

Gender, Ethnicity and Disability Pay Gap Reports - 2025

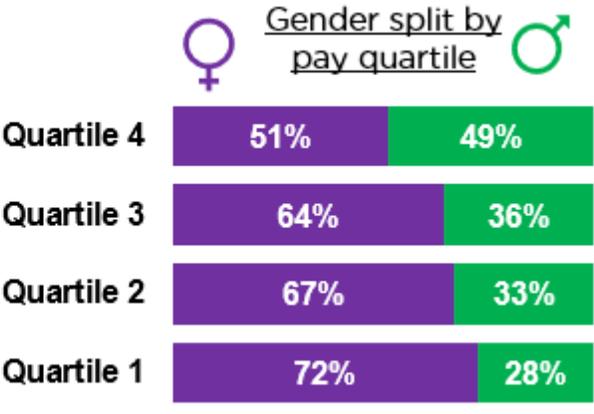
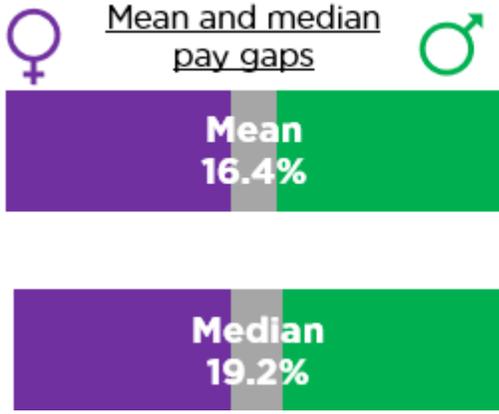
Introduction

This report presents the pay gap data for Keele University for 2025. We are pleased to report that Keele is able to show a reduction of 5 percentage points for the University gender pay gap, which now stands at a median of 19.2% and a mean of 16.4%.

We also see a change in the Keele ethnicity pay gap with a median of -16.1% changed from -12.4% in 2024 and an improvement in the University disability pay gap to a median of 2.2% demonstrating a 9.4 percentage point reduction on 2024 figures and a 4.3 percentage point reduction in the mean disability pay gap to 4.6%.

The above improvements reflect the actions in place to make institutional improvements to the University pay gaps. We are very proud of achievements thus far however are not complacent and so actions will continue in hope of achieving further reductions next year.

Keele University Gender Pay Gap (GPG) 2025



Mean GPG – difference between the average hourly earnings of men and women.
 Median GPG – the difference between the midpoints in the range of hourly earnings.

In 2025 we report a 0.5%pt **decrease** in the mean GPG and a 5.2%pt **decrease** in the median GPG (FIG2). Key factors which contribute to our GPG are:

- Occupational segregation with higher proportions of women occupying lower paid administrative, casual and operational roles (FIG4)
- Proportionally fewer women in senior grades, as can be seen through the pay quartile distribution (above).

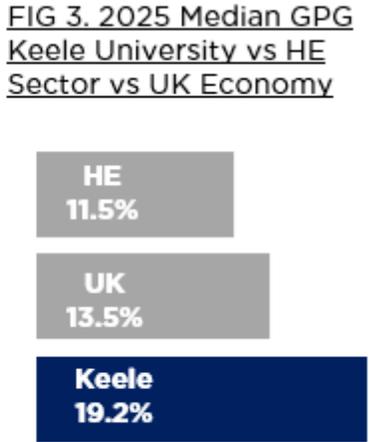
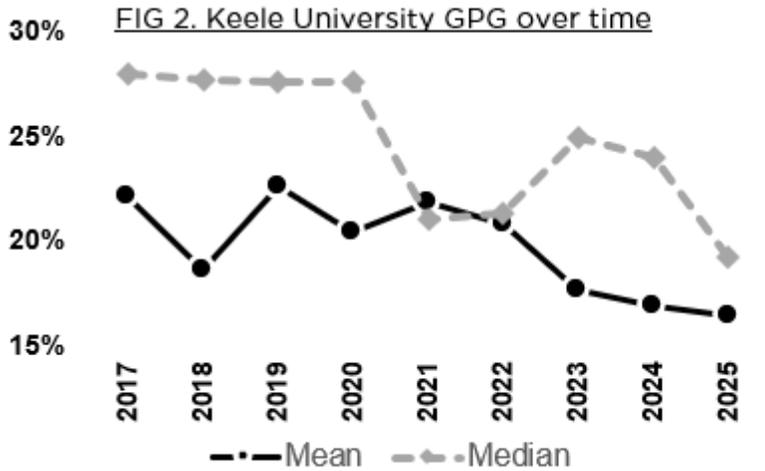


FIG 1. Keele University 31/03/2025 vs HE sector (2023-24 HESA Staff Return)

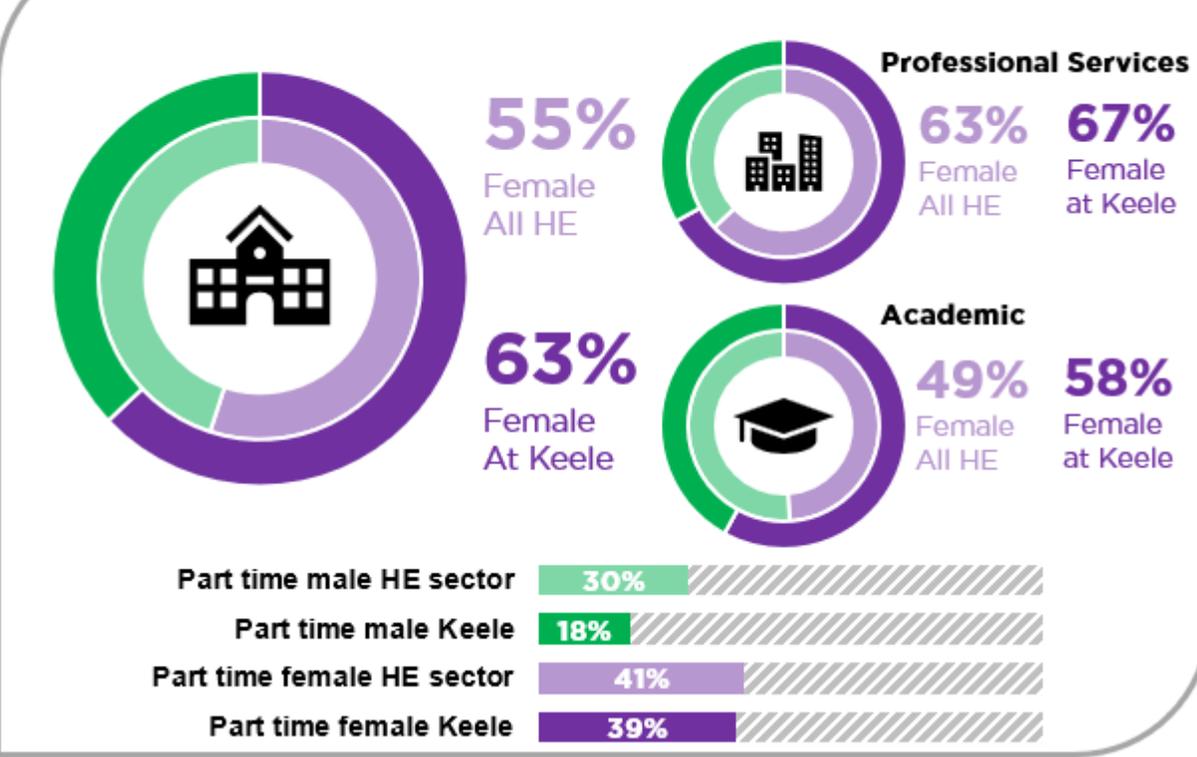
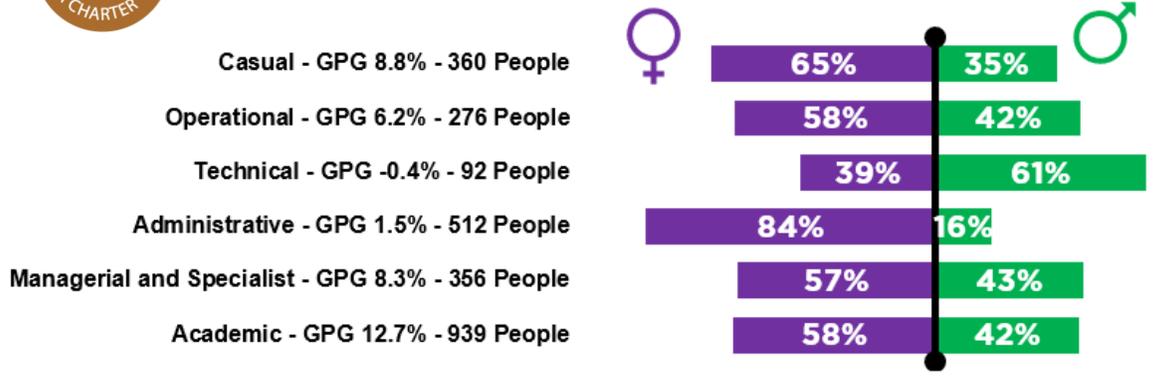


FIG 4. Horizontal segregation at Keele by staff group

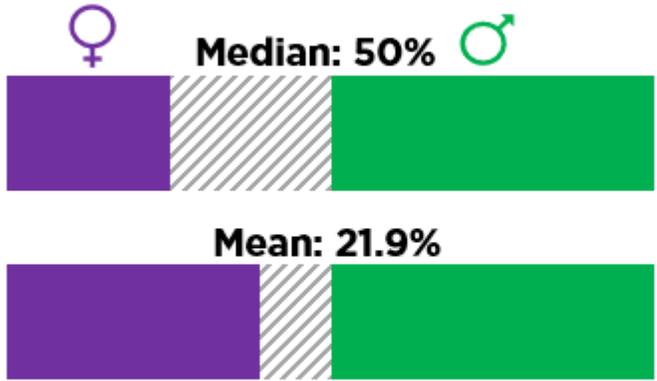


Horizontal segregation is the tendency for women and men to be concentrated in different occupations:



Keele University Bonus Gender Pay Gap (GPG) 2025

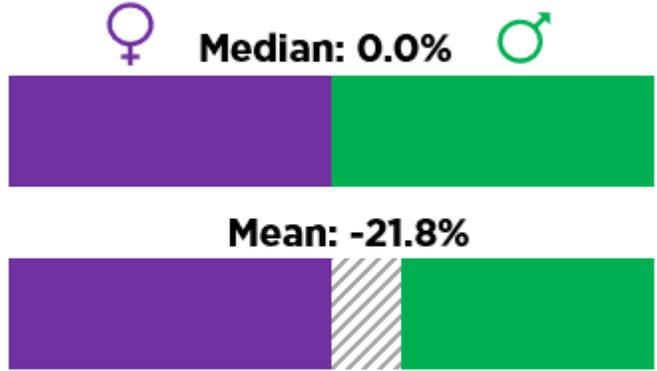
FIG 5. All Bonus GPG



3.97%
of females
received bonus

4.22%
of males
received bonus

FIG 6. Bonus GPG excluding
Clinical Excellence Awards (CEA)



3.7%
of females
received bonus

3.7%
of males
received bonus



Bonus Gaps: Some clinical staff at Keele are paid Clinical Excellence Awards (CEA). These are outside the control of Keele, and when included with Keele’s own bonuses, they result in a bonus gap in favour of men by both median and mean measures. When CEA awards are excluded, there is no median bonus gap and there is a mean bonus gap in favour of women.

Keele University Ethnicity Pay Gap (EPG) 2025



- > Keele has lower Global Ethnic Majority (GEM) representation than sector (FIG1). GEM representation varies by staff group with professional services having notably lower representation than academics. Representation in pay Quartile 2 is lowest.
- > In 2025 we report a mean EPG that is now in favour of the Global Ethnic Majority (GEM) group. The median measure remains in favour of the GEM group (FIG2).
- > We recognise that changes to the staffing profile will lead to shifts in the EPG and will continue to monitor and assess any impact.

FIG2. Keele University EPG over time

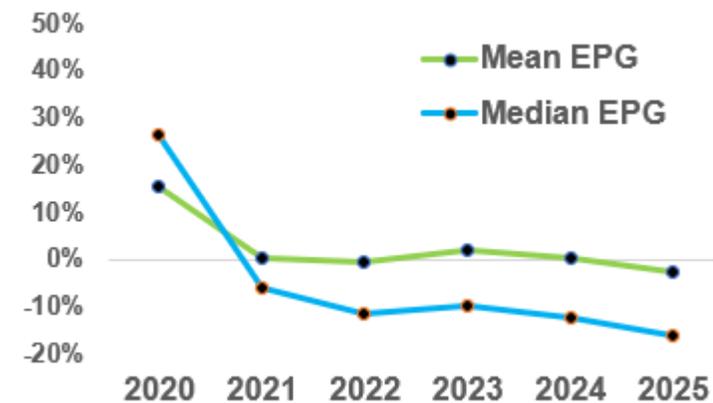


FIG3. Substantive Staff EPG vs sector

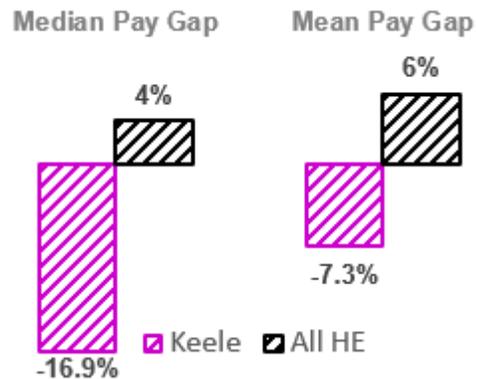


FIG 1. Keele University 31/03/2025 vs HE sector (2023-24 HESA Staff Return)

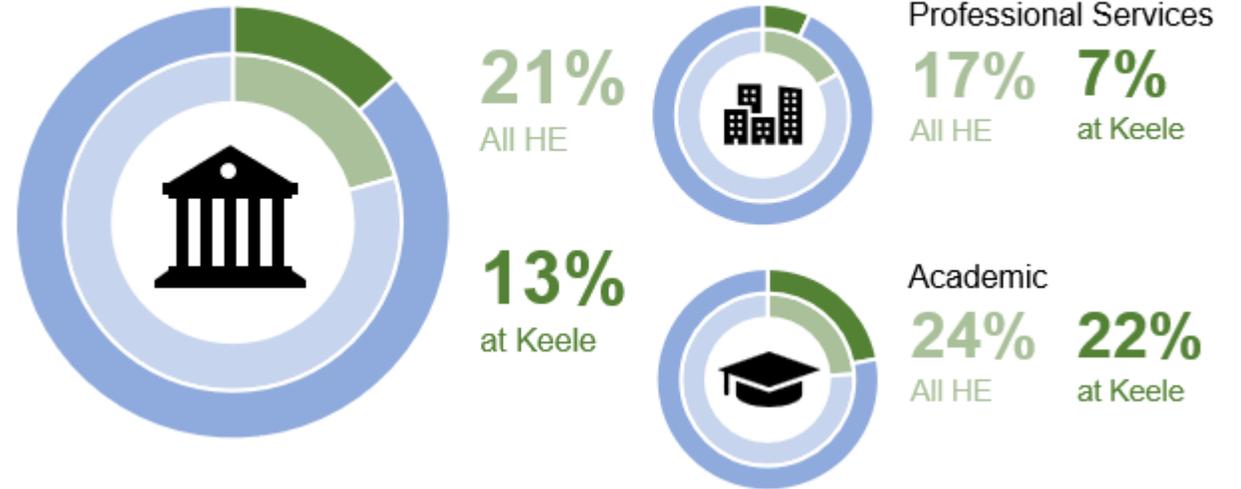


FIG4. Progress against REC representation targets

Race Equality Charter (REC) Progress	2027 Target	31 st March 2025	Variance +/-
F1 & Higher: Professors	15.0%	13.0%	-2.0%
I0: Reader, Senior Lecturer/Researcher/TF	15.0%	16.4%	1.4%
Professional Services	7.3%	7.0%	-0.3%

FIG5. Bonus EPG - all

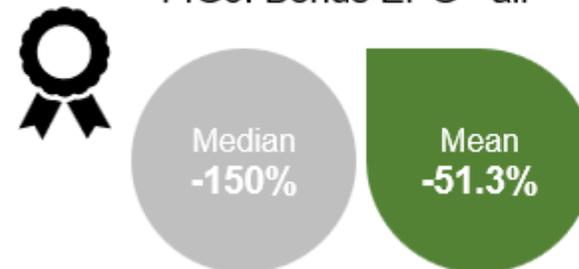
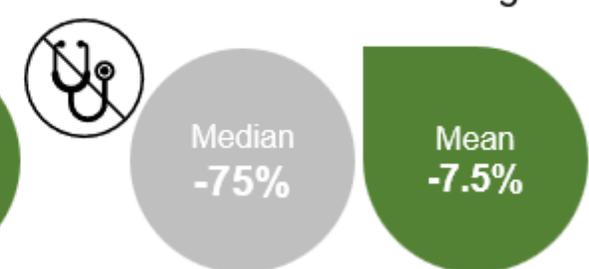


FIG6. Bonus EPG excluding CEA



Keele University Disability Pay Gap (DPG) 2025

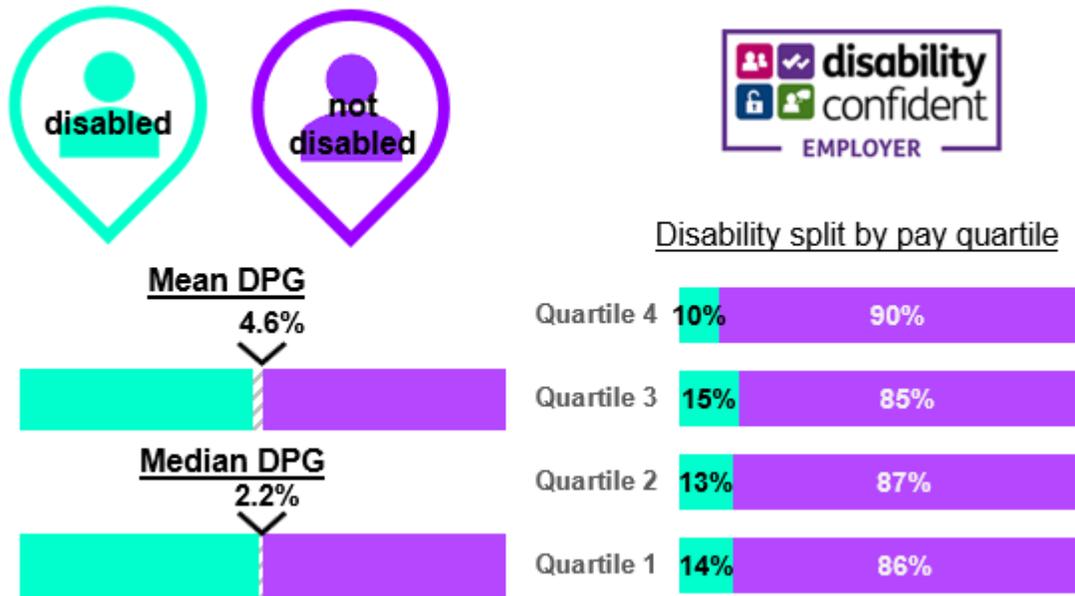
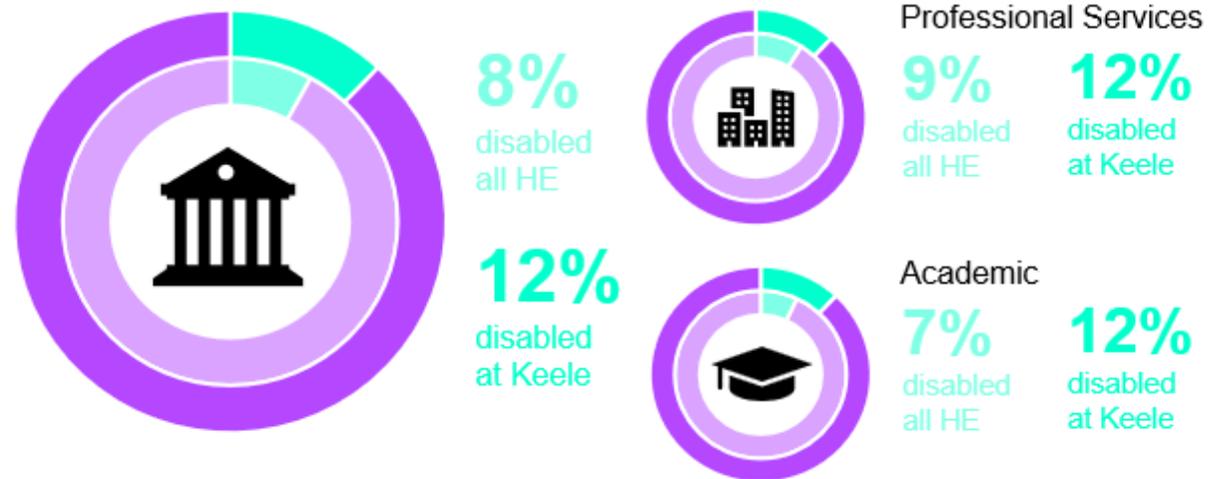


FIG2. Keele University staff disability types recorded 01/12/2024

Category	% of total reported
Long-term illness or health condition	24%
Learning difference	21%
Other disability	20%
Mental health condition, challenge or disorder	16%
Social/communication conditions	6%
Deaf or hearing impairment	5%
Physical impairment	4%
Development condition since childhood	2%
Blind or visual impairment	1%

FIG 1. Keele University 31/03/2025 vs HE sector (2023-24 HESA Staff Return)



- > In 2025 we report a 4.3%pt decrease in the mean DPG and a 9.4%pt decrease in the median DPG. Both measures remain in favour of staff who have not declared a disability.
- > We continue to see higher disability declaration rates when compared to the sector (FIG1)
- > We are a Disability Confident employer and support a Staff Disability and Accessibility Network
- > 24% of disability types are recorded as ‘long-term illness or health condition’ (FIG2) and this is up 3%pts on last year and the percentage of disability recorded as ‘Other’ (20%) has decreased by 4%pts.

FIG3. Bonus DPG - all

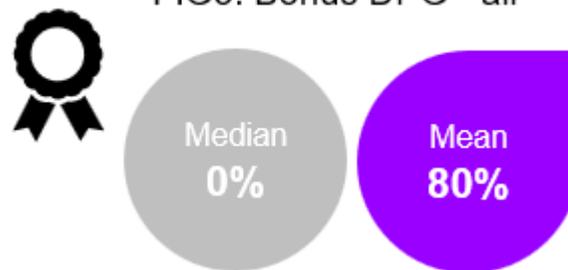


FIG4. Bonus DPG excluding CEA

