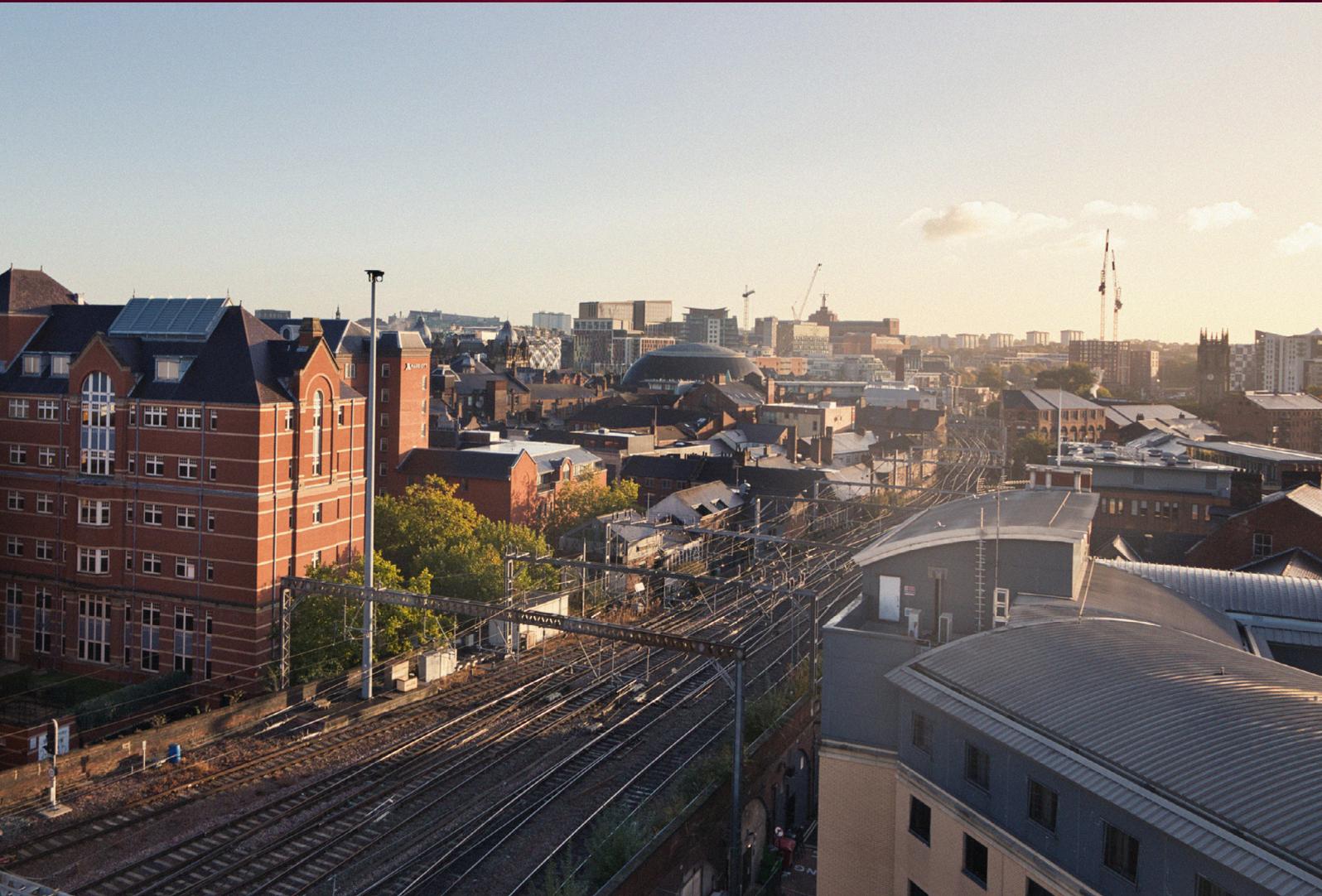


# Gender and Ethnicity Pay Gap Report

2025





## Overview

All UK organisations are required to publish their gender pay gap data on an annual basis. The gender pay gap represents the average difference in hourly earnings between all men and all women in an organisation, expressed as a percentage of men's earnings. It compares overall workforce distribution rather than measuring equal pay for equal work. Equal pay ensures that individuals undertaking the same or equivalent roles are remunerated equally; pay gap reporting instead reflects how colleagues are distributed across grades, roles and pay quartiles.

While there is no statutory requirement to publish ethnicity pay gap data, Leeds Trinity University does so voluntarily as part of its commitment to transparency and accountability. The ethnicity pay gap represents the average difference in earnings between Global Majority and white colleagues, expressed as a percentage of white colleagues' earnings, and similarly reflects workforce distribution across grades and roles.

This report presents the University's pay gap position as at 31 March 2025 and the actions being taken to address structural patterns contributing to pay disparity.

# Introduction

Leeds Trinity University continues to embed equity across its workforce as part of a broader institutional commitment to social justice. Our 2025 data reflects measurable progress alongside areas requiring sustained focus.

Whilst women are well represented across upper and middle pay quartiles, a higher proportion remain in lower-paid roles, contributing to the overall gender pay gap. Addressing this imbalance remains a priority through structured leadership development, mentoring pathways and career development initiatives.

In relation to ethnicity, our data shows a significant improvement, with reductions in both the mean and median pay gaps. This progress aligns with strengthened recruitment practices, improved representation across grades and enhanced governance established through our Race Equality Charter Silver award.

The award recognises:

- Embedded accountability structures
- Faculty-level ownership of race equity objectives
- Data-informed recruitment and progression monitoring
- Institutional race literacy development
- Increased representation of Global Majority colleagues across senior grades

However, representation alone does not guarantee equity. Intersectional analysis continues to inform our focus on progression barriers, particularly at senior and specialist levels.

Ongoing structural interventions supporting both gender and race equity include mandatory inclusive recruitment training for hiring managers, the embedding of values-based behavioural interviewing approaches (designed to assess role-relevant behaviours in a fair and transparent way consistent with sector guidance on academic freedom and freedom of expression), and streamlined recruitment processes designed to reduce barriers to entry. We continue to invest in leadership development and mentoring schemes to strengthen progression pathways across the institution, alongside the continued delivery of the PATH traineeship scheme to widen access to meaningful career opportunities. Our review of flexible and hybrid working patterns, with strengthened workforce data interrogation through Power BI reporting enables more granular monitoring of representation, progression and pay distribution across grades and roles.

Furthermore, colleague engagement and pulse surveys have informed the development and deployment of our Mental Health and Wellbeing Strategy and Leadership Framework, ensuring leadership behaviours support inclusive progression and organisational fairness.

While we are encouraged by demonstrable progress – particularly in relation to ethnicity – sustainable equity requires continuous monitoring, transparent reporting and institutional accountability. REC Silver strengthens our responsibility to maintain momentum and meaningful impact.

Our focus now is on sustaining momentum through consistent data interrogation, leadership accountability and targeted structural intervention.

**Sonya Clarkson**  
Executive Director of People and Culture



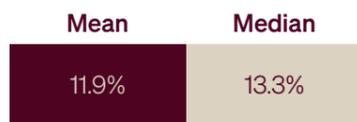
# Gender pay gap reporting data 2025

On 31 March 2025, there were 917 people on the payroll, comprising 567 (61.8%) females and 350 (38.2%) males.

## This compares to the following:

On 31 March 2024, there were 961 people on the payroll, comprising 601 (62.5%) females and 360 (37.5%) males.

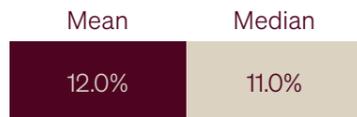
### Leeds Trinity University Gender Pay Gap as of 31 March 2025



### This compares to the following as of 31 March 2024



### Benchmark – HE Sector (UCEA 2024 published figures based on 31 March 2024)



Our mean pay gap has remained steady since 2024. Our figures show that there is good representation of female colleagues in the top, upper middle and lower middle pay quartiles, but a larger proportion of women in the lower quartile compared to men.

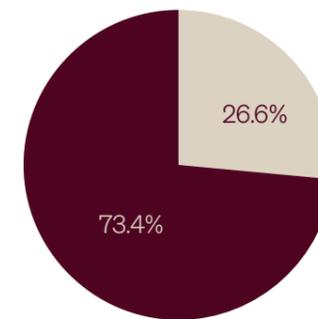
## Bonus pay gap

In the year leading up to March 2025, no staff received a bonus payment.

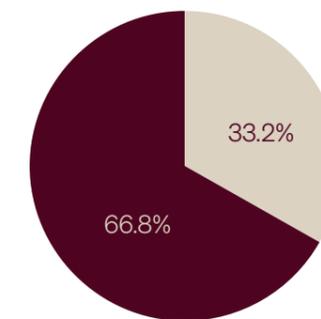
## Pay quartiles

The charts below show the proportion of men and women across the four average hourly rate quartiles as at 31 March 2025. The quartiles are determined by hourly pay rates with the lowest quartile representing the lowest paid 25% of

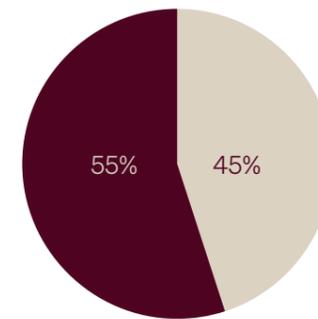
Female Male



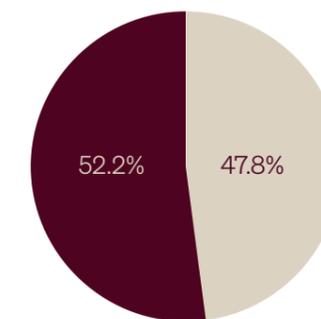
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Top Quartile

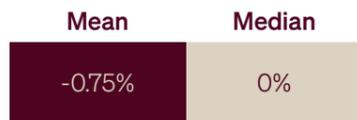
# Ethnicity pay gap reporting data 2025

On 31 March 2025, there were 917 people on the payroll, comprising 567 (61.8%) females and 350 (38.2%) males.

**This compares to the following:**

On 31 March 2024, there were 961 people on the payroll, comprising 601 (62.5%) females and 360 (37.5%) males.

**Leeds Trinity University  
Gender Pay Gap as of  
31 March 2025**



**This compares to  
the following as of  
31 March 2024**



The mean pay gap has decreased from 2.5% to a non-pay gap of -0.75% over the last twelve months, and the median pay gap has decreased from 13.7% to a zero pay gap.

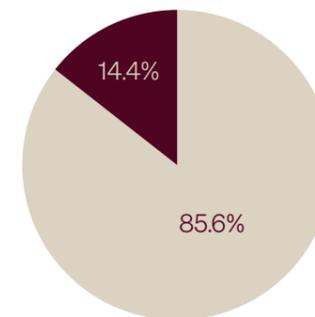
## Bonus pay gap

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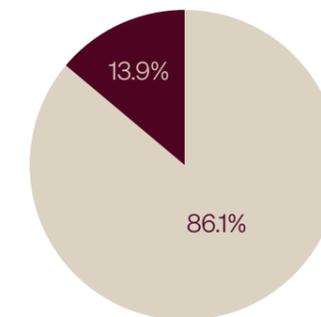
## Pay quartiles

The chart below shows the proportion of Global Majority and white colleagues across the four average hourly rate quartiles as of 31 March 2025. The quartiles are determined by hourly pay rates with the lowest quartile representing the

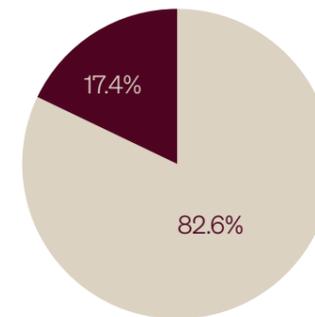
Global Majority ■ White ■



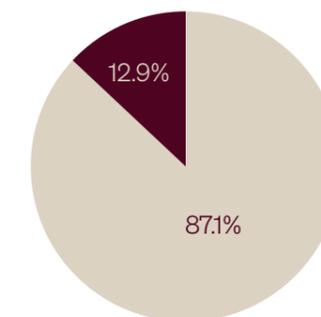
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Top Quartile



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