



# Diversity Pay Gap Report 2025

Gender, Ethnicity, Disability and Intersectionality



## Introduction

Durham University is committed to promoting an inclusive environment for our staff and students, and through the University's Equality, Diversity and Inclusion Framework we seek to attract, retain and advance the careers of outstanding people from all backgrounds and identities. As part of this commitment, we actively monitor and promote equal pay.

The Diversity Pay Gap measures the differences in pay between men and women, and also by other protected characteristics and is calculated using both median and mean measures. While the University is not required to publish the Ethnicity Pay Gap, Disability Pay Gap or Intersectional Pay Gap, we feel it is an important part of our work, in the spirit of openness and transparency and we calculate these in the same way as we calculate the gender pay gap. We use the same data collection point for each of the pay gaps of 31 March 2025.

## About Us

Durham University is a globally outstanding centre of teaching and research excellence. At Durham, our people are our most important asset. We are committed to creating a welcoming and inclusive environment where our people feel supported and valued, enabling them to not only succeed, but thrive. We have 27 academic departments in 4 Faculties: Arts and Humanities, Business, Science and Social Sciences.

The Durham community is made up of more than 21,500 students and nearly 8,000 members of academic and professional services staff are included in this analysis, including casual workers. We are proud of Durham's reputation for excellence, both in the UK and globally.

- **UK University of the Year: Times and Sunday Times Good University Guide 2026**
- **World Top 100** - ranked joint 94th in the QS World University Rankings 2026.
- **20<sup>th</sup> in QS World University Rankings 2024: Northern Europe**
- **3<sup>rd</sup> Times and Sunday Times Good University Guide 2026**
- **5<sup>th</sup> Guardian University Guide 2026**
- **5<sup>th</sup> Complete University Guide 2026**
- **21 subjects in the World Top 100 (QS World University Rankings by Subject 2025)**

## **What is the Gender Pay Gap?**

The gender pay gap is the difference in hourly pay between the total population of men in the workforce and the total population of women in the workforce. It's calculated as the difference between mean or median hourly earnings (excluding overtime) of men and women as a proportion of men's hourly earnings. This report measures the differences in pay, not just between men and women but also of staff by other protected characteristics. The differences are not solely the result of the University's pay practices but is influenced by other, much broader, and complex, economic, cultural and social factors which result in each of these groups being disproportionately represented in different roles and grades.

### **The language we use**

**MEDIAN** The median is the middle value of all hourly rates when ranked. That is the amount paid to the employee in the middle of the list, if employees are listed in order of pay or bonus. We look at the median as it's less affected by numbers at the top end of the pay range, for example the earnings of a small number of senior executives.

**MEAN** The mean (average) involves adding together the pay or bonuses of employees and then dividing by the total number of employees.

**QUARTILE** If all employees were ordered by their hourly rate of pay, then split into four equal groups. The quartile figures show the proportion of employees in each category group.

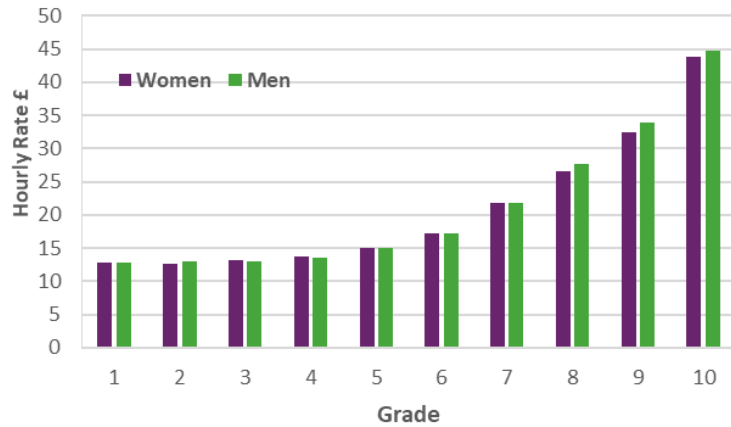
**GENDER** We use our sex identifier data (male/female) to categorise and compare gender (men/women) in this report.

**ETHNIC MINORITY** All ethnic groups except the White group.

**ASSIGNMENT** A defined job or role for an employee, separated and determined by type of contract / department / pay rate.

## Equal Pay, the Pay Gap and Bonus Gap

Average Rate of Pay by Sex - 31st March 2025



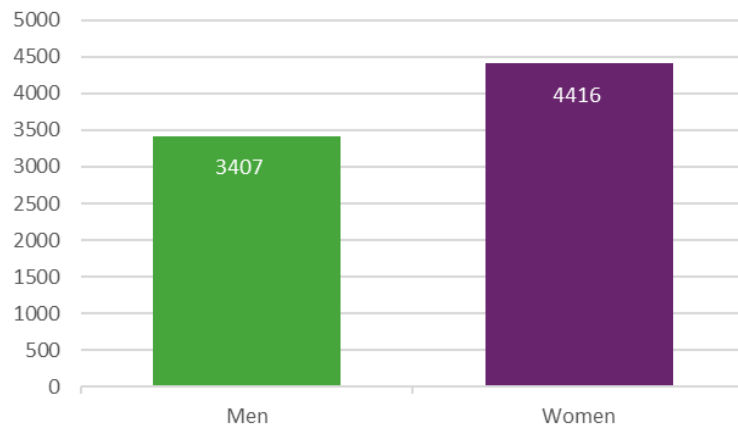
### Equal Pay

It is illegal to pay men and women a different amount for doing the same job. At Durham, the difference between the pay of men and women at each grade on the national pay spine is not significant, all lower than 5%.

### The Pay Gap

Percentage difference in the hourly rate of pay across all staff from a particular group and all staff from another group (e.g. men or women) working at Durham University on 31 March 2025.

Number of Assignments by Sex - 31st March 2025



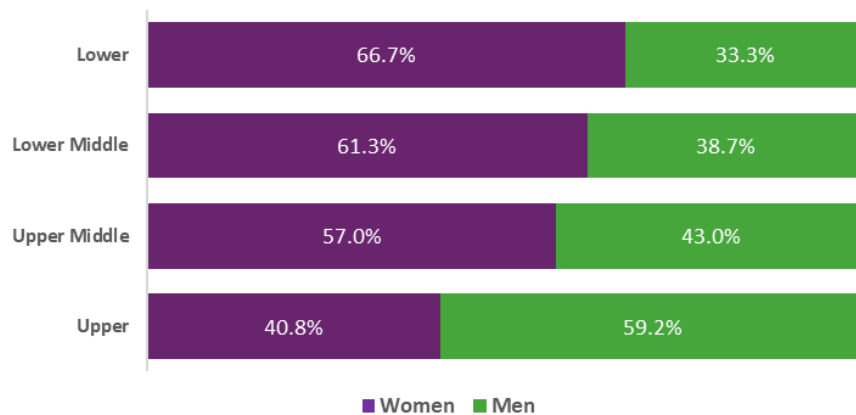
### The Bonus Gap

Percentage difference in average bonus paid to employees from a particular group and all employees from another group (e.g. men and women) in the 12 months prior to 31 March 2025.

## Gender

	2025
Median Pay Gap	19.7%
Mean Pay Gap	19.8%
Median Bonus Gap	0.0%
Mean Bonus Gap	19.7%
Proportion of men receiving bonus	5.9%
Proportion of women receiving bonus	6.9%

Proportion of Women and Men in each Pay Quartile

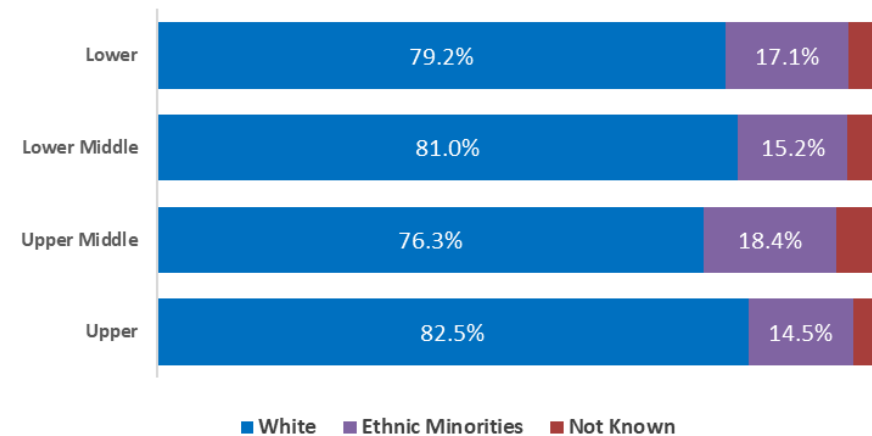


There are fewer women in senior roles and more women in lower graded roles. The median gender pay gap has decreased from 20.5% (in 2024) to 19.7% (in 2025) and the mean has reduced from 21.0% to 19.8%. This is partly due to the proportion of women in more senior grades having increased whilst the proportion of women in lower grades has decreased.

## Ethnic Minority

	2025
Median Pay Gap	0.0%
Mean Pay Gap	6.4%
Median Bonus Gap	0.0%
Mean Bonus Gap	-97.0%
Proportion of white staff receiving bonus	7.4%
Proportion of ethnic minority staff receiving bonus	2.9%

Proportion of Ethnic Groups in each Pay Quartile

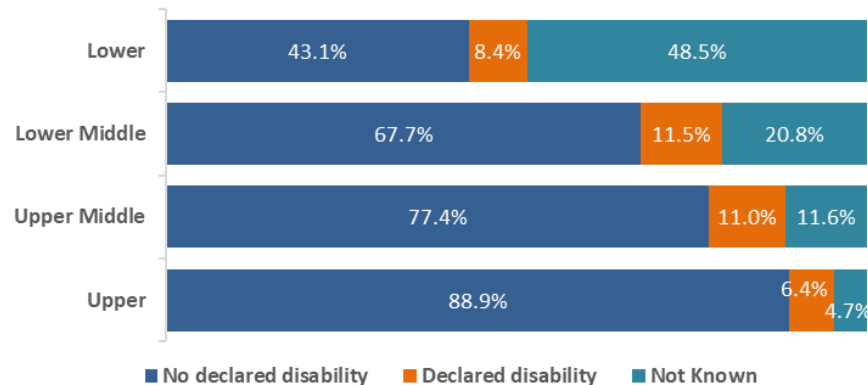


The median ethnicity pay gap has remained equal between the white group and minority ethnic group, with the mean increasing from 4.2% to 6.4% as a greater proportion of ethnic minority colleagues were predominantly in lower grades.

## Disability

	2025
Median Pay Gap	17.2%
Mean Pay Gap	16.3%
Median Bonus Gap	0.0%
Mean Bonus Gap	23.2%
Proportion of those with no declared disability receiving bonus	8.1%
Proportion of those who have declared a disability receiving bonus	5.2%

Proportion of No Declared Disability and those with a Declared Disability in Each Pay Quartile



The median disability pay gap has reduced from 22.1% (in 2024) to 17.2% (in 2025) and the mean from 17.0% to 16.3%. This is partly due to more accurate declaration data including an increased number of individuals declaring a disability in the upper pay quartiles.

## Intersectionality

	Median Pay Gap 2025				
	Ethnic Minority Men v Ethnic Minority Women	All White Staff v All Ethnic Minority Staff	White Men v Ethnic Minority Men	White Women v Ethnic Minority Women	White Men v Ethnic Minority Women
<b>All Ethnic Minorities</b>	<b>5.0%</b>	<b>0.0%</b>	<b>12.9%</b>	<b>-6.3%</b>	<b>17.3%</b>
Asian	5.4%	-0.1%	12.4%	-6.4%	17.2%
Black	37.1%	9.3%	1.4%	20.3%	37.9%
Mixed	18.8%	12.6%	17.2%	13.7%	32.8%
Other	0.1%	-20.9%	-0.3%	-28.7%	-0.2%
Not known	9.8%	-2.6%	8.2%	-6.4%	17.2%
<b>All Ethnicities (Inc White)</b>	<b>19.7%</b>				

The above figures show the combined effect of gender and ethnicity on pay. For example, compared to ethnic minority men, the median pay gap for **ethnic minority women** is **5.0%**. These comparators are based on much smaller numbers of colleagues than our institutional data and may be influenced by some of our staff choosing not to disclose information about their ethnicity.

The median pay gap for white men compared to **ethnic minority women** has increased from 15.7% to **17.3%** as there was an increase in the proportion of ethnic minority women in the lowest pay quartile compared to a corresponding decrease in the proportion of white men.

## Understanding our pay gaps

At Durham, our people are our most important asset. We believe that our success is tied to being able to attract, retain and develop outstanding staff and students from all backgrounds and identities. We are committed to creating a welcoming and inclusive environment where our people feel supported and valued, enabling them to not only succeed, but thrive.

Our pay gaps are primarily the result of a diversity imbalance; we have more women in our lower grades and fewer in the higher grades. As long as we have imbalances in the distribution of women and ethnic minority colleagues, we will have pay gaps. We're proud that colleagues choose to stay with the University for a long time, though we know that this means change to our gaps will take time.

As part of our ambitious University Strategy, one of our strategic targets was to reduce the median and mean gender pay gaps by 5.0% by 2025, to 24.3% and 20.4% respectively. We are pleased to report that this year's results show we have successfully achieved this target, while recognising that there is still more work to be done. This year's data shows our median gender pay gap has decreased from the previous year, going from 20.5% to 19.7% and the mean has reduced from 21.0% to 19.8%.

In 2024/25 we awarded 6.4% of colleagues a bonus, fewer than the previous year at 7.0%. The proportion of bonuses awarded to women remained steady compared to the previous year but a reduction in men receiving a bonus in 2025, and a corresponding reduction in their average bonus, resulted in an elimination of the median bonus pay gap and a reduction in mean bonus pay gap from 37.9% to 19.7%.

Historically Durham's Ethnicity pay gap has favoured Ethnic Minority staff however this gap has now equalised in 2025 with a median gap of 0.0%. Although the pay quartiles are dominated by the volume of white colleagues, the distribution of those from ethnic minority backgrounds is balanced across the quartiles which contributes to the neutral pay gap.

We have seen the median pay gaps for disability fluctuate over the last 5 years, varying from a low of 16.9% to a high of 24.7%. The median Disability pay gap reduced to 17.2% in 2025 at a time where our declaration rate again improved from 22.7% unknown to 21.4%.

## Creating an inclusive culture: our plan

The University has taken a range of actions to address diversity pay gaps; the actions highlighted are representative of the more extensive and detailed Action Plan which aims to comprehensively address gender balance and challenge gender imbalance at the University. A key aim of the Action Plan is to enable the University to significantly reduce its Gender Pay Gap by 2025.

[Durham University Strategy](#)



[Durham's Equality, Diversity and Inclusion Framework](#)



[EDI Key Initiatives](#)



## Contributing Actions in 2025

- **Real Living Wage:** We became an accredited Living Wage Employer in May 2024 and increased some lower rates on our pay spine.
- **Promotion and Progression:** We have an increasing number of development roles for Professional Services staff and have continued to review and adapt our academic progression process based on EDI considerations and have strengthened mentoring.
- **Flexible Working:** We have a range of family-friendly policies including hybrid working where the role allows.
- **Training and Development:** We provide the Aurora leadership development programme for women to support progression and Diversifying Leadership Programme for Black, Asian, and minority ethnic (BAME) leaders. These programmes are delivered by Advance HE and align with Athena Swan and the Race Equality Charter. EDI has been embedded across all induction and leadership and management programmes arranged by our HR&OD team.
- **Inclusive Policies:** Including the workplace passport, Disability & Reasonable Adjustments Hub, menopause policy and all employees can access maternity, paternity and adoption leave from the first day of employment with no minimum service.