



University of
Staffordshire

THE ETHNICITY PAY GAP

Report 2024

THE ETHNICITY PAY GAP

At University of Staffordshire, we believe that achieving race equality across the organisation is not only the right thing to do, but it also enables people and our university to be more successful.

The Government has required, since April 2018, employers with 250 staff or more to publicise their Gender Pay Gap information. It is likely that this reporting will extend to other protected characteristics over time.

Being 'Fair and Inclusive' is one of our core values and although ethnicity pay gap reporting is not mandatory, we believe the need to capture and report on our ethnicity pay gap data is important as this helps us understand where we may have disparities, and where we need to focus.

What is the ethnicity pay gap?

The ethnicity pay gap shows the difference in the average pay between ethnic minority staff and white staff in the organisation. An ethnicity pay gap above zero will show that on average, white staff earn more, whilst a pay gap below zero shows that ethnic minority staff, on average, earn more.

Equal pay is different to the ethnicity pay gap. Equal pay deals with pay differences between people who are doing the same jobs, similar jobs, or work of equal value.

Since 2008 we have regularly undertaken equal pay audits in partnership with our Trade Unions UNISON and UCU. This built upon our good practice of introducing factor-based job evaluation to size our roles in 2006 to place them equitably on the University Pay and Grading Scale.

What is our ethnicity pay gap?

The ethnicity pay gap is calculated in two ways:

Mean Ethnicity Pay Gap

The mean ethnicity pay is calculated by adding up all of the salaries and dividing

the result by how many numbers were in the list. We can then compare the mean pay for ethnic minority staff with the mean pay for white staff. The difference between the two figures is the mean ethnicity pay gap.

Analysis of the ethnicity pay gap data has revealed that the mean ethnicity pay gap for all ethnicities, when compared with white staff is 1.21% and is slightly higher than the -1.91% reported in 2023. Our Ethnicity Pay Gap is considerably lower than Gov.UK Ethnicity pay gap data reported in 2022-23 at 25.8%.

Median Ethnicity Pay Gap

The median ethnicity pay gap is calculated by listing all the salaries in numerical order. The median is the middle number. We can then compare the median pay for ethnic minority staff with the median pay for white staff. The difference between the two figures is the median ethnicity pay gap.

The median ethnicity pay gap at University of Staffordshire for all ethnic minorities compared to white staff is 0% and is comparable to the 0% figure reported in 2023. Our Ethnicity Pay Gap is considerably lower than the Gov.UK ethnicity median pay gap reported in 2021 at 34.8%.

What does our ethnicity pay gap data tell us?

This data shows that our ethnicity pay gap has slightly increased to 1.21% in favour of staff from a white british ethnicity and some of this is due to the increase in our ethnic minority staff profile numbers increasing in the lower pay bands.

We recognise that we have a lower number of ethnic minority staff employed at 13.6% compared to the sector average of 16.6%. and to address this we have been making positive progress within this area and have increased our ethnic minority profile numbers from 10% in 2021 to 10.8% in 2022, and 12.6% in 2023.

The data shows that our ethnicity pay gap may be due to the increase of more ethnic minority staff being employed in the lower pay bands and we are also aware that, at times, when progress is being made in other areas, such as remodelling or merger of services, this may have an impact on the university's pay gaps. To address this, we need to understand the cause of pay gaps, for example, through ensuring that Equality Impact Assessments are carried out to identify and explain any disparities and how we will address them as a part of our equality commitments.

Further analysis is provided at Appendix 1

What are we doing to address the ethnicity pay gap?

University of Staffordshire can evidence that it is compliant in having equal pay for work of equal value. We recognise that we have a lower numbers of ethnic minority staff employed at 13.6% compared to the sector average of 16.6%.

We have been making positive progress within this area and have increased our ethnic minority profile numbers from 10% in 2021 to 10.8% in 2022 ,12.6% in 2023 and 13.6% in 2024.



We are fully committed and have a proactive approach that will increase the number of ethnic minority staff employed within the organisation.

Some of the actions that we remain committed to are:

Setting targets

There needs to be accountability if people are to believe that delivering diversity is a business priority. Therefore, we have set the following targets:

- Staff demographic profile that mirrors the regional profile, with an aim of 17% of our staff profile to be from ethnic minorities by 2026/27.
- Ethnic minority staff recruitment targets across the organisation at School and Service level, which are integrated with workforce planning decisions.

Using data

Actions to close the pay gap should be data-driven and based on evidence. Improving the quality of data should be a priority. Research conducted by 'Delivering Diversity' illustrated that leaders wanted better data to drive progress on race and ethnicity. Therefore, we will continue to:

- Deliver on our Data Integrity project objectives. This includes a full review of the profile categories to ensure we are collecting inclusive, sufficient, and appropriate staff profiling data to understand their diverse needs and expectations. Ensure regular promotion campaigns are delivered that will encourage staff to declare their ethnicity to reduce the data gaps.

- Ongoing data analysis linked to our work on the Race Equality Charter to enable a more granular understanding of our ethnicity pay gap to inform future actions.

Focusing on leadership

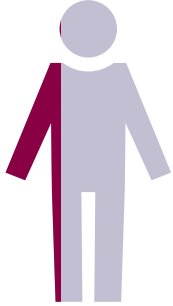
Leaders need to speak up and talk publicly about their organisation's commitment to diversity. They need to develop and own action plans for increasing the representation of ethnic minority employees within employees within the organisation. Therefore, we have been committed to:

- Sharing and discussing diverse staff profile data with senior leadership teams on a regular basis, that helps them to track their progress and supporting them to work within the Race Equality Charter principles and develop SMART action plans that support our values in providing fair and inclusive services for all our diverse employees.
- Launching 'Inclusive recruitment, selection, progression and retention' training for all recruiting managers. The training coaches how to develop inclusive marketing campaigns to attract and recruit ethnic minority applicants, making sure that we are inclusive in our requirements, our advertising, our recruitment, and selection methods, that encourage diverse employment from the broadest range of candidates.

We are fully committed and have a proactive approach that will increase the number of ethnic minority staff employed within all job roles and pay grades of the organisation.

APPENDIX 1

Ethnicity



BAME
13.6% / 244





**Unknown/
information refused**
2.9% / 52






White
83.5% / 1496

University of Staffordshire – Mean and Median pay gap figures per ethnicity profile group

	Mean					Median				
	2021	2022	2023	2024	Change	2021	2022	2023	2024	Change
 BAME	£19.56	£19.65	£20.95	£21.05	+£0.10	£18.04	£18.31	£18.83	£19.23	+£0.40
 White	£19.30	£19.39	£20.56	£21.30	+£0.74	£17.52	£17.78	£18.83	£19.23	+£0.40
Pay Gap	-1.34%	-1.35%	-1.91%	1.21%	-3.12pp	-3.0%	-2.9%	0%	0%	0pp

University of Staffordshire – Pay Quartiles figures per ethnicity profile group

	Q1	Q2	Q3	Q4
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
 BAME	39	75	88	38
	8.69%	16.74%	19.64%	8.48%
 White	400	358	348	397
	89.09%	79.91%	77.68%	88.62%
 Unknown/ information refused	10	15	12	13
	2.23%	3.35%	2.68%	2.90%
Pay Gap	449	448	448	448

2021 – 2024 Pay Gap Comparison

Year	Ethnicity	Pay Gap
	Mean	Medium
2021	-1.30%	-3%
2022	-1.35%	-2.89%
2023	-1.91%	0%
2024	1.21%	0%



University of
Staffordshire

2ND IN THE UK FOR QUALITY EDUCATION

Sustainable Development Goal 4 THE Impact
Rankings 2024

5TH FOR FIRST GEN STUDENTS

The Mail University guide 2025

TOP 10 FOR CAREER PROSPECTS

Whatuni Student Choice Awards 2023

TOP 20 FOR FACILITIES

Whatuni Student Choice Awards 2023

TOP 10 FOR SOCIAL INCLUSION

The Times and The Sunday Times Good
University Guide 2023

87% OF RESEARCH IMPACT IS 'OUTSTANDING' OR 'VERY CONSIDERABLE'

Research Excellence Framework 2021