

University of  
Staffordshire



# THE SEXUALITY PAY GAP

Report 2024

# THE SEXUALITY PAY GAP

At University of Staffordshire, we believe that achieving sexuality equality across the organisation is not only the right thing to do, but it also enables people and our university to be more successful.

**The Government has required, since April 2018, employers with 250 staff or more to publicise their Gender Pay Gap information. It is likely that this reporting will extend to other protected characteristics over time.**

Being 'Fair and Inclusive' is one of our core values and although sexuality pay gap reporting is not mandatory, we believe the need to capture and report on our sexuality pay gap data is important as this helps us understand where we may have disparities, and where we need to focus.

## What is the sexuality pay gap?

The sexuality pay gap shows the difference in the average pay between LGBTQ+ and straight/heterosexual staff in the organisation. A sexuality pay gap above zero will show that on average, straight/heterosexual staff earn more, whilst a pay gap below zero shows that LGBTQ+ staff, on average, earn more.

## What is our sexuality pay gap?

The sexuality pay gap is calculated in two ways:

### Mean Sexuality Pay Gap

The mean sexuality pay gap is calculated by adding up all the salaries and dividing the result by how many numbers were in the list. We can then compare the mean pay for LGBTQ+ staff with the mean pay for straight/heterosexual staff. The difference between the two figures is the mean sexuality pay gap.

Analysis has revealed that the mean sexuality pay gap for LGBTQ+ staff across University of Staffordshire is 10.04% and is lower than the 17.89% reported in 2023.

## Median Sexuality Pay Gap

The median sexuality pay gap is calculated by listing all the salaries in numerical order. The median is the middle number. We can then compare the median pay for staff that have disclosed a sexuality as LGBTQ+ with the median pay for staff that have reported their sexuality as straight/heterosexual. The difference between the two figures is the median sexuality pay gap. At University of Staffordshire this is 0%.

**Further analysis is provided in Appendix 1**

## What does our sexuality pay gap data tell us?

University of Staffordshire LGBTQ+ staff sexuality profile at 6.9% is higher than the national average at 3.5% as reported in the 2019 Census data. The number of staff that have disclosed their sexuality at LGBTQ+ has also increased by 0.9% from the 5.4% reported in 2022 to 6% in 2023.

We are aware that 18% of our sexuality data is unknown/ or prefer not to say, however this has improved since the launch of the Data Integrity Project; the unknown/or prefer not to say has reduced by 3.8% to 18.8% in 2024 from the 22.6% reported in 2023.



The data shows that our sexuality pay gap is complex with Gay/Lesbian sexuality pay gap at -3.55% being positive for Gay/Lesbian staff. However, for bisexual and other sexuality the pay gap is at 10.04%.

Census data has also illustrated the age profile 25 years and under are more comfortable in disclosing their sexuality as LGBTQ+, than other age groups. We need to do further analysis to assess if our LGBTQ+ staff numbers are also higher within this age group, as staff aged 25 years and under may be employed on lower pay grades, due to their current skill set and career progression and this may be a contributing factor in the sexuality pay gap difference.

Therefore, at University of Staffordshire, we need to address the data gaps and ensure we continue creating an inclusive culture where staff feel comfortable in sharing their sexuality profile and we continue to deliver inclusive recruitment and progression practices for all our diverse staff.

**Further analysis is provided at Appendix 1**

## What are we doing to address the sexuality pay gap?

University of Staffordshire can evidence that it is compliant in having equal pay for work of equal value.

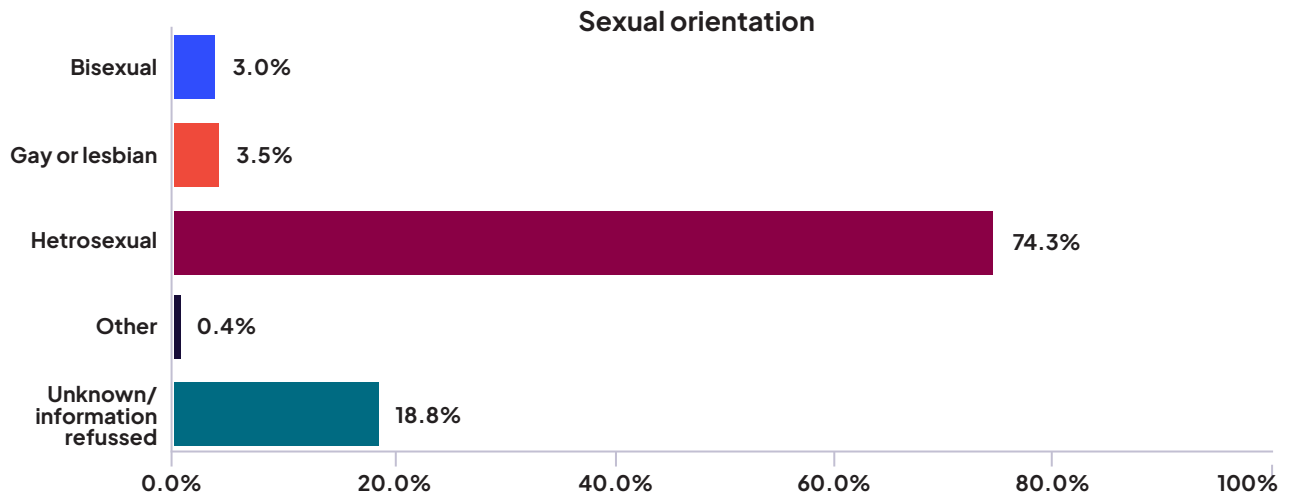
We can also evidence that our LGBTQ+ staff profile at 6.9% is higher than the national average reported at 3.5%. However, we recognise that we have data gaps within our sexuality profile data that need to be addressed, so that we can capture and report accurate data on our sexuality pay gap.

We are fully committed and have a proactive approach that will ensure we address these disparities and continue creating an inclusive and supportive culture within the organisation. Some of the actions that we remain committed to are:

- Continuing the work of the Data Integrity project, this includes reviewing the profile categories to ensure we are collecting sufficient and appropriate staff inclusion data to understand their diverse needs and expectations.
- Ongoing data, systems, plans, and processes analysis work supported by our LGBTQ+ group in partnership with the Stonewall Champions programme to enable a more in depth understanding of our LGBTQ+ staff profile and their needs that will help us to develop SMART action plans to address any disparities identified.
- Continue to embed the People Strategy approach on inclusion, key aspects within this will be the equality targets, professional development for staff via the our Values and Behaviours framework and the YOURCareer@Staffs programme.
- Ensuring our 'Staff makes Staff' culture improvement programme, is developing an inclusive culture, incorporating, and addressing the diverse needs of our staff, so they feel confident in disclosing their sexuality in a supportive environment.
- To increase self-awareness and effect culture change, mandatory 'Consciously Inclusive Behaviours' training has been rolled out across the organisation. In January 2024 this programme focussed on Sexuality and Stonewall Consultants delivered an LGBTQ+ Allyship programme to over 100 staff across the organisation. This webinar session has been recorded and is available for each school and service to discuss and embed within their area of work, so that it addresses the challenges experienced by our diverse staff and students and how to ensure we have a proactive inclusion approach.
- Delivering 'Inclusive recruitment, selection, progression and retention' training for all recruiting managers. The training coaches how to develop inclusive marketing campaigns to attract and recruit LGBTQ+ applicants, making sure that we are applying Stonewall employment principles in our requirements, our advertising, our recruitment, and selection methods, that encourage diverse employment from the broadest range of candidates.

# APPENDIX 1

## University of Staffordshire – Staff profile figures per sexuality profile group



## University of Staffordshire – Mean and Median pay gap figures per Sexuality profile group

Sexuality profile group	Mean		Median	
	£	Gap*	£	Gap*
Bisexual	£19.91	£1.37   6.44%	£19.23	£0.00   0.00%
Gay or lesbian		£-0.76   -3.55%	£19.23	£0.00   0.00%
Heterosexual	£21.10	£0.19   0.87%	£19.23	£0.00   0.00%
Other		£0.77   3.60%	£19.23	£0.00   0.00%
Unknown/information refused	£22.78	£-0.83   -3.88%	£19.23	£0.00   0.00%
<b>Overall</b>	<b>£21.28</b>		<b>£19.23</b>	

Category	2023			2024	
	Mean	Median		Mean	Median
Bisexual	10.23%	0%		6.44%	0%
Gay man	7.66%	0.06%	Gay man / lesbian -3.55%		0%
Gay women / lesbian	-0.57%	-0.03%			0%
Heterosexual	1.61%	0%		0.87%	0%
Other	-4.59%	0%		3.60%	0%
Unknown/information refused	-6.81%	0%		-3.88%	0%





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## **2<sup>ND</sup> IN THE UK FOR QUALITY EDUCATION**

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Sustainable Development Goal 4 THE Impact  
Rankings 2024

## **5<sup>TH</sup> FOR FIRST GEN STUDENTS**

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The Mail University guide 2025

## **TOP 10 FOR CAREER PROSPECTS**

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Whatuni Student Choice Awards 2023

## **TOP 20 FOR FACILITIES**

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Whatuni Student Choice Awards 2023

## **TOP 10 FOR SOCIAL INCLUSION**

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The Times and The Sunday Times Good  
University Guide 2023

## **87% OF RESEARCH IMPACT IS 'OUTSTANDING' OR 'VERY CONSIDERABLE'**

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Research Excellence Framework 2021