

**University of Bath**

**Gender Pay Gap 2025**

At the University of Bath we are committed to equality of employment. We use a grading system to measure equal work to ensure fairness and consistency by measuring all jobs against the same criteria.

**In 2025:**



**Pay Gap**

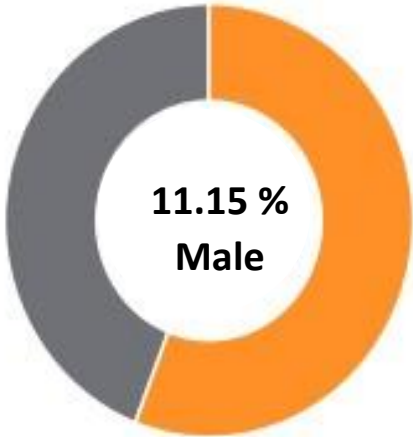
Mean	Median
16.56%	16.23%



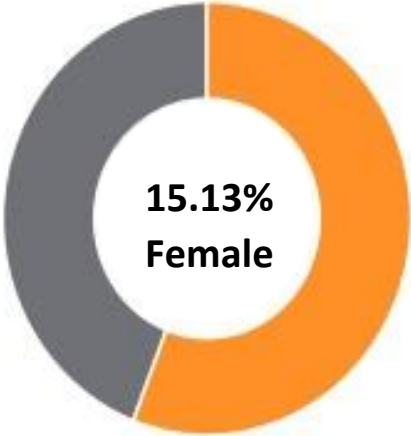
**Bonus Gap**

Mean	Median
-28.94%	0.0%

**Proportion of staff receiving bonuses**



**Vs.**

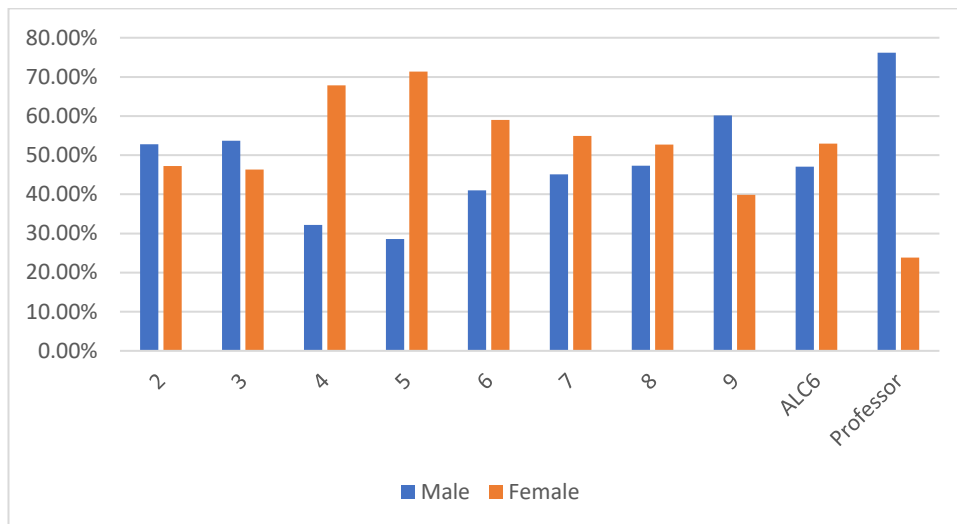


## Distribution of Gender by Grade

The distribution of gender at different grades helps explain the Gender Pay Gap at the University.

Men currently occupy positions at the top of the pay scale in greater numbers than women, with much fewer in the middle grades. Women make up a greater proportion of grades 4 to 8 than men, but with less in the highest two grades.

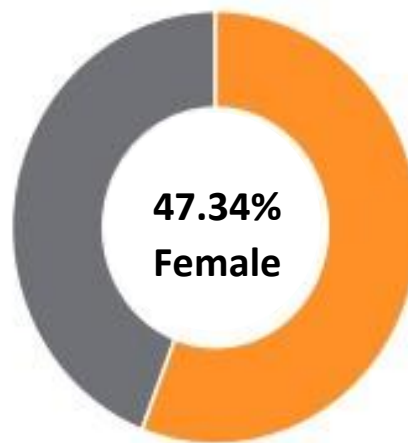
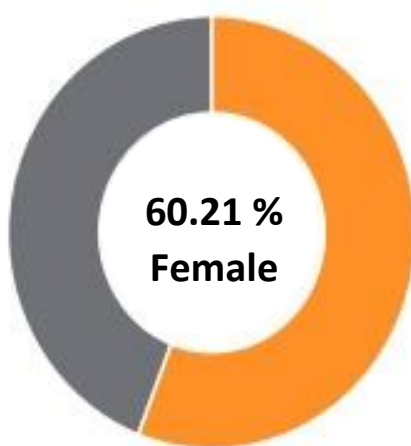
More individuals opt for part time work at the lower end of the pay structure, where there is a higher representation of women. Fewer individuals towards the top of the structure make use of these flexible working arrangements, where there are fewer women. We know that more women than men work part time, so this can account for some of the difference in pay across the different grades.



Grades 2-6

Grades 7—Prof.

Equality of Pay



Reporting pay gaps other than for Gender is not currently a statutory requirement. The University has committed as part of its Statement of Equality Objectives to report on ethnicity, sexual orientation and disability.

Reporting Item		2025	2024	2023
A	mean disability pay gap	16.70%	19.55%	14.23%
B	<b>median disability pay gap</b>	17.66%	23.53%	16.46%
C	mean sexual orientation pay gap	7.32%	11.29%	7.40%
D	<b>median sexual orientation pay gap</b>	5.55%	8.45%	6.92%
E	mean Ethnicity pay gap	6.96%	4.61%	5.00%
F	<b>median Ethnicity pay gap</b>	4.88%	3.33%	1.46%

This will be used as a baseline to monitor our improvement over the coming years.



## **Reducing the Gap**

What we've done since the 2024 report – highlights

### **What has gone well**

- The Academic Career Progression (ACP) process underwent a fundamental redesign with a specific intention of making promotion more accessible to a wider range of staff.
- The use of new tools in recruitment continues to improve accessibility and ensure applicants from different backgrounds feel confident and able to engage with our recruitment processes.
- We continue to see increased representation of women at senior grades, with women now outnumbering men at ALC6.

### **What could have gone better**

- Whilst our pay gap has decreased from last year it continues to remain similar to the years preceding this.
- Disclosure rates for disability and sexual orientation could be improved.

### **Targeted areas for 2025/26**

- With pay gap reporting occurring on a 12 monthly cycle, reports going forward will look to indicate progress against the long-term strategic goals of the university and highlight the main activities in focus over the 12-month period. Over the next 12 months we intend to use this period of refresh to:
  - Review how we view our pay gap data and make considered targeted efforts to understand where improvements would make the largest difference to our current static pay gap.
  - Engage with University of Bristol and other institutions with low pay gaps and similar employee profile to understand the differences between systems and where there may be opportunity for improvement within our work.
  - Consolidate the action plans that exist across the University so that we have a central understanding of what is happening, and prevent activities being repeated/replicated.
- The Academic Career Progression criteria has been reviewed, and a process is now in place to implement the new system, so that it is fully in use in 2026/27.
- Re-starting work on career pathways in the T&E Job Family

Gender Pay information will be shared with departments