# Pay gaps at the University of Leeds: accessible data tables.

This document contains the same data displayed in the Tableau dashboards on the [University of Leeds Pay Gaps webpage](https://spotlight.leeds.ac.uk/pay-gap-reports/index.html). The document should be read in conjunction with the information presented there.

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## 1. Hourly pay

Tables 1, 2 and 3 show the mean and median hourly pay rates by gender, ethnicity, and disability.

The data shows that despite increases in mean and median hourly pay for all groups, there remain differences when split by gender, ethnicity, and disability.

For both mean and median hourly pay rates, male staff are paid more than female staff, white staff are paid more than minoritised ethnic staff, and non-disabled staff are paid more than disabled staff.

Table 1. Mean and median hourly pay rates by gender 2017-2024.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Mean female staff** | **Mean male staff** | **Median female staff** | **Median male staff** |
| 2017 | £16.00 | £20.60 | £14.80 | £17.50 |
| 2018 | £16.10 | £20.20 | £14.60 | £17.00 |
| 2019 | £16.00 | £19.70 | £14.50 | £16.60 |
| 2020 | £17.00 | £20.85 | £15.60 | £18.10 |
| 2021 | £17.08 | £21.06 | £15.50 | £17.79 |
| 2022 | £17.30 | £21.36 | £15.34 | £17.92 |
| 2023 | £18.45 | £22.56 | £16.35 | £19.33 |
| 2024 | £19.76 | £23.84 | £17.60 | £20.32 |

Table 2. Mean and median hourly pay rates by ethnicity 2021-2024.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Mean minoritised ethnic staff** | **Mean white staff** | **Median minoritised ethnic staff** | **Median white staff** |
| 2021 | £18.11 | £20.11 | £17.27 | £17.57 |
| 2022 | £18.28 | £20.25 | £16.77 | £17.79 |
| 2023 | £19.36 | £21.57 | £18.19 | £19.12 |
| 2024 | £20.50 | £22.91 | £18.88 | £20.16 |

Table 3. Mean and median hourly pay rates by disability 2021-2024.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Mean disabled staff** | **Mean non-disabled staff** | **Median disabled staff** | **Median non-disabled staff** |
| 2021 | £17.64 | £20.07 | £16.08 | £17.88 |
| 2022 | £17.68 | £20.24 | £15.75 | £17.98 |
| 2023 | £19.55 | £21.25 | £17.86 | £18.91 |
| 2024 | £20.72 | £22.75 | £18.60 | £20.03 |

## 2. Pay gaps

Tables 4, 5 and 6 show the mean and median gender, ethnicity and disability pay gaps – the percentage difference between the hourly pay rates.

In 2024, the mean gender pay gap was 17.1%, down from 18.2% in 2023 - the lowest since the University began reporting in 2017. The median gender pay gap has decreased from 15.4% in 2023 to 13.4% in 2024.

Table 4. Gender pay gap 2017-2024.

|  |  |  |
| --- | --- | --- |
| **Year** | **Mean gender pay gap** | **Median gender pay gap** |
| 2017 | 22.5% | 15.8% |
| 2018 | 20.1% | 14.3% |
| 2019 | 18.9% | 12.5% |
| 2020 | 18.5% | 13.6% |
| 2021 | 18.9% | 12.9% |
| 2022 | 19.0% | 14.4% |
| 2023 | 18.2% | 15.4% |
| 2024 | 17.1% | 13.4% |

In 2024, the mean ethnicity pay gap was 10.5%, increasing from 10.2% in 2023. The median ethnicity pay gap has also increased from 4.9% in 2023 to 6.3% in 2024.

Table 5. Ethnicity pay gap 2021-2024.

|  |  |  |
| --- | --- | --- |
| **Year** | **Mean ethnicity pay gap** | **Median ethnicity pay gap** |
| 2021 | 10.0% | 1.7% |
| 2022 | 9.7% | 5.7% |
| 2023 | 10.2% | 4.9% |
| 2024 | 10.5% | 6.3% |

The mean disability pay gap has increased from 8.0% in 2023 to 8.9% in 2024. The median disability pay gap has also increased from 5.6% in 2023 to 7.1% in 2024.

Table 6. Disability pay gap 2021-2024.

|  |  |  |
| --- | --- | --- |
| **Year** | **Mean disability pay gap** | **Median disability pay gap** |
| 2021 | 12.1% | 10.1% |
| 2022 | 12.6% | 12.4% |
| 2023 | 8.0% | 5.6% |
| 2024 | 8.9% | 7.1% |

## 3. Pay quartiles

Tables 7, 8 and 9 show pay quartiles by gender, ethnicity, and disability. To analyse pay quartiles, staff are split in to four equal sized groups based on their hourly pay – from the lower quartile (the lowest paid staff) to the upper quartile (the highest paid staff).

The data shows female staff are over-represented in the lower quartile (66.5% in 2024) and underrepresented in the upper quartile (43.2% in 2024).

Table 7. Pay quartiles by gender 2017-2024.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Year** | **Staff gender** | **Lower quartile** | **Lower middle quartile** | **Upper middle quartile** | **Upper quartile** |
| 2017 | Female staff | 65.2% | 62.5% | 52.6% | 38.7% |
| 2017 | Male staff | 34.8% | 37.6% | 47.4% | 61.3% |
| 2018 | Female staff | 66.2% | 57.5% | 54.7% | 40.0% |
| 2018 | Male staff | 33.8% | 40.5% | 45.3% | 60.0% |
| 2019 | Female staff | 65.4% | 59.7% | 55.1% | 41.9% |
| 2019 | Male staff | 34.6% | 40.3% | 44.9% | 58.1% |
| 2020 | Female staff | 65.8% | 59.5% | 56.0% | 40.1% |
| 2020 | Male staff | 34.2% | 40.5% | 44.0% | 59.9% |
| 2021 | Female staff | 65.6% | 60.5% | 57.0% | 40.9% |
| 2021 | Male staff | 34.4% | 39.6% | 43.0% | 59.1% |
| 2022 | Female staff | 68.1% | 60.4% | 55.7% | 42.2% |
| 2022 | Male staff | 31.9% | 39.6% | 44.3% | 57.9% |
| 2023 | Female staff | 68.2% | 62.8% | 56.1% | 42.2% |
| 2023 | Male staff | 31.8% | 37.2% | 43.9% | 57.8% |
| 2024 | Female staff | 66.5% | 62.3% | 57.6% | 43.2% |
| 2024 | Male staff | 33.5% | 37.7% | 42.4% | 56.8% |

The proportion of minoritised ethnic staff remains mostly consistent across pay quartiles, however the data is less reliable due to the large proportion of staff who have not recorded their ethnicity (labelled ‘Unknown staff’ in the tables).

Table 8. Pay quartiles by ethnicity 2021-2024.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Year** | **Staff ethnicity** | **Lower quartile** | **Lower middle quartile** | **Upper middle quartile** | **Upper quartile** |
| 2021 | Minoritised ethnic staff | 10.6% | 8.6% | 14.2% | 10.2% |
| 2021 | White staff | 46.3% | 55.5% | 67.0% | 74.3% |
| 2021 | Unknown staff | 43.0% | 36.0% | 18.8% | 15.5% |
| 2022 | Minoritised ethnic staff | 12.9% | 9.7% | 15.7% | 10.6% |
| 2022 | White staff | 50.1% | 50.3% | 64.3% | 72.9% |
| 2022 | Unknown staff | 37.0% | 39.9% | 20.0% | 16.5% |
| 2023 | Minoritised ethnic staff | 12.9% | 12.0% | 15.7% | 11.6% |
| 2023 | White staff | 38.6% | 56.0% | 68.6% | 71.0% |
| 2023 | Unknown staff | 48.4% | 32.0% | 15.7% | 17.4% |
| 2024 | Minoritised ethnic staff | 15.2% | 12.2% | 16.9% | 12.0% |
| 2024 | White staff | 39.0% | 57.6% | 65.8% | 70.3% |
| 2024 | Unknown staff | 45.8% | 30.3% | 17.3% | 17.7% |

Between 2023 and 2024, the proportion of disabled staff increased across all quartiles. The lower quartile from 4.6% to 5.3%. The lower middle quartile from 5.9% to 6.8%. The upper middle quartile from 6.2% to 6.6%. The upper quartile from 4.6% to 5.5%.

Table 9. Pay quartiles by disability 2021-2024.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Year** | **Staff ethnicity** | **Lower quartile** | **Lower middle quartile** | **Upper middle quartile** | **Upper quartile** |
| 2021 | Disabled staff | 5.4% | 5.9% | 4.7% | 4.3% |
| 2021 | Non-disabled staff | 50.1% | 56.3% | 75.1% | 80.4% |
| 2021 | Unknown staff | 44.5% | 37.8% | 20.1% | 15.3% |
| 2022 | Disabled staff | 6.0% | 5.4% | 5.0% | 4.4% |
| 2022 | Non-disabled staff | 54.4% | 52.1% | 73.6% | 79.1% |
| 2022 | Unknown staff | 39.6% | 42.5% | 21.4% | 16.5% |
| 2023 | Disabled staff | 4.6% | 5.9% | 6.2% | 4.6% |
| 2023 | Non-disabled staff | 49.2% | 61.2% | 76.3% | 78.2% |
| 2023 | Unknown staff | 46.3% | 32.9% | 17.5% | 17.2% |
| 2024 | Disabled staff | 5.3% | 6.8% | 6.6% | 5.5% |
| 2024 | Non-disabled staff | 46.7% | 61.1% | 74.1% | 76.7% |
| 2024 | Unknown staff | 48.0% | 32.1% | 19.3% | 17.8% |

## 4. Pay grades

Tables 10, 11 and 12 show pay grade groups by gender, ethnicity, and disability.

Please note, pay grades do not map to quartiles. The lower quartile is approximately grades 2-4, the lower middle quartile is approximately grades 5-6, the upper middle quartile is approximately grades 7-8, and the upper quartile is approximately grades 9, 10 and the Professorial Zone.

The clinical staff pay structure fits outside the standard salary scale, and there are some staff on ‘non-standard’ salaries which also do not fit within the scale.

The data shows that the proportion of female staff, minoritised ethnic staff and disabled staff decreases as grade increases.

As with other data, the proportion of staff who haven’t recorded their ethnicity or whether they have a disability makes this data less reliable.

Table 10. Pay grades by gender 2024.

|  |  |  |
| --- | --- | --- |
| **Grade group** | **Female staff** | **Male staff** |
| Grades 2-6 | 66.0% | 44.0% |
| Grades 7-8 | 55.6% | 44.4% |
| Grades 9-Professor | 39.4% | 60.6% |
| Clinical | 40.9% | 59.1% |
| Non-standard & timesheet | 56.8% | 43.2% |

Table 11. Pay grades by ethnicity 2024.

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade group** | **Minoritised ethnic staff** | **White staff** | **Unknown staff** |
| Grades 2-6 | 14.4% | 54.8% | 30.8% |
| Grades 7-8 | 16.7% | 67.2% | 16.1% |
| Grades 9-Professor | 11.2% | 72.6% | 16.2% |
| Clinical | 19.6% | 63.0% | 17.4% |
| Non-standard & timesheet | 5.3% | 10.0% | 84.7% |

Table 12. Pay grades by disability 2024.

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade group** | **Disabled staff** | **Non-disabled staff** | **Unknown staff** |
| Grades 2-6 | 6.6% | 06.7% | 32.6% |
| Grades 7-8 | 7.0% | 75.2% | 17.8% |
| Grades 9-Professor | 5.3% | 79.0% | 15.7% |
| Clinical | 1.7% | 79.1% | 19.1% |
| Non-standard & timesheet | 1.6% | 11.1% | 87.3% |

## 5. Bonuses received

Tables 13 and 14 show the proportion of staff receiving bonuses each year by gender and ethnicity.

Disability bonus gaps are not calculated as the sample size is too small to produce reliable analysis.

The data is split by whether Clinical Impact Awards (CIAs) are included or excluded in the analysis. CIAs are mandated, decided upon, and funded by the NHS, and given to outstanding clinical staff.

CIAs significantly skew the University’s overall bonus gaps as the amounts awarded can be much higher than the University’s typical bonuses.

On average, since 2017, female staff have been as likely, or more likely to receive bonuses compared to male staff.

Table 13. Proportions of female and male staff receiving bonuses 2017-2024.

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Clinical Impact Awards (CIA)** | **Female staff** | **Male staff** |
| 2017 | Excluding CIA | 4.4% | 3.3% |
| 2017 | Including CIA | 5.2% | 5.1% |
| 2018 | Excluding CIA | 3.9% | 3.7% |
| 2018 | Including CIA | 4.1% | 5.1% |
| 2019 | Excluding CIA | 7.4% | 6.8% |
| 2019 | Including CIA | 7.5% | 7.9% |
| 2020 | Excluding CIA | 7.4% | 6.4% |
| 2020 | Including CIA | 7.6% | 7.4% |
| 2021 | Excluding CIA | 8.3% | 8.8% |
| 2021 | Including CIA | 8.5% | 9.7% |
| 2022 | Excluding CIA | 5.6% | 4.7% |
| 2022 | Including CIA | 5.7% | 5.6% |
| 2023 | Excluding CIA | 8.8% | 7.1% |
| 2023 | Including CIA | 9.1% | 8.3% |
| 2024 | Excluding CIA | 12.9% | 11.2% |
| 2024 | Including CIA | 13.1% | 12.3% |

White staff are more likely to receive a bonus compared to minoritised ethnic staff. In 2024, including all bonus types, 17.6% of white staff received bonuses compared to 9.4% of minoritised ethnic staff.

Table 14. Proportions of minoritised ethnic and white staff receiving bonuses 2017-2024.

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Clinical Impact Awards (CIA)** | **Minoritised ethnic staff** | **White staff** |
| 2021 | Excluding CIA | 7.1% | 14.7% |
| 2021 | Including CIA | 7.3% | 15.4% |
| 2022 | Excluding CIA | 5.2% | 8.0% |
| 2022 | Including CIA | 5.4% | 8.6% |
| 2023 | Excluding CIA | 5.5% | 11.3% |
| 2023 | Including CIA | 5.9% | 12.1% |
| 2024 | Excluding CIA | 9.1% | 16.9% |
| 2024 | Including CIA | 9.4% | 17.6% |

## 6. Bonus gaps

Tables 15 and 16 show bonus gaps by gender and ethnicity. This is the percentage difference between average bonus amounts.

In 2024, excluding CIAs, the mean gender bonus gap was 3.2% and median was 0.0%.

Table 15. Bonus gaps by gender 2017-2024.

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Clinical Impact Awards (CIA)** | **Mean gender bonus gap** | **Median gender bonus gap** |
| 2017 | Excluding CIA | 8.9% | 33.0% |
| 2017 | Including CIA | 81.9% | 50.0% |
| 2018 | Excluding CIA | 10.7% | 1.9% |
| 2018 | Including CIA | 79.2% | 25.0% |
| 2019 | Excluding CIA | 12.2% | 0.0% |
| 2019 | Including CIA | 82.1% | 50.0% |
| 2020 | Excluding CIA | 5.3% | -36.4% |
| 2020 | Including CIA | 82.7% | 25.0% |
| 2021 | Excluding CIA | 16.0% | 0.0% |
| 2021 | Including CIA | 75.5% | 50.0% |
| 2022 | Excluding CIA | 21.0% | 0.0% |
| 2022 | Including CIA | 79.8% | 38.5% |
| 2023 | Excluding CIA | 33.7% | 42.9% |
| 2023 | Including CIA | 76.9% | 42.9% |
| 2024 | Excluding CIA | 3.2% | 0.0% |
| 2024 | Including CIA | 75.9% | 0.0% |

In 2024, excluding CIAs, the mean ethnicity bonus gap was 14.1% and median was 0.0%.

Table 16. Bonus gaps by ethnicity 2021-2024.

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Clinical Impact Awards (CIA)** | **Mean ethnicity bonus gap** | **Median ethnicity bonus gap** |
| 2021 | Excluding CIA | 1.7% | 0.0% |
| 2021 | Including CIA | 44.7% | 0.0% |
| 2022 | Excluding CIA | 14.6% | 0.0% |
| 2022 | Including CIA | 52.6% | 0.0% |
| 2023 | Excluding CIA | -4.3% | 20.0% |
| 2023 | Including CIA | 27.8% | 42.9% |
| 2024 | Excluding CIA | 14.1% | 0.0% |
| 2024 | Including CIA | 40.8% | 0.0% |