

University of Westminster Gender Pay Gap as of 31st March 2025

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31st March 2025. The University of Westminster's pay approach supports the fair treatment and reward of all colleagues irrespective of gender.

Gender Identity

The University does afford the opportunity for individuals to disclose their Self-Identified Gender, but as of the date of the sample (31st March 2025) only 14.36% of University Colleagues relevant to the calculation of the Gender Pay Gap have responded. Subsequently we have used the values of Male and Female recorded for Payroll purposes as the basis for our Gender Pay Gap calculations.

The University's Pay System

The University's pay system covers grades including administrative, technical, academic, research and managerial level. Grades vary according to the level of responsibility that colleagues have. Each grade has a set pay range and colleagues are expected to move through the pay range for their grade.

Comparison of mean hourly pay shows a gap in favour of men of 5.53%, whilst comparison of median hourly pay shows a gap in favour of men of 2.51%

When we breakdown the gender pay gaps within the pay quartiles the mean hourly pay gaps are reduced.

+ In favour of men
- In favour of women

Lower Quartile +1.75%
Lower Middle Quartile +0.04%
Upper Middle Quartile +0.13%
Top Quartile +3.66%

Bonus Pay

In line with published guidance, we have included payments outside of an individual's normal salary as bonus pay, including the following categories;

- Responsibility/Acting up Allowance
- Honorarium/one off payment
- Market Supplement

The market supplement applies to 6 colleagues (increased from 3 in 2024) only during the period of data capture. Every market supplement is subject to a vigorous business case and is reviewed annually and we continue to have small numbers overall.

A total of 38 individuals (1.23% of colleagues when compared to the total number of people in the analysis) received a payment outside of their normal salary, as defined above, during the period of data capture. Of these 20 were male and 18 were female.

We have continued to restrict the use of bonus payments in general, which helps to support a fair and transparent pay system. However, the restriction in bonus payments means there continues to be a small sample group, in which a payment to one individual can make a large difference to the overall mean and median figures.

Pay by quartiles

66.19% of colleagues in the lower quartile are women, however within the other three quartiles the percentage of men and women is more evenly spread; 50.39% women in lower middle quartile; 49.68% women in the upper middle quartile; and 51.04% women in the upper quartile.

Workforce Profile

The University workforce as a whole is made up of 45.67% men and 54.33% women. The University is committed to fair pay irrespective of gender and will continue to monitor gender pay closely.