



**DE MONTFORT  
UNIVERSITY**  
LEICESTER

# **Gender, Ethnicity and Disability Pay Gap Report**

**2025/2026**

# An introduction from Vice-Chancellor Katie Normington



## About the pay gaps



De Montfort University (DMU) has one of the most diverse staff and student populations of any Higher education 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 challenges the status quo to drive change. For us, reducing our pay and 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.



Katie Normington  
Vice-Chancellor, De Montfort University

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). Since then, we have published this information each year, 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.

Last year, in our continued efforts to enable equity and fairness for all, I shared DMU's disability pay gap (DPG) for the first time. This set a benchmark, and furthered our journey towards true equity on campus. Part of that journey is ensuring that we acknowledge further need to improve. With the widening of our DPG this year, we take this opportunity to reflect, and refocus on the journey towards having no 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.

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 and disability pay gaps; however, in the interests of openness and transparency, DMU has chosen to also monitor and report both its ethnicity and disability pay gaps as a voluntary initiative.

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 Global Majority 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 Global Majority staff) as prescribed by the mandatory GPG reporting duty for its reported figures. However, as part of our commitment to understanding our pay gaps we also undertake an analysis to review how the pay gaps 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%.

# Our pay gaps in 2025

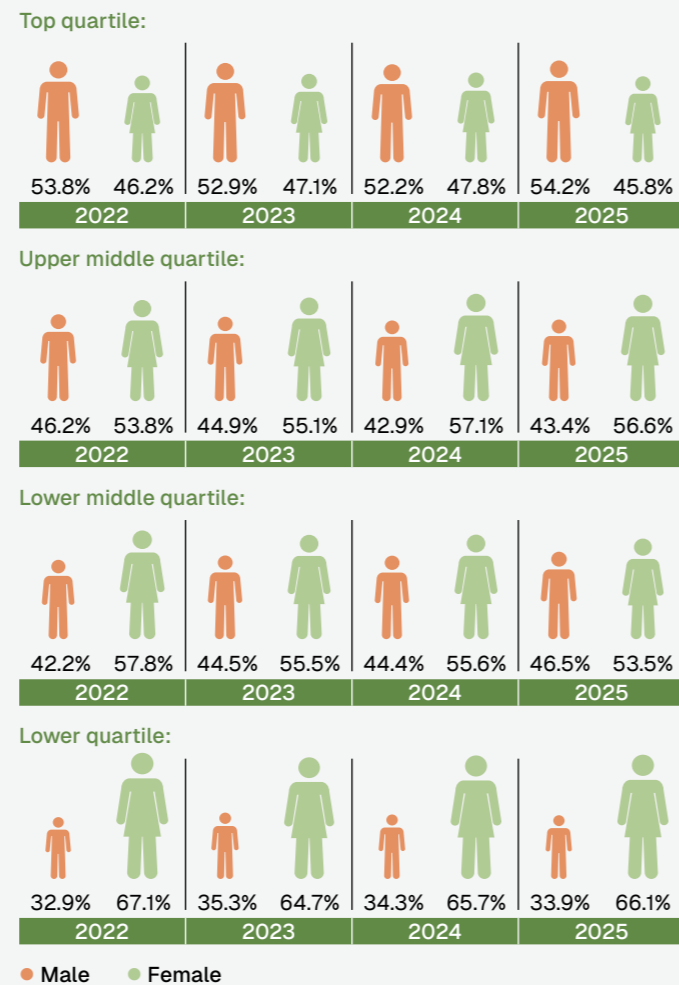
# Our pay gaps in 2025

## The gender pay gap

For the pay period containing the 'snapshot' date of 31 March 2025, DMU has a mean GPG of **9.6%** and a median GPG of **5.1%**. 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 2024 the mean pay gap for other HE institutions was 12.6%<sup>2</sup>. However, whilst the median GPG at DMU has decreased this year, the mean has increased slightly.

In accordance with the Regulations, we have divided the total population of the workforce into quartiles: the lower quartile, lower middle, upper middle and upper quartile pay bands. The increase in the mean GPG this year has been driven by a small increase in the number of male staff in the university's upper pay quartile, and an increase in the number of women in the lower pay quartile.

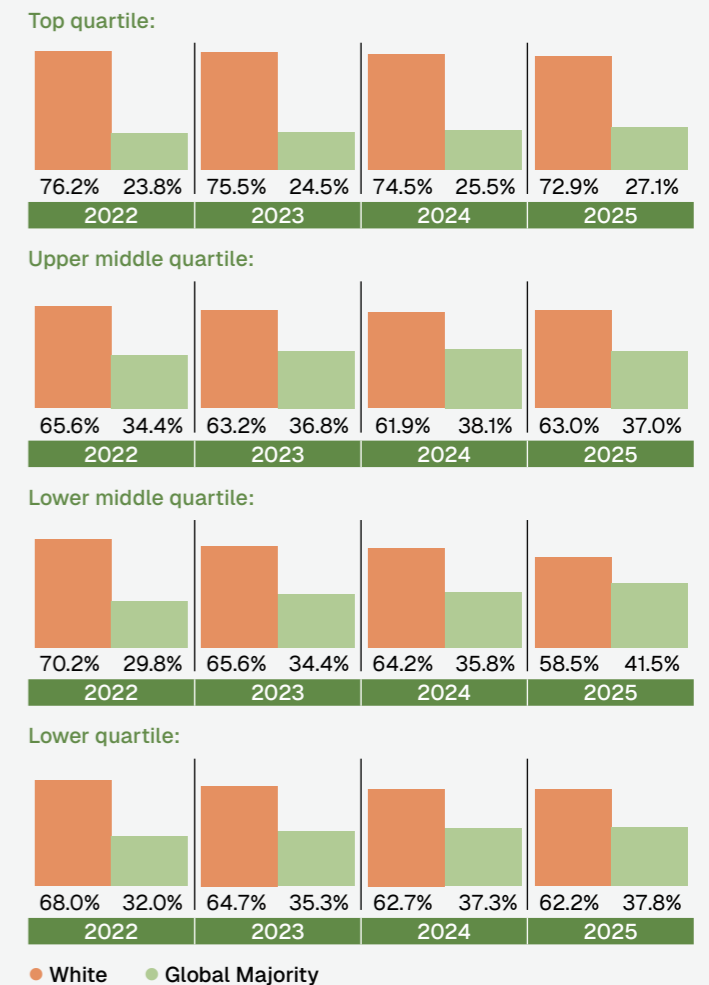
In addition, the GPG varies by staff group, with professional services staff having a higher overall GPG than academic salaried staff.



## The ethnicity pay gap

For the pay period containing the 'snapshot' date of 31 March 2025, DMU has a mean ethnicity pay gap of **7.8%** and a median ethnicity pay gap of **5.6%**. This represents a small increase in the mean pay gap and a return to the same median pay gap as was reported in 2023.

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 Global Majority, formally categorised as "BAME", employees steadily increasing year on year. This year there has been a further small increase, from 32.3% in 2024 to 33.8% in 2025. 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, although it is positive to note that the pay gap for academic staff has been gradually falling over the last 5 years.



<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 2025, containing gender pay gap figures from the snapshot date of 31 March 2024.

# Our pay gaps in 2025



# Our commitment to equality



## The disability pay gap

The university has a current mean disability pay gap of 6.3% and a median of 4.4% (based on the same snapshot date of 31 March 2025 used for the GPG and EPG). The mean disability pay gap has decreased overall since 2021 which is positive to note; however, the DPG slightly increased this year. 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 improve disability disclosure rates and to understand more about what is driving the DPG 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 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 Global Majority 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 has been 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 Global Majority staff, and ultimately help to reduce the pay gaps at DMU.

# Our commitment to equality

# Pay Gap Data trends: 2017 – 2025 Appendices

## 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 Global Majority staff 'Critical Friends Group'.

Other ongoing work has included personal development workshops to help professional services staff (who are predominantly female and lower paid) take ownership of planning their career progression pathways; an evaluation of the **Black Women's Academic Development Programme** to ensure continuous improvement of its effectiveness; amendments to statements on our recruitment pages and a review of the recruitment policy and guidance regarding starting salaries. There has also been a review of how disabled colleagues experience the reasonable adjustments process to identify barriers and enablers, with the aim of strengthening capability and practice.

These actions 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. Hybrid working has been embedded, which supports greater flexibility for many colleagues in terms of how, where and when they work, and a new **Hybrid Working Policy** was launched in 2025 following consultation with staff.

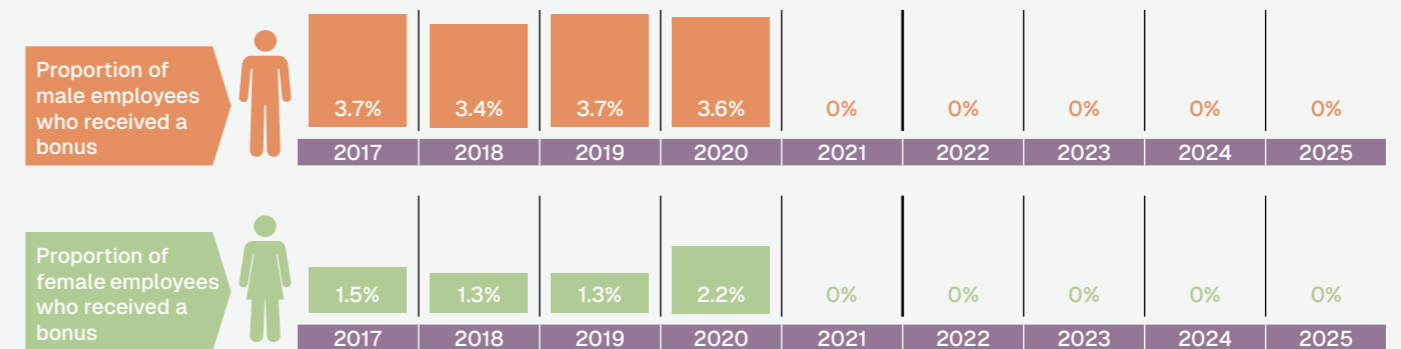
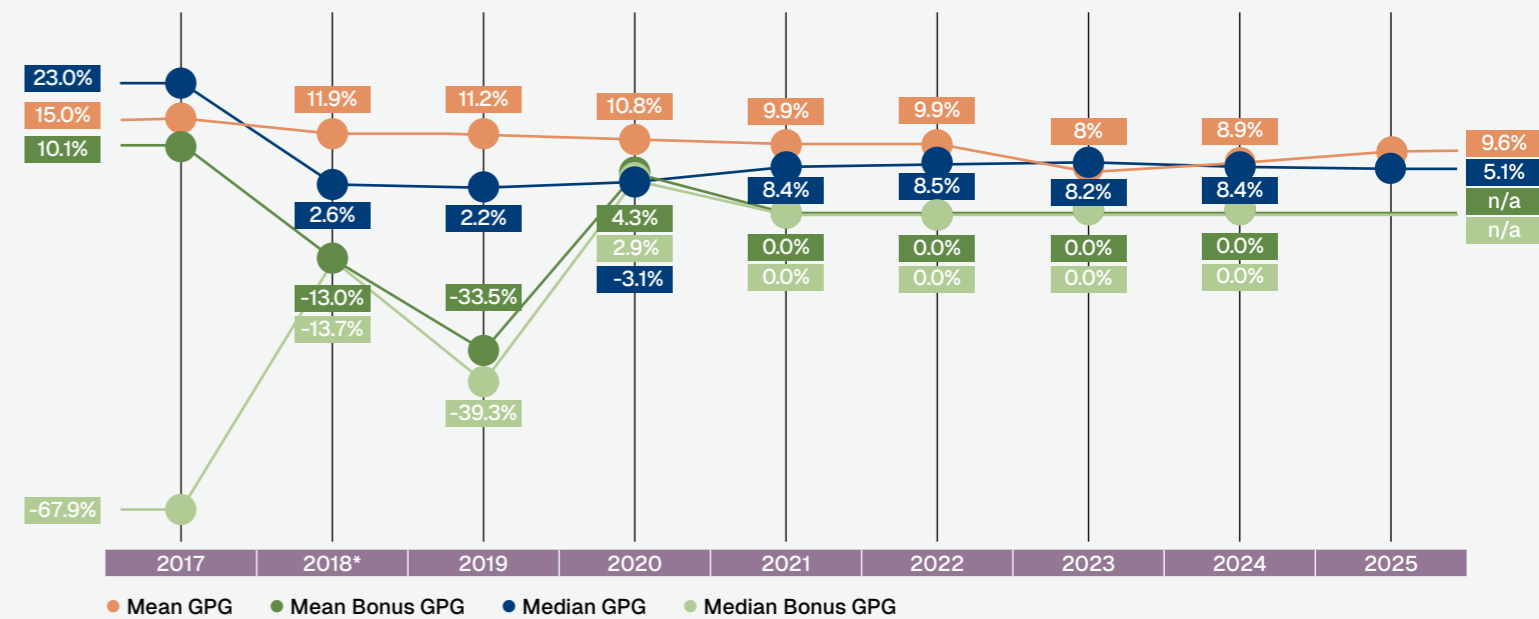
Following the review of academic **promotion criteria and career pathways** in 2022, the outcomes of the promotions process in 2023 were reviewed and feedback was sought from all stakeholders involved. As a result, the process was further improved and re-launched in 2024 with full support offered to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

DMU People Services, March 2026

## 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. 2025 data is based on a snapshot of data taken in March 2025, and this was published in 2026.

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

# Pay Gap Data trends: 2019 – 2025

## Appendices

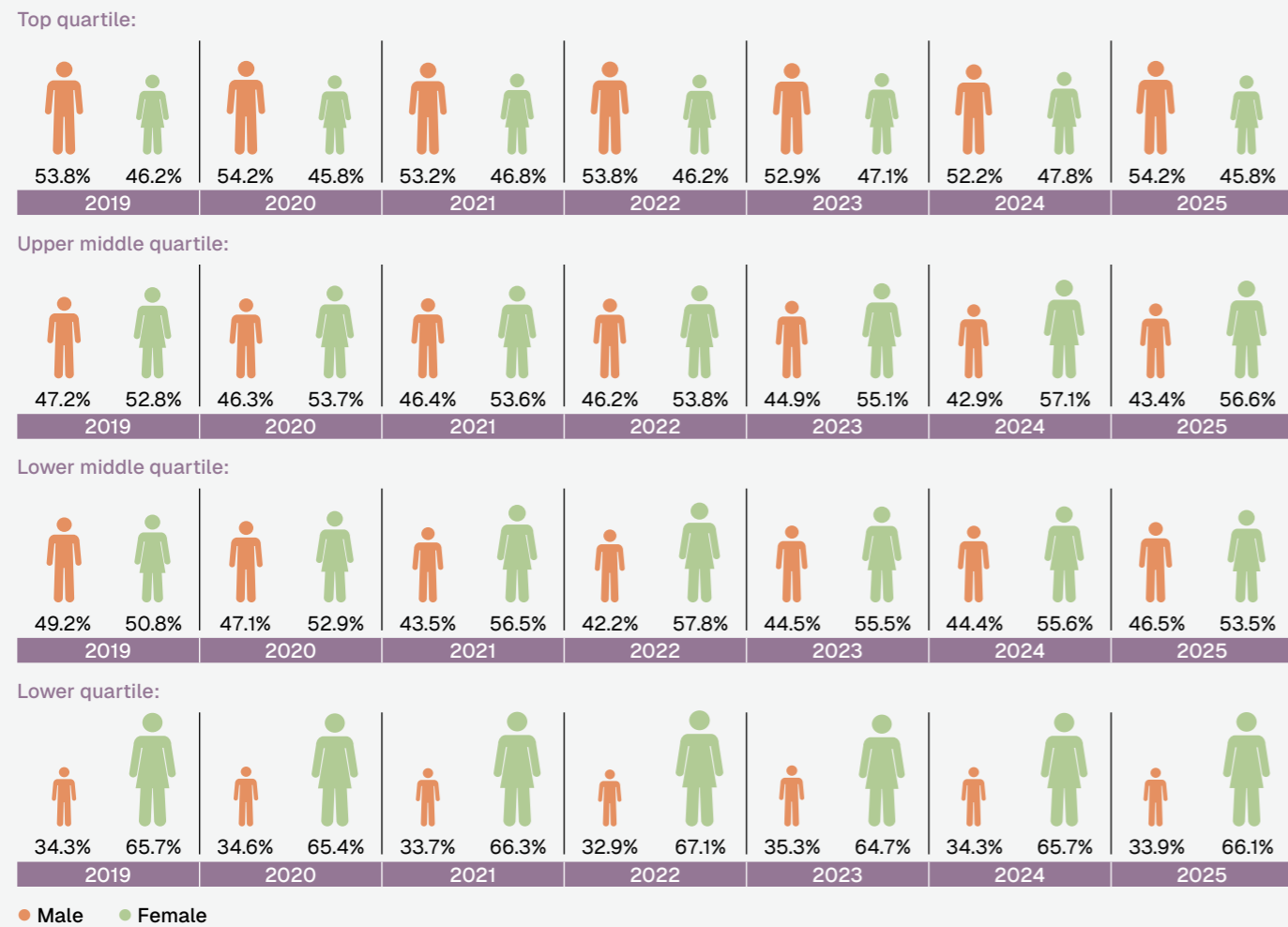


# Pay Gap Data trends: 2018 – 2025

## Appendices

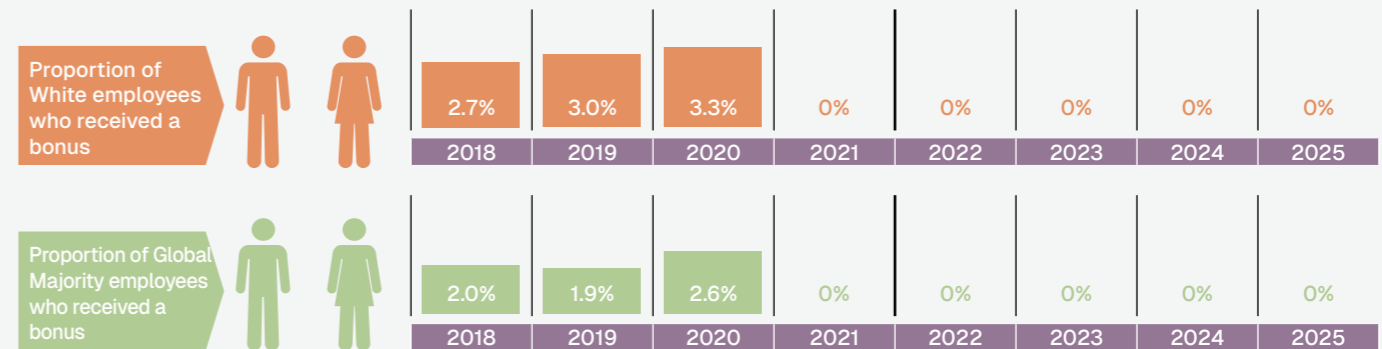
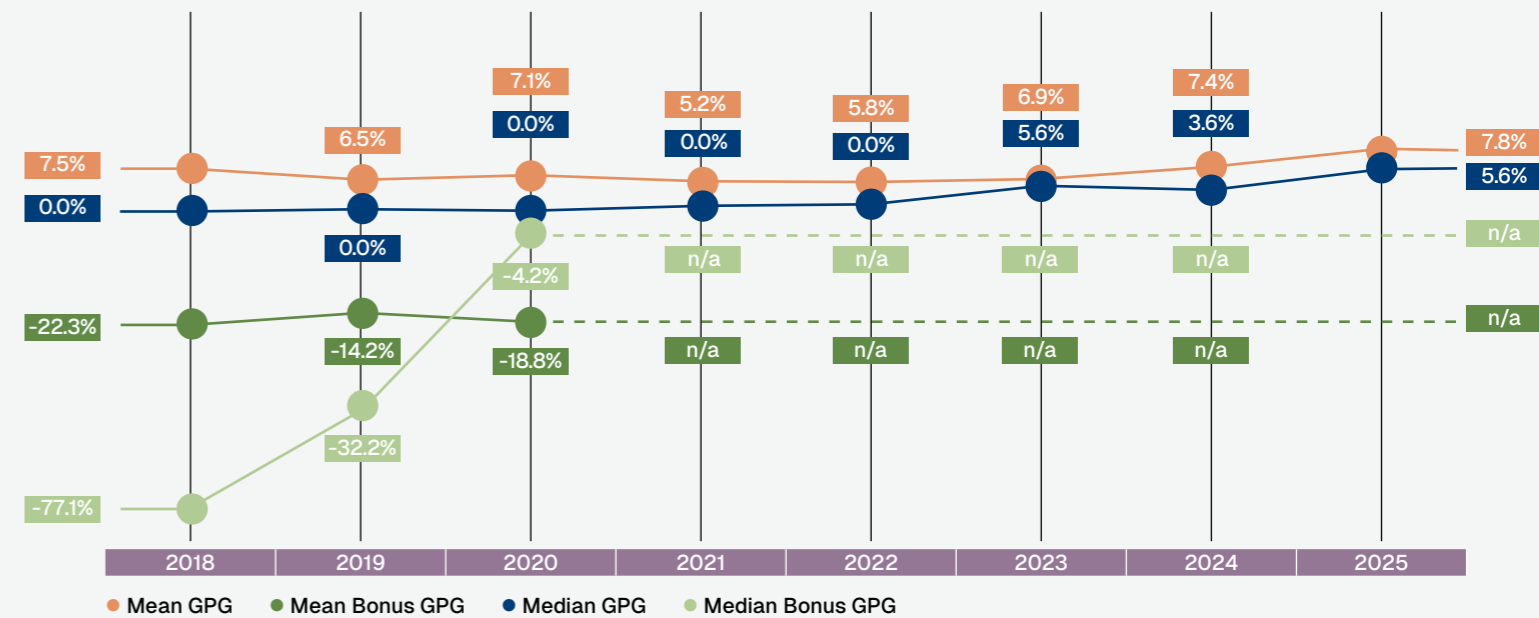


### Gender Pay Gap (GPG)



### Ethnicity pay gap (EPG)

Negative amounts indicate a pay gap in favour of Global Majority employees.



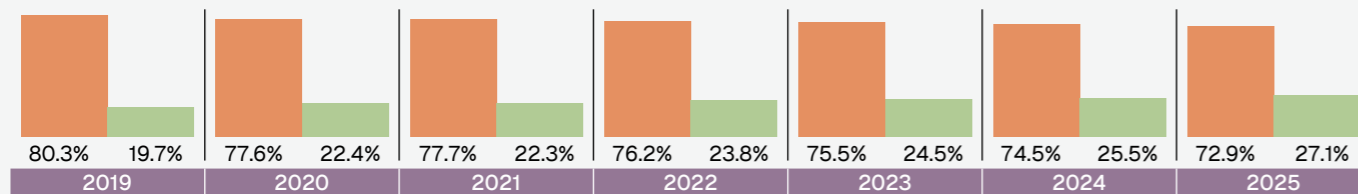
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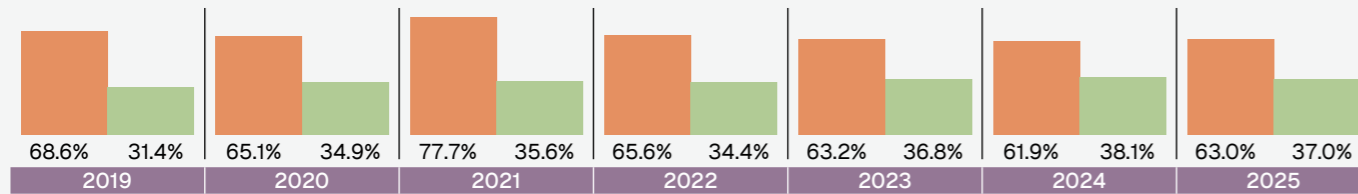


### Ethnicity pay gap (EPG)

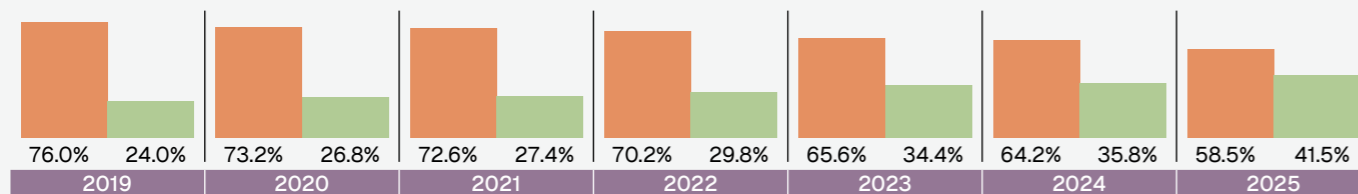
Top quartile:



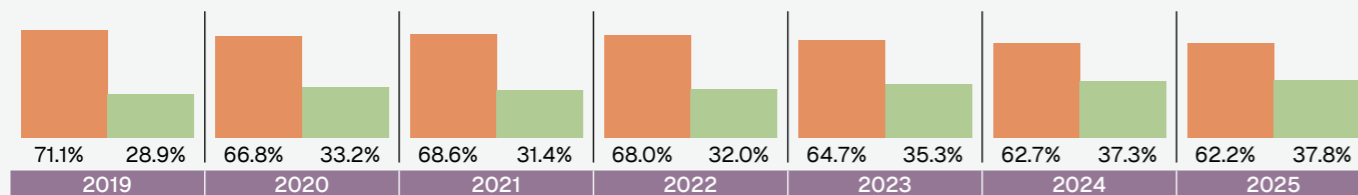
Upper middle quartile:



Lower middle quartile:



Lower quartile:



● White ● Global Majority

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