



Gender Pay Gap Report As of 31st March 2025

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Published March 2026

Pay Gap Report 2025

Under the Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all employers with 250 or more employees are required to report their gender pay gap data annually.

The Gender Pay Gap shows the percentage difference between the average hourly earnings for men and women across the entire organisation.

The use of Gender Pay Gap data can help to identify the extent to which men and women undertake different types of jobs at different levels within the organisation, which can create differences in pay. It is different to equal pay, which is to pay men and women differently for performing work of equal value. This is illegal and there has been legislation against this since 1970 Equal Pay Act.

The mandatory reporting information required is as follows:

- The mean and the median gender pay gaps;
- The mean and the median gender bonus pay gaps, and the proportion of men and women who receive them;
- Percentages of men and women employees in each pay quartile

The **mean** is the average i.e. the sum of all the values divided by the total number.

The **median** is the middle value when ranked in ascending order i.e. the figure directly in the middle of the results.

The median is often the more accurate representation of the gender pay gap as it is not distorted by the highest and lowest outliers.

The data in this report refers to a snapshot date of 31 March 2025

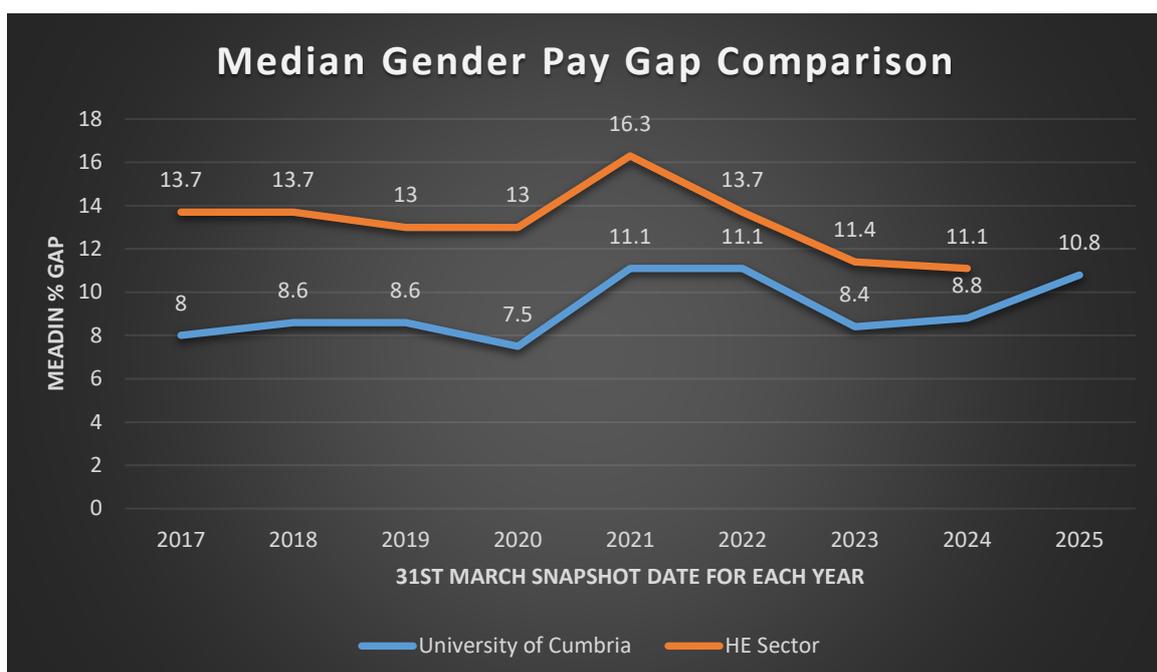
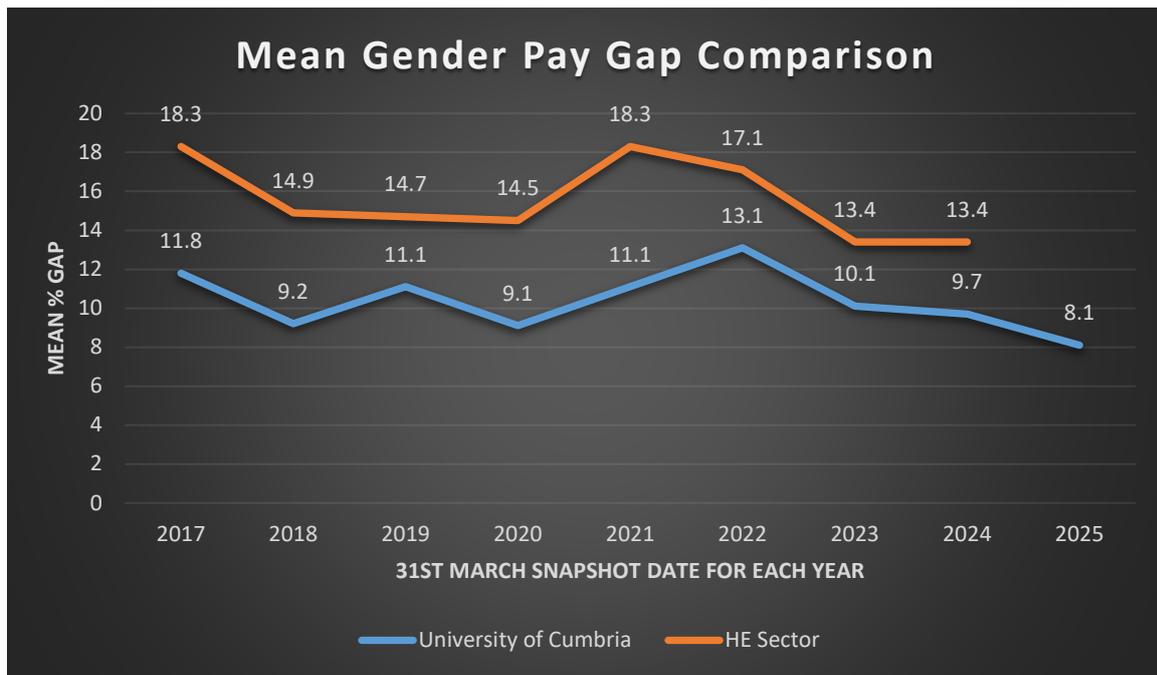
Gender Pay Gap

	HE Sector 2024	University of Cumbria 2024	University of Cumbria 2025
Mean Pay Gap	13.4%	9.7%	8.1%
Median Pay Gap	11.1%	8.8%	10.8%

*HE Sector 2024 data source: [Gender pay gap - Office for National Statistics](#)

Analysis

Our mean pay gap has improved this year, reducing from 9.8% to 8.1%. Our median pay gap has increased from 8.8% to 10.8%. The graphs below show our history against the sector, and they highlight that both our mean and median pay gaps have consistently remained below the sector average.



The rise in the median gender pay gap is due to the median pay point for women moving from spinal point 029 (top of Grade 6) to spinal point 030 (bottom of Grade 7), Although this is a higher grade, it results in a small drop in hourly pay because weekly working hours increase from 35 to 37 at Grade 7. Colleagues at Grade 7 receive an extra two days annual leave, reflecting the slight increase in the notional hours at this grade and above, noting that this is not accounted for in Gender Pay Gap methodology.

The median pay point for male employees is at spinal point 034 (top of Grade 7), the same as last year. While the median pay gap is now wider, it is with the median for female employees also in Grade 7 a direct comparison with identical contractual full time hours and annual leave allowance. The mean pay point for male employees falls between spinal point 35 and 36 (Grade 8), with the mean pay point for females falling between pay point 32 and 34 in Grade 7.

The median sits higher for males than females, because males are overrepresented in the highest pay grades and underrepresented in our lower pay scales. This pattern has been a consistent theme historically.

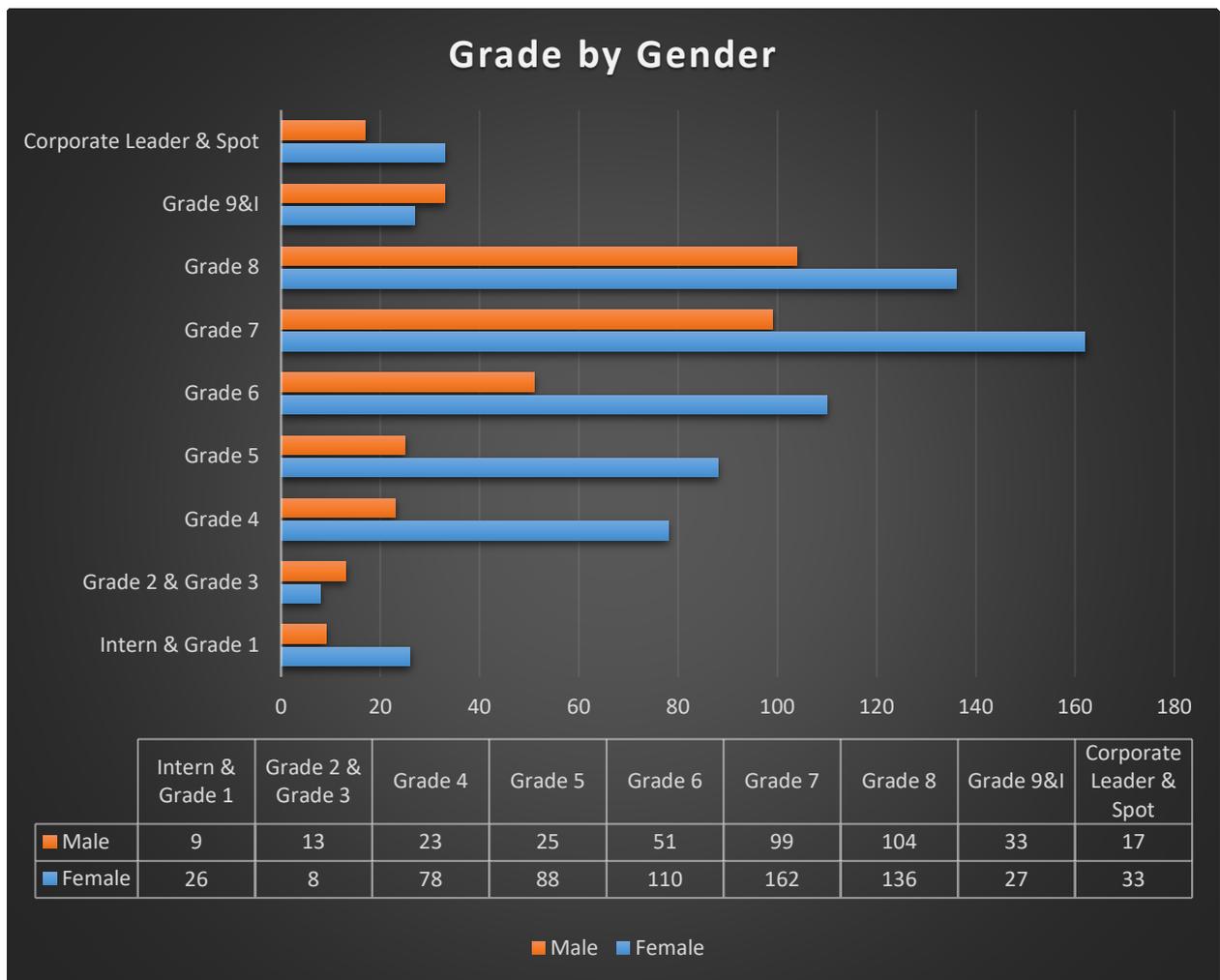
Our mean gender pay gap has reduced, as the mean female hourly pay has increased by £0.93 compared to last year, where mean male hourly pay has only increased by £0.59. This change is assigned to the Corporate Leader level employee turnover, where senior male employees have left and have been replaced with a mix of male and female appointees. This shift has reduced the mean pay gap.

As the number of employees at this level is small and their salaries are high, these changes have only a limited effect on the median.

Staffing profile as of 31st March 2025.

Total	1042	(headcount)
Female	673	65%
Male	369	35%

The table below shows the split of staff by gender by each grade band.

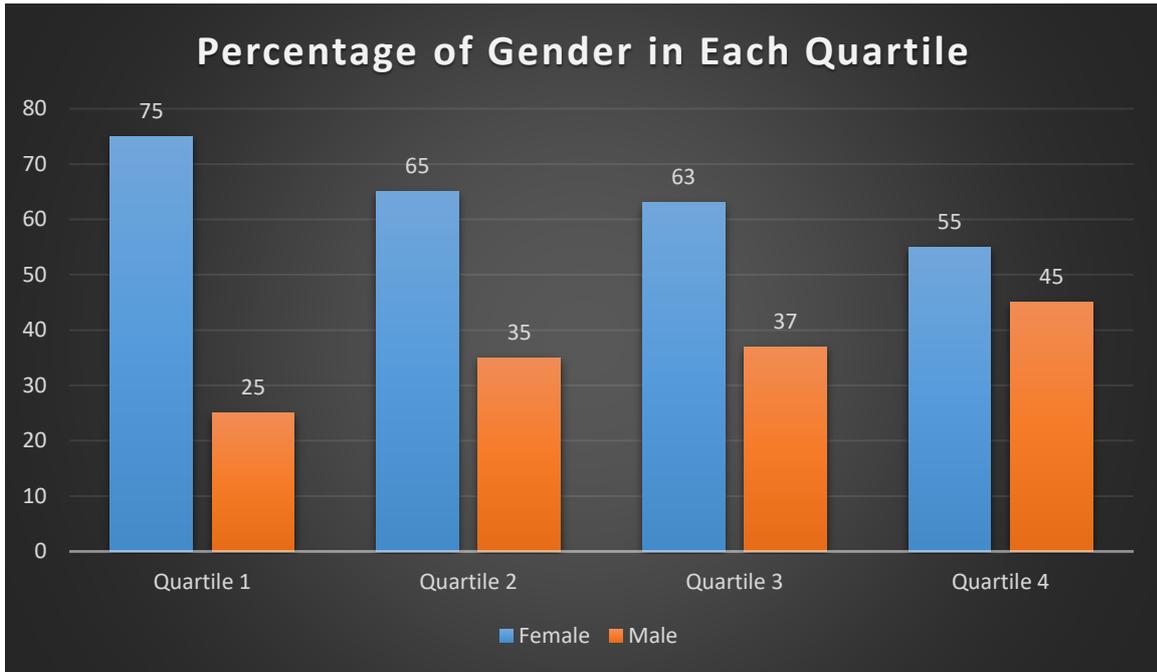


*The data for Intern & Grade 1 and Grade 1 & Grade 2 employees has been merged due to low numbers that would otherwise make some employees potentially identifiable

Pay Quartiles

The quartiles have been calculated by ranking all employees by their hourly rate of pay from lowest to highest and dividing them into four even groups. As in previous years, our quartile data evidences that women make up the majority of employees across all four quartiles. The biggest difference between men and women is in Quartile 1. Quartiles 2 and 3 broadly match the overall gender split of the University, and Quartile 4 shows the most balanced representation.

The University continues to have a higher percentage of women in the lower quartiles, representing those on lower salaries. The percentage of women is at it's lowest in Quartile 4, which includes the highest paid roles. This pattern shows vertical segregation, and occupational segregation and there has been very little change in relation to this for the University since our first report in 2018.



Honorarium (Bonuses)

At the University, an honorarium is a one-off payment to recognise an outstanding contribution by an employee, which exceeds the normal role expectations to an exceptional degree or the acceptance of temporary additional responsibilities. Under Gender Pay Gap guidance, these are classified as bonus pay for reporting purposes.

This year, there has been a significant reduction in the number of honoraria awarded. For this year two awards were made to male employees for additional responsibilities.

Mean Bonus Gap		Median Bonus Gap		% Receiving Bonus	
100%		100%		0.18%	
£0.00	£1258.50	£0.00	£1258.50	0.00%	0.51%
Female	Male	Female	Male	Female	Male

Addressing The Gap

The University achieved [Athena Swan Charter Members | University of Cumbria](#) in April 2023 and the delivery of the 5-year action plan continues to be our focus to positively impact our gender pay gap and wider aspects of gender equality. In 2025, a comprehensive exercise was conducted to review and refine the existing Action Plan to ensure it aligns with University’s new structures and priorities, supported by the Business Assurance Board. A new Athena Swan Operations Group has been

established to provide regular updates on progress, and the Pro Vice Chancellors (Learning & Teaching and Growth & Development) have been appointed as senior sponsors.