | 71%          | 46%          | 35%               | 46% (London, ONS 2021) |
| Disabled        | 7%           | 9%           | 8%                | 22% (UK, APLFS 2022)   |

**Future action:** While we have seen positive recruitment of ethnic minority candidates, our ethnicity pay gaps show a need to continue improving ethnic minority representation in senior roles, particularly for academics. We will address this through recruitment (in our ongoing work to set high EDI expectations under our criteria for working with external recruitment providers), Academic Promotions and leadership development (see targeted actions above).

Despite minimal/reversed pay gaps for disabled staff (0.9% mean, -2.6% median), we have ongoing underrepresentation of disabled people in our workforce overall, compared to benchmarks. While appointments for disabled staff have been above our existing staff representation (9%, cf. 8%), further targeted recruitment actions, including case studies and communications on our recruitment webpages, are planned to enhance our representation of disabled staff.

## Self-declaration rates

**Success:** At LSBU and SBC, robust systems and targeted communications have resulted in high self-declaration rates of staff 'protected characteristics' in our systems (around 90% for both ethnicity and disability at LSBU and 92% for ethnicity and 82% for disability at SBC).

**Future action:** Self-declaration of protected characteristics is not as high at SBA (51% for ethnicity and 37% for disability) which limits the robustness of our data for identifying inequalities and designing positive action to address them. Going forward the EDI team will support SBA teams to roll our targeted communications to SBA staff to increase staff understanding, awareness, and confidence in self-declaring their protected characteristics.

# Data Notes

## Data sources

Data on staff protected characteristics are collected by LSBU, SBC and SBA in two ways: sex (required under Gender Pay Gap reporting requirements) is collected from the legal sex marker on staff ID documents provided during Right to Work checks at recruitment, and ethnicity and disability information is provided via staff self-declaration at recruitment or during employment. As such, not all staff may be included in ethnicity and disability calculations.

The ethnic groups of Asian, Black, Mixed, Other and White reflect our current demographic data collection undertaken in line with ONS and HESA categories. In this report, we use the term ethnic minority to refer to all non-White groups (i.e. Asian, Black, Mixed, and Other groups). We acknowledge the limitations of this single grouping as potentially failing to include (and therefore obscuring the visibility of) White ethnic minority groups and risking the homogenisation of diverse ethnic groups, so we provide further breakdowns where possible.

## Mean and median calculations

The mean and median are different types of averages within data and are used as standard to analyse pay gaps. Pay gap calculations are based on the hourly pay of staff, where staff are listed from highest to lowest hourly pay with key groups for analysis split into four even pay quartiles (lower, lower middle, upper middle, and upper). The mean is the average hourly pay for the group, adding up all hourly pay and dividing by the total, and the median is the middle hourly pay of the group, identifying the middle of the group.

The pay gap figure is the percentage difference between the dominant/majority group and the marginalised/minority group, i.e. female staff's hourly pay as a percentage of that of male staff, ethnic minority staff's hourly pay as a percentage of that of white staff, disabled staff's hourly pay as a percentage of that of non-disabled staff. Where figures are in the negative, this indicates a pay gap in favour of the minority/marginalised group.

As the mean can be skewed by particularly low or particularly high hourly pay, the median is considered a more accurate measure, and nationwide benchmarking focuses on the median.

## Benchmarking

Due to the timeframe of mandatory reporting, and the time taken to collate nationwide and sector data, our benchmarks inevitably rely on data a year or two behind our own data.

We have taken all our benchmarks for this report from the UCEA Intersectional Pay Gaps in Higher Education 2022-23 Report. As Gender Pay Gap reporting is mandated for all businesses over 250 staff, there are robust national benchmarks collated by government:

- UK median Gender Pay Gap: 14.2% (2023)
- Higher Education (HE) sector median Gender Pay Gap: 12.0% (2023)

As Ethnicity and Disability Pay Gaps are currently not nationally mandated or collated by, these benchmarks are based on surveying undertaken by UCEA:

- HE sector median Ethnicity Pay Gap: 3.9% (2023)
- UK median Ethnicity Pay Gap: 5.8% (2020)
- HE sector median Disability Pay Gap (from a sample HE institution): 5.9% (2023)
- UK median Disability Pay Gap: 12.7% (2023)

