

**Sheffield  
Hallam  
University**  
Knowledge Applied

# **SHEFFIELD HALLAM UNIVERSITY PAY GAPS REPORT 2024**

**This report details our results for 2024 and areas of focus for pay equality across gender, race, disability and sexual orientation.**

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## SECTION 1. FOREWORD

As the University's Vice-Chancellor and institutional lead for equity, equality, diversity and inclusion (EEDI) I am pleased to introduce our eighth pay gap report.

Our vision is "Sheffield Hallam: A Culture of Inclusion." No one should experience disadvantage because of their background or personal/protected characteristics, which underpins our commitment to pay equity.

Some pay gaps do exist at Hallam due to differences in the types of jobs people do, levels of responsibility, experience, skills and qualifications, performance or length of service. Whilst this makes some pay differentials inevitable, we are committed to the principle of equal pay for work of equal value. We are committed to analysing and reporting on pay gaps annually and put actions in place to address them where required.

Operating a fair, transparent and objective pay system is fundamental to a culture of inclusion and ensuring our workforce is diverse and reflects the community and society in which we operate.

That's why, although it is not a legal requirement, in addition to gender we will continue to voluntarily publish our ethnicity, disability and sexual orientation pay gap data. We will use this information to monitor our pay across different characteristics and take appropriate action where needed.

**Professor Liz Mossop**

**Vice-Chancellor**

## SECTION 2. INTRODUCTION

Sheffield Hallam University is committed to building a great university by providing an outstanding environment in which to study and work.

Legislation, introduced in April 2017, requires all employers with 250 or more employees to publish the gender pay gap of those in scope annually. The legislation requires employers to carry out seven calculations that show the difference between the average earnings of men and women.

The gender pay gap is different from equal pay. Equal pay only deals with the pay differences between people with different protected characteristics (e.g. men and women) who carry out the same jobs, similar jobs or work of equal value. The University undertakes equal pay audits every two years to monitor equal pay and the next equal pay audit is due to be completed by the end of 2024.

The gender pay gap shows the overall difference in average pay between all men and women within an organisation.

The median pay gap compares the middle value of women and men's pay (in a population of five people this would be the third value when sorted from lowest to highest). The median pay gap is useful as extreme outliers do not affect it. With smaller populations the median pay gap can change dramatically year-on-year, as the departure of a few members of staff can shift the middle point considerably.

In this case the mean pay gap (the gap between the average pay of women and men) may deliver a more useful perspective. However, the mean pay gap is more likely to be affected by large outliers, and so any smaller population with a large outlier will be skewed in that direction.

Since reporting our initial pay gap in March 2018, we have been working to reduce it. This year we have achieved our lowest gender pay gap figures since the inception of reporting, reflecting progress in gender pay equality. We also report reductions in the mean ethnicity pay gap, mean disability pay gap and median sexual orientation pay gap since last year.

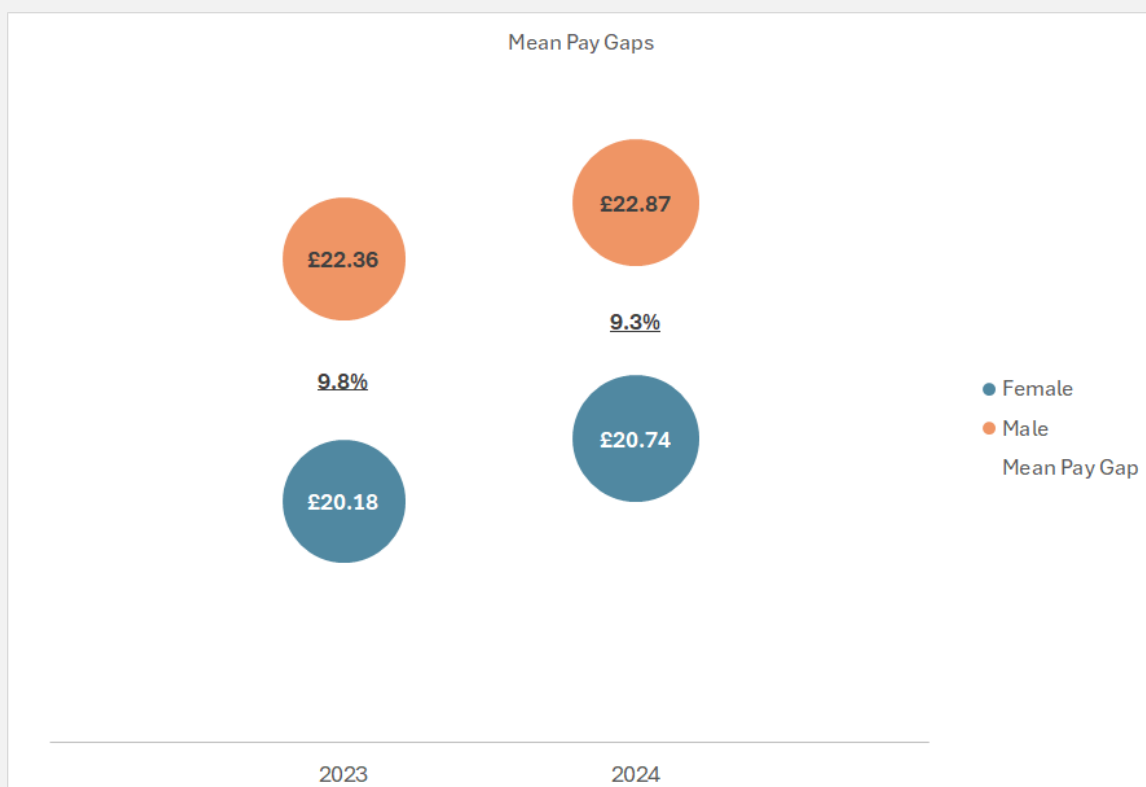
## OUR WORKFORCE

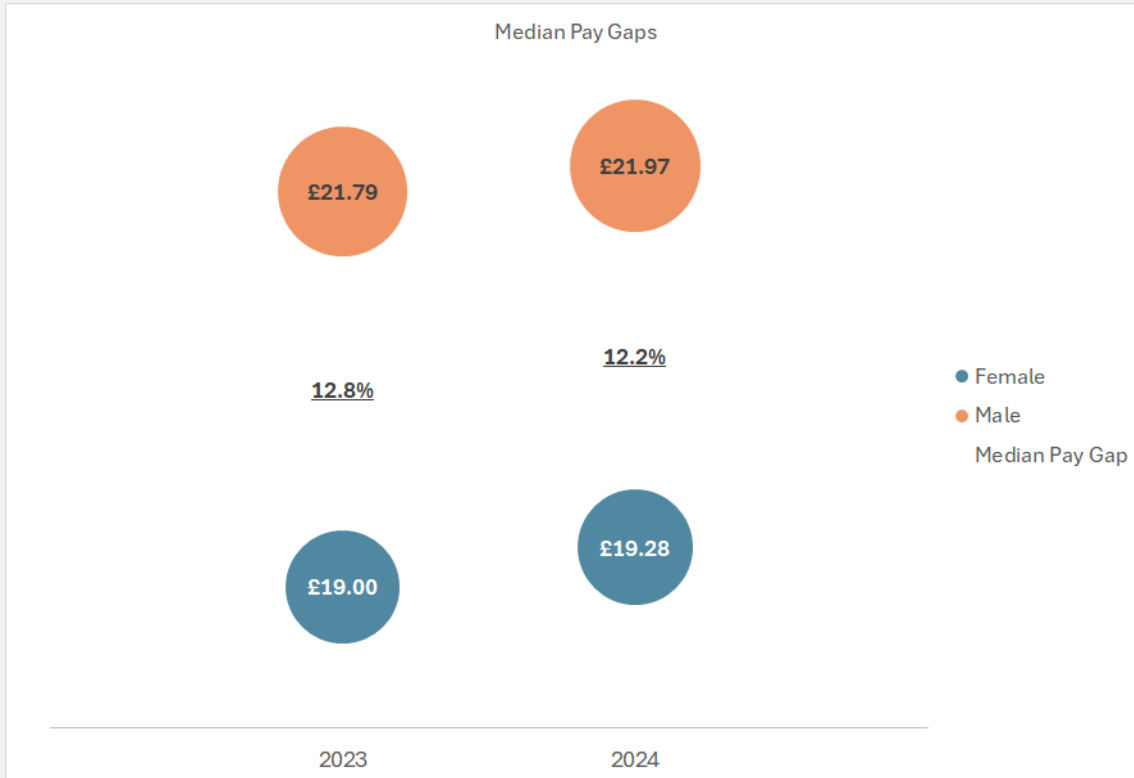
Every job at the University is evaluated and placed within a grade. Grades vary by levels of responsibility and each grade has a specific pay range. Employees progress through the grades and pay range as they develop their careers. A proportion of employees are appointed on a fixed rate salary within casual or training roles. While the proportion of female and male employees has remained relatively consistent over the last three years, the workforce decreased slightly last year, from 4,728 employees in 2023 to 4,687 employees in 2024. On 31 March 2024, 59.0% of our employees were female (2,764 female employees), and 41.0% were male (1,923 male employees).

### SECTION 3. GENDER PAY GAP

The gender pay gap calculation includes all employees who received their usual rate of pay in March 2024. This means that employees on reduced pay or unpaid leave in that month are excluded. The percentage figure shows the difference between the average hourly rates of pay that males and females received.

This year we can report progress in reducing the overall gender pay gap. The mean pay gap decreased from 9.8% in 2023 to 9.3% in favour of males in 2024 and the median pay gap decreased from 12.8% to 12.2%. The graphs below illustrate the mean and median gender pay gaps and rates of pay in 2023 and 2024.





The report includes casual workers who were paid in March, and this has the potential to affect the data. Casual workers are engaged on an irregular or flexible basis, often to meet a fluctuating demand for work. There is no agreement as to whether any work will be offered, and the worker is not obliged to accept it. Roles typically undertaken by casual workers include Student Ambassadors and Exam Invigilators.

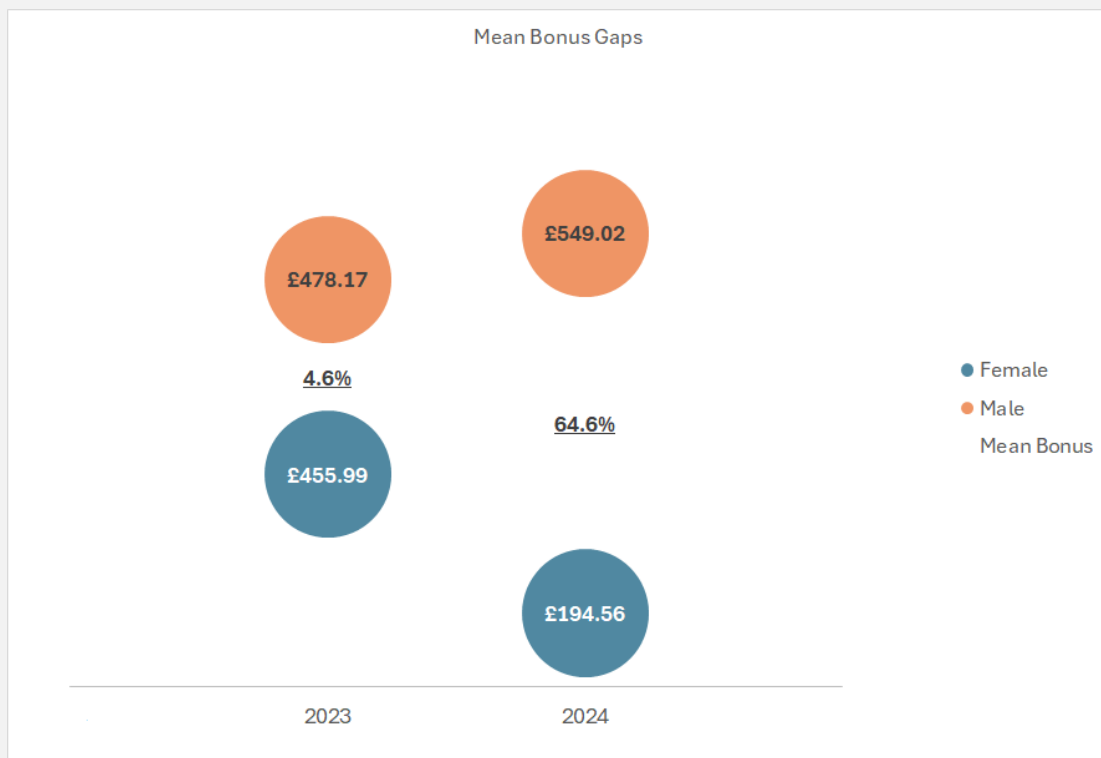
If this group of casual workers are removed, the mean improves from 9.3% to 8.3% and the median decreases from 12.2% to 8.5%. This follows the same trend in terms of the University’s overall gender pay gap, with both the mean and the median decreasing.

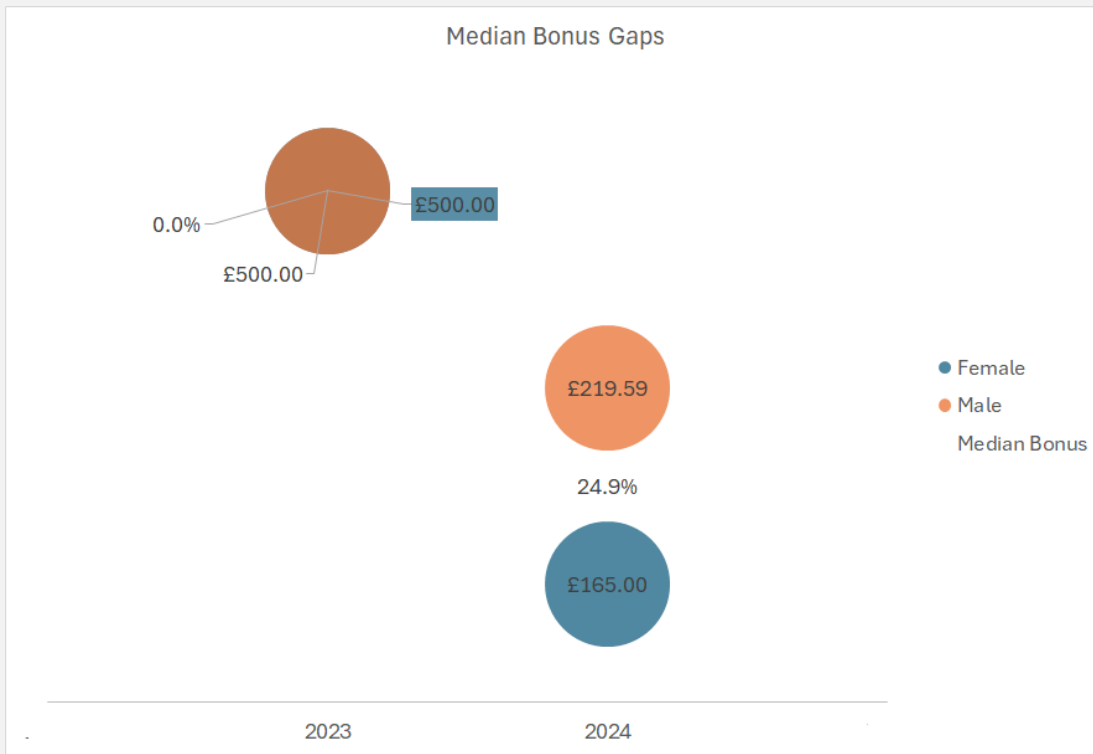
As the number of casual workers who are paid each March will vary, we will continue to monitor the gap excluding casual workers too.

## BONUS GAP

The figures below show the difference between the bonus payments that relevant male and female employees received within the last 12 months. As one-off payments for performance were not made in 2023-24, this year the figures only include ad-hoc one-off payments such as honoraria and royalty payments and any all-staff one-off payments.

The mean bonus gap was 64.6% in favour of males and the median bonus gap was 24.9%. 3.9% of females were paid a bonus, representing 151 females in total and 1.6% of males were paid a bonus, representing 40 males in total. The graphs below illustrate the mean and median gender bonus pay gaps and rates of pay in 2023 and 2024.





The bonus gaps have increased from March 2023 when the mean bonus gap was 4.6% in favour of males and the median bonus gap was 0.0%.

This increase is because the number of bonus payments paid dropped significantly in 2024, meaning the mean and median pay gaps were affected by outliers.

More females were paid a bonus than men in 2024 because a one-off payment was awarded to employees on lower spinal points who did not see a take-home increase in their pay following the Interim Pay Award in 2023, because their basic salaries attracted a Real Living Wage supplement. Most of the staff on these spinal points were female.

Additionally, the mean bonus gap is affected by one large royalty payment made in relation to intellectual property income. Excluding this royalty payment, the mean gender bonus gap was 2.5%.

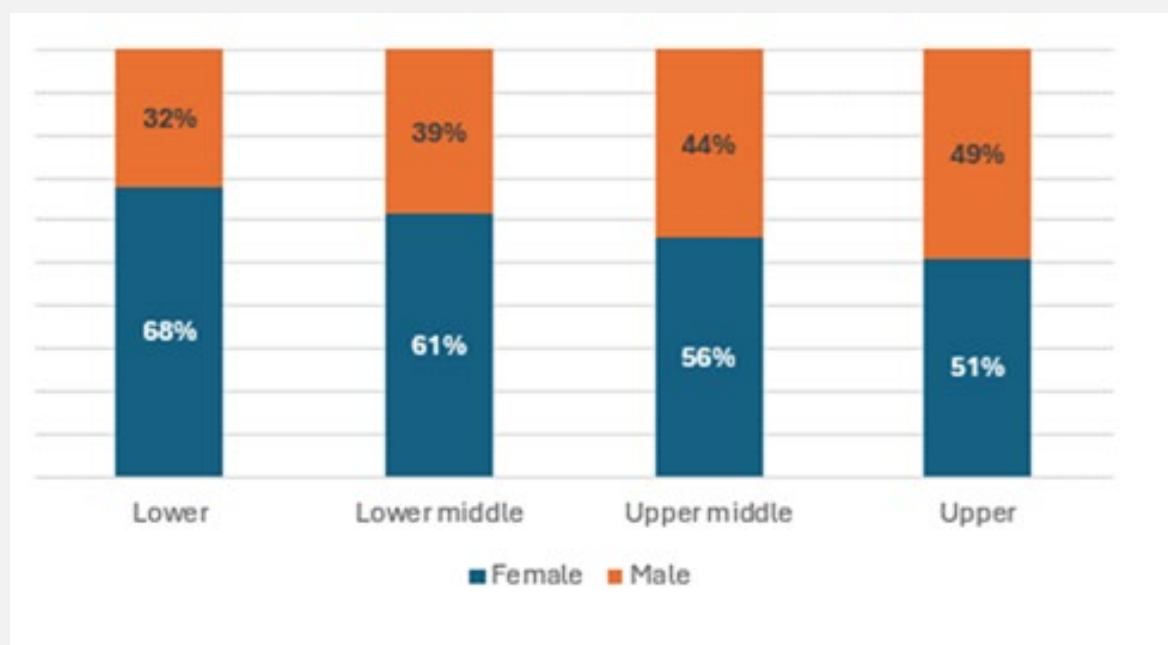
In 2023 and 2022, most staff received a one-off payment of the same amount, and consequently the bonus gaps were not as great. In 2021, where such payments were not made, the mean bonus gap was 83.4% in favour of males and the median bonus gap was 71.4% in favour of males. The bonus gaps have therefore reverted to similar levels seen in 2021 although have decreased significantly, particularly on the median.



This gap could change again next year depending on whether employees receive bonus payments and if any further one-off payments are made to eligible employees. We are also conscious that some payments which are classed as bonuses, particularly royalty payments which the University does not have control over, can significantly skew the bonus pay gap figure.

## PAY QUANTILES

The graph and tables below illustrate the proportion of male and female employees on 31 March 2024 in four quartile pay bands: lower, lower middle, upper middle and upper.



In order to complete the calculations, the University is required to list all employees, along with their gender, in order of lowest hourly rate to highest hourly rate of pay. The list is then split into four equal sections, known as quartiles, with an equal number of employees in each section.

The pay quartiles are shown for 31 March 2024 and 31 March 2023 in the tables below to provide a comparison.

2024

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Proportion of males	32.1% (376)	38.7% (453)	44.2% (518)	49.2% (576)
Proportion of females	67.9% (796)	61.3% (719)	55.8% (654)	50.8% (595)

2023

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Proportion of males	34.3% (406)	38.2% (451)	45.6% (539)	49.2% (581)
Proportion of females	65.7% (776)	61.8% (731)	54.4% (643)	50.8% (601)

As with many organisations and the economy as a whole, a key factor behind Sheffield Hallam's gender pay gap is the imbalance of men and women across job levels. Over the past year, there has been an increase in the proportion of females in the lower quartile however there has also been an increase in the proportion of females in the upper middle quartile. There continues to be a slightly higher proportion of females than males in the upper quartile. This shows a continued representation of women in senior positions, promoting gender diversity in leadership roles.

However, it is noted that the lower and lower middle quartiles are made up by 64.6% (1,515) female employees compared with 35.4% (829) male employees.

#### SECTION 4. ETHNICITY PAY GAP

These figures are based on the pay gap between white and ethnic minority employees which we recognise has limitations in identifying the differences between different ethnic groups.

Out of a total workforce of 4,687 employees, on 31 March 2024 we had 767 (16.4%) ethnic minority employees and 3,630 (77.4%) white employees. There were 290 (6.2%) employees whose ethnicity was unknown.

In 2024, the mean ethnicity pay gap was 8.6% in favour of white employees and the median gap 2.9% in favour of white employees. Excluding casuals, the mean ethnicity pay gap was 1.7% in favour of white employees and the median gap was 0.0%.

The improvement in the pay gap once casual workers are removed occurs because ethnic minority employees are more likely to be academics who have a higher average salary than Professional Services employees.

Although the median pay gap has stayed stable since March 2023 when this was 2.9% in favour of white employees, the mean pay gap has decreased from March 2023 when it was 9.2% in favour of white employees.

These slight variations in the mean and median suggest that the ethnicity pay gap remains relatively constant. However, we can report that the proportion of ethnic minority employees has increased from 13.8% (654) in 2023 to 16.4% (767) in 2024. All quartiles have seen proportional increases however the biggest increases are seen in the lower and upper middle quartiles.

## BONUS GAP

In 2024, the mean bonus ethnicity gap was -662.6% (compared with -3.2% in 2023) and the median bonus gap was -33.1% (compared with 0.0% in 2023), meaning that the bonus gaps were in favour of ethnic minority employees.

1.4% of ethnic minority employees received a bonus compared with 3.5% of white employees.

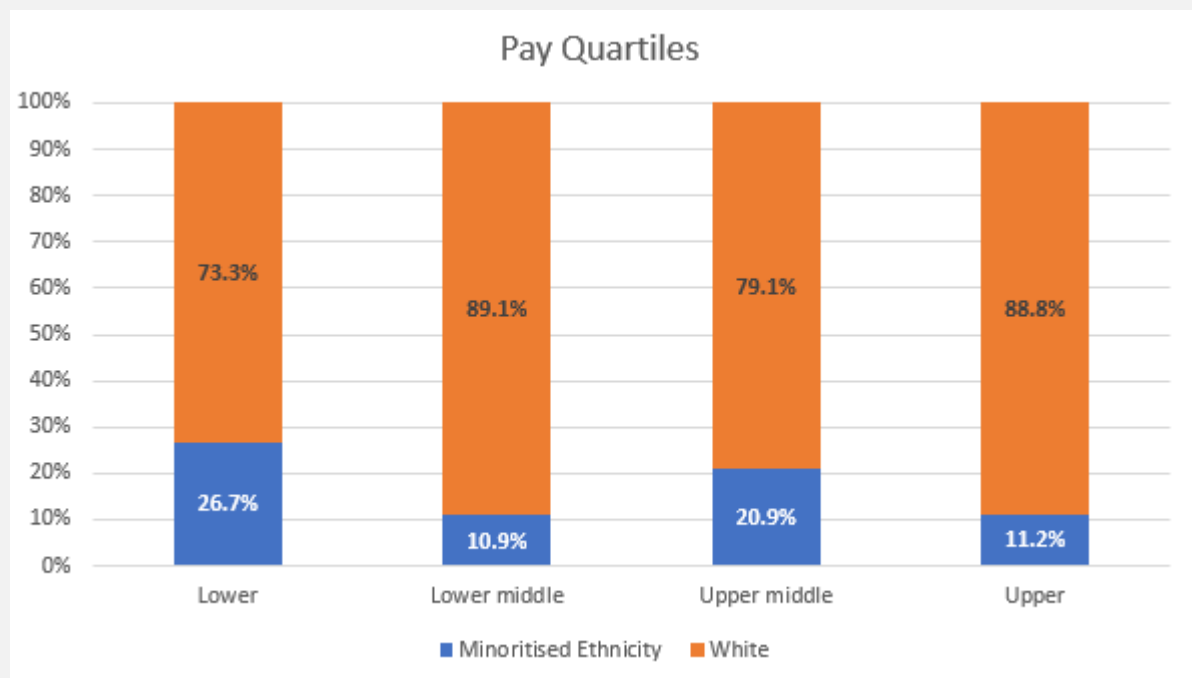
It is difficult to draw conclusions from these figures given the small numbers of employees in receipt of bonuses this year, however it is again useful to note that the increase in the ethnicity bonus gaps since 2023 is because the number of bonus payments paid dropped significantly in 2024, meaning the mean and median pay gaps were affected by outliers.

Additionally, the mean ethnicity bonus gap is affected by one large royalty payment made in relation to intellectual property income. Excluding this royalty payment, the mean ethnicity bonus gap was -60.6%.

## PAY QUARTILES

Over the last year, we have recruited more ethnic minority employees across all the four quartiles. The most significant increases have been in the lower and upper middle quartiles. The graph and tables below show the proportions of white and ethnic minority employees in each quartile and only includes staff who had declared their ethnicity.

2024



	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Proportion of white employees	73.3% (806)	89.1% (980)	79.1% (870)	88.8% (974)
Proportion of ethnic minority employees	26.7% (294)	10.9% (120)	20.9% (230)	11.2% (123)

2023

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Proportion of white employees	77.7% (862)	91.1% (1010)	82.1% (910)	90.2% (998)
Proportion of ethnic minority employees	22.3% (247)	8.9% (99)	17.9% (199)	9.8% (109)

## SECTION 5. INTERSECTIONALITY PAY GAP

Intersectionality recognises that employees belong to several different groupings and aims to identify how these different groupings interrelate. These figures indicate that the greatest pay gap was between ethnic minority females and white male employees. The figures including casual workers can fluctuate due to the nature of the workforce.

The table below shows the difference in mean and median hourly rates of pay.

	Mean pay gap	Mean pay gap exc. casuals	Median pay gap	Median pay gap exc. casuals
Pay gap between white females and ethnic minority females	10.2%	3.0%	20.2%	-3.0%
Pay gap between white males and ethnic minority females	18.9%	11.6%	31.0%	5.8%
Pay gap between ethnic minority males and ethnic minority females	11.7%	9.7%	26.8%	8.5%
Pay gap between white males and ethnic minority males	8.2%	2.1%	5.7%	-3.0%

## SECTION 6. DISABILITY PAY GAP

Out of a total workforce of 4,687 employees, on 31 March 2024 we had 404 (8.6%) employees who had declared a disability, 3,901 (83.2%) who had not declared a disability and 382 (8.2%) whose disability status was unknown.

The University's mean disability pay gap was 7.1% and the median disability pay gap was 10.8%.

Excluding casuals, the University's mean disability pay gap was 6.6% and the median disability pay gap was 7.0%.

The mean pay gap has decreased from March 2023 when the mean was 8.7% however the median pay gap has increased from March 2023 when the median was 5.6%. We are pleased to report a notable decrease in the mean pay gap, with the recorded figure standing at its lowest in the past six years. The median gap has increased because the median gap is more sensitive to small changes in the numbers of employees who have declared a disability in the higher quartiles.

The proportion of staff who have declared a disability has remained stable since March 2023 however the proportion of staff whose disability status is unknown has decreased slightly. We are committed to promoting a culture of inclusion and equal

opportunities to all and this highlights our dedication to fostering a workplace that values and support individuals of all abilities.

## BONUS GAP

The mean bonus gap was 9.6% in favour of non-disabled employees and the median bonus gap was -33.1% meaning the median gap was in favour of disabled employees.

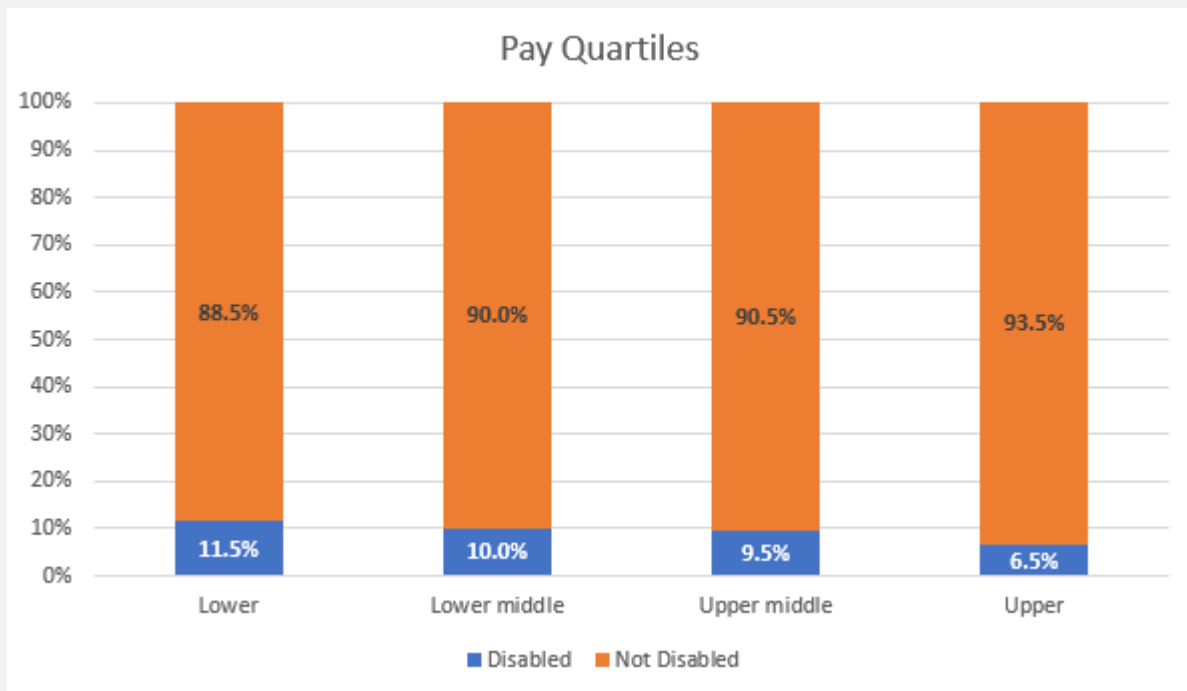
1.2% of disabled employees received a bonus compared with 3.2% of non-disabled employees, however it is difficult to draw conclusions from these figures given the small numbers of individuals paid a bonus in this year.

## PAY QUARTILES

The number of disabled staff has decreased in the lower quartile but remained relatively stable in the other quartiles. There are ongoing activities to increase disclosure rates at the University and we are dedicated to fair and inclusive recruitment practices and providing equal opportunities for all, regardless of disability status.

The graph and tables below show the proportions of disabled and not disabled staff in each quartile and only include staff who have declared their disability status.

2024



	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Proportion of employees not disabled	88.5% (953)	90.0% (969)	90.5% (975)	93.5% (1004)
Proportion of disabled employees	11.5% (124)	10.0% (108)	9.5% (102)	6.5% (70)

2023

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Proportion of employees not disabled	88.0% (956)	90.2% (980)	90.7% (986)	93.7% (1016)
Proportion of disabled employees	12.1% (131)	9.8% (107)	9.3% (101)	6.3% (68)



## SECTION 7. SEXUAL ORIENTATION PAY GAP

Out of a total workforce of 4,687 employees, on 31 March 2024 we had 330 (7.0%) LGBTQ+ employees, 3,052 (65.1%) heterosexual employees and 1,305 (27.8%) whose sexual orientation was unknown. Whilst the proportion of employees whose sexual orientation was unknown reduced from 1,453 (30.7%) in 2023, this is still a large number which we will continue to address over the next 12 months.

The University's overall mean sexual orientation pay gap was 12.8% and the median sexual orientation pay gap was 17.8%.

Excluding casuals, the mean sexual orientation pay gap was 10.5% and the median sexual orientation pay gap was 8.4%.

Due to the significant minority of staff who had not declared their sexual orientation, it is unclear whether the increase in the mean pay gap is reliable. Our continued focus will therefore be on reducing that number.

## BONUS GAP

The mean bonus gap was -18.9% meaning the gap was in favour of LGBTQ+ employees and the median bonus gap was 0.0%.

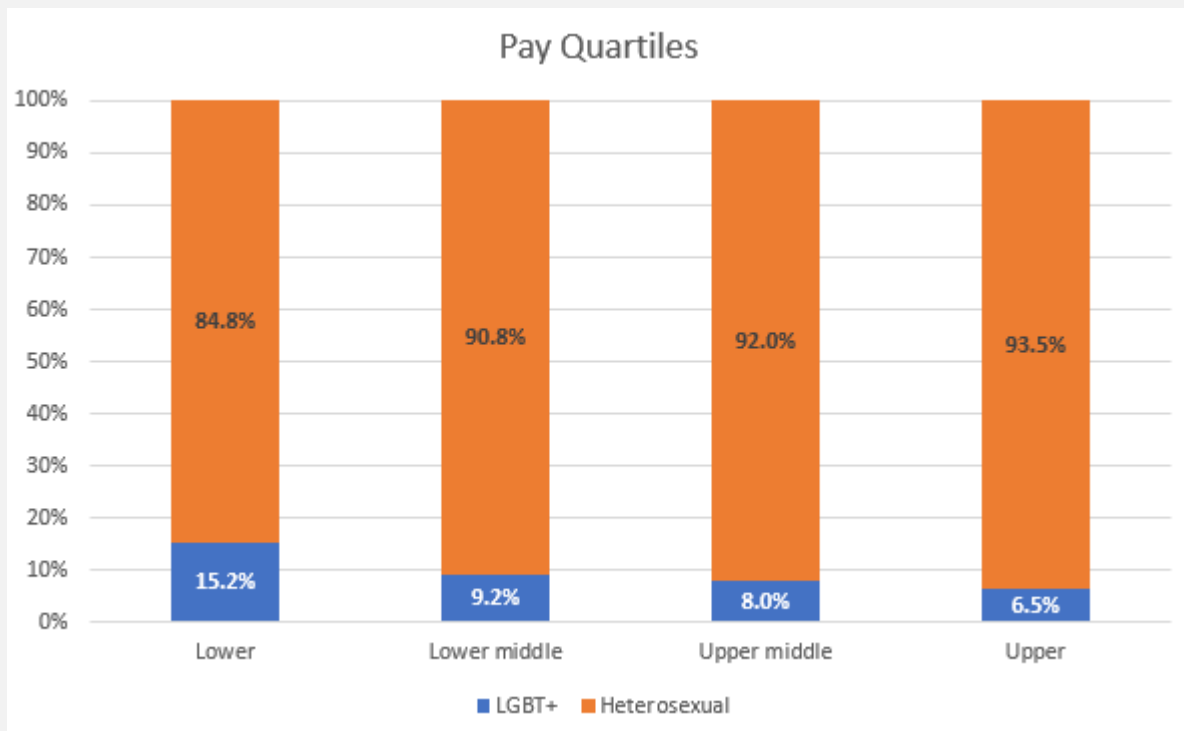
2.3% of LGBTQ+ employees were paid a bonus compared with 2.0% of heterosexual employees.

Again, due to the small numbers of employees paid a bonus, it is difficult to draw conclusions from the bonus gap figures.

## PAY QUARTILES

The graph and tables below show the proportions of heterosexual and LGBTQ+ employees in each quartile and only include staff who have declared their sexual orientation.

2024



	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Proportion of heterosexual employees	84.8% (717)	90.8% (768)	92.0% (778)	93.5% (789)
Proportion of LGBTQ+ employees	15.2% (129)	9.2% (78)	8.0% (68)	6.5% (55)

2023

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Proportion of heterosexual employees	86.3% (707)	91.3% (748)	90.5% (741)	94.6% (774)
Proportion of LGBTQ+ employees	13.7% (112)	8.7% (71)	9.5% (78)	5.4% (44)

## SECTION 8. CLOSING THE GAP

Equity, equality, diversity and inclusion are a priority for the University, and we will continue to work towards closing the pay gaps along with other initiatives to improve equality for students and staff. We will continue to prioritise activity that helps attract, retain and develop ethnic minority, female, disabled and LGBTQ+ employees, particularly in those areas where there is the greatest need.

As of September 2023, a new equity, equality, diversity and inclusion (EEDI) team has been formed, with responsibility for developing and delivering high-performing EEDI services, for both staff and students, to deliver the University's operational priorities and strategic aims.

We are committed to closing the pay gap for all groups. To achieve this, we have identified principles which underpin our approach and have outlined specific, meaningful actions for the next year as well as reporting on progress made in the previous twelve months.

### Principles

- Aim for a diverse workforce at every level of the University.
- Publish regular Equal Pay Audits to provide analysis and insight into pay issues and track our progress.
- Embed equality impact assessments in our decision making and processes, ensuring they are completed for all decisions that affect pay.
- Develop our leadership and management development offer to ensure it fully supports all employees.

- Continue to support employees from groups who are underrepresented at a senior level to progress in their careers by offering targeted development as well as ensuring their participation in other leadership development programmes.

### **Actions for the next year**

- Develop training on setting starting salaries for hiring managers.
- Continue to monitor starting salaries through starting salary audits.
- Continue to encourage employees to complete their diversity information to reduce the number of employees whose status under each protected characteristic is unknown.

### **In the last twelve months, we have:**

- Developed EDI dashboards to improve information available to leaders and managers, enabling them to make informed decisions and drive local accountability.
- Reviewed our approach to flexible working and developed a flexible working hub to provide guidance and support to employees and managers.

## **SECTION 9. ACCESSIBILITY STATEMENT**

We are committed to ensuring our materials are accessible to all. If you encounter any accessibility barriers or have suggestions for improvement please [contact us using our web accessibility report form](#). Your feedback helps us enhance our accessibility efforts and improve our services.

## SECTION 10. GLOSSARY

### **Pay**

Pay includes basic pay, allowances, paid leave and shift premium pay. It does not include overtime, redundancy payments or expenses. Bonus pay includes cash, vouchers and any remuneration which relates to productivity, performance, incentive or commission.

### **Pay gap**

The pay gap is the difference in hourly pay between two groups of employees in an organisation. It is expressed as a percentage of the group who are usually paid more e.g., the gender pay gap is a percentage of the hourly pay of male employees. A positive number means male employees earn more than female employees and a negative number means the reverse.

### **Equal pay**

As set out in the Equality Act 2010, male and female employees in the same employment performing equal work must receive equal pay. This is different from the pay gap which looks at all employees, not just those performing equal work.

### **Mean pay**

The mean is the sum of all the hourly pay rates for a group of employees added together and then divided by the number of employees in that group. Due to the way in which it is calculated, the mean is affected by hourly pay rates that are very low or very high in comparison to other pay rates.

### **Median pay**

The median is the hourly pay rate that falls in the middle of a group of pay rates when they are ordered from smallest to largest. Due to the way in which it is calculated, the median is not affected by hourly pay rates that are very low or very high in comparison to other pay rates.

### **Quartiles**

Quartiles divide employees into four groups, depending on their pay rate, when these are ordered from smallest to largest. Each quartile is then analysed to establish the percentage of employees in each quartile who are from each group.