



University of  
Greater  
Manchester



# Equality, Diversity & Inclusion

People Report  
2024–2025



# Equality, Diversity & Inclusion People Report 2024/2025

## Contents

• Foreword	Page 2
• Key Achievements	Page 3-7
• Staff EDI Information (statistical data & trends)	Page 8-21
• Board of Governors EDI Information	Page 22
• Gender Pay Gap	Page 23
• Disability Pay Gap	Page 23
• Student Data	Page 24

## • Foreword

Welcome to the University's Equality, Diversity & Inclusion People Report. This annual publication provides a transparent overview of our progress and ongoing commitments to fostering a fair, inclusive, and supportive environment for all member of the university community.

As a UK higher education institution, we are proud of our role in widening participation and championing social inclusion. We value the diversity of our staff and students, recognising that the varied backgrounds, perspectives, and experiences within our community are a source of strength and innovation.

This report presents key equality data from the past year, enabling us to take an evidence-based approach to our EDI work. By sharing this information, we not only meet our statutory obligations under the Equality Act 2010 and the Public Sector Equality Duty, but also reaffirm our commitments to embedding equality, diversity and inclusion in every aspect of university life.

We remain dedicated to providing a positive and fully inclusive environment, where everyone can thrive, regardless of age, disability, gender identity, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Our progress is made possible by the dedication and contributions of colleagues and students across the institution. Thank you for your ongoing support as we continue this important journey together.

## • Key Achievements

During the 2024/25 period, the University of Greater Manchester employed a total of 1,012 staff members. While this represents a decrease of 83 compared to the previous year, it marks a significant increase of 141 staff over the past five years (from 2020/21 to 2024/25). This sustained growth over the longer term highlights the university's ongoing commitment to investing in its workforce and supporting the evolving needs of our diverse academic and professional community.

All staff continue to work together to deliver the University's mission to be a distinctive Teaching Intensive, Research Informed higher education institution. In early 2025, this commitment was further strengthened with the evolution of our academic ethos to **TIRI-AE** (Teaching Intensive, Research Informed – Apprenticeship Enhanced), reflecting our growing focus on apprenticeship provision and innovative teaching practices.

The academic year also saw individuals being recognised for their contribution to equality, diversity and inclusion; The Pro Vice Chancellor (Medicine) was honoured at a prestigious awards ceremony in the Houses of Parliament. Professor Iqbal Singh CBE, a consultant physician at East Lancashire Hospitals NHS Trust, received an award for lifetime achievement in equality, diversity and care of older people in healthcare at The People's Awards. The University also appointed its first black female professor, Professor Faye Ruddock, Director of the Institute of Health Equity and Social Justice, as Professor and Chair of Health Equity. Professor Ruddock, has a wealth of experience and dedication to addressing health inequalities affecting people of Black Caribbean and African heritage.

As part of the University's external promotion of equality, diversity and inclusion, the AVC organisational Change and People was a guest speaker at 2 conferences. The first was the Minoritised Life Scientists Future Forum, where the University had a stand and also took 3 staff delegates. The second was the Black Female Academics' Network Conference 2025, which also had the University's Professor and Chair of Health Equity as a guest speaker. The AVC organisational Change and People also represented the University at the RiSE Conference organised by She Inspires which celebrated and recognised senior female leaders across different sectors and inspired delegates to develop and aspire for leadership positions.

Ensuring that all staff members understand the University's objectives and any changes being implemented to deliver these objectives is key to our success. In the current year the University will be introducing a reconfigured committee to oversee all people matters including initiatives that promote our Equality and Diversity agenda "The People Organisational Development, Equality, Diversity and Inclusion Committee". Over the last 12 months we have succeeded in the following areas:

### **National Aspiring VC Development Programme**

The academic year saw the launch of a successful National Aspiring Vice Chancellor Development Programme supported by the President and Vice Chancellor of the university group and led by the AVC Organisational Change & People and designed and delivered at the University in partnership with the Caribbean & African Health Network (CAHN) aimed at minoritised Black, Asian Heritage and Senior Professionals. This innovative programme was the first of its kind and all candidates praised the content and support they received. The programme consisted of master classes from VCs, specialists and head-hunters with live briefs. Each candidate had a VC mentor and a professional coach from a leadership background. The programme concluded with a celebration event where all the original candidates were awarded with their University of Greater Manchester certificates. A third of the delegate have been promoted since the programme was launched and have attributed this to the support they have received as a result of the programme. The programme will run again in the autumn of 2025.

## Hosting EDI Events

During the academic year, the University has supported the promotion of equality, diversity and inclusion in hosting events on campus including International Women's Day delivered by the Students' Union and involving prominent female leaders including the Leader of the Council and International Africa Day for the second year running hosted in partnership with Caribbean and African Health Network (CAHN) where staff, students and the general public attended.

## Employee Assistance Programme

In October 2023, the University of Greater Manchester transitioned from VIVUP to **Spectrum.Life** as its provider of Employee Assistance Programme (EAP) services. This change reflects our ongoing commitment to enhancing the health and wellbeing support available to staff.

Spectrum.Life offers a comprehensive range of services, including **24/7 access to qualified counsellors** via phone, ensuring confidence and professional support is always available. In addition to traditional counselling, Spectrum.Life provides a **dedicated digital wellbeing platform** a new feature not previously available through earlier providers. This platform offers a wide array of resources, including online cognitive behavioural therapy (CBT) programmes, wellbeing webinars, self-help tools, and personalised content to support mental, emotional, and physical health.

The service also provides practical advice and support on a wide range of issues, including stress, anxiety, depression, bereavement, financial concerns, family and relationship difficulties, and workplace challenges. This enhanced provision ensures that staff have access to flexible, assessable, and holistic wellbeing support whenever they need it.

## Armed Forces Covenant / British Armed forces Veterans

For the past 8 years, the University of Greater Manchester has continued to actively support employees who are reservists in the British Armed Forces, as well as those who are ex-armed forces personnel. This includes members of the Army Reserve, Royal Naval Reserve, Royal Marine Reserve, and Royal Auxiliary Air Force Reserves.

The University recognises the vital role played by the armed forces and the valuable contributions reservists make to both the national interest and our wider community. We also appreciate the transferable skills and unique experiences that reservists and veterans bring to our institution, which enrich our university community.

To support our reservist staff, the university offers flexibility wherever possible, including consideration of additional leave requirements and adjustments to working patterns to accommodate their service commitments.

As part of our ongoing commitment to the Armed Forces Covenant, we ensure that ex-armed forces personnel and their spouses or civil partners are not disadvantaged as a result of their service. Applicants who meet the essential criteria for a role and meet one of the following criteria are guaranteed an interview:

- They or their spouse/civil partner are currently serving in the armed forces and are within 12 weeks of their discharge date
- They or their spouse/civil partner were in long-term employment with the armed forces within the last five years
- They meet the essential criteria for the advertised role
- They confirm that they wish any application for a post at the University to be considered under the guaranteed interview scheme.

All university vacancies are now published on the Forces Families website, further supporting our commitment to attracting and supporting members of the armed forces community.



## Disability Confident Committed Employer

The University of Greater Manchester continues to be recognised as a **Disability Confident Committed Employer**, having first achieved this accreditation in November 2022. This status reflects our ongoing commitment to creating an inclusive and supportive working environment for disabled people and those with long-term health conditions.

As part of this commitment, the university has pledged to:

- Ensure our recruitment process is inclusive and accessible;
- Communicating and promoting vacancies effectively;
- Offering an interview to disabled applicants who meet the essential criteria for the role;
- Anticipate and provide reasonable adjustments where required;
- Supporting existing employees who acquires a disability or long-term health condition, enabling them to remain in work;
- Undertake at least one activity that makes a positive difference for disabled people.

These actions form part of our broader Equality, Diversity and Inclusion strategy and demonstrate our dedication to removing barriers and promoting equal opportunities for all,

## Pronouns Guidance

In September 2022, the university introduced a **Pronouns Guidance Document** for both staff and students. This resource was developed to raise awareness and provide support around the use of pronouns and inclusive terminology, particularly in relation to gender identity and equality. It remains a key part of our commitment to fostering a respectful and inclusive environment for all member of the university community.

All staff and students are encouraged to familiarise themselves with the guidance, which promotes understanding and respectful communication. While the use of pronouns is entirely optional and should only be shared if individuals feel comfortable, respecting others' chosen pronouns is essential to maintaining an inclusive culture.

To support this, the university had produced a guidance document to help staff and students understand relevant terminology. This document is a living resource and will be updated periodically to reflect changes in language and best practice.

Glossary can be found on our website at

<https://greatermanchester.ac.uk/assets/Uploads/Pronouns-and-Glossary-of-Terms-in-relation-to-Equality-and-Gender-Identity.pdf>

## Menopause in the Workplace

The University of Greater Manchester remains committed to supporting employees affected by perimenopause and menopause, and to equipping Heads of School and Service with the knowledge and resources needed to provide fair and appropriate support. Since June 2022, a member of the HR team has served as a **Menopause Champion in the Workplace**, helping to raise awareness and foster a culture of openness and understanding.

Our Menopause Community Group, now with over 18 active members, continues to meet monthly, offering a safe and supportive space for colleagues to share experiences and access peer support. This initiative has been instrumental in normalising conversations around menopause and promoting wellbeing across the university.

To Further embed this support, the university has implemented **Menopause in the Workplace Guidance**, which provides practical advice and resources for staff and managers. This guidance is available on our website:

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## Equality Check Process

The university has continued to embed its **Equality Check** process a simplified Equality Impact Assessment tool into policy and decision-making activities. This approach helps ensure that our policies, practices, and procedures are fair, inclusive, and responsive to the diverse needs to our staff and student communities. By proactively identifying and addressing potential barriers, the Equality Check supports our commitment to eliminating discrimination and advancing equality for all protected groups under the Equality Act 2010.

## Gender Pay Gap

Following the period of consultation, the University published the latest report in March 2024, this outlined the University's commitment to the Gender Pay Gap. The report highlighted proportionate measures to close the gender pay gap. The report can be accessed via the link below: [University of Bolton gender pay gap report for 2024-25 reporting year](#)

## Employee Wellbeing

The University of Greater Manchester remains committed to fostering a working environment that promotes the wellbeing of colleagues at all levels. Our people management policies, procedures and practices are designed to support a positive and inclusive workplace culture. Building on the foundations of our **Wellbeing Statement**, introduced in February 2022, we continue to recognise that our staff are our greatest asset. Collaboration across departments remains central to the success of our wellbeing agenda, ensuring that initiatives are both meaningful and responsive to the needs of our community.

To support this, the university has maintained and enhanced its **Wellbeing Calendar**, which highlights key cultural and religious festivals, national health awareness days, and a range of wellbeing-related benefits and initiatives. Our dedicated **Wellbeing webpage** continues to serve as a central hub for resources, guidance, and support, helping staff to access tools that promote physical, mental, and emotional wellbeing.

## Induction Training

As part of our commitment to fostering an inclusive, respectful, and safe working environment, all new starters at the university are required to complete a comprehensive online induction programme via Moodle. This programme ensures that all staff are equipped with the knowledge and understanding needed to contribute positively to our university from the outset. The induction includes a range of mandatory training modules that align closely with our Equality, Diversity and Inclusion priorities. These include;

- Equality & Diversity Essentials
- Challenging Unconscious Bias (for those with line management responsibilities)
- Safeguarding
- The prevent Duty in Higher Education
- Supporting Students Mental Health and Wellbeing
- GDPR
- Bribery Act
- Stay Safe

In addition, staff are enrolled on BoxPhish cybersecurity training and a suite of Health & Safety modules, which are assigned separately. Many of these modules include assessments and downloadable certificates, reinforcing accountability and continuous learning.

This structured approach ensures that all staff, regardless of role or background, begin their journey at the university with a shared understanding of our values, responsibilities, and the importance of creating inclusive and supportive workplace.

### Condition E6

In line with the Office for Students (OFS) new Condition E6, which came into effect on the **1<sup>st</sup> August 2025**, the university has taken proactive steps to ensure compliance and upholds its commitment to staff and student safety, dignity, and wellbeing. Condition E6 requires all HE providers to have a single, comprehensive, and accessible source of information outlining policies and procedures for preventing and responding to harassment and sexual misconduct, including those involving staff-student relationships.

The condition also mandates that providers ensure staff are appropriately trained and that students are appropriately informed about what constitutes harassment and how to report it. In response, the university has rolled out targeted training and communications to all staff, reinforcing expectations around respectful behaviour, safeguarding, and support mechanisms.

In response the university rolled out targeted training to all staff via an all-staff communication. As of this report, **680 staff members have completed the face-to-face training**, demonstrating strong engagement with this important initiative.

This training complements our existing induction and mandatory training programme, ensuring that all staff, whether new or long standing are equipped to contribute to a safe, inclusive, and respectful university environment. These efforts also align with our broader Equality, Diversity and Inclusion strategy and our legal obligations under the Equality Act 2010.

For more information on Condition E6, visit the [Office for Students website](#).

### First Aider/ Mental Health First Aider

The university works in collaboration with the University Group to ensure staff have access to essential First Aid training. As part of our commitment to creating a safe and supportive environment, we currently have **31 staff members trained as First Aiders** and **19 trained as Mental Health First Aiders**. These roles are vital in promoting wellbeing across our campuses and reflect our positive approach to health, safety and mental health awareness within the workplace.



## • Staff EDI Information (statistical data & trends)

During the 2024/25 period the University employed a total of 1012 staff, 83 fewer than the previous year. However, it is an increase of 141 over the five years from 2020/21 to 2024/25.

Of the staff employed in the period 2024/25:

- 54.67% (544) were Academic staff and 45.33% (451) were Professional staff.
- 75.47% work full-time and 24.53% are employed part-time.
- 86.63% of staff are permanent, and 13.37% work on fixed-term contracts.

The following is the latest Equality, Diversity & Inclusion data for staff at the University.

The analysis in this section of the report is based upon data drawn from the HESA staff records 2020/21 to 2024/25, presenting a snapshot of the, age, disability, ethnicity, gender. Additional information is collated for all staff in relation to religion and belief and sexual orientation.

### Age

This report uses the following age categories and is calculated at the 31 August in the reporting year:

- under 25
- 26-30
- 31-35
- 36-40
- 41-45
- 46-50
- 51-55
- 56-60
- 61-65
- 66 and over

### Disability

Disability is recorded within the HESA staff record on the basis of self-assessment using one of the three possible categories:

- Known to be disabled
- No known disability
- Unknown

This report uses the term '**Known to be disabled**' to refer to staff who indicated as disabled or have impairment on their HESA staff record. '**No known disability**' refers to staff who have indicated that they are not disabled or not have any impairment. The term '**Unknown**' refers to staff who were reported as Information refused or not available, for example if the staff member did not respond to the request for information.

## Gender

For the purpose of this report the data from the legal sex field is referred to as 'gender'. Gender is recorded within the HESA staff record on the basis of self-assessment using one of the three possible categories:

- Male
- Female
- Other

Prior to 2022/23 the sex field was based on a person's choice of gender. In the 2024/25 HESA return, this field is now based on a person's legal gender, as indicated by documents such as a Birth Certificate, Gender Recognition Certificate, or Passport.

Starting from 2022/23, the definition of 'Other' has been updated. 'Other' now refers to a third sex that is legally recognised by another country.

## Ethnicity

This report uses the following below categories:

- White
- BAME
- Not known

**White** includes White - English, Scottish, Welsh, Northern Irish or British, White - Gypsy or Irish Traveller, White – Irish, White – Roma, any other White background. **BAME** stands for Black, Asian and minority ethnic. The term '**Not known**' includes Not known, Not Available and Information refused.

The ethnic breakdown presented in this report reflects the revised categorization of Ethnicity by HESA for the year 2024/25, as outlined below:

Asian - Bangladeshi or Bangladeshi British

Asian - Chinese or Chinese British

Asian - Indian or Indian British

Asian - Pakistani or Pakistani British

Any other Asian background

Black - African or African British

Black - Caribbean or Caribbean British

Any other Black background

Mixed or multiple ethnic groups - White or White British and Asian or Asian British

Mixed or multiple ethnic groups - White or White British and Black African or Black African British

Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British

Any other Mixed or Multiple ethnic background

White - English, Scottish, Welsh, Northern Irish or British

White - Gypsy or Irish Traveller

White - Irish

White - Roma

Any other White background

Arab

Any other ethnic background

## Religion or Belief

Religion or belief refers to the full diversity of religious and belief connections within the UK, including non-religious and philosophical beliefs.

The information in this report is based on staff's own self-assessment.

This report outlines the revised categorisation of Religion or Belief implemented by HESA in 2024/25 as follows:

- No religion
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Spiritual
- Any other religion or belief
- Prefer not to say
- Not available

## Sexual Orientation

Sexual Orientation is recorded on the basis of the member of staff's own self-assessment. Coverage has also been updated for this field in 2024/25 by HESA. As per the revised categorisation of sexual orientation, this report includes the following options:

- Bisexual
- Gay or Lesbian
- Heterosexual or straight
- Other sexual orientation
- Prefer not to say
- Not available

## Gender

Over the period 2020/21 to 2024/25 the University has employed a greater proportion of female to male staffs. c56% of the university staff are female employees (see figure1). However, there has been a consistently greater proportion of male staff in academic roles. In 2024/25 59% of males are in academic roles and 41% males in professional roles. Whereas, the proportion of female staff members in academic roles has steadily increased from 49% in 2020/21 to 55% in 2024/25 (see figure 2).

Although, overall, the University employs more female than male staff, in the period 2020/21 to 2024/25, a consistently greater proportion of male staff worked full time than female staff with a steady increase of female staff working full time, from 69% in 2020/21 to 74% in 2024/25 (See Figure 3).

During the period 2020/21 to 2024/25 the proportion of female staff working on permanent contracts has decreased from 91% in 2020/21 to 90% in 2024/25 with corresponds increase in female staff working on fixed term contracts. However, the number of male staff working on permanent as well as fixed contracts has remained consistent with significant changes during this period (see figure 4).

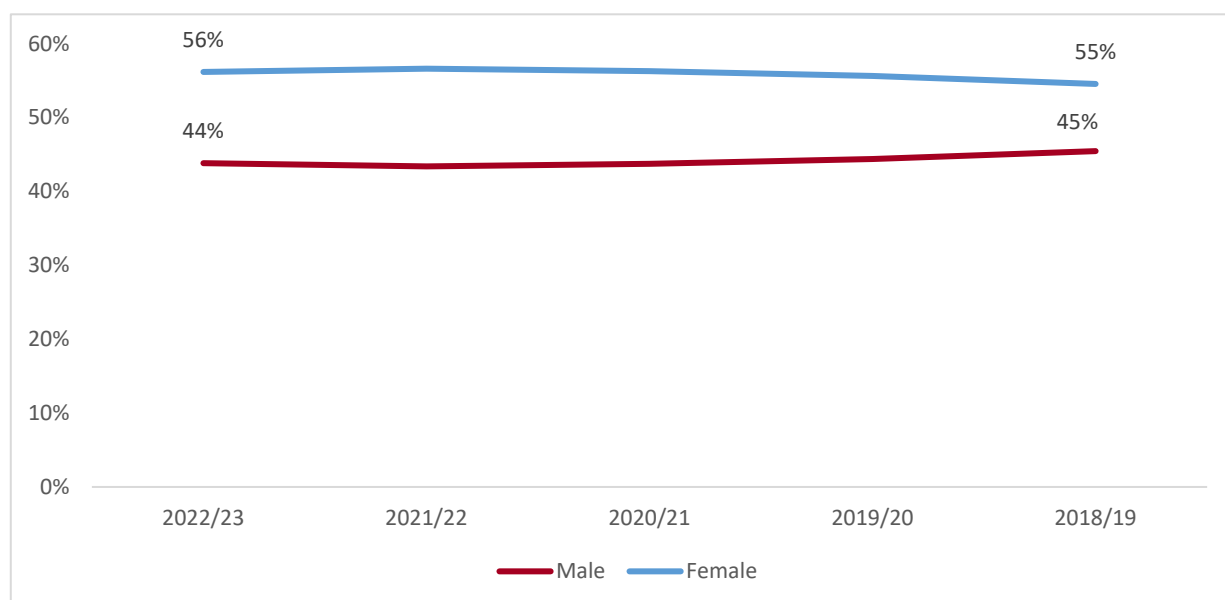


Figure1. overall gender split.

*\*0 number of staff reported as "other" gender in this period.*

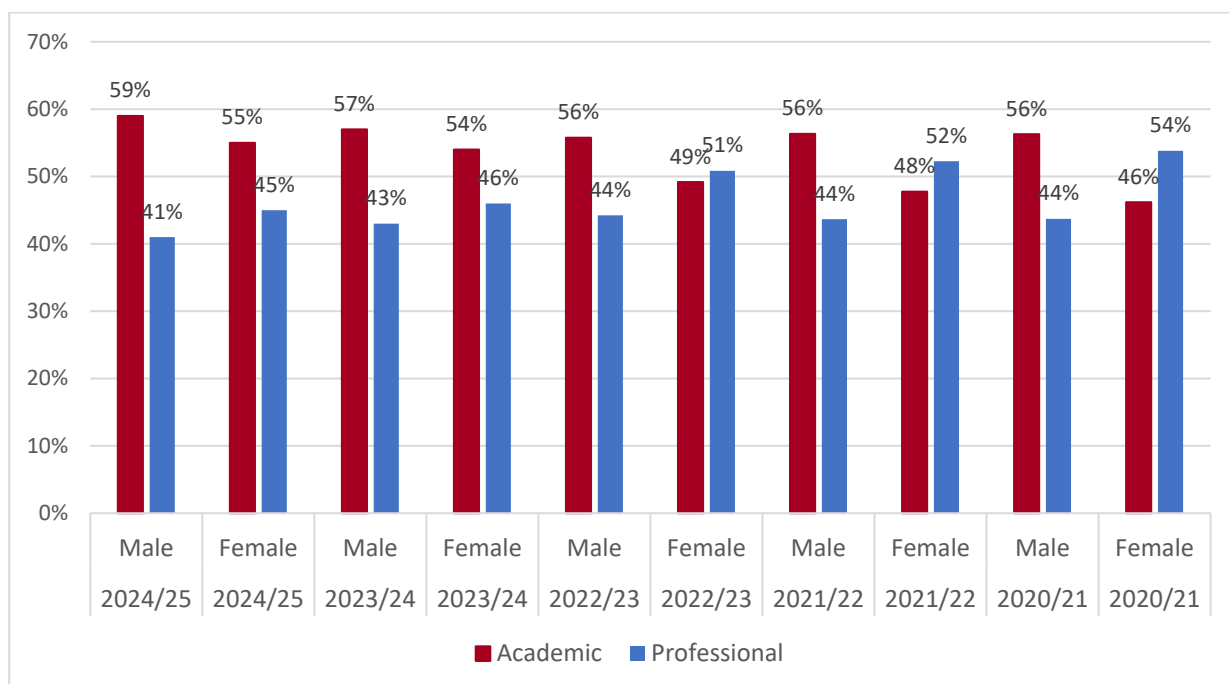


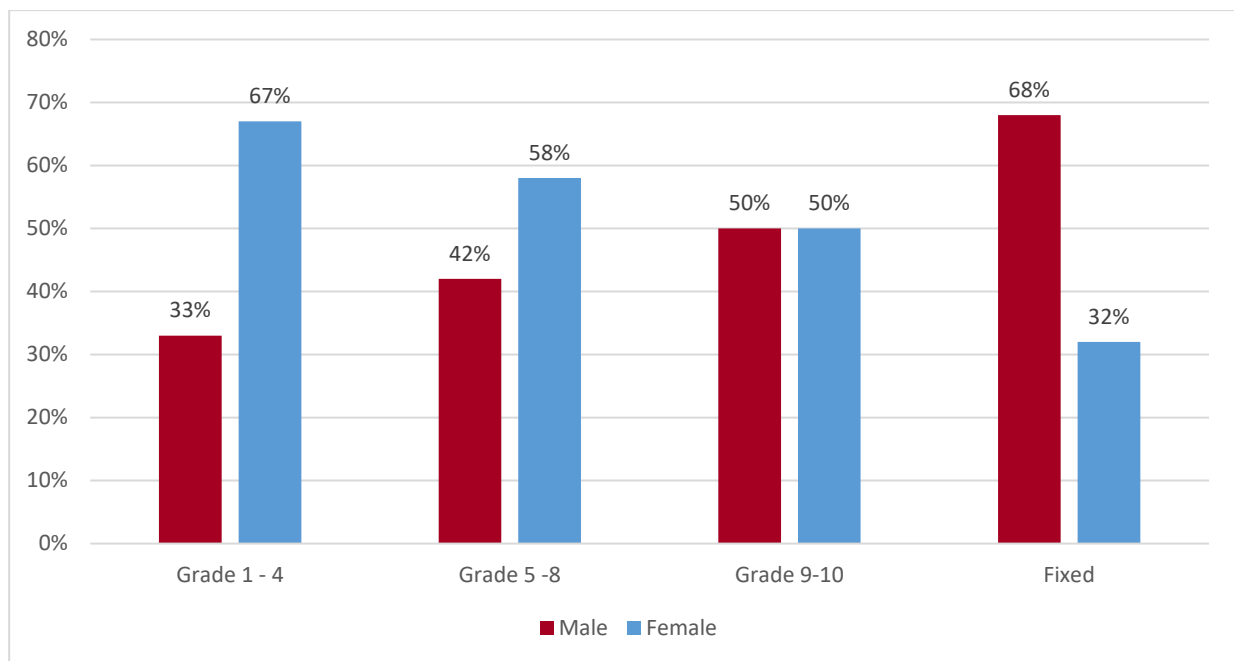
Figure 2. Gender by Academic and Professional from 2020/21 to 2024/25

Year		Full-Time	Part-Time
2024/25	Male	82%	18%
2024/25	Female	74%	26%
2023/24	Male	81%	19%
2023/24	Female	73%	27%
2022/23	Male	81%	19%
2022/23	Female	72%	28%
2021/22	Male	79%	21%
2021/22	Female	71%	29%
2020/21	Male	77%	23%
2020/21	Female	69%	31%

Figure 3. Percentage of Full-time / Part-time staff by gender

Year		Fixed	Permanent
2024/25	Male	15%	85%
2024/25	Female	10%	90%
2023/24	Male	14%	86%
2023/24	Female	10%	90%
2022/23	Male	13%	87%
2022/23	Female	10%	90%
2021/22	Male	15%	85%
2021/22	Female	10%	90%
2020/21	Male	17%	83%
2020/21	Female	9%	91%

Figure 4. Percentage of Fixed-Term/Permanent staff by gender



*Figure 5. Percentage Staff by Gender in 2024/25.*



## Age

Under 25's represents the smallest proportion of the workforce (2% in 2024/25) with over half the workforce (51%) aged 46 or over. Although, there is a slight increase in the proportion of staff aged 31-35 and 26-30, there is slight decrease in the proportion of staff aged 46-50 and 61-65 by 1% from 2020/21 to 2024/25. Whereas, the proportion of staff employed in all the older age groups has remained broadly constant over the 5 years of period (2020/21 to 2024/25) with no more than 1% fluctuation in any of these groups (See figure 6).

In the year 2024/25, c60% of employees classified in grades 5 to 8 fall within the age range of 36 to 55 (See figure 9).

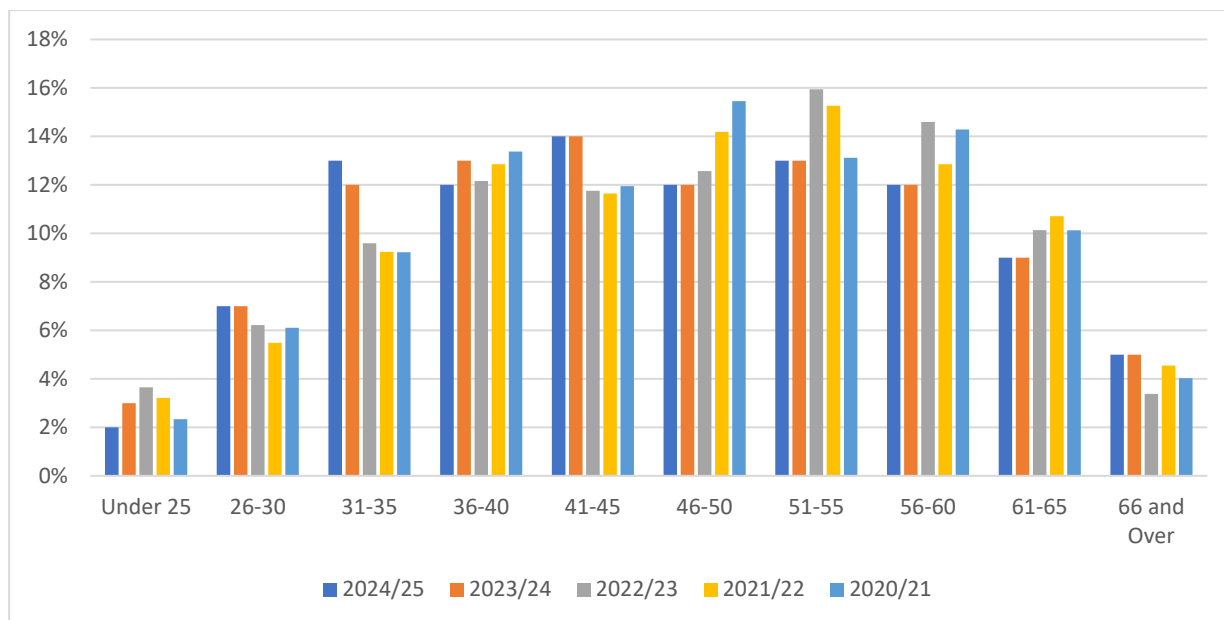


Figure 6. Percentage of staff in post by age

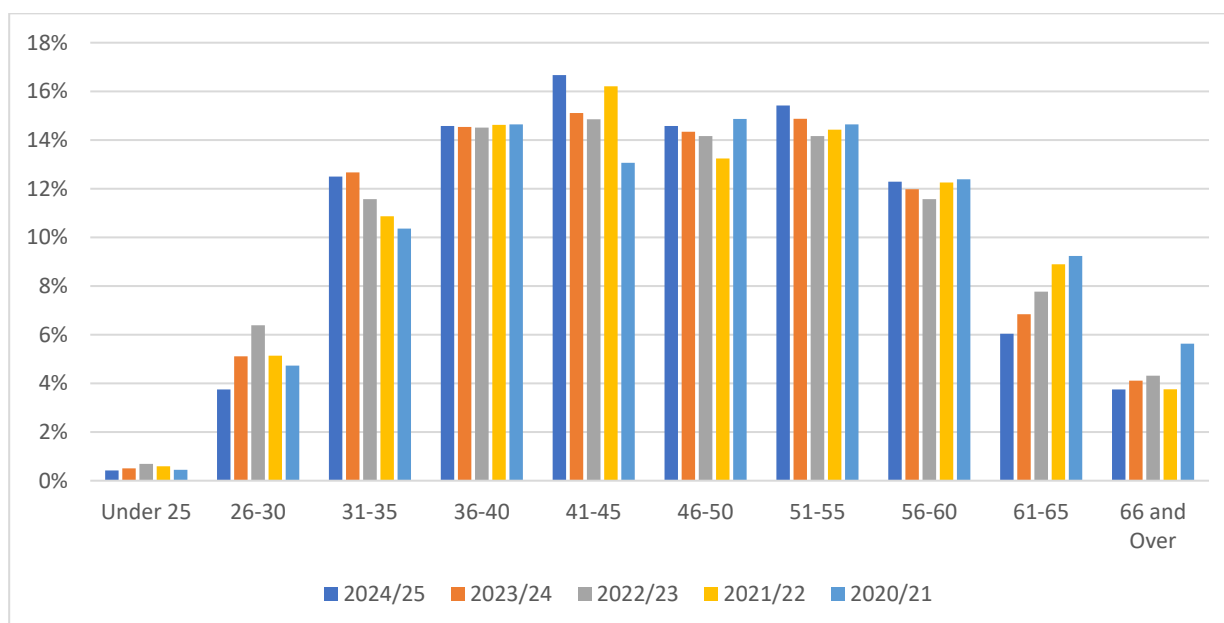
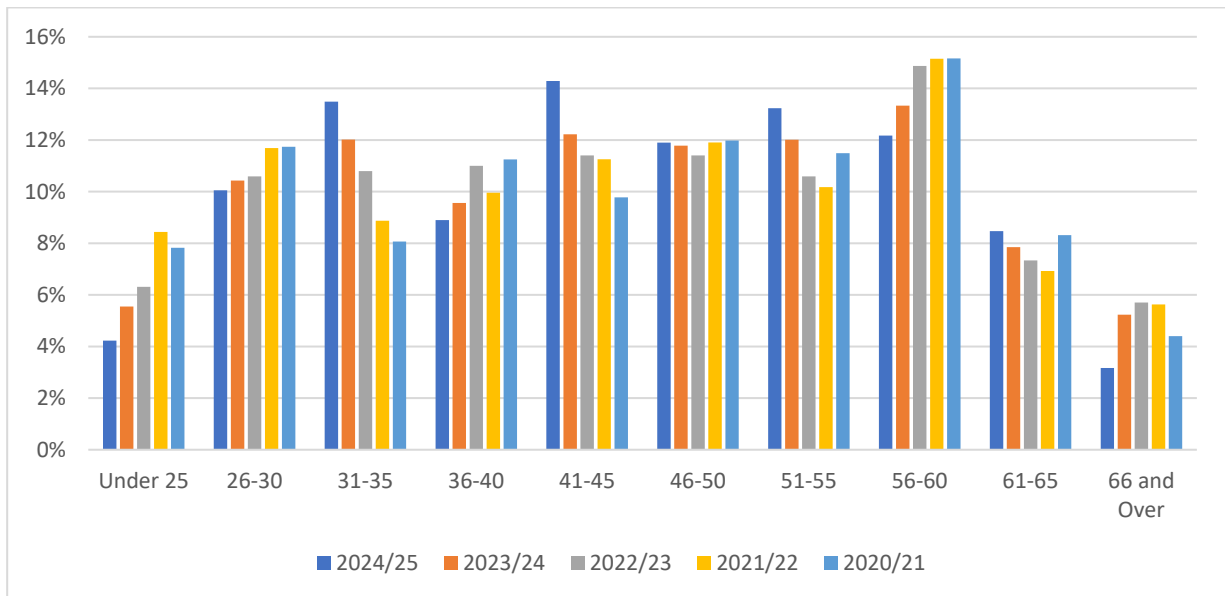
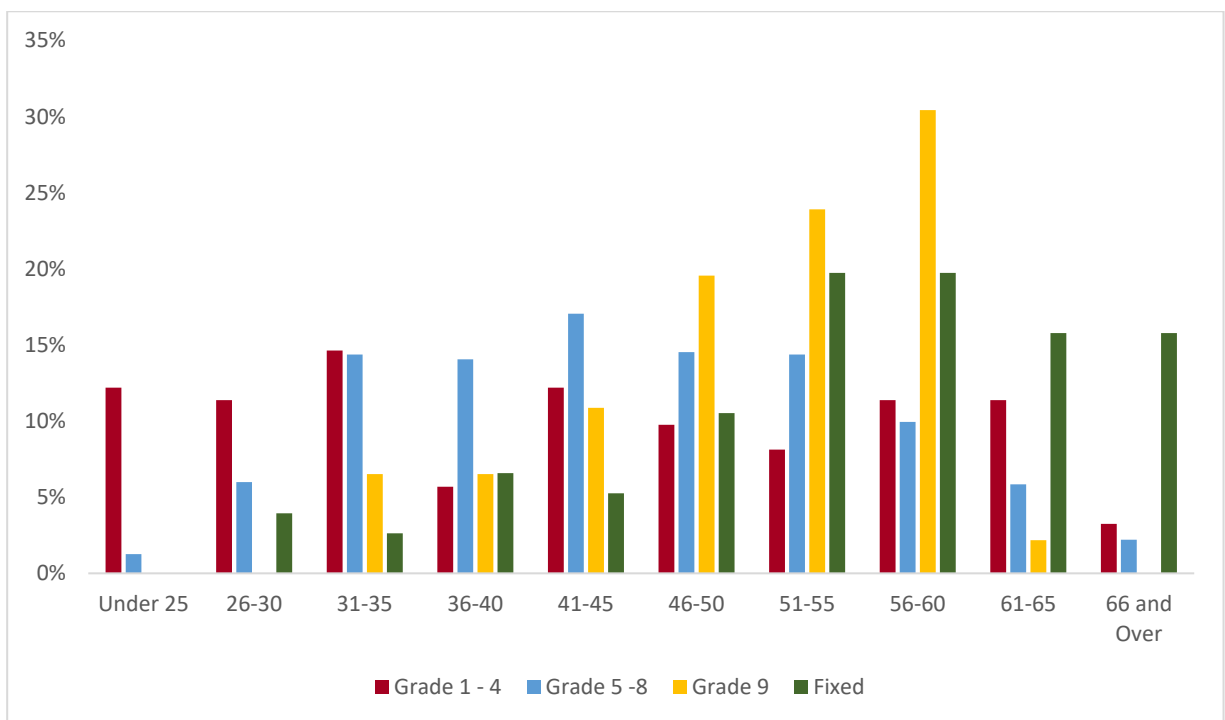


Figure 7. The percentage of academic staff by age



*Figure 8. the percentage of professional staff by age*



*Figure 9. Percentage of staff by age by paygrade*

## Disability

The total number of staff employed by the University with a declared disability has increased from 11% in 2020/21 to 15% in 2024/25 (see figure 10). The unknown category has increased from 2% to 5% over the same period. Over the five-year period the proportion staff declared to learning difference such as dyslexia, dyspraxia or AD(H)D are steadily increasing from 27% in the 2020/21 to 35% in 2024/25. The proportion of staff with all the other declare disability categories remained relatively stable, with fluctuation no more than 3% observed throughout this timeframe (see figure 11).

**\*Note:** In the previous 4 years we have reported on staff who have declared Two or more impairments and/or disabling medical condition, However, for the period of 2024/25 HESA has recategorised the disability allowing staff to individually select two more impairments. Therefore, we are unable to report on this category. Because this category no longer exists, the staff (4 in number) has been categorised under an impairment, health condition or learning difference not listed above.

Overall Disability Split	2024/25	2023/24	2022/23	2021/22	2020/21
No known Disability	80%	82%	84%	84%	87%
Known to be Disabled	15%	15%	13%	13%	11%
Unknown	5%	3%	3%	3%	2%

Figure 10. Overall disability split amongst staff

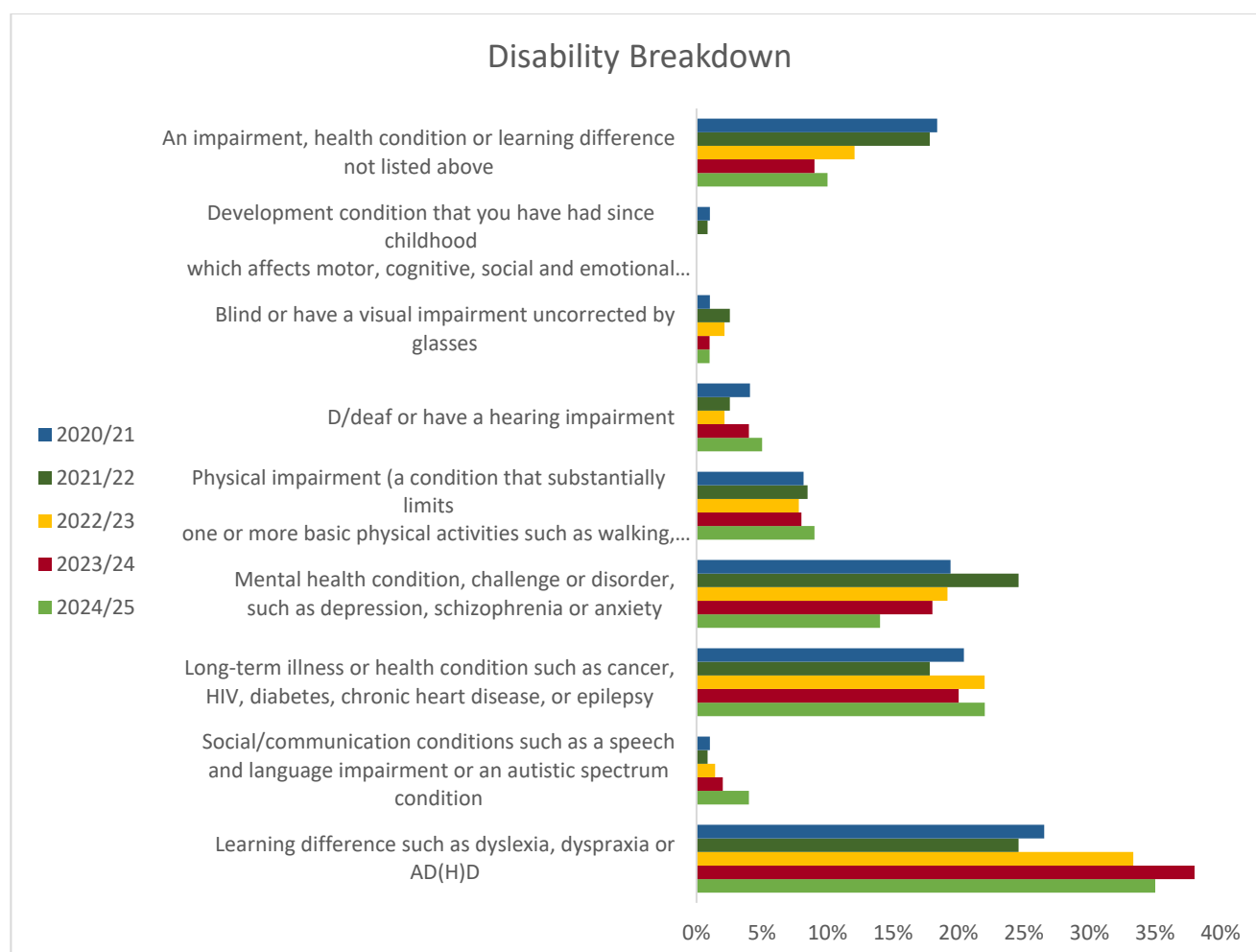
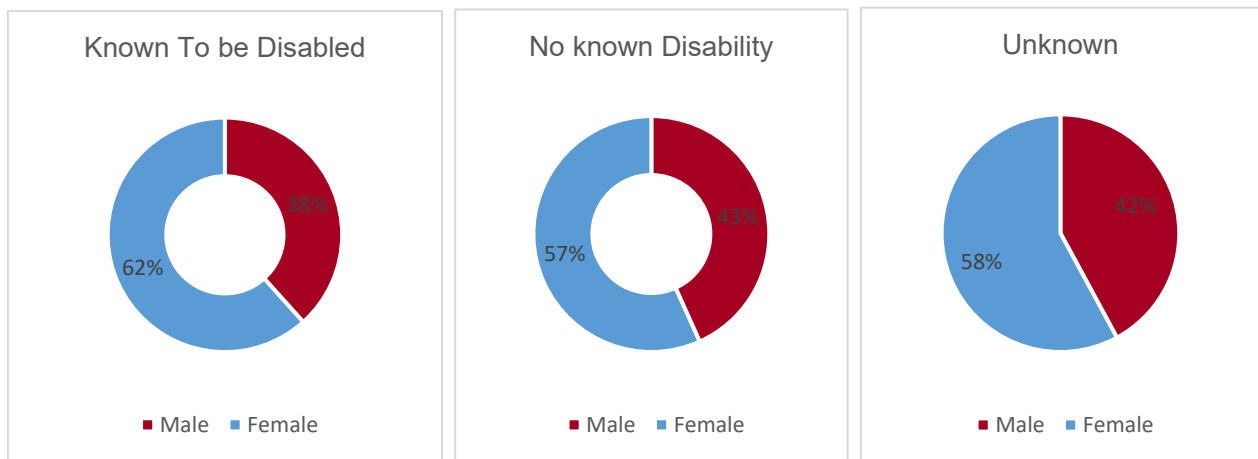


Figure 11. Percentage of staff by Declared Disability



*Figure 12. A graph shows the percentage of Disabled staff by Gender 2024/25*

*In 2024/25 62% female declared as “known to be disabled” in oppose to 38% male with declared disability.*

## Ethnicity

Over the past five years, there has been a steady decline in the proportion of white employees accompanied by a rise of BAME employees. Meanwhile, the proportion of staff with refused information remains the same with slight fluctuation over the five years (See figure 13).

Within the BAME category, there has been a notable rise in the representation of Black-African or African British personnel, increasing from 14% in 2020/21 to 22% in 2024/25. Conversely, the proportion of Asian-Indian or Indian British staff remained relatively stable at around 24% over the five-year period, experiencing a modest increase of 3% in 2021/22. However, there has been a notable decline of 3% in the representation of Asian-Chinese staff over the same five-year span (See figure 14).

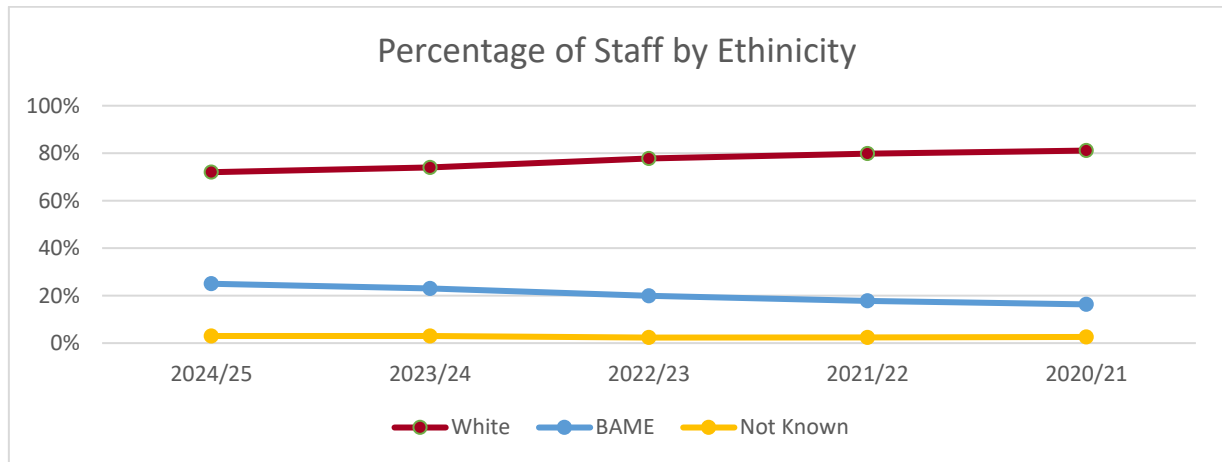


Figure 13. Percentage of staff by Ethnicity split

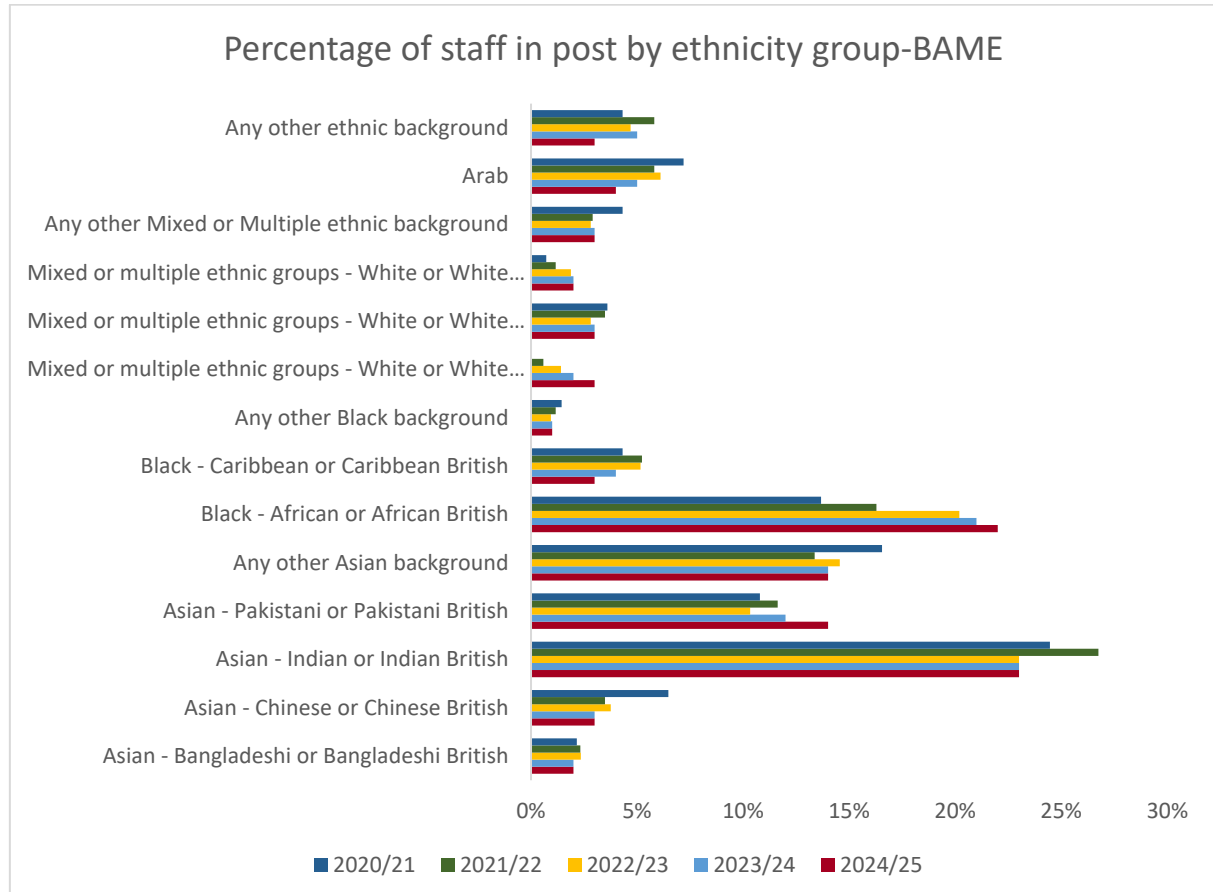
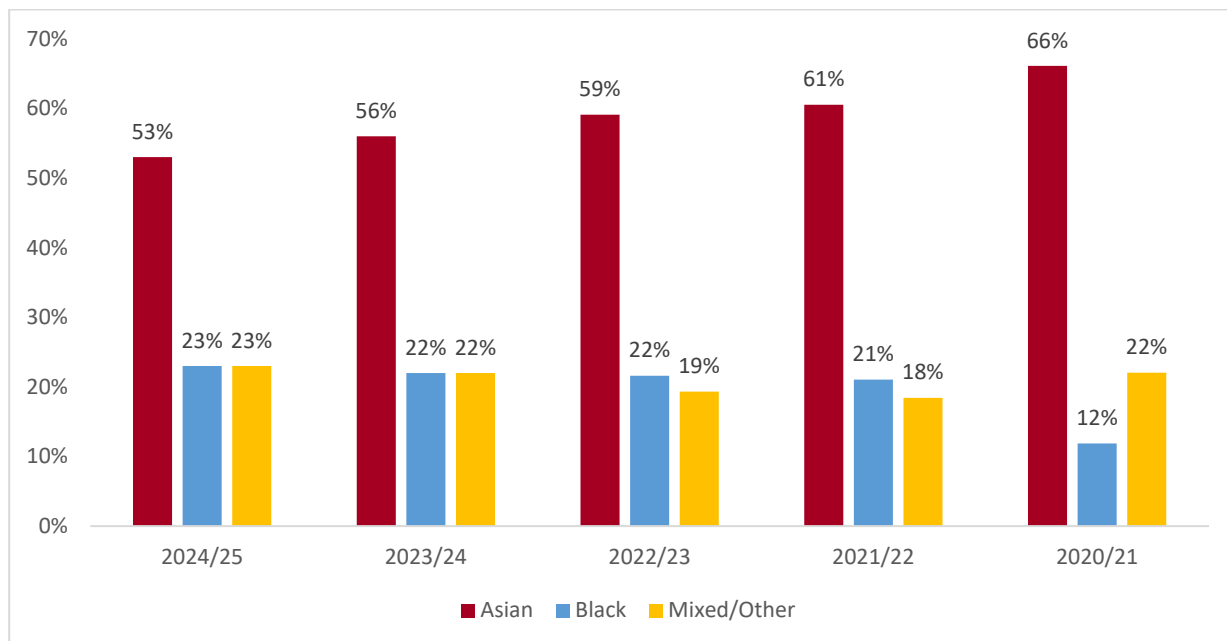
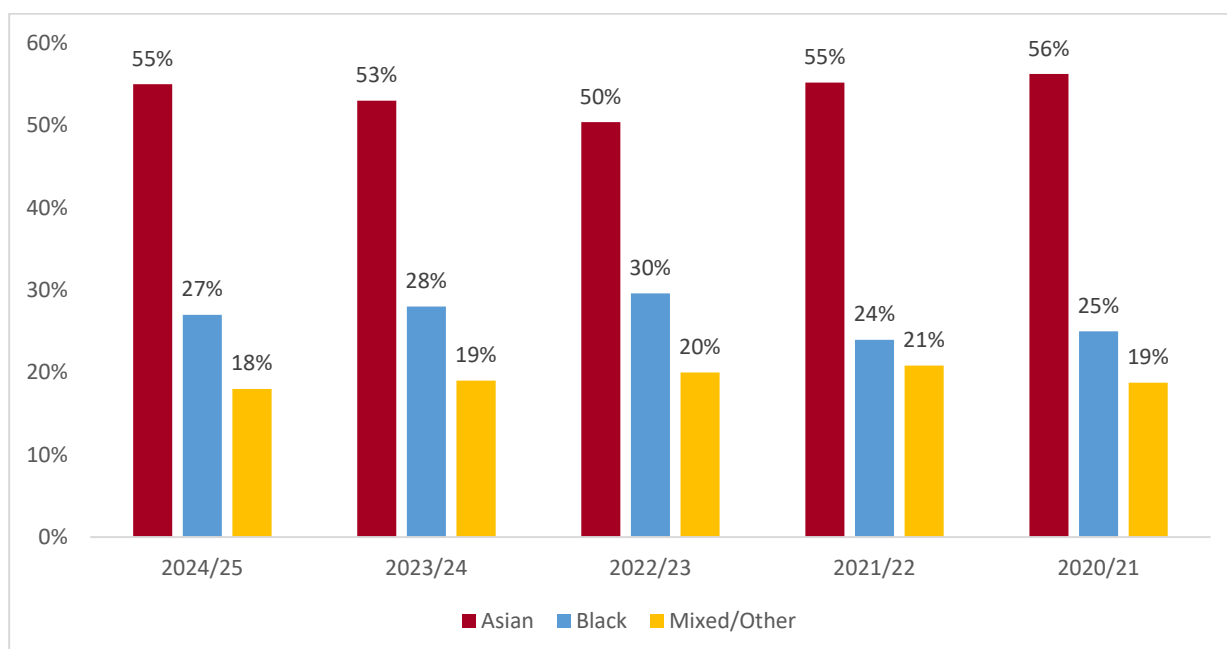


Figure 14. Percentage of staff by ethnicity group -BAME



*Figure 15. Percentage of BAME Professional Support staff*



*Figure 16. Percentage of BAME Academic staff*



## Religion or Belief

Over the five years, there has been steady increase in the staff disclosing their religion of belief in their staff record (See figure 17). The majority of staff who declared they had a religion of belief were Christian, although there has been slight decrease by 4% in this group over the 5 years of period. Correspondingly, there has been a 2% increase in staff declaring they are Muslim, with all other groups remaining relatively consistent from 2020/21 to 2024/25 (See figure 18).

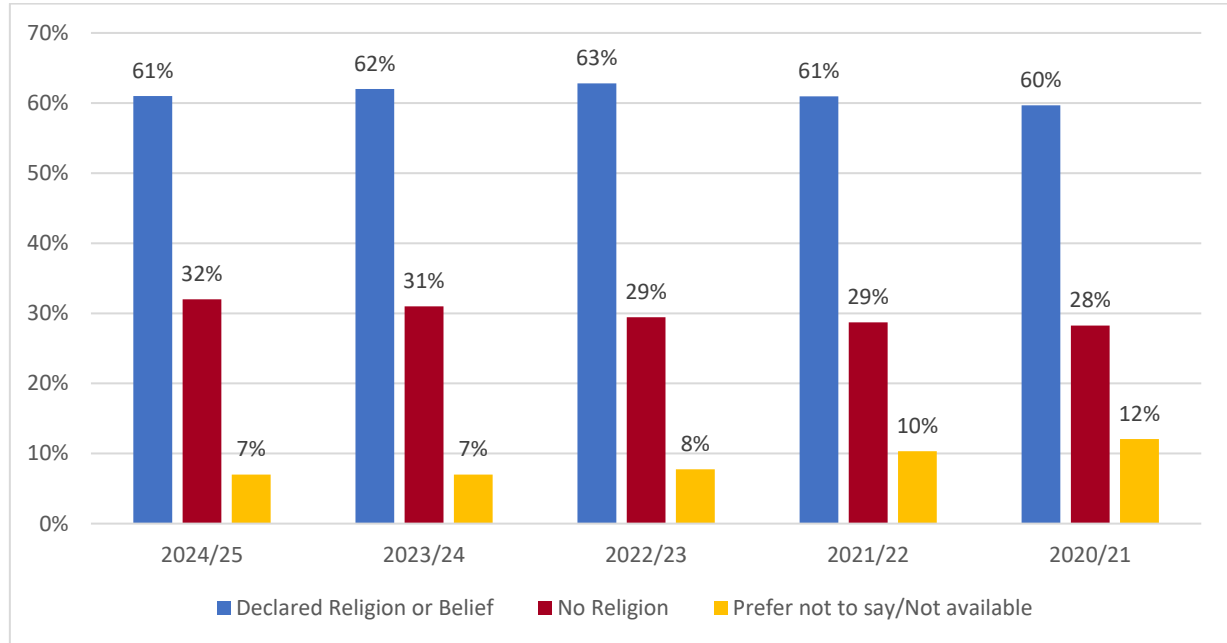


Figure 17. Percentage of staff by declared religion/no religion or prefer not to say

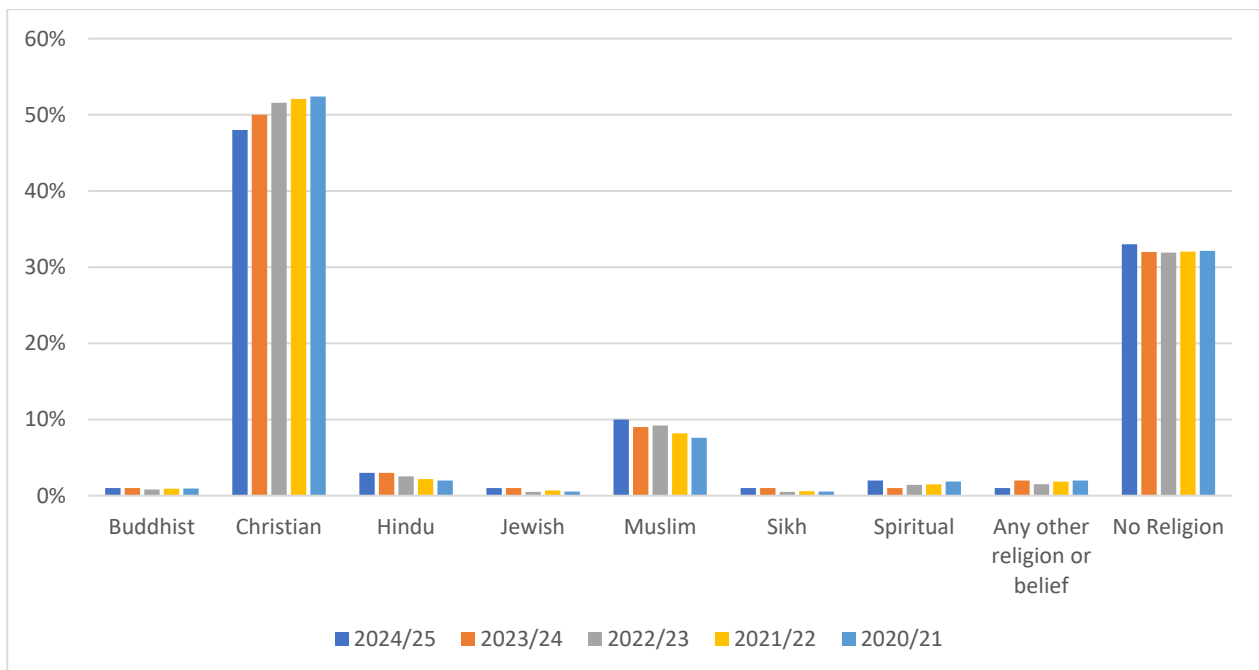


Figure 18. Percentage of staff by religion/belief

Sexual Orientation

There has been a slight decrease in the proportion of staff willing to declare their sexual orientation over the 5 years of period from 95% in 2020/21 to 93% in 2024/25 (see figure 19). The majority of staff working at the University identified as heterosexual (See figure 20). Over the period of five years the proportion of the staff identified as heterosexual are steadily increasing from 84% in 2020/21 to 88% in 2024/25.

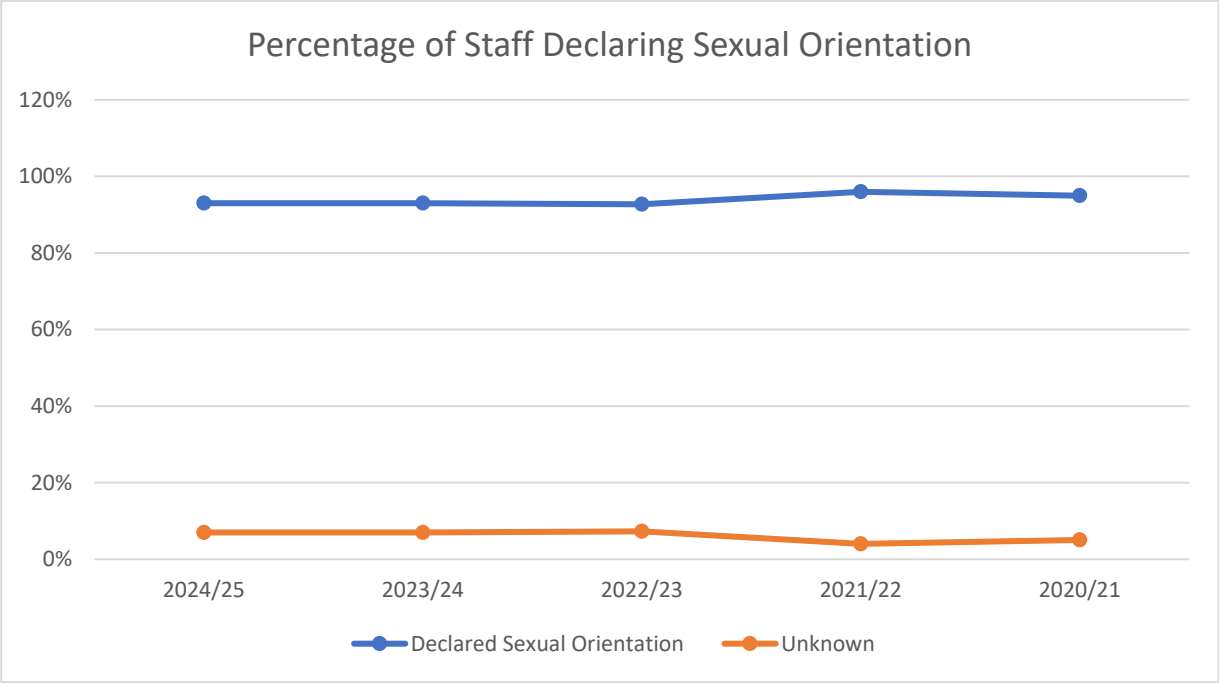


Figure 19. Percentage of staff declaring sexual Orientation or unknown

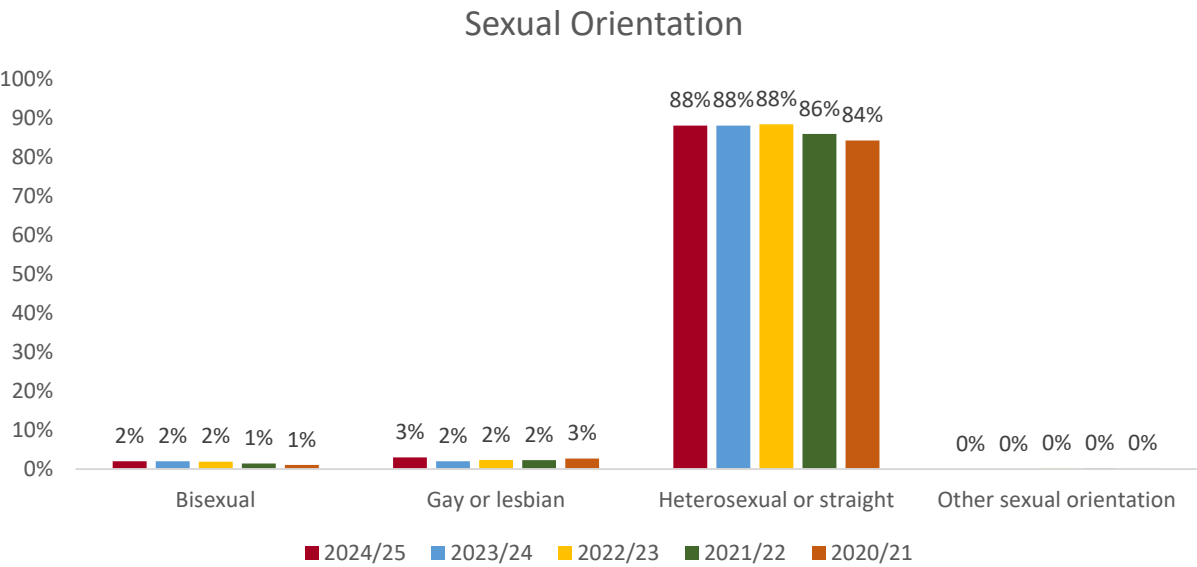
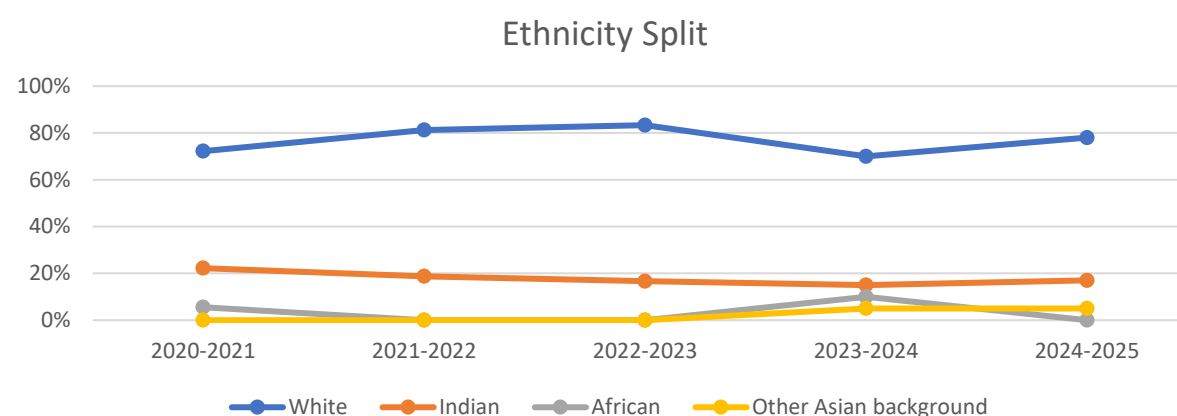
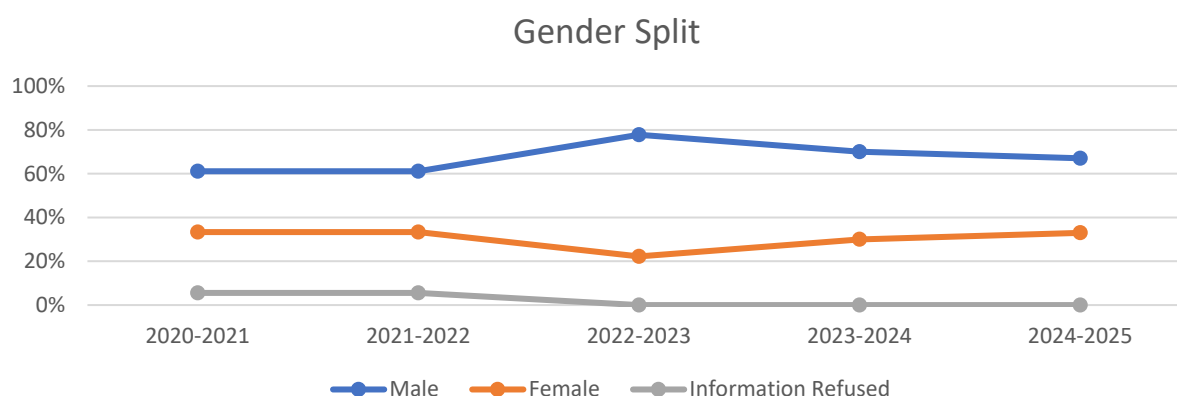
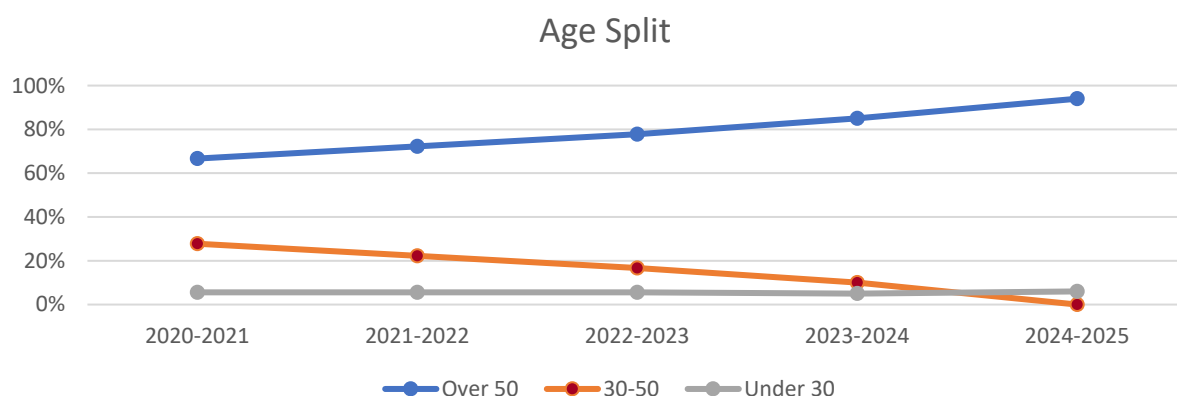


Figure 20. Percentage of staff by Sexual Orientation

## Board of Governors

The Board of Governors remained constant (18 members) from 2020/21 to 2024/25. Work continues to ensure that the board members have the right skills, experience and knowledge across the Group all working collaboratively to oversee the educational character and mission of the University Group.



## Gender Pay Gap

The table below shows the gender pay gap from March 2024 to March 2025.

This shows that the mean gender pay gap is 16.2% which has increased significantly from March 2023 (12.3%) and March 2024 (12.6%). The median gender pay gap has also increased to 4.8% compared to March 2023 (2.9%) and March 2024 (3.6%). There has been a fall in the number of women represented in the upper quartile in 2025 compared to 2023 and 2024. Similarly there has been an increase in the proportion of women in the lower quartile, lower middle quartile and upper middle quartile.

	Mar-23		Mar-24		Mar-25	
	Men	Women	Men	Women	Men	Women
<b>Percentage of men and women in each hourly pay quarter</b>						
Upper hourly pay quarter	52.0%	48.0%	49.4% ↓	50.6% ↑	53.9% ↑	46.1% ↓
Upper middle hourly pay quarter	40.2%	59.8%	42.2% ↑	57.8% ↓	37.2% ↓	62.8% ↑
Lower middle hourly pay quarter	52.0%	48.0%	49.3% ↓	50.7% ↑	48.9% ↓	51.1% ↑
Lower hourly pay quarter	34.5%	65.5%	33.7% ↓	66.3% ↑	33.6% ↓	66.4% ↑
<b>Mean and median gender pay gap using hourly pay</b>						
Mean gender pay gap using hourly pay		12.3% lower than mens		12.6% lower than mens ↓		16.2% lower than mens ↓
Median gender pay gap using hourly pay		2.9% lower than mens		3.6% lower than mens ↓		4.8% lower than mens ↓
<b>Percentage of men and women who received bonus pay</b>						
Percentage of men and women who received bonus pay	56.0%	68.4%	0.9% ↓	0.8% ↓	1.5% ↑	0.2% ↓
<b>Mean and median gender pay gap using bonus pay</b>						
Mean gender pay gap using bonus pay		50.6% lower than mens		86.9% lower than mens ↓		70.3% lower than mens ↑
Median gender pay gap using bonus pay		0% lower than mens		33.3% lower than mens ↓		66.6% lower than mens ↓

## Disability Pay Gap

This is the first year that the disability pay gap has been produced (March 2025). The mean disability pay gap 5.76%, which is lower than the gender pay gap and the median disability pay gap is 2.92% again smaller than the gender pay gap.

## **Student Data**

EDI data related to students is published on the University of Greater Manchester's web pages separately. It can be found via the following link;

[Transparency Information | University of Greater Manchester](#)