

GENDER PAY GAP REPORT

UNIVERSITY OF ESSEX
STUDENTS*
UNION

ABOUT THE REPORT

The gender pay gap shows the difference in average pay between men and women. It is expressed as a percentage of men's earnings. E.g. women earn 15% less than men.

Any organisation with more than 250 employees are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

By using HR and payroll records, the University of Essex Students' Union used a snapshot period of March 2025 for permanent staff and the 12 full weeks prior to 5th April 2025 for student staff.

OUR STAFF





ABOUT THE REPORT

What's the difference between a pay gap and equal pay?

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Gender pay gap reporting shows the difference in the average pay between all men and women in the workforce.

KEY TERMS

Mean

The difference between average hourly earnings of men and women.

Median

The difference between the midpoints in the ranges of hourly earnings of men and women.

Quartiles

The proportion of men and women in different pay bands, with the workforce divided into four equal parts (quartiles).

Average hourly pay

Calculated by dividing earnings by the number of hours worked.

THE RESULTS

8.07%

OUR MEAN GENDER PAY GAP

2025 ONS UK average is 12.8%

0.00%

OUR MEDIAN GENDER PAY GAP

2025 ONS UK average is 13.4%

0.91%

OUR MEAN BONUS GENDER PAY GAP

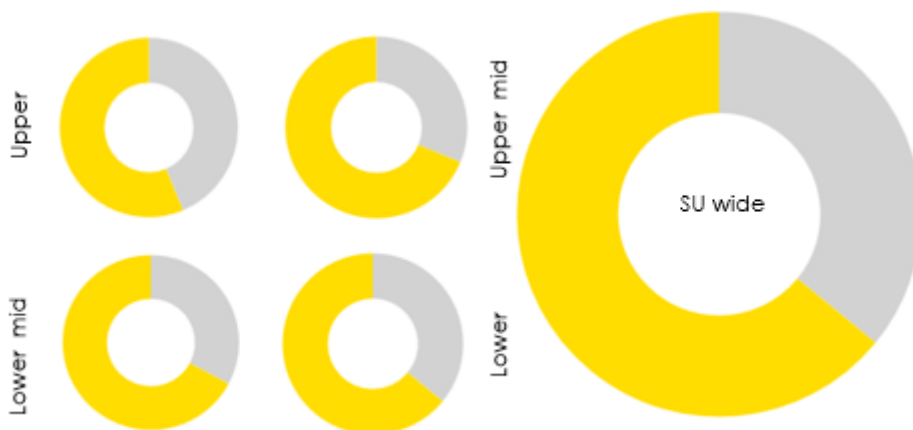
£647.60 Mean bonus pay for female
£641.68 Mean bonus pay for male

0.00%

OUR MEDIAN BONUS GENDER PAY GAP

£750.00 Mean bonus pay for female
£750.00 Mean bonus pay for male

■ Male % ■ Female %



Quartile	Female (%)	Male (%)
Upper Quartile	56%	44%
Upper Middle	69%	31%
Lower Middle	67%	33%
Lower	64%	36%
Overall	64%	36%

WHAT DOES THIS TELL US?

We have analysed the figures and are confident that our pay gap is not a result of men and women receiving different pay for the same role.

Our casual student staff workforce has increased by 27% due to increased demand for flexible staff following a 14.86% decrease in permanent staff. Compared to last year's Gender Pay Gap Results we had 82 permanent staff versus 75 this year and 142 student staff versus 181. As at 5th of April 2025, the reported workforce at the Students Union was 64% female and 36% male. The number of females has reduced by approximately 2% and males increased by the same, compared to last year.

Based on the findings, the difference between the average hourly earnings (mean gender pay gap) is 8.07%. This represents an improvement against our 2024 figure of 13.63% and has been driven primarily by planned basic pay increases for a small number of senior female, alongside the retirement of a male in a senior role who was replaced by a female. The primary reason for the difference in the mean gender pay gap remains unchanged against the previous year and is attributable to the Director team, which is made up of four males and one female with one of the males taking the most senior role of Chief Executive.

There are consistently more females in each of the 4 quartiles, ranging from above 56% to 69%, as 64% of our workforce are female. The increase in our student staff workforce also resulted in larger quartiles (64 in 2025 compared to 56.75 in 2024).

The median gender pay gap is 0%, representing an improvement of 1.8% based on 2024 results, this means that a typical male and female at the SU earns the same. The majority of our workforce were student staff, paid at the same rate of pay irrespective of age or gender. Any remaining difference in average pay is driven by a small number of higher paid roles rather than unequal pay across the workforce.

WHAT DOES THIS TELL US?

In the year ending 31 March 2025, 30% of male employees and 23% of female employees received a bonus payment. The mean and median bonus gender pay gaps were 0.91% and 0% respectively. The slight variance in the mean bonus gender pay gap arises from the agreed fixed bonus amount per employee being calculated on a full time equivalent basis, with a higher proportion of female employees working part time compared to male employees. The bonus was paid to all permanent staff as a one off recognition payment in appreciation of their contribution and for delivering excellent services to our members throughout the year, despite operating with a reduced workforce.

The remuneration between our highest and lowest paid employees was 3.8:1 compared to 4.2:1 last year. This gap has narrowed due to the significant percentage increases in Voluntary Real Living Wage versus Cost of Living Increase. As for the CEO/median employee ratio, the Students' Union had a similar ratio of 3.8:1, which was below the average ratio of 52:1 across FTSE350 companies in 2023-24.*

Human resources procedures ensure that recruitment is based upon finding the best person for the role and without gender bias. Permanent staff are remunerated within a defined salary scale. During 2015 we used the HERA (Higher Education Role Analysis) to ensure that roles were aligned with a fair rate of pay. All promotions and pay rises are approved by a panel made up of Directors and Student Leaders. Since January 2023, our student staff have been paid a fixed hourly rate equivalent to the Voluntary Real Living Wage irrespective of age or gender.

In addition, our organisation also offers support to all members of staff by providing training to ensure they are competent at their roles and the opportunity for career progression into more senior roles as these roles become vacant. We are pleased to report that the University of Essex Students Union compares favourably to the gender pay gap for the Not-for-Profit sector where the mean and median is 14.6% and 16.7% respectively.**

*High Pay Centre analysis of FTSE 350 pay ratios Published in 2025.

**Annual Survey of Hours and Earnings, Office for National Statistics 2025 (Provisional per 23rd October 2025)

WHAT HAPPENS NOW?

The University of Essex Students' Union remains committed to equal pay and will continue to operate within the fair and transparent recruitment policies so that we, as an organisation, will be able to find the best person to fit in the role regardless of gender. The Students' Union remains committed to paying our employees the Real Living Wage and will continue to review its financial position to support this commitment.

I confirm that the above information is accurate.



Craig Stephens - Chief Executive
University of Essex Students' Union