

Component	Title	Description
Figure 1	Northumbria University and UK gender pay gap 2021-2024	<p>A line chart showing the gender pay gap trends from 2021 to 2024 for Northumbria University and the UK. Four lines are plotted:</p> <p>Northumbria University mean gap (orange): Starts at 12.3% in 2021, decreases to 11.4% in 2022, rises to 13.7% in 2023, and returns to 11.4% in 2024.</p> <p>Northumbria University median gap (blue): Starts at 16.0% in 2021, decreases to 15.2% in 2022 and 15.3% in 2023, then rises to 15.8% in 2024.</p> <p>UK mean gap (green): Starts at 14.7% in 2021, declines to 13.4% in 2022, then to 13.2% in 2023, and remains at 13.1% in 2024.</p> <p>UK median gap (red): Starts at 15.1% in 2021, declines slightly to 14.4% in 2022, 14.3% in 2023, and further to 13.8% in 2024.</p> <p>The y-axis represents the gender pay gap percentage (ranging from 8% to 17%), while the x-axis represents the years from 2021 to 2024.</p>
Figure 2	Proportion of men and women in each pay quarter at Northumbria University	<p>A horizontal bar chart displaying the gender distribution across four pay quartiles at an organization. Each quartile is divided into two segments: women (orange) and men (blue), with corresponding percentages.</p> <ul style="list-style-type: none"> • Upper pay quarter: 45.3% women, 54.7% men • Upper middle pay quarter: 51.1% women, 48.9% men • Lower middle pay quarter: 61.2% women, 38.8% men • Lower pay quarter: 61.5% women, 38.5% men <p>The x-axis represents percentages from 0% to 100%, and the y-axis categorizes the four pay quartiles.</p>
Figure 3	Gender pay gap by staff group 2024	<p>A bar chart comparing the mean and median gender pay gaps at Northumbria University, among academic staff, and professional support staff. The mean gender pay gap is represented by orange bars, while the median gender pay gap is shown in blue.</p> <p>Northumbria University: Mean gender pay gap is 11.4%, and median gender pay gap is 15.8%</p> <p>Academic staff: Mean gender pay gap is 7.0%, while the median gender pay gap is 0.0%</p> <p>Professional support staff: Mean gender pay gap is 3.4%, and median gender pay gap is 3.8%.</p> <p>The y-axis represents the gender pay gap percentage, ranging from 0% to 18%.</p>
Figure 4	Proportion of men and women in academic and professional support roles	<p>A horizontal bar chart showing the gender distribution of academic staff and professional support staff at Northumbria University.</p> <p>Academic staff: 47.7% women, 52.3% men.</p> <p>Professional support staff: 60.7% women, 39.3% men.</p>

Figure 5	Gender pay gaps by length of service 2024	<p>A bar chart illustrating the gender pay gap based on years of service.</p> <p>Less than 3 years' service: Mean gender pay gap 9.2%, median gender pay gap 7.4%. 3 or more but less than 6 years: Mean gender pay gap 5.1%, median gender pay gap 4.0%. 6 or more but less than 10 years: Mean gender pay gap 12.5%, median gender pay gap 11.6%. 10 or more but less than 20 years: Mean gender pay gap 13.7%, median gender pay gap 15.2%. 20 years' service and more: Mean gender pay gap 11.5%, median gender pay gap 21.0%.</p>
Figure 6	Gender pay gaps by age 2024	<p>A bar chart displaying the gender pay gap across different age groups.</p> <p>16 to 24: Mean gender pay gap 2.3%, median gender pay gap 1.6%. 25 to 34: Mean gender pay gap -1.4%, median gender pay gap 0.0% (indicating women may earn slightly more on average). 35 to 44: Mean gender pay gap 5.8%, median gender pay gap 6.8%. 45 to 54: Mean gender pay gap 13.1%, median gender pay gap 13.5%. 55 to 64: Mean gender pay gap 17.3%, median gender pay gap 16.8%. 65+: Mean gender pay gap 15.8%, median gender pay gap 38.4% (largest gap among all age groups).</p>