



Leeds Trinity  
University

# Gender Pay Gap Report

2024



# Message from the Vice-Chancellor

In recent years, Leeds Trinity University has gained a strong reputation for its work on social justice and equity. As part of this, we are proud to have a strong sense of community, driven by shared values and mutual respect. We actively promote the principles of dignity, care, integrity, respect and inclusivity to provide an environment where our people feel welcome and supported.

This includes our continued commitment to ensure that gender equity is recognised. The analysis of our gender pay gap figures, consideration of the complexities within this, and reflection on the action we are taking to close the gap are all a crucial part of putting these principles into practice.

62.5% of our workforce at Leeds Trinity is female. You will see from our data, which reflects the period of 1 April 2023 to 31 March 2024, that our mean gender pay gap is 12.0% and our median gender pay gap is 18.6%. The mean pay gap has remained steady since 2023 but the median pay gap has increased and we recognise there is a lot more to do.

Over the period of this report, the Office for Institutional Equity has continued to work closely with all our Staff Equity Networks, including the Women's Network, to examine all policies and practices through the lens of equity and social justice. A number of staff development initiatives have also been put in place to support colleagues, and we remain committed to making further progress.

Our People and Culture strategy will be delivered through to 2026 and actions are underway to make a positive difference and support the recruitment, retention, development and engagement of women at Leeds Trinity University. Further information on this is included in this report.

As a University, we are focused on closing the pay gap, and we remain committed to championing diversity at every level.

**Professor Charles Egbu**  
Vice-Chancellor,  
Leeds Trinity University





## Overview

All UK organisations are required to publish their gender pay gap data on an annual basis and the data reported here shows the University's position as at 31 March 2024.

The gender pay gap is the average difference in earnings between all men and all women in an organisation, expressed as a percentage of men's earnings. It includes jobs of different sizes, levels and contract types and compares the pay of all men with all women across the University.

This is distinct from equal pay, which measures differences between men and women who do the same work (equal work as measured through job evaluation). It ensures that comparator colleagues (e.g. two employees of the opposite sex and working for the same employer) are paid equally where they undertake the same work, or work of equal value – or if they are paid differently this is for a genuine reason and not related to sex.

# Introduction from the Office for Institutional Equity

The principles of dignity, respect, social justice, equity and inclusion are at the heart of Leeds Trinity's values, both as a caring and compassionate provider of education, and as an inclusive and supportive employer. We strive to advance and promote equity across all aspects of University life and as Director of the Office for Institutional Equity (OIE), I have a responsibility to review policy and practice to ensure that both colleagues and students are not disadvantaged by the University as a result of their protected characteristics, and that we work in a proactive way to celebrate difference and embed social justice. This work is ongoing and we still have key workstreams to develop in order to meet the ambitions of our strategy.

The OIE has prepared a business case which has been approved by the University Executive Group. We have begun the process of developing our institutional approach to our application for the Athena Swan Charter Mark, and the first part of this process is gathering a cross-section of colleagues who will support our self-assessment. Our commitment to intersectionality will support the coming together of our Race Equality and Athena Swan Assessment Teams. The Charter Mark works to support the institution to improve its practices and redress structural inequalities which impede progression and create a glass ceiling on the basis of gender. The Women's Network has recently appointed a new Chair who will be working alongside the OIE in leading this work.

For the past two years the Women's Network has collaborated with the University of Leeds to ensure that women across the universities can work together to support the campaign for gender equity. We have also held a series of lectures and talks purposefully curated to raise the profile of women leading in the region to demonstrate the institution's commitment to equity for women. Highlighting the intersectional experiences of women has been a key part of our Social Justice Lecture Series where we have showcased women, their work and their life experiences.

The University's Equality, Diversity and Inclusion (EDI) committee works proactively to ensure that staff and student bodies are involved in discussing the development and implementation of all strategies, policies and practices related to equity and fairness. Regular updates are provided by the networks to the committee and these updates support institutional understanding of the position of colleagues in different protected characteristic groups and allows escalation of issues and suggestions for improvement.

Our People and Culture team has been working on equity and fairness within the talent acquisition process and has developed a question bank which embeds questions which help demonstrate whether candidates are thinking through the lens of equity in their practice. All managers have also been trained in inclusive recruitment.

Despite this, as with most organisations across the UK, we have a gender pay gap which we are committed to eliminating in the coming years. Overall, we want to ensure that equity permeates every area of practice for the benefit of our colleagues, our students, and our community. We must ensure that all our colleagues, regardless of gender, see that they have a role to play in this important equity agenda.

**Dr Tamsin Bowers-Brown**

Director of the Office for Institutional Equity

# Gender pay gap reporting data 2024

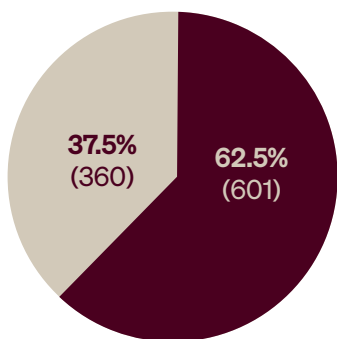
The University continues to see a growth in its staffing population, with an increase of 18.0% since March 2023. The percentage of female employees has increased by 0.3%.

On 31 March 2024, there were 961 people on the payroll, comprising 601 (62.5%) females and 360 (37.5%) males.

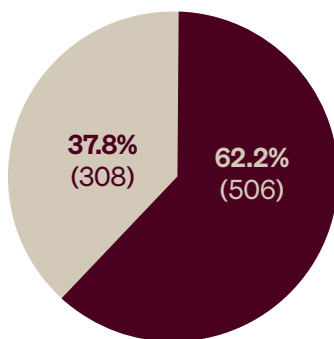
This compares to the following:

On 31st March 2023, there were 814 people on the payroll, comprising 506 (62.2%) females and 308 (37.8%) males.

Female  Male



2024  
(Total = 961 employees)



2023  
(Total = 814 employees)

## Leeds Trinity University Pay Gap as of 31 March 2024

Mean	Median
12.0%	18.6%

## Benchmark - HE sector (UCEA 2024 published figures based on the Intersectional pay gap report 2022/23)

Mean	Median
14.2%	12.0%

This compares to the following as of 31 March 2023:

Mean	Median
11.9%	8.3%

Our mean pay gap has slightly increased by 0.1% since 2023. Our figures show that there is good representation of female colleagues in the top, upper middle and lower middle pay quartiles, but a larger proportion of women in the lower quartile compared to men. This is an area of focus for the University, with detail on actions underway in the 'Current Position' section of this report.

# Bonus pay gap

In the year leading up to March 2024, all staff (excepting the University's Executive team) received a bonus of £500 irrespective of working pattern, as a thank you payment.

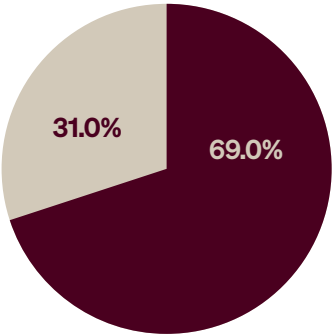
Bonus Pay Gap as of 31 March 2024

Mean	Median
-0.1%	0%

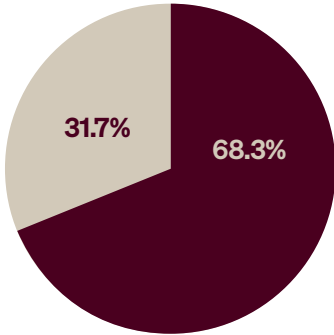
# Pay quartiles

The charts below show the proportion of men and women across the four average hourly rate quartiles as at 31 March 2024. The quartiles are determined by hourly pay rates with the lowest quartile representing the lowest paid 25% of employees and the upper quartile the highest paid 25%.

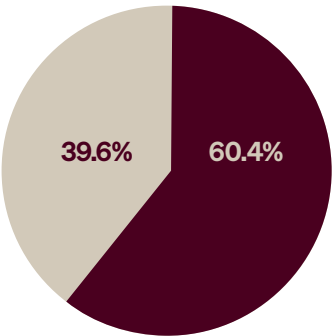
Female ■ Male ■



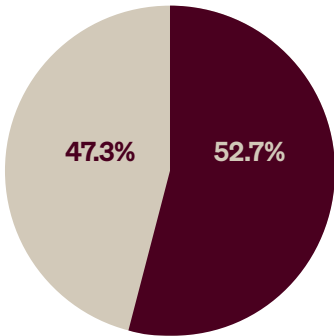
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Top Quartile

The above charts show that the proportion of women in the top quartile has increased from 51.5% to 52.7% over the last 12 months but the proportion of women in the upper middle quartile has decreased from 61.3% to 60.4%. However, the proportion of females in the lower middle and lower quartile have increased at a higher rate therefore contributing to the increased gap in median pay.

# Current position

Leeds Trinity University continues to advance its commitment to gender equity as part of its broader mission to embed social justice and inclusion across all areas of the institution. Our latest data shows both progress and the need for sustained efforts to close these disparities. While we have strong representation of female colleagues across most pay quartiles, we recognise that the larger proportion of women in lower-paid roles contributes to the pay gap, and we are actively working to address this through targeted career development initiatives and strategic interventions.

Over the past year, our commitment to gender equity has been strengthened through a range of staff development initiatives, including our Aspiring Leaders Programme, in-house coaching and mentoring schemes, and our continued participation in the Cross-Institutional Diversity Mentoring scheme with partner universities. The Women's Network continues to play a key role in shaping policies that support gender equity, including the development of the Menopause Policy and Domestic Abuse Policy, which provide critical support to colleagues navigating these challenges in the workplace.

Additionally, we have undertaken a full colleague engagement survey alongside two pulse surveys, which have provided valuable insights into staff experiences. These findings have directly informed the development of our University-wide Mental Health and Wellbeing Strategy, ensuring that our approach to staff wellbeing considers the specific needs of women in the workplace. The survey data has also played a key role in shaping our Leadership Framework, ensuring that leadership across the University is inclusive and responsive to the experiences of all colleagues.

Our broader institutional efforts to embed gender equity within our recruitment and career progression processes have also continued to evolve. The introduction of values-based behavioural interviewing, a streamlined application process, and mandatory inclusive hiring manager training has supported a fairer and more transparent approach to recruitment. These interventions aim to reduce barriers to progression and ensure that women have equitable opportunities to advance into leadership roles.

Furthermore, we remain committed to reviewing our Equity, Diversity and Inclusion training, and hybrid working practices to ensure they support flexibility, work-life balance, and development for all colleagues, particularly those with caregiving responsibilities.

While we acknowledge that closing the gender pay gap requires ongoing and sustained effort, we are committed to data-informed decision-making, continuous engagement with our staff networks, and proactive policy development to create a truly inclusive and equitable workplace. Through these strategic actions and our continued application for the Athena Swan Charter Mark, we aim to build an environment where all colleagues – regardless of gender – have the opportunity to succeed at Leeds Trinity University.

## **Sonya Clarkson**

Executive Director of People and Culture



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