

Gender Pay Gap Report 2025

Executive Summary

As well as providing key gender pay gap data, this report provides an update on the actions already underway that will help accelerate a reduction in the University's gender pay gap. The report covers the following areas:

- Gender pay gap
- Proportion of men and women in each quartile band
- Proportion of staff receiving a bonus
- Bonus pay gap
- Details of the University's progress against our Athena Swan Action Plan

As of March 2025, the University's median gender pay gap was 15.7%, a 0.5% reduction on the 2024 figure of 16.2%. The mean gender gap pay figure remained at 12.7%. The University's median gender pay gap primarily reflects a vertical imbalance, with a higher proportion of women in manual and lower administrative roles. The University's gender pay gap is above the sector median of 11.5% but below the sector mean of 13.6%, based on the 2024 data published by UCEA.

We are committed to reducing the University's gender pay gap and are actively addressing the under-representation of men in lower paid roles and focused on delivering further improvements in gender equality year on year. The University is a proud member of the Athena Swan Charter, the gender equality standard for academia, and has achieved bronze award status. The priorities contained in the University's Athena Swan Action Plan are designed to advance gender equality at the University encompassing representation, progression, and success for all.



Juliet Amos
Executive Director (Human Resources)

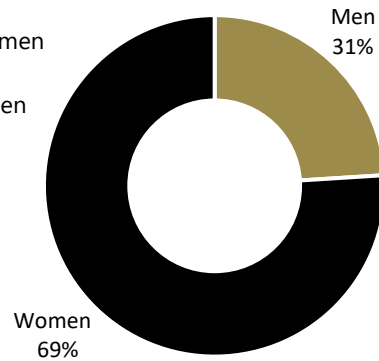
Teesside University Pay quartiles

The charts below show the proportion of men and women in each pay quartile on 31st March 2025. We are committed to equal pay, and our figures indicate that within each quartile there are no significant gender pay gaps. However, the results do demonstrate the imbalance of men and women across organisational levels (occupational segregation). Occupational segregation is the distribution of men and women across different pay grades.

Pay quartile one

Average Pay: £13.08 per hour
Mean Pay Gap: 0.76% in favour of men
Median Pay Gap: 0% (No gap)
Numbers: 426 women, 191 men

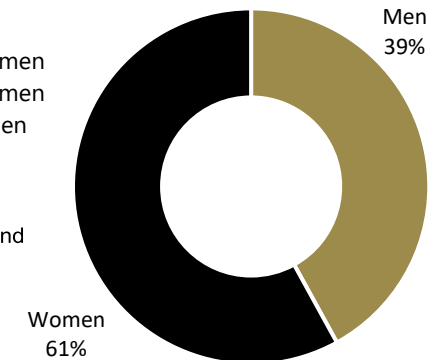
Roles: This quartile includes roles such as administrative assistants, student workers, cleaners, graduate roles and food & beverage colleagues.



Pay quartile two

Average Pay: £17.71 per hour
Mean Pay Gap: 0.23% in favour of men
Median Pay Gap: 3.36% in favour of men
Numbers: 376 women, 240 men

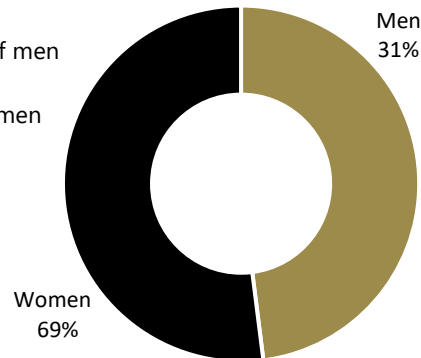
Roles: This quartile includes roles such as administrative roles, technicians, research associates & KTP roles, security officers and apprenticeship quality coaches.



Pay quartile three

Average Pay: £23.70 per hour
Mean Pay Gap: 0.17% in favour of men
Median Pay Gap: 0% (No gap)
Numbers: 320 women, 297 men

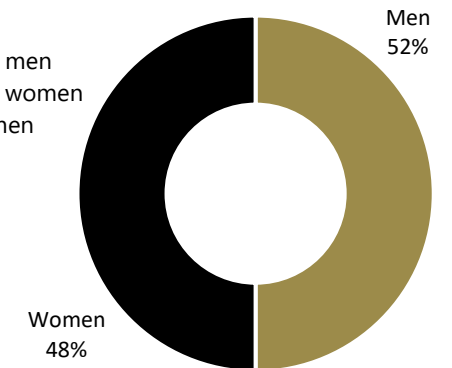
Roles: This quartile includes roles such as lecturers, senior technical roles, research fellows and project managers.



Pay quartile four

Average Pay: £39.50 per hour
Mean Pay Gap: 1.91% in favour of men
Median Pay Gap: 6.06% in favour of women
Numbers: 297 women, 319 men

Roles: This quartile includes roles such as senior teaching roles, professors, senior academic and senior management roles.



Understanding the data

Mean data: The mean data are calculated by adding up all the numbers in the list and dividing the sum by the number in the list.

Median data: The median data is calculated by putting all the numbers in a list in size-order; the middle number in the list is the median.

Gender Pay Gap vs Equal Pay Gap: The gender pay gap is based on the median/mean pay across the whole university and is not based on what we pay men and women who do the same job.

Data collection: The data in this report is a snapshot of one pay period within a year, all staff employed at the University and in its subsidiaries on 31st March 2025.

Quartiles: Pay quartiles represent our staff population divided into four equal groups based on their hourly pay rate. The four quartiles range from quartile one (lowest paid) to quartile four (highest paid) in the University and the gender split within these roles.

Gender Pay Gap: The **mean hourly rate** of pay for women on 31st March 2025 was 12.7% lower than for men, this was the same as 2024. The **median hourly rate** of pay for women on 31st March 2025 was 15.7% lower than for men. This represents a 0.5% decrease from 2024. The gender pay gap is vertical rather than horizontal, meaning that more women are concentrated in the lower paid job roles. There is, traditionally, a higher concentration of female staff in these lower paid roles, specifically in cleaning and catering. This vertical gap is directly reflected in the median pay gap figure. Teesside University employs its own manual staff but in many other higher education institutions these roles are contracted out and therefore this group of staff do not appear in staff data for those organisations. The percentage of men employed in quartile one has increased from 24% to 31%, helping to reduce the median pay gap.

UCEA Higher Education Pay Gap Report 2024 based on 139 HEIs reported that the average gender pay gap is 13.6% at the mean and 11.5% at the median. The University figure for the mean is lower than the UCEA figure of 13.6%, the median is above the UCEA figure by 4.2%

Gender bonus gap

In addition to the University's Senior Management Team, staff at all levels in the TU London subsidiary were eligible to be considered for a performance payment for the first time in September 2024. The payments awarded are non-consolidated and based on a percentage of the individual's salary. The proportion of males receiving a bonus is 1.53% and for females is 1.19%. The **mean bonus gap** is 7.3% in favour of women. The **median bonus gap** is 64.9% in favour of women.

UCEA reported that the average gender mean bonus gap in the HE sector is 28.0% in favour of men and the median bonus gap is 11.7% in favour of men.

What we are doing to close our gender pay gap - Athena SWAN Actions

The University is a proud member of the Athena Swan Charter, the gender equality standard for academia, and has bronze award status. We are about to enter our third year of delivery against our Athena Swan Action Plan.

Women in University decision-making: Our goal is to increase the proportion of women in decision-making positions across the University. This year we have:

- Increased the proportion of women represented on University boards and committees.

Progression and promotion opportunities: Our goal is to increase the number and proportion of women applying for and being awarded promotion. This year we have:

- Enhanced inclusive recruitment practices to increase diversity at all levels.
- Explored professional development and mentoring of professional, technical and operational (PTO) staff.

Supporting family life: Our goal is to further embed and enhance our supporting family life policies and guidance. This year we have:

- Raised awareness of family friendly policies and the University's new hormone health policy.

Inclusive research culture: Our goal is to engage more women in research by ensuring that support is available for all staff who aspire to build their research portfolio. This year we have:

- Increased the proportion of women with significant responsibility for research (SRfR).
- Awarded a larger proportion of research sabbaticals to women.

Demonstrating improvements: Our goal is to be able to demonstrate measurable success in improving gender equality and addressing intersectional issues. To progress this aim we:

- Held an Athena Swan Townhall event to coincide with International Women's Day in March 2025.
- Supported the second of our Schools to achieve their Athena Swan bronze award.

In the year ahead, we will continue to make progress with the above actions and monitor the impact of our Action Plan on enhancing gender equality.

Summary

The University remains committed to closing its gender pay gap and continues to address the under-representation of men in lower-paid positions while driving sustained improvements in gender equality year on year. As a proud member of the Athena Swan Charter, the sector-wide framework for advancing gender equality in academia, the University holds a Bronze Award. The priorities outlined in the University's Athena Swan Action Plan are central to promoting gender equality in representation, progression, and success for all staff.