



# Gender, Ethnicity and Disability Pay Gap Report 2024/25

## DMU and the pay gaps

“De Montfort University (DMU) has one of the most diverse staff and student populations of any HE institution in the UK – we are hugely proud of this, and equality for all is one of the cross-cutting themes of our Empowering University strategy. Our mission is to discover gateways of opportunity that empower students, staff and our community to create a fairer society, and empowering people is one of the four key pillars of our strategy. Championing diversity is at the heart of this – having a nurturing community which is inclusive, dynamic and draws on our diversity to challenge the status quo and to drive change. For us, aiming to have no pay or awarding gaps is a critical success factor for achieving this, and reflects our firm commitment to ensuring equitable opportunities and improving outcomes for all our staff and students.

“This summary, which outlines the current gender pay gap (GPG) at DMU, is a testament to our continued efforts to reduce the GPG. We are determined to continue to take proactive measures to narrow this gap in future years, placing equality, diversity and inclusion at the front and centre of everything we do.

“In 2018 we also took the decision to publish our ethnicity pay gap (EPG). We have again published this information, given that transparency is key as we continue to take steps to decolonise DMU and to ensure we are a fully inclusive university. As with the GPG, we know that we need to continue to take action to address the gap further.

“This year, in the interests of our continued efforts to enable equity and fairness for all, I am pleased to share DMU’s disability pay gap for the first time. It is positive to note that we have seen a consistently downward trend in our mean disability pay gap during the period since 2021, but as with our GPG and EPG, our clear aspiration is that we have no disability pay gap at all.

“We recognise that reducing our pay gaps will take time. However, we are confident that our commitment to change, as demonstrated in a range of measures that we are taking, will help us continue to achieve increased balance in these critical areas across all levels of our organisation.”

**Professor Katie Normington, Vice-Chancellor, De Montfort University**

# About the pay gaps

DMU is required to report its gender pay gap in accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (“the Regulations”). However, we are proud to share our figures, which have consistently been lower than the average for the sector, and to publicly state our intention to continue to further reduce and ultimately eliminate our pay gap. There is currently no mandatory reporting duty in respect of the ethnicity pay gap; however, in the interests of openness and transparency, DMU has chosen to also monitor and report its ethnicity pay gap as a voluntary initiative. This year DMU is also publishing its disability pay gap for the first time.

The pay gaps are not the same as ‘equal pay’. An equal pay analysis looks at whether men and women doing equal work are paid the same i.e. it is a direct comparison between the contractual terms (including pay) of two people of different sexes doing equal work.

## The gender pay gap (GPG):

The GPG shows the difference in pay between all men and all women in a workforce, expressed as a percentage of men’s earnings.

The gap is calculated by considering the difference between the average (the mean and median) pay of all men in the workforce and the average pay of all women. The mean pay is the average of the salaries of all employees by gender calculated as full-time equivalent salaries, while the median is the midpoint of pay on a scale from highest to lowest.

## The ethnicity pay gap (EPG):

Similarly, the ethnicity pay gap shows the difference in pay between white employees and Black, Asian and ethnically minoritised (also known as BAME) employees in the DMU workforce.

We are proud to be an employer with a particularly diverse workforce, representing a wide range of ethnicities, nationalities, backgrounds and cultures, reflecting the diversity of the city in which we are based. For reasons of simplicity and consistency the university has applied the same aggregated groupings methodology (i.e. between white and BAME staff) as prescribed by the mandatory GPG reporting duty for its reported figures. As part of our commitment to understanding our pay gaps we will ensure we review the government guidance on ethnicity pay gap reporting<sup>1</sup>, which suggests exploring how the pay gaps can impact different groups of people in a more nuanced and disaggregated manner.

## The disability pay gap (DPG):

The disability pay gap shows the difference in pay between staff who have declared they have a disability and those who have not – the latter group includes those who have confirmed they do not have a disability and also those who have not disclosed whether or not they have a disability, i.e. the disclosure rate is less than 100%.

<sup>1</sup>Ethnicity pay reporting: guidance for employers - GOV.UK ([www.gov.uk](http://www.gov.uk))

# Our pay gaps in 2024

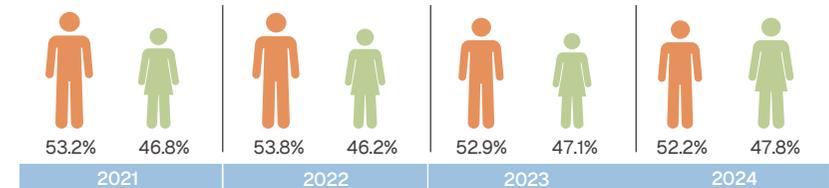
## The gender pay gap

For the pay period containing the 'snapshot' date of 31 March 2024, DMU has a mean GPG of **8.9%** and a median GPG of **8.4%**. There has been an overall downward trend since we began reporting in 2018, when the mean gap was 15% and the median gap was 23%. We also compare very favourably with the rest of the HE sector – UCEA data shows that in March 2023 the mean pay gap for other HE institutions was 13%<sup>2</sup>. However, the GPG at DMU has increased slightly since last year, driven by fluctuating numbers of hourly paid staff in roles at the lower pay grades.

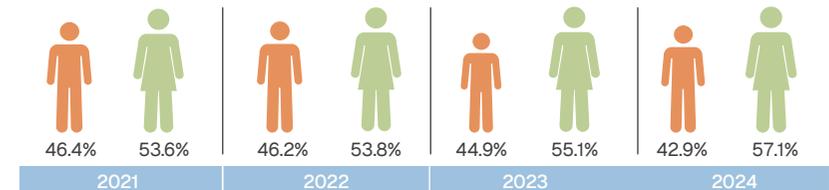
In accordance with the Regulations, we have also divided the total population of the workforce into quartiles: the lower quartile, lower middle, upper middle and upper quartile pay bands.

The percentages of males and females within each quartile are as follows:

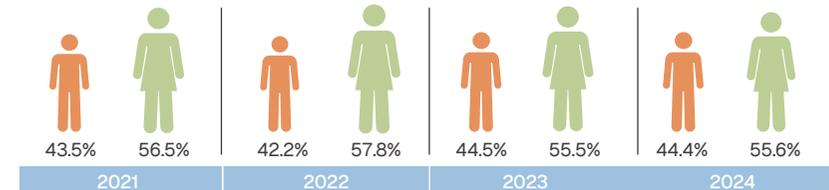
Top quartile:



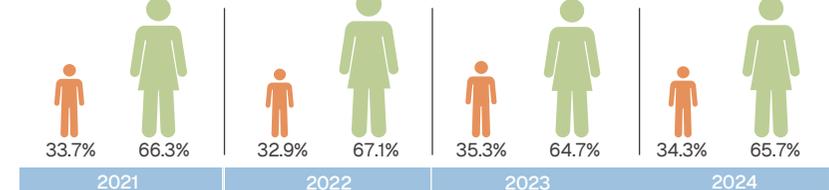
Upper middle quartile:



Lower middle quartile:



Lower quartile:



● Male ● Female

<sup>2</sup>Source: Summary figures for HEIs in England (excluding London and the South East), from UCEA's gender pay gap benchmarking tool for reporting year 2024, containing gender pay gap figures from the snapshot date of 31 March 2023

# Our pay gaps in 2024

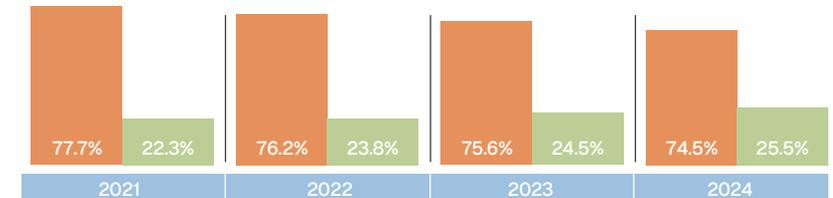
## The ethnicity pay gap

For the pay period containing the ‘snapshot’ date of 31 March 2024, DMU has a mean ethnicity pay gap of **7.4%** and a median ethnicity pay gap of **3.6%**. This represents an increase in the mean pay gap and decrease in the median pay gap from the previous year.

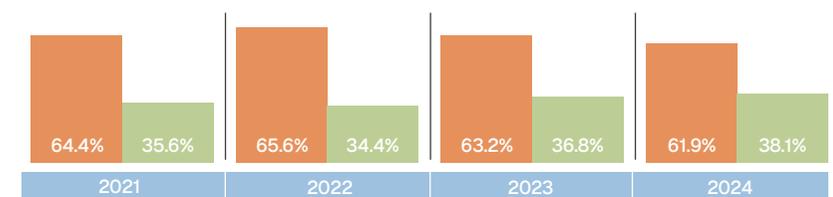
In line with our commitment to aim for a more diverse workforce, our overall staff population at DMU has changed since 2021, with the number of BAME employees steadily increasing. This year there has been a further small increase, from 31.5% in 2023 to 32.3% in 2024. It is likely that new starters coming into the university are impacting the pay gap as they will typically commence in post on the lowest salary point of the relevant pay grade. In addition, we know that academic salaried and senior staff have a higher overall EPG than other staff groups.

The quartile data for the ethnicity pay gaps is as follows:

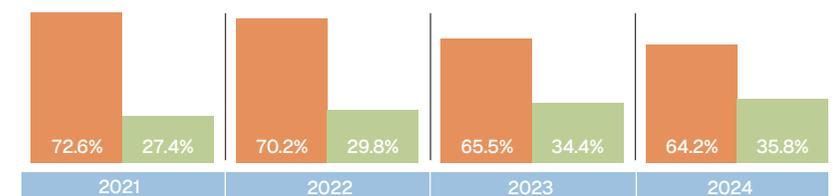
### Top quartile:



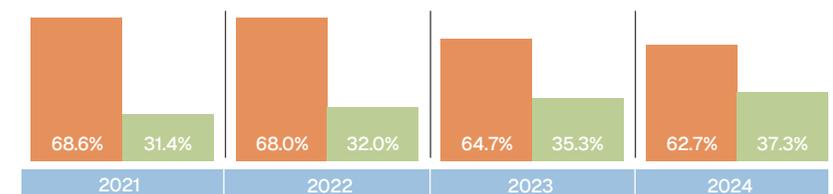
### Upper middle quartile:



### Lower middle quartile:



### Lower quartile:



● White ● Black, Asian and ethnically minoritised

# Our pay gaps in 2024

## The disability pay gap

The university has a current mean disability pay gap of 5.6% and a median of 2.9% (based on the same snapshot date of 31 March 2024 used for the GPG and EPG). The mean disability pay gap has consistently and steadily decreased each year since 2021 which is positive to note; however, the fact that the university does have a disability pay gap confirms that those employees with a disability at DMU earn less per hour on average than those with no declared disability. Therefore, it is important that work is done to understand more about why this is the case and what the university can do to address it.

## The bonus pay gap

The bonus pay gap is similar to the gender, ethnicity and disability pay gaps but looks specifically at the amounts paid on average by way of bonus pay (if any bonus pay has been paid) during the 12-month period.

At DMU the decision was taken in 2020 to cease paying bonuses, and therefore since then there has been no bonus pay gap data to report.

# Our commitment to equality

## Our EDI strategy and pay gaps taskforce

DMU launched its equality, diversity and inclusion (EDI) strategy on International Women's Day 2022. 'Equality for All' sets out a fresh approach to enable the university to value and celebrate the diversity of its staff and students and to foster a culture of inclusion. 'Enabling equity and fairness for all' is one of the strategy's main themes, and as part of this we will be looking to ensure that women and Black, Asian and ethnically minoritised staff are more equitably represented in manager and senior level roles.

The Empowering University strategy sets out a strategic ambition to eliminate gender and ethnicity pay gaps. The Equality for All strategy implementation plan set up a pay gaps taskforce in order to develop a pay gaps action plan to help achieve this.

The findings of the taskforce confirmed that there is no single cause of DMU's pay gaps and that cultural, operational and policy factors all play a part. **The pay gaps action plan** therefore sets out a range of activities across six themes: promotion and pay; recruitment and selection; inclusive leadership; work and life events; feedback and employee voice and development opportunities, and they align with and complement the actions of the Athena Swan and Race Equality Charters. The action plan is now being progressed with oversight from the People Services EDI Group, and whilst some of the actions will take time to make a difference (e.g. those linked to starting salaries, senior pay and progression, and rolling out the employee voice strategy) it is hoped that over time they will continue to remove potential barriers for women and for Black, Asian and ethnically minoritised staff, and ultimately help to reduce the pay gaps at DMU.

# Our commitment to equality

## Other activities to help address the pay gaps

In 2024, we submitted our **Athena Swan** charter mark renewal application and through the work of our Athena Swan Self-Assessment Team we have critically evaluated how we can further develop our systems and staff support, to accelerate the progression of women into more senior roles at DMU.

Our **Race Equality Charter** application in 2023 resulted in DMU being the first university to achieve a silver award, and the associated action plan sets out commitments and specific actions to ensure our systems facilitate the delivery of more equitable outcomes, and staff are supported to develop so they can apply for promotions when opportunities arise. These actions have been developed by the REC Self-Assessment Team (SAT), in association with the Race Equality Network and the Black, Asian and ethnically minoritised staff 'Critical Friends Group'.

Other ongoing work has included targeted staff development for those staff demographics under-represented at senior levels, reviewing and changing our promotions processes and pathways and ensuring our appraisal process works better to support women and Black, Asian and ethnically minoritised staff to progress from our lower paid grades into more senior positions.

These actions will stand alongside our other inclusive practices. We continue to offer a range of **work/life balance** and **flexible working** options for our staff to help them better manage their work and non-work commitments. These include a visible commitment from the most senior levels of the organisation, policies to support those with caring responsibilities and action to enable flexible working and deliver on our commitment that staff should be empowered to gain an appropriate balance between work and their personal lives. Following the Covid-19 pandemic, hybrid working has been embedded, which supports greater flexibility for many colleagues in terms of how, and where they work, and a new Hybrid Working Policy will be launched in 2025 following consultation with staff.

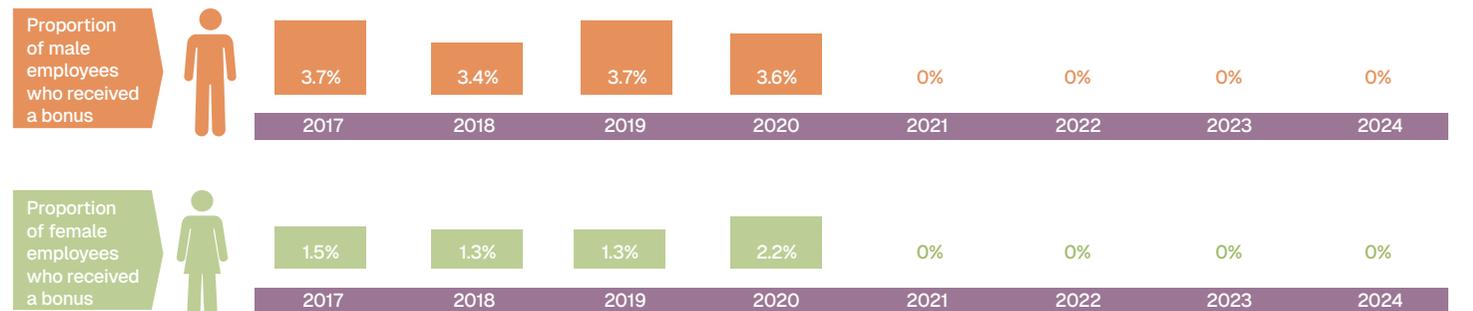
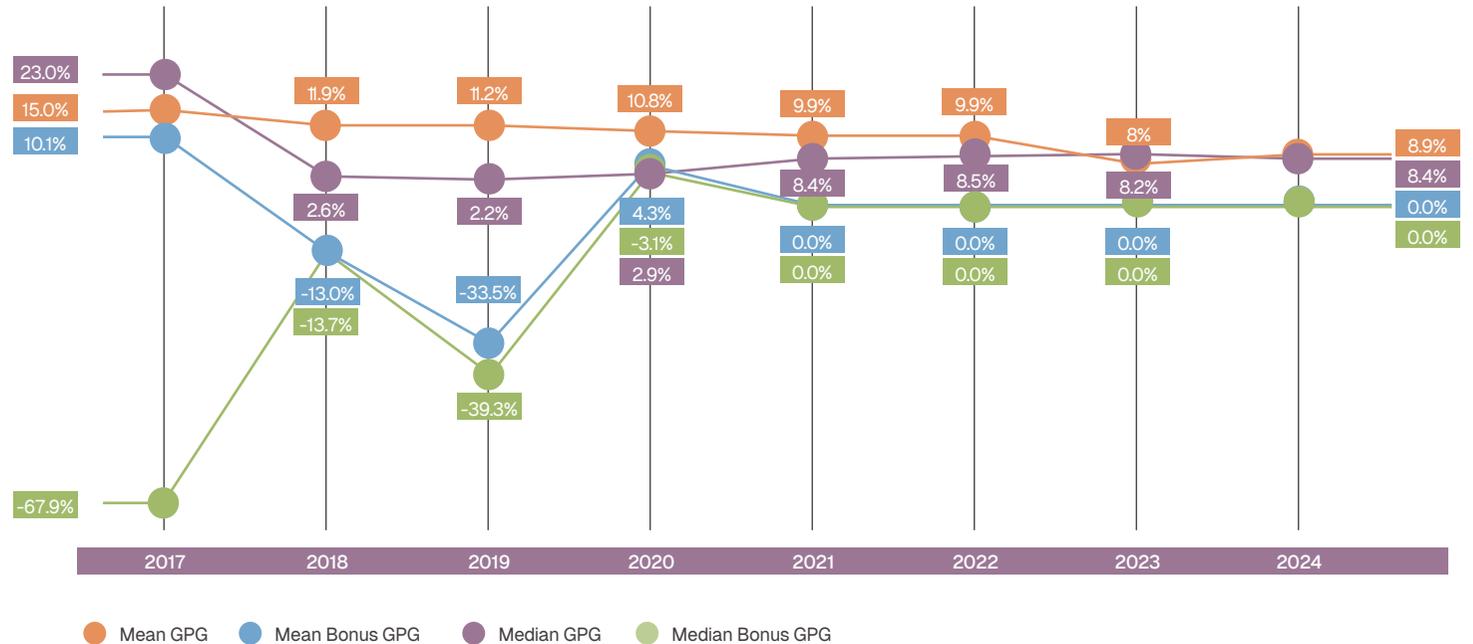
Following the review of academic **promotion criteria and career pathways** in 2022, the outcomes of the promotions process in 2023 were reviewed and feedback was sought from all stakeholders involved. As a result, the process has been further improved and was re-launched in 2024 with full support offered to applicants through the university's staff networks, including DMU Womens' Network, DisAbility and Wellbeing Network and the Race Equality Network.

We recognise that reducing our pay gaps will take time. However, we are confident that our commitment to change, as demonstrated in these and other measures, will help us continue to achieve increased gender and ethnicity balance across all levels of our organisation.

# Pay gap data trends: 2017 – 2024

## Gender Pay Gap (GPG)

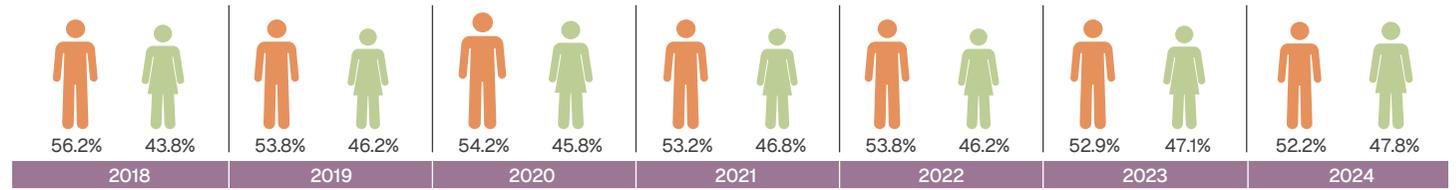
Negative amounts indicate a pay gap in favour of women.



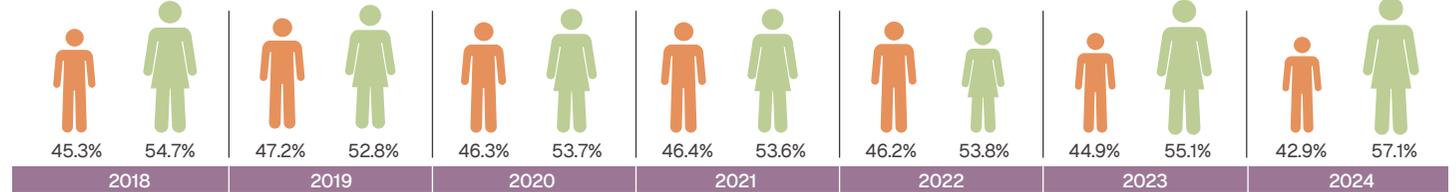
The pay gap data is based on snapshot pay data in the March before the publication date i.e. 2023 data is based on a snapshot of data taken in March 2023, and this was published in 2024.

# Pay gap data trends: 2018 – 2024

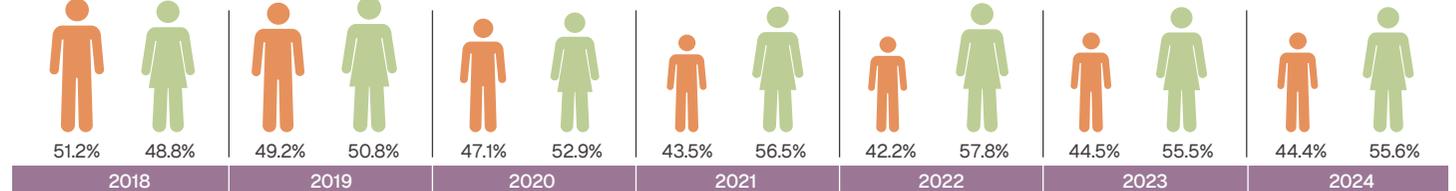
Top quartile:



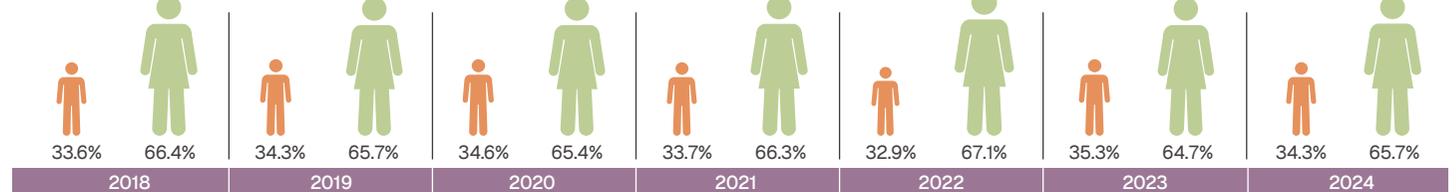
Upper middle quartile:



Lower middle quartile:



Lower quartile:

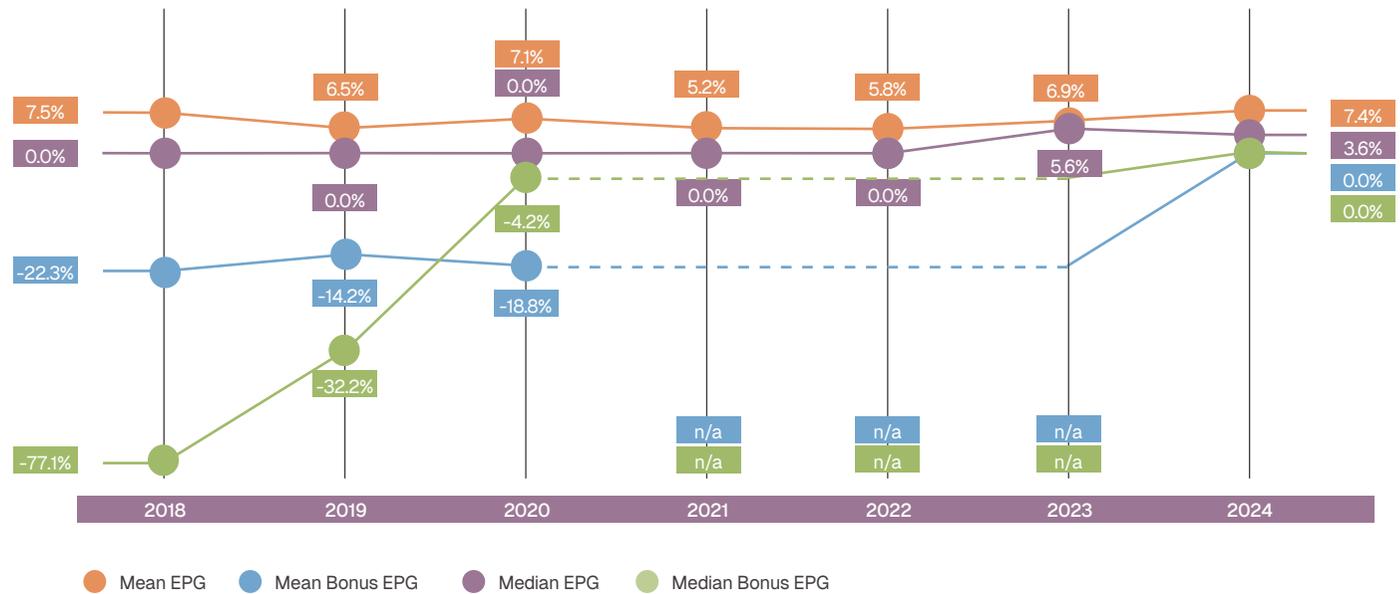


The pay gap data is based on snapshot pay data in the March before the publication date i.e. 2023 data is based on a snapshot of data taken in March 2023, and this was published in 2024.

# Pay gap data trends: 2018 – 2024

## Ethnicity pay gap (EPG)

Negative amounts indicate a pay gap in favour of BAME employees.



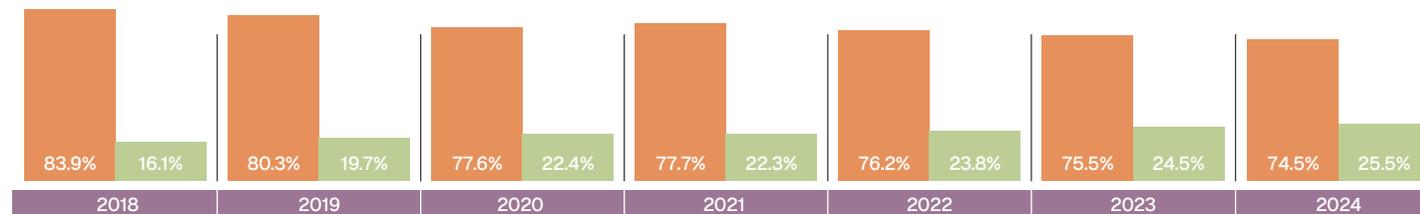
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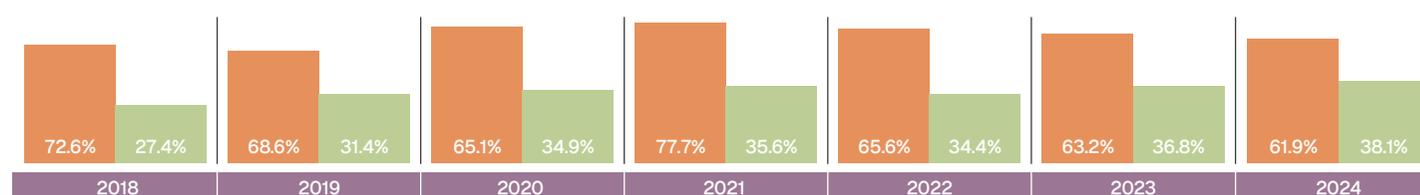
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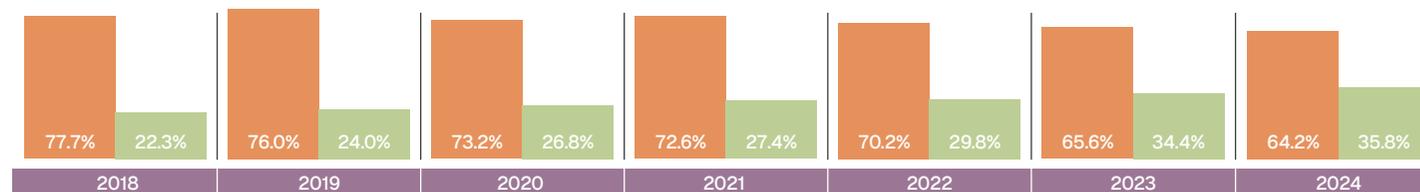
Top quartile:



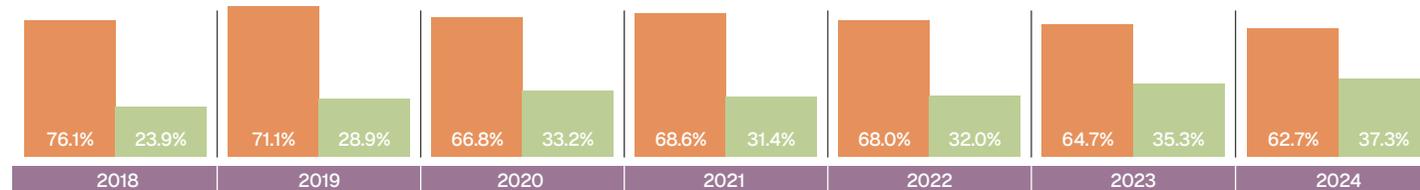
Upper middle quartile:



Lower middle quartile:



Lower quartile:



\*Methodology for producing the data was adjusted in 2018 hence the significant change in the median GPG from 2017 to 2018.