

GENDER PAY GAP REPORT (2024-2025)

Gender pay gap reporting requires employers with 250 or more employees to publish statutory information every year showing the pay gap between male and female employees.

For the University of Westminster, the following data was calculated for the snapshot date of 31 March 2025.

The hourly rate for women compared to men

These figures show the difference between the mean and median hourly rate of pay for men and women.

Measure	Result
Mean	Women's hourly pay is 5.53% lower than men's
Median	Women's hourly pay is 2.51% lower than men's

Pay quartiles

These figures show the number of men and women who are in each quarter of the employer's payroll. The lower quartile represents lowest salaries, and the upper quartile represents the highest salaries.

Quartile	Men	Women
Top quartile	48.96%	51.04%
Upper middle quartile	50.32%	49.68%
Lower middle quartile	49.61%	50.39%
Lower quartile	33.81%	66.19%

Bonus Pay Gap

These figures show the difference in mean and median bonus pay between men and women.

Measure	Result
Mean bonus pay	Women's bonus pay is 0.57% lower than men's
Median bonus pay	No difference

The proportion of colleagues receiving bonus pay

These figures show the proportions of relevant male and female employees who were paid bonus pay in the relevant 12 month period.

Gender	Percentage
Men	1.42%
Women	1.07%