

University of Roehampton

Gender Pay Gap Report 2025

Background

The gender pay gap is a measure of the difference between the average hourly earnings of male and female staff across all staff in an organisation. The University of Roehampton has a statutory duty to report this data.

Employers with more than 250 members of staff must report this information under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which require us to report on a number of metrics as of 31st March in a given year.

The gender pay gap differs from equal pay, which requires that men and women in the same employment performing equal work must receive the same pay. Both the gender pay gap and equal pay are measurements that address the disparity of pay women receive in the workplace.

Gender Pay Gap at the University of Roehampton

Calculation	2025
Mean Pay Gap	5.9%
Median Pay Gap	7.4%

The table above shows the University of Roehampton's overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date, 31 March 2025.

The above data includes all substantive staff and visiting lecturers.

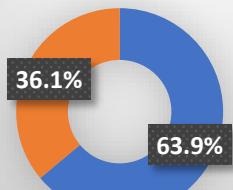
Our gender pay gap over the previous 5 years is detailed below for reference.

Year	Mean	Median
2024	6.8%	7.7%
2023	5.7%	2.4%
2022	6.3%	7.7%
2021	6.3%	0.0%
2020	6.4%	5.2%

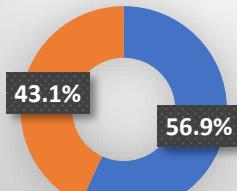
Our 2025 mean pay gap is the second lowest it has been since 2020, whilst our median pay gap is a slight reduction on the 2024 figure of 7.7%.

Pay Quartiles

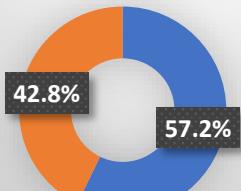
Lower Quartile



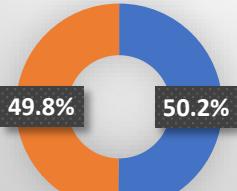
2nd Quartile



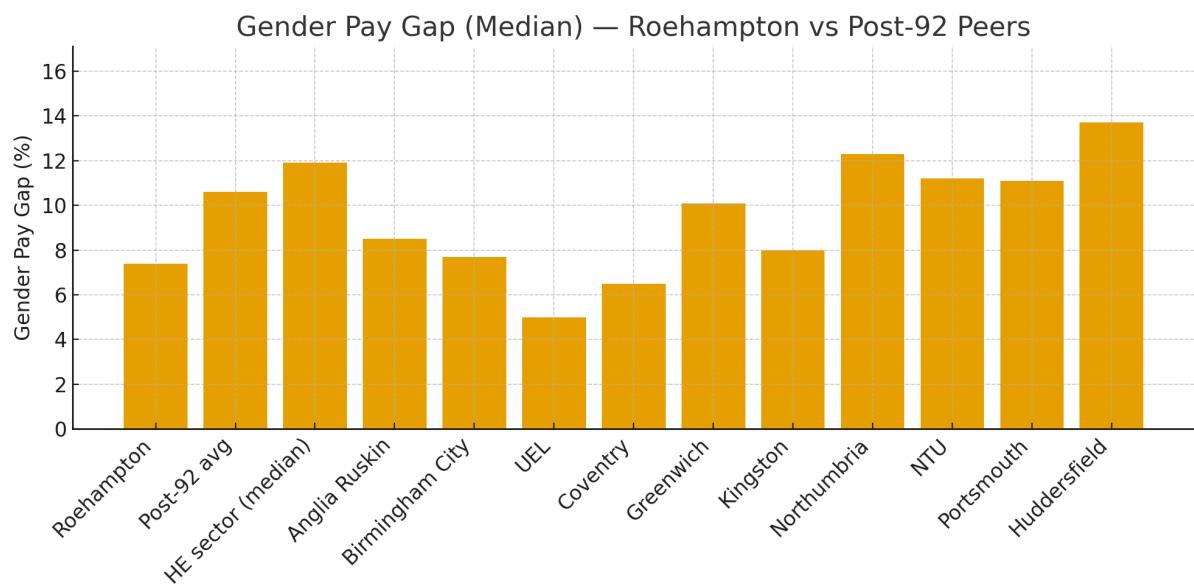
3rd Quartile

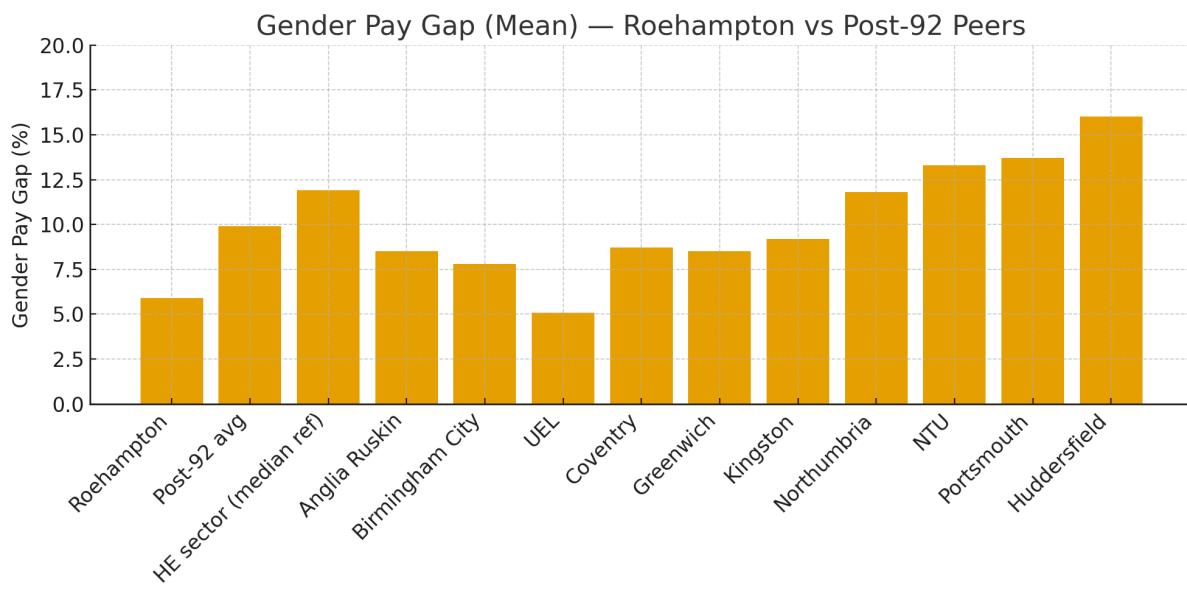


Upper Quartile



Benchmarking Against the Post-1992 Sector





Comparing our gender pay gap with the selection of universities referenced above, we appear to be in a reasonably strong position, however, there is work to do, which is led by our “Advancing Gender Equality” programme of work referenced, in this report.

Initiatives to Reduce the Gender Pay Gap

Advancing Gender Equality Programme

As part of our Equality, Diversity, and Inclusion (EDI) strategy, we have a targeted local programme of work dedicated to advancing gender equality at the University. This initiative is focused on addressing the gender pay gap and addressing any barriers identified.

Work on the programme is already underway. Professor Leigh Robinson, PVC Education, is the programme Sponsor. The programme has several strands of work, which are detailed below.

Key Strands of Work

- **Data Analysis:** Examining key insights from data to inform actions, identify needs, and support colleagues in achieving gender equality goals.
- **Career Progression and Academic Promotions:** Enhancing pathways and support systems to improve career progression opportunities for women in academia.
- **In-depth Analysis of Gender Pay Gap:** Conducting a thorough review of the gender pay gap to identify root causes and design targeted solutions.
- **Learning and Development:** Offering development programmes, such as *Advance HE’s Aurora*, to equip colleagues with the skills and confidence needed for career advancement.

- **Network Engagement:** Strengthening links with external networks, such as the Women in Higher Education Network, and collaborating with peer institutions recognised for gender equality.
- **Integration of Current Initiatives:** Aligning existing university initiatives under the umbrella of this programme to unify efforts in advancing gender equality.

This programme represents a comprehensive, action-oriented approach to advancing gender equality, designed to deliver sustained impact and measurable progress across the University.

We will be undertaking an initial evaluation of the impact of this programme of work by the end of this academic year.

January 2026