

# GENDER PAY GAP 2024

## Report Summary

December 2024

## INTRODUCTION

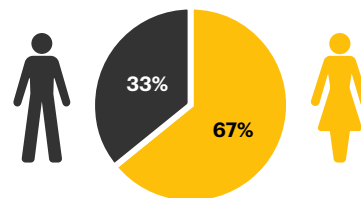
At the University of Suffolk, we are committed to fostering a community that embraces Equality, Diversity, and Inclusion (EDI) as fundamental values underpinning our mission and vision, by creating an inclusive environment for all students, staff and stakeholders.

In addition to the work we have undertaken to improve our Gender Pay Gap, we have completed an equal pay review to assure ourselves of our position of equal pay across our pay bands. The findings of this review have given us continued confidence that our staff are paid fairly. We have improved our recruitment and progression processes and are starting to see positive impacts as a result, and we have seen our gender pay gap reduce to its lowest level this year. We do, however, recognise that there is still work to be done to continue to close this gap.

As we look ahead, our commitment to continuous improvement remains steadfast. We aim to further embed EDI principles into every aspect of university life, ensuring that all individuals feel valued and empowered to thrive.

## GENDER BALANCE

Percentage of male and female employees at the University of Suffolk.



## GENDER PAY GAP

We have seen a decrease in our mean and median Gender Pay Gap levels from 2023, with a 2.3% decrease in our mean pay gap and a 1.51% decrease in our median. This is reflective of the slight increase in women in both the upper and upper middle pay quartiles.

Mean (average)	Median (middle)
11.9%	13.68%

Our median pay gap has continued to improve year on year over the last four years, and both mean and median pay gaps are at their lowest since we started reporting on the Gender Pay Gap in 2017.

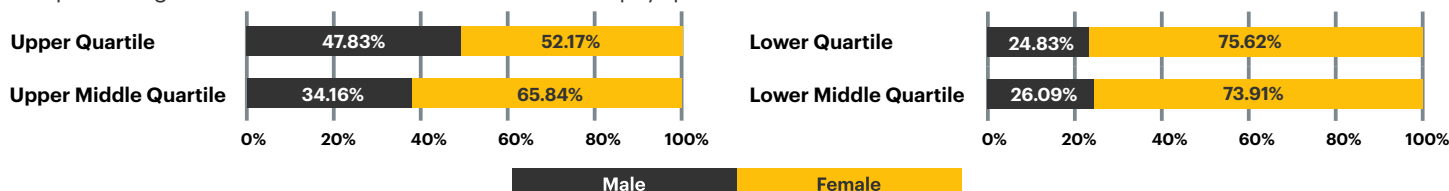
## BONUS PAY GAP

Bonus payments within the institution are only payable in very exceptional circumstances.

No bonus payments were made during this reporting period.

## PAY QUARTILES

The percentage distribution of men and women in each pay quartile.



## ACTION PLANNING

- Further developing our inclusive recruitment approach.
- Continued improvements in our data to enable in-depth reviews of our people processes and outcomes to support improved people practices.
- Continue to understand and undertake work to reduce/close gender, disability and intersectionality pay gaps and progression gaps - paying priority attention to gaps concerning female global majority staff and staff with a disability.