

Pay Gap Reports

31 March 2026

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Introduction

University of Hertfordshire (Herts) continue to be a values-led organisation and the foundation of everything we do. Engaged and motivated staff are essential to the University's success. People and Culture is one of our transformational initiatives underpinning our Strategic Plan. People and Culture plans include:

- Establish transparent, fair compensation structures and implement systems to reward exceptional performance
- Proactively identifying and removing barriers, to ensure that every member of staff regardless of background has the opportunity to thrive
- Provide a comprehensive professional development programme to enhance the capabilities of our workforce and ensure they are ready to tackle the challenges of a rapidly changing world

Following the Government's consultation into mandatory ethnicity and disability pay gap reporting, legislation is currently being developed. In lieu of government legislation, Herts continue to voluntarily report ethnicity and disability pay gaps mirroring Gender Pay Gap reporting principles.

Since our last Pay Gap Report outlining pay gaps for Disability, Ethnicity and Gender several notable changes will influence this year's pay gap results.

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- There have been some significant senior management changes within both the Vice Chancellor's Office as well as structural changes within the Schools and mergers of some Schools and Professional departments.
- Installation of a new HR System:-
 - Project included actions to encourage staff to ensure their equal opportunity information was up to date
 - Pay gap reports continue to follow government guidance, reporting for this and future years will be measured against each relevant staff contract appointment. This revised process ensures that contracts can be more efficiently broken down by Schools and Professional departments to support the creation of more effective local action plans.
 - Undertook key restructures across organisation to improve efficiency

Following on from the success of achieving Athena Swan Institutional silver award, Herts are now striving for silver with our next Race Equality submission. Herts have actively worked with key staff and networks to develop an EDI Terminology Guide, however for the purpose of this report, language will continue to match the Government Pay Gap Service.



Gender pay gap

Our staff profile by gender

This section contains information about Gender Pay Gaps at Herts. During the last year there have been several significant changes within our staff profile. Starting at the top with the retirement of our former Vice-Chancellor, resignations from Deputy Vice Chancellor and Pro Vice Chancellor along with an array of other significant leadership level leavers across retirement, resignation and various settlement agreements. The overall impact has meant the Gender Pay Gap has increased slightly this year by 0.92% to 8.95% mean and by 0.2% to 8.23% median.

Breakdown by quartile band

Quartile band	Women	Men	Total
Lower	758(72%)	300(28%)	1058
Lower middle	626(59%)	432(41%)	1058
Upper middle	606(57%)	452(43%)	1058
Upper	559(53%)	500(47%)	1059
Grand total	2549(60%)	1684(40%)	4233

Our full paid relevant staff contract appointments totalled 4,233 with 60% of all appointments being held by women.

- Although women constitute the greater proportion of our workforce with 60% the distribution is not even across the four pay quartiles
- Lower quartile, include 72% women
- Within the Lower quartile, 41% of the contracts held by women are in professional roles compared to 31% for men
- The Upper quartile only contains 53% women
- Women in Senior Management roles inside the Upper quartile equate to 58%, impacted by the resignations of the Deputy Vice Chancellor and Pro Vice Chancellor who were both women

Our gender pay data

The difference between men and women staff pay

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	8.95%	8.23%
Bonus pay paid	3.91%	0.00%

The mean bonus gap has moved from -8.08% in favour of women to 3.91% in favour of men. Although the variant to previous year is large, the result has moved the gap closer to 0%. The median bonus gap continues to report 0%. The median gap is influenced by high volume of staff qualifying for Christmas bonus.

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Women	£22.73	£21.41
Men	£24.97	£23.33

Every year the Gender Pay Gap is influenced by micro changes within the staff profile. Examples include:

- Staff turnover
- Redundancies
- Recruitment policies

Proportion of men and women paid a bonus

Gender	2025/26	2024/25	2023/24	2022/23	2021/22
Women	57.6%	50.1%	60.0%	65.8%	75.5%
Men	60.2%	48.7%	59.2%	65.6%	76.3%

A greater proportion of men and women received a bonus however the proportional gap widened slightly from 1.4% (2024/25) to 2.6% (2025/26).



Ethnicity pay gap

Various actions recruitment strategies and People and Culture key performance targets have continued to support reductions in our mean Ethnicity Pay Gap from 11.89% (2025) to 9.84% (2026).

Pay gaps are only based on known/declared ethnicities. Records where information has not been provided are excluded.

Our staff profile by ethnicity

Breakdown by quartile band

Quartile band	White	Black, Asian and Minority Ethnic	Not provided	Total
Lower	577(55%)	411(39%)	70(7%)	1058
Lower Middle	693(66%)	328(31%)	37(3%)	1058
Upper Middle	668(63%)	347(33%)	43(4%)	1058
Upper	773(73%)	262(25%)	24(2%)	1059
Grand total	2711(64%)	1348(32%)	174(4%)	4233

Although the overall proportion of Black, Asian and Minority Ethnic staff contract appointments remains at 32% there has been positive movement within the Quartiles: Lower middle through to Upper.

- Lower middle has reduced from 35% to 31% reducing proportions in the lower half of pay scales
- Upper middle increased by 1% to 33%
- Upper increased by 3% to 25%

Our ethnicity pay data

The difference between Black, Asian and Minority Ethnic and white staff average rates of pay

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	9.84%	5.56%
Bonus pay paid	8.14%	0.00%

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Recruitment strategies and staff development initiatives have contributed towards developing greater diversity within the higher paid quartiles. The impact is evidenced by:

- Mean hourly rate of pay reduced from 11.89% (2025) to 9.84% (2026)
- Median hourly rate of pay reduced from 11.28% (2025) to 5.56% (2026)
- Mean bonus gap reduced from 15.25% (2025) to 8.14% (2026)

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Black, Asian and Minority Ethnic	£22.15	£21.41
White	£24.57	£22.67

Strategic plan targets play an important role with influencing micro changes. Revised targets include:

- Increase representation of Black, Asian and Minority Ethnic colleagues at senior levels, aiming for 25% of staff at AM1 and above
- Increase representation of Black, Asian and Minority Ethnic colleagues at UH9 to 25%
- Increase the proportion of Black, Asian and Minority Ethnic teaching staff to 41%

Proportion of Black, Asian and Minority Ethnic and white staff paid a bonus

Ethnicity	2025/26	2024/25	2023/24	2022/23	2021/22
Black, Asian and Minority Ethnic	52.7%	41.3%	49.1%	53.8%	64.2%
White	64.3%	57.2%	66.2%	72.5%	81.5%

- Bonus proportions have increased for marginalised ethnicities by 11.4 percentage points
- Gap between the proportions for white staff and Black, Asian and Minority Ethnic staff receiving a bonus has also reduced from 15.9 percentage points to 11.6 percentage points



Disability pay gap

Herts continue to recruit above the sector average with 11% of contracts declaring a disability. As a Disability Confident Employer, we are pleased to report that our Disability Pay Gap continues to reduce.

NB. The following calculations are only based on records that have declared a disability or declared no disability. Records where information has not been provided are excluded.

Our staff profile by disability

Breakdown by quartile band

Quartile band	Declared disability	Declared no disability	Not provided	Total
Lower	105(10%)	646(61%)	307(29%)	1058
Lower Middle	155(15%)	855(81%)	48(5%)	1058
Upper Middle	113(11%)	880(83%)	65(6%)	1058
Upper	111(10%)	916(86%)	32(3%)	1059
Grand total	484(11%)	3297(78%)	452(11%)	4233

As part of our Strategic plan our target is to increase staff to 13% with a declared disability.

Our disability pay data

The difference between average rates of pay for staff with declared disability and those with declared no disability

Rate of pay gap	Mean (average)	Median (middle)
Hourly rate of pay	4.11%	7.68%
Bonus pay paid	7.25%	0.00%

- Mean hourly rate of pay gap reduced from 5.35% (2025) to 4.11% (2026)
- Medan hourly rate of pay gap reduced from 10.01% (2025) to 7.68% (2026)
- Mean bonus gap has widened from -5.08% (2025) in favour of staff with a Declared disability to 7.25% (2026) in favour of staff Declared no disability

The mean and median average hourly rates of pay

Average hourly rate	Mean	Median (middle)
Declared disability	£23.51	£21.41
Declared no disability	£24.52	£23.19

Proportion of declared disability and declared no disability staff paid a bonus

Disability	2025/26	2024/25	2023/24	2022/23
Declared disability	64.6%	49.9%	62.7%	65%
Declared no disability	66.2%	51.4%	60.1%	67%

- Proportions of staff receiving a bonus have increased for both those who Declared a disability and those Declaring no disability
- The gap between the proportions is 1.6 percentage points

Further analysis

Pay gaps by grade

The following tables provides analysis of pay gaps by staff category and grades associated within nationally agreed pay spines (excludes visiting lecturers).

Academic & Research Grades	Mean Gap	Median Gap
UH09	-0.28%	0.88%
UH08	1.92%	2.95%
UH07	0.72%	2.53%
UH06	1.16%	0.00%
UH05	-3.09%	-3.24%
UH04	0.00%	0.00%

The table above outlines pay gaps by grade for work of equal value and category (staff within Academic and Research roles). Mean pay gaps are below +/- 4%.

Professional Grades	Mean Gap	Median Gap
UH09	1.02%	1.71%
UH08	1.15%	2.72%
UH07	-0.88%	0.00%
UH06	1.20%	0.00%
UH05	-1.17%	0.00%
UH04	-0.86%	-2.31%
UH03	-0.74%	-2.27%

The table above outlines pay gaps by grade for work of equal value and category (staff within Professional roles). Mean pay gaps are below +/- 1.5%.

Staff quartiles by role sub-category

Breaking down the quartiles by sub-category helps pinpoint the types of roles influencing our pay gaps. By reporting at contract appointment level, we can break this down into reports at School/Professional department level to support the creation of meaningful local actions.

Sub Category	Lower			Lower middle			Upper middle			Upper			Grand Total
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Academic	1	1	2	65	43	108	283	216	499	417	380	797	1406
Apprentice	5	6	11	1	1	2		1	1	3	4	7	21
Casual	380	154	534	32	13	45	29	13	42	5	3	8	629
Invigilator	1		1										1
Knowledge Transfer Partnership	1		1		6	6		2	2	1		1	10
Out Of Hours Co-Ordinator					2	2							2
Professional	311	92	403	290	110	400	123	53	176	108	59	167	1146
Research	7	2	9	38	34	72	27	26	53	11	15	26	160
Resident Assistants	19	9	28				2	1	3				31
Teaching Fellow				23	17	40							40
Technical	25	34	59	20	66	86	6	30	36	10	36	46	227
Visiting Lecturer	8	2	10	157	140	297	136	110	246	4	2	6	559
Grand Total	758	300	1058	626	432	1058	606	452	1058	559	500	1059	4233

Herts has 60% women versus 40% men. This means:

- Women are overrepresented within professional roles within the Lower and Lower middle quartiles
- Women are underrepresented within academic roles within the Upper middle and Upper quartiles

Intersectional hourly rates

Mean and median hourly rates of pay broken down by gender and ethnicity

Ethnicity Grouped	Mean Hourly Rate			Median Hourly Rate		
	Women	Men	Gap	Women	Men	Gap
Asian	£21.11	£22.96	8.00%	£20.72	£21.94	5.50%
Black	£20.96	£22.85	8.30%	£20.67	£22.67	8.80%
Mixed	£22.65	£22.75	0.40%	£21.41	£21.41	0.00%
Not Provided	£18.16	£23.14	21.50%	£15.75	£22.12	28.80%
Other Ethnic Groups	£23.84	£24.77	3.80%	£23.54	£22.28	-5.70%
White	£23.58	£26.19	10.00%	£21.99	£23.95	8.20%

- Records with ethnicity 'Not Provided' have the lowest mean and median hourly rate of pay for women.
- Black Women have the second lowest mean and median hourly rate of pay. A significant proportion (77%) of Black Women roles fall into the Lower/Lower middle quartiles within the Professional sub-category

Intersectional quartile

Ethnicity group	Lower		Lower middle		Upper middle		Upper		Grand Total
	Women	Men	Women	Men	Women	Men	Women	Men	
Asian	162(70%)	71(30%)	98(53%)	86(47%)	99(54%)	86(46%)	66(50%)	67(50%)	735
Black	81(70%)	35(30%)	36(50%)	36(50%)	42(41%)	60(59%)	38(55%)	31(45%)	359
Mixed	26(63%)	15(37%)	24(56%)	19(44%)	19(66%)	10(34%)	19(58%)	14(42%)	146
Not provided	57(81%)	13(19%)	14(38%)	23(62%)	17(40%)	26(60%)	9(38%)	15(63%)	174
Other Ethnic Groups	13(62%)	8(38%)	10(34%)	19(66%)	18(58%)	13(42%)	13(48%)	14(52%)	108
White	419(73%)	158(27%)	444(64%)	249(36%)	411(62%)	257(38%)	414(54%)	359(46%)	2711
Grand Total	758(72%)	300(28%)	626(59%)	432(41%)	606(57%)	452(43%)	559(53%)	500(47%)	4233

- The gender proportion for Black staff overall is 54.9% Women and 45.1% Men
- Black Women are overrepresented in the Lower quartile
- Black Women are underrepresented in the Upper middle quartile
- The gender proportion for Asian staff overall is 57.8% Women and 42.2% Men
- Asian Women are overrepresented in the Lower quartile
- Asian Women are underrepresented in the Lower middle, Upper middle and Upper quartiles

Benchmarks

In addition to calculating and analysing our pay gaps Herts also benchmark ourselves with other University Alliance members, using the data available through the Government Gender Pay Gap Service. Since 31 March 2024 Herts mean hourly pay gap has improved by 9 places compared to other University Alliance members. Table below outlines current published pay gaps (snapshot data as of 31 March 2025) for the University Alliance members.

Organisation	Difference in hourly pay		Percentage of women in quartile			
	Mean gap (%)	Median gap (%)	Lower	Lower Middle	Upper Middle	Upper
University Alliance						
THE UNIVERSITY OF WESTMINSTER	5.5	2.5	66.2	50.4	49.7	51
UNIVERSITY OF BRIGHTON TRADING COMPANY LIMITED	6.2	6.9	63.4	60.3	59.4	50.5
Coventry University	7	5.7	56.5	43.5	43.2	41.5
Birmingham City University	7.7	3.5	61.2	57.7	53.9	45.4
University of Hertfordshire	8	8	68	57	56	55
University of the West of England	8	13.3	65.9	63.1	56.9	50.7
University of Greenwich	8.3	9.8	65	62	50	48
Oxford Brookes University	8.4	8.6	66.7	61.7	58.3	52.3
University Of Derby	8.6	10.5	66.1	58.4	61.9	49.5
Anglia Ruskin University	8.7	5.6	67	65	62	53
Middlesex University	9.3	12.6	66.3	66.5	53	50.6
Kingston University Higher Education Corporation	9.4	7.8	67	66	56	52
University of South Wales	9.6	3.8	67.8	58.4	50.4	45.8
Leeds Beckett University	9.8	11.6	65.7	61.3	52.9	47.3
Bournemouth University	12.2	10.8	74.2	58.1	53.3	48
Teesside University	12.7	15.7	69	61	69	48
University of West London	14	14.8	67.5	53.3	50.9	39.7

Actions

The following outlines embedded strategies and our future evidence-based action plan for reducing pay gaps. This year, ahead of Government mandatory reporting requirements, we have reviewed the Governments evidence-based actions and selected suitable future actions to continue reducing our pay gaps.

Action plan

Embedded university strategies:

- Promote attendance on Advance Higher Education and other external development programmes that enhance leadership development provision and address systemic inequalities
- Recruitment - Positive action statements, anonymous shortlisting and mandatory panel diversity processes
- Career development workshops/events targeting attendance from underrepresented groups to enable staff to reach full potential
- Progress Charter Mark action plans for Athena Swan and Race Equality.
- Regularly review equal pay

See evidenced-based action plan below.

Evidence-Based Actions	New/In Progress Or Embedded	Supporting narrative (up to 100 words)
Recruitment- Make job descriptions inclusive	New	Women at Herts represent approximately 60% of work force. This proportion is not reflected within grades UH08 and above. Applications from women for roles graded UH08 and above has declined from 38% (23/24) to 33% (24/25). Action: To review and update language used for job descriptions for senior roles (UH8 and above) for new vacancies. Track Progress: Target to increase proportion of applications within these grades to 50% from women by 2030.
Recruitment - Use fair and structured interview techniques	In Progress	Require ongoing monitoring of recruitment and promotions panels to ensure are diverse and representative. Confirm that panel chair has completed the relevant EDI training, including Unconscious Bias/ or similar by: • Development of a monitoring process to record panel membership ensuring that gender and ethnicity were represented. • Panel chairs completed training before recruitment process starts. • Generating outcome - The provision of a consistent and fair process to further increase diversity of application to successful appointment. Track progress - Feedback via New Starters Survey and Data tracking
Recruitment - Advertise leave policies in job adverts	New	Review external website jobs page and develop to improve information regarding our rewards/benefits package. Track progress- Attract more female applicants for vacancies within grades UH08 and above by 2030.
Increase transparency - For pay, promotion and rewards	New	Increase transparency for pay and rewards through the implementation of a staff reward platform that will outline all rewards/benefits available for staff. Track progress • Monitor proportion of female staff interaction with software • Increase positive responses to 50% for the survey question "I think the pay and benefits I receive compare favourably with other similar employers" by next staff survey currently planned for 2028. Positive responses currently 34% of all staff (Female only responses to question rated 38%).

Evidence-Based Actions	New/In Progress Or Embedded	Supporting narrative (up to 100 words)
Increase transparency - Enhance and promote flexible working and leave policies	In Progress	Audit of Flexible Location Principles identified the need to update the manager guide and create a new staff guide along with regular staff communications. This is scheduled to be reviewed by 2027 Track Progress - By the next staff survey ensuring relevant flexible working and flexible location questions to remain highly positive (80% and above).
Supporting employees experiencing menopause - Train managers to support employees experiencing menopause	New	Due to limited line manager take up of online menopause awareness training, further communications directing line managers to staff intranet for an array of supporting information relating to staff experiencing menopause. Track progress: Number of hits on relevant web pages and menopause absence records.
Supporting employees experiencing menopause - Set up menopause support groups and networks	Embedded	Herts have an active Menopause Network with 199 members and the Director of HR as the Senior Champion. This network has a dedicated budget and runs numerous events throughout the year and regular catch ups for network members. Track progress • For continuous improvement, members are regularly invited to suggest topics/events to be covered within the network to remain meaningful and effective • Increasing membership

“ People and Culture is one of our transformational initiatives underpinning our 2030 Strategy. The pay gap reports are a key set of data that give an indication of how we are performing on EDI and how our people structures are composed. It is important that we continue our commitment to take actions that have a positive impact.

This year in addition to calculating and analysing our pay gaps, we have benchmarked ourselves with other University Alliance members. Using current published data, the benchmark compares 31 March 2025 against 31 March 2024. Over this timeframe the mean hourly pay gap at Herts has improved by 9 places within this cohort, providing a good indication of the progress we are making in the sector.

It is important that we continue to work actively in this space and our action plan outlines the steps we will take.

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