



◆ University of Wolverhampton Diversity pay gaps 2024

Executive Summary of University of Wolverhampton Disability, Global Majority and Gender pay gaps 2024.

Introduction

In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the University of Wolverhampton publishes annual gender pay gap data. This paper extends the analysis to include disability, ethnicity (Global Majority), and intersectional factors.

Methodology

Data reflects staff employed as of 31 March 2024 (excluding those on reduced/no pay, new starters/leavers). Hourly pay is calculated per role for everyone.



METHODOLOGY

The same formula is applied across gender, ethnicity, and disability pay gap calculations, with adjusted variables:

Mean:

$$\frac{A - B}{A} \times 100$$

A= Mean hourly pay of male employees

B= Mean hourly pay of female employees

Median:

$$\frac{C - D}{C} \times 100$$

C= Median hourly pay of male employees

D= Median hourly pay of female employees

Hourly pay is split into four quartiles: lower, lower middle, upper middle, and upper (highest earners). Staff proportions in each quartile are calculated by gender (male/female), ethnicity (Global Majority/White), and disability (disabled/non-disabled).



PAY GAP OVERVIEW

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The data is benchmarked against 2023 figures.

Key Findings Overview:

Gender Pay Gap

Median pay gap increased from 13.7% to 17.7%, indicating a growing disparity in typical earnings.

Mean pay gap saw a slight improvement, decreasing from 12.8% to 11.8%.

Disability Pay Gap

Mean pay gap improved marginally from 2.0% to 1.6%.

Median pay gap, however, rose significantly from 0.0% to 6.7%, indicating that the typical employees with disabilities earn notably less than their non-disabled counterparts.

Global Majority (Ethnicity) Pay Gap

Mean pay gap reduced from 6.4% to 5.0%, suggesting some progress.

Median pay gap increased markedly from 2.9% to 10.8%, pointing to widening inequalities in typical pay.

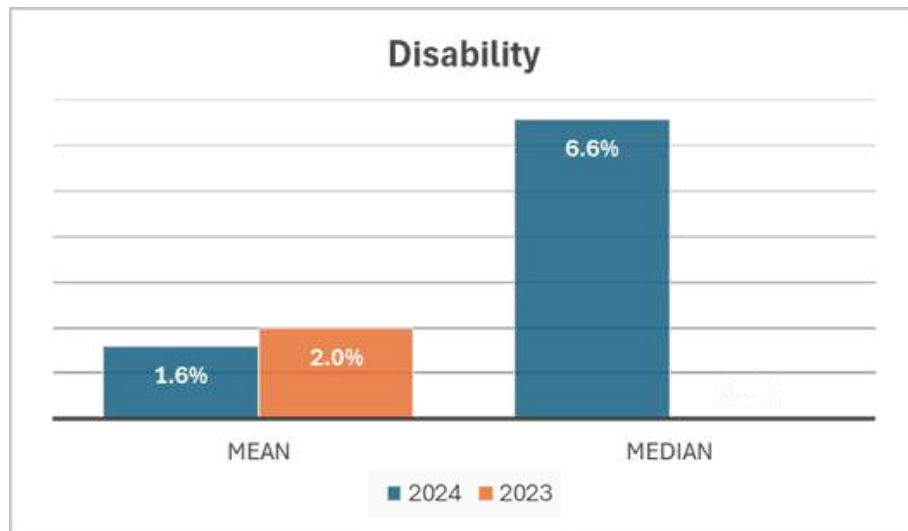
Representation in Pay Quartiles

Both GM employees and those with disabilities remain disproportionately represented in the lower pay quartiles, with limited presence in higher-paying roles.

The mean disability pay gap improved marginally from 2.0% to 1.6%, reflecting some progress in average pay equality. However, this is offset by a sharp rise in the median gap, now at 6.6% (from 0.0%) revealing that the typical disabled employee continues to face significant pay disadvantages.

Representation by Quartile:

- Upper Quartile: 6.8% disabled employees compared to 7.6% last year.
- Lower Quartile: 8.4% (5.6% last year) peaking at 8.9% (8.1% last year) in the lower-middle quartile



Quartile		
	2024	2023
Upper	6.8%	5.65%
UpperMid	8.0%	8.10%
LowerMid	8.9%	7.60%
Lower	8.4%	7.60%
Grand Total	8.04%	



DISABILITY PAY GAP

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Disability Data

2024	No	Yes	Unknown	Total
Count	1899	180	161	2240
Mean	£20.97	£20.69	£25.34	
Mean / No	100.00%	98.7%	120.8%	
% GAP	1.30%			
Median	£19.37	£18.08	£24.37	
Median / White	100.00%	93.3%	125.8%	
% GAP		6.70%		
% Of Workforce	84.78%	8.04%	7.19%	100.00%



GENDER PAY GAP

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Gender Pay Gap:

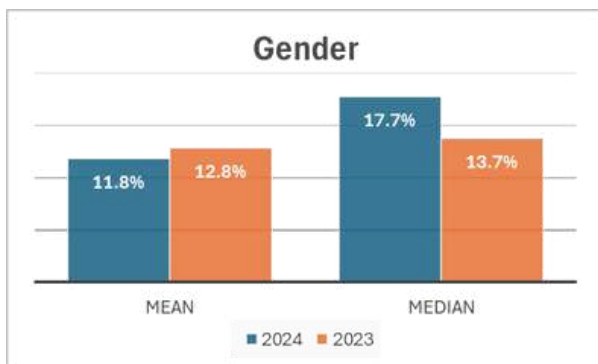
While the mean gender pay gap has decreased slightly by 1% to **11.8%**, the **median gap has increased by 4% to 17.7%**, indicating worsening inequality in typical earnings between men and women.

Representation by Quartile:

Upper Quartile: Near parity, with women comprising **50.9%**

Lower Quartile: Women are **73%** (like last year), suggesting overrepresentation in lower-paid positions

Insight: Despite approaching parity in the top quartile, women remain heavily concentrated in lower-compensated roles, reflecting enduring structural barriers to career progression.



Quartiles	Gender (Female)	
	2024	2023
Upper	50.9%	49.0%
UpperMid	56.6%	57.0%
LowerMid	59.3%	59.0%
Lower	73.0%	73.0%

Gender Pay Gap					
2024 March	Male	Female	Total	Female Pay as % of Male Pay Gap	
Count	897	1343	2240		
Mean	£22.88	£20.18		88.20%	11.80%
Median	£20.99	£17.27		82.28%	17.72%
% Of Workforce	40.04%	59.96%			



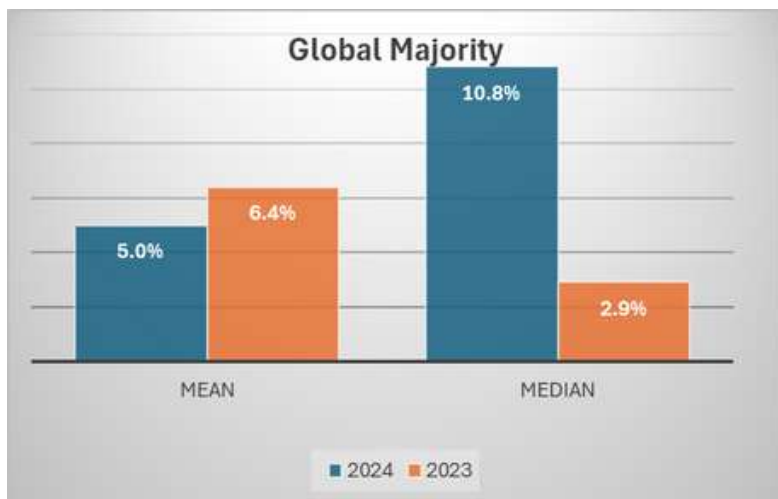
The overall mean pay gap for GM staff has improved from 6.4% falling to 5.0%. However, this is contrasted by a significant rise in the median pay gap by 7.9% to 10.8%, suggesting that typical earnings for GM employees are diverging further from their White counterparts.

Subgroup Analysis:

- Asian: Mean down to 6.9% from 10.4% but median remains high at 13.3% despite reduction from 17.3%
- Black: Mean improved slightly by 0.4% to 3.4%, median rose by 3.4% to 4.8%
- Mixed: Mean increased by 6.6% to 8.2%, while median surged from a previously favourable -1.6% to 13.3%

Representation by Quartile:

- Upper Quartile: 23.6% GM staff increase from 20% previously.
- Lower Middle Quartile: 32.1% an increase from 27.4% last year.
- Lower Quartile: 32.3% an increase from 29.4% previously.



Quartiles	GM	
	2024	2023
Upper	23.6%	20.0%
UpperMid	28.2%	26.8%
LowerMid	32.1%	27.4%
Lower	32.3%	29.4%



Insight: GM staff remain overrepresented in lower pay quartiles for all ethnic groups. Of particular concern is the reversal of pay equity among Mixed ethnicity staff, where both mean and median gaps have worsened significantly.

Global Majority Data						
	Global Majority	White	Not known	Total	GM Pay as % of White Pay	Gap
Count	651	1554	35	2240		
Mean	£20.46	£21.54	£24.18		94.99%	5.01%
Median	£17.27	£19.93	£19.37		89.16%	10.84%
% Of Workforce	29.06%	69.38%	1.56%	100.00%		

Ethnic Data							
	Asian etc	Black etc	White	Mixed etc	Other	Unknown	Total
Count	363	197	1554	64	27	35	2240
Mean	£20.05	£20.81	£21.54	£19.77	£24.99	£24.18	
Mean / White	93.1%	96.6%	100.00%	91.8%	116.0%	112.3%	
% GAP	6.9%	3.4%		8.2%	-16.0%	-12.3%	
Median	£17.27	£18.97	£19.93	£17.27	£24.37	£21.87	
Median / White	86.7%	95.2%	100.0%	86.7%	122.3%	109.7%	
% GAP	13.3%	4.8%		13.3%	-22.3%	-9.7%	
% of Workforce	16.21%	8.79%	69.38%	2.86%	1.21%	1.56%	100%

Intersectionality - Gender and Race

	Mean		Median	
	2024	2023	2024	2023
GM Female	18.6%	19.6%	23.6%	18.7%
White Female	9.1%	10.8%	11.9%	5.8%
GM Male	-0.5%	0.3%	6.7%	0.0%

Female					
Mean	2024	2023	Median	2024	2023
Asian	22.8%	24.2%	Asian	25.7%	25.5%
Black	13.6%	14.0%	Black	23.6%	5.8%
Mixed	9.1%	5.0%	Mixed	9.0%	-7.2%
Not Known	10.1%	4.2%	Not Known	-0.9%	18.6%
White	9.10%	10.8%	White	11.9%	5.8%

Male					
Mean	2024	2023	Median	2024	2023
Asian	-6.0%	1.5%	Asian	6.7%	-3.5%
Black	3.9%	6.3%	Black	10.4%	0.0%
Mixed	0.0%	11.8%	Mixed	27.6%	19.8%
Not Known	-9.7%	-39.7%	Not Known	9.3%	-1.8%
White	0.0%	0.0%	White	0.0%	0.0%

Female staff:

- Asian women continue to experience the largest pay gaps, though there was a slight improvement. The mean gap decreased from 24.2% to 22.8% and the median remained high at 25.7% (^0.2%).
- Black women saw little change in mean gap, decreased by (0.4) but the median pay gap rose by 5.8% to 23.6% (^17.8%) indicating widening typical earning disparity.
- Mixed ethnicity women experienced a 4.1% increase in mean pay gap (now 9.1%) and a significant rise in median from -7.2% to 9% (^16.2%).

Male staff

- Asian men saw the mean gap drop from 1.5% to -6%, meaning they now earn more than their white male counterparts. However, the median rose significantly (^10.2%).
- Black men experienced a small improvement in mean, a decrease of (2.44%) but a sharp increase in median gap from 0% to 10.4%

Global majority women experience severe pay inequalities. For men, some ethnic minorities groups now outperform white peers on average, yet median pay gaps persist - highlighting systemic obstacles to equitable progression. This intersectional analysis underlines the complexity of pay disparities and the need for tailored strategies to address both structural and cultural barriers in the workplace.

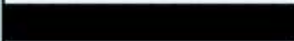
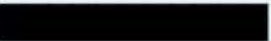


Gender and Disability

- There has been a decrease by 1% in the mean pay gap for female staff with disabilities to 12.5% and a 1.2% increase to 0.7% in the median pay gap.
- For male staff with disabilities the mean pay gap is 2% a decrease of 5.8% from last year, the median pay gap is at zero an increase from -4.6%.
- Gender and Ethnicity: The 2024 pay gap data by gender and ethnicity reveals mixed progress, with disparities persisting and in some cases widening across subgroups.



Mean Pay Gaps Comparison - 2024

Category	HE Sector (Mean)	University (Mean)
Gender	 13.0%	 11.8%
Ethnicity	 13.0%	 5.0%
Disability	 8.5%	 1.6%

Median Pay Gaps Comparison - 2024

Category	HE Sector (Median)	University (Median)
Gender	 11.9%	 17.7%
Ethnicity	 ~0%	 10.8%
Disability	 9.6%	 6.7%

Key Insights

- University outperforms sector in mean pay gaps for ethnicity and disability.
- Median gaps are notably higher at the University for gender and ethnicity, indicating disparities at specific pay levels.

Conclusion

While mean pay gaps show modest improvement, rising median gaps—especially for women and Global Majority staff—highlight persistent structural inequalities. Disabled and GM staff remain underrepresented in senior roles, reinforcing the need for systemic change.

Within the University KPI's linked to Strategy 2035, there is a KPI at level 3 to reduce the Disability, Ethnicity and Gender pay gaps year on year.



Examples of actions within the Athena Swan action plan to reduce pay gaps (although for Gender in terms of AS, will have impact on other groups as well, i.e. Disability and Ethnicity) are:

Priority 1: Creating an Inclusive and Transparent Recruitment Process

- Review and evaluation of recruitment process
- Review and development of policies and frameworks
- Composition of recruitment panels
- Alternative approaches and Innovation

Priority 2: Advancing Equity Through Transparent and Inclusive Promotion Practices

- Developing a diverse and representative Leadership pipeline
- Increase Internal progression
- Transparent promotion frameworks
- Monitor, evaluate, and respond to promotion gaps





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