



Gender pay gap report

2025

Foreword

At the University of Nottingham Students' Union, we are committed to being a fair, inclusive and values-led charity. Publishing our Gender Pay Gap Report is one way we seek to role model our 'Equitable' and 'Responsible' values as an employer, recognising that equity is not achieved only through intention, but also through sustained reflection and action.

This year's report highlights that our gender pay gap continues to be shaped by the nature of our workforce. As an organisation where the majority of staff are student employees, and where women are numerically over-represented across the organisation, including at senior levels, individual pay points and workforce composition can have a disproportionate influence on our figures. While these structural factors are important context, they do not diminish our responsibility to understand what our data is telling us and to respond thoughtfully.

In that spirit, we remain committed to continuous improvement. Our action plan focuses on strengthening inclusive recruitment practices for student staff, supporting development and progression for career staff, and ensuring that future reviews of our pay and reward approaches are undertaken with the findings of our pay gap reporting in mind. Closing the gender pay gap is complex work, but as a values-driven charity we remain committed to learning, listening and taking considered steps to help us realise our value of being a more equitable organisation.

Richard Evans
Chief Executive

Introduction

As a legal duty, as an employer of over 250 staff, the University of Nottingham SU (UoNSU) has to report our gender pay gap to the UK government. Apart from our legal duties, UoNSU also challenges itself to record, and where necessary, to close our gender pay gap as part of our Believe in Better Strategy.

This is our third report, which was published for 2025 data. Since our first report, it is worth noting that UoNSU has gone through a major pay review, which has impacted the pay rates of all our career staff, but which may have had some consequences upon our pay gap. The organisation has also been going through an ongoing recruitment freeze for our career staff.

Within this document, we will use the statutory calculations for the reporting of the gender pay gap, which considers all our staff including our student staff. Most of these student staff work in our commercial outlets at the same rate, and as they make up the majority of the SU's employees, it does mean that our pay gap statistics can be misrepresentative. It is for this reason that we also produce voluntary calculations for our career staff group (currently around 80), which are compared only to other career staff.

A note on inclusivity

Within all government guidance, gender pay gaps are asked to be reported for men and women. Within our calculations we have been consistent with this terminology.

As an employer we have staff that do not define as men or women. In line with government guidance, we have removed these staff from our gender pay gap calculations.

Methodology

The gender pay gap is calculated by taking the hourly pay of all our staff on the 5th April and making several calculations. These calculations are not designed to calculate to account for the specific pay of staff for a specific role, but the proportional differences in pay between male and female staff within the organisation. These calculations are:

Pay Quartiles

In this calculation, the hourly pay of all staff is divided into four equally sized segments, known as quartiles. The number of male and female staff in each quartile are counted, and we are asked to account for the percentages of men and women in each quartile.

Mean (average) pay gap

In this calculation we take the mean average pay of all men and all women. We then calculate the proportional difference between these two figures which we represent as a percentage.

Median pay gap

In this calculation, the hourly pay of all staff is laid out in a line from smallest to largest, and the middle hourly pay is taken for both men and women. We then calculate the proportional difference between these two figures which we represent as a percentage.

UoNSU does not currently pay bonus pay to any employee and we do not make calculations in this area.

Where we perform these calculations for our career staff, we do the same calculations but only use the data for our career staff.

About our workforce

In 2025, we employed a total of 292 staff at UoNSU. The majority of these staff are our student staff, who work primarily in our Social Enterprises, and which make up over 70% of our workforce. As most of these student staff are all paid at the higher-rate National Living Wage, it does mean that some of our calculations (particularly the quartile and median calculations) do not work correctly. 76 staff (24%) of our workforce are employed as career staff by the organisation, meaning that UoNSU is their primary employer.

Within both categories of employee, UoNSU does not have a gender balance within our workforce, and we employ more women than men at all levels in the organisation. Within all our staff 79% are women, and within our career staff 67% are women. This pattern is echoed at all levels in the organisation, and within our career staff we have women represented more than men at all levels within the organisation, both at entry and senior management level. This comparatively small number of men and the wider gender imbalance in our staff team is important to note, as it does mean that individual pay rates can become highly influential upon our calculations. This is particularly meaningful within our career staff calculations.

Statutory Calculations

Calculation 1: Pay Quartiles

As has been noted, the high proportion of student staff (all of whom are paid at the same rate) does skew this calculation and means that we do not have clear quartiles within our workforce – well over half of our staff are paid at the median rate for the organisation and therefore we have no individuals within our lower middle quartile (which we represent as a 50% split). Within our upper quartiles, only career staff are represented. In some instances, quartiles will not add up to 100 due to rounding.

	2025				2024			
	Upper	Upper Middle	Lower Middle	Lower	Upper	Upper Middle	Lower Middle	Lower
% Men	34%	19%	50%	16%	38%	21%	50%	21%
% Women	66%	81%	50%	84%	62%	79%	50%	79%

As can be seen from above, our proportions have remained relatively consistent from last year – women now make up slightly more of our upper pay quartile and make up more of our our upper-middle pay quartile. Where we have more women represented within our lower pay quartile, which has gone up by 5 percentage points - this is primarily being caused by more men being employed as student staff than in the previous year. It is worth noting that the lowest pay quartile is made up only of student staff for both genders.

Calculation 2: Mean pay gap

The mean pay gap for the organisation is **11%**, which has opened by 0.5% percentage points from the previous year. This opening has been caused by the higher number of women employed as casual student staff compared to men. It continues to be the case, however, that where men are employed, they are more likely to be in higher paying roles than women, which continues to be addressed in our action plan. As over the past reports, recruitment decisions of student staff continue to highly influence this statistic, and the gap will be most easily closed by ensuring more gender balance in recruitment to casual vacancies.

Calculation 3: Median pay gap

The median pay gap for the organisation is **1.4%**, which has opened from 0%. Again, this is being caused by the higher volume of women employed as student staff, compared to men – the smaller number of men employed across the organisation has meant that, for the first time, the median point for men has risen above the standard student staff wage. It is likely that this is an anomaly of hiring for this academic year, but care should be taken to ensure that the high gender imbalance in hiring for casual vacancies does not continue.

Voluntary career staff calculations

The following section is a voluntary submission relating to the gender pay gaps and pay quartiles for the SU's career staff. UoNSU is the primary employer for our career staff, which means that career planning is very different for individuals and action-planning is very different for the organisation. Due to this difference, UoNSU also commits to exploring and closing the gender pay gap for the career staff team as part of its Believe in Better Strategy, as well as fulfilling the statutory return.

It is also worth noting that at all levels in the organisation, UoNSU employs far more women than men, which leads to some volatility in our pay gaps as specific pay rates for individuals can become influential. Men make up fewer than 30 of our career staff team, but UoNSU is aware that where men have historically been employed, they have typically been employed at higher levels within the organisation than women. It is the case, however, that our gender balance within the workforce is skewed to women than men, including at a senior management and middle-management level. We continue to take steps to address this within our action planning, although this action plan will take time.

Throughout this period, a recruitment freeze has been in operation. The natural turnover of staff during this period has caused some changes within all calculations.

Calculation 1: Pay quartiles

As has been noted, there is a small number of men employed within the organisation, meaning that individual pay rates can be very influential upon the quartile calculations. As can be seen, for the first time, the top quartile has reached gender parity. There have been some small changes within our other pay quartiles. This is primarily being caused by the departure of individuals.

As can be seen, 74% of career staff in the lowest pay quartile are women, compared to 26% of men, a trend which has stayed consistent. This is partially accounted for by a far larger proportion of women employed as career staff within the organisation, although the larger concentration of men represented within the upper pay quartiles. This continues to mean that men are more likely to be represented in more senior grades within the organisation compared to women.

Career Staff								
	2025				2024			
	Upper	Upper Middle	Lower Middle	Lower	Upper	Upper Middle	Lower Middle	Lower
% Men	50%	36%	0%	26%	53%	30%	50%	23%
% Women	50%	64%	100%	74%	47%	70%	50%	77%

Calculation 2: Mean pay gap

The mean pay gap for career staff is **11.1%**, where a closure of the pay gap of 4.3 percentage points has occurred. There continues to be some issues with the meaningfulness of this statistic because of a low sample size of men within the organisation. The intent of the Pay Review has not been to solely target the gender pay gap, but in an organisation with high levels of women represented at all levels in the organisation, narrowing of gaps between pay bands within the organisation has also had a byproduct of closing the gender pay gap which can only be celebrated. The recruitment freeze has also caused some changes within this statistic. It is, however, unclear whether this closure will remain consistent over time, which will continue to be monitored.

Calculation 3: Median pay gap

The median pay gap for career staff is **16.2%**, with a closure of 4.8 percentage points. This narrowing has primarily been closed by the ongoing recruitment freeze and continues to be explained by the relatively low proportions of men at lower levels in the organisation, and a higher proportion of men in more senior roles in the organisation. This something that UoNSU is seeking to address within its action planning, particularly on the theme of talent development.

Action Plan

As part of UoNSU's commitment to improving our gender pay gap, we commit to the following steps:

Student staff

It is notable that we currently have a large gender imbalance in our recruitment of student staff, which is impacting our gender pay gap negatively. To close this gap, we commit to the following:

- 1) To continue to analyse our recruitment statistics for student staff from application to appointment, to ensure that neither men or women are disadvantaged within the recruitment process itself.
- 2) To review, explore and adapt our job specifications, job advertising and recruitment practices for student staff to ensure that all recruitment and student-staff roles are appealing to both men and women.
- 3) Compare our diversity statistics for student staff against organisations of a similar size and type, to ensure that benchmarking is correct, and if necessary, seek to learn from external organisations.

Career staff

The SU is an organisation where women are more numerically represented than men at most levels within the organisation; nonetheless, it is apparent from our statistics that men are more likely to be within higher grades. As this is the case, the SU commits to the following:

- 1) To continually adapt the SU's talent development programme to ensure that women are able, developed, and ready to access leadership roles within both UoNSU, and other organisations.
- 2) To adapt our recruitment practices to ensure that women are not unfairly disadvantaged, from advertisement through to appointment.
- 3) To consider the impact upon the pay gap in any future reviews to the pay and reward structure for career staff.