

Component	Title	Description
Infographic 1	Gender Pay Gap Report 1	<p>Gender Pay Gap Report - Northumbria University (as of 31 March 2024)</p> <p>Median Gender Pay Gap:  Women: £20.72 Men: £24.60 Pay gap: 15.8%</p> <p>Mean Gender Pay Gap:  Women: £22.95 Men: £25.89 Pay gap: 11.4%</p> <p>Gender Pay Gap Trend (2021-2024):  2021: Median: 16.0%, Mean: 12.3%. 2022: Median: 15.2%, Mean: 11.4%. 2023: Median: 15.3%, Mean: 13.7%. 2024: Median: 15.8%, Mean: 11.4%</p> <p>Distribution of Men and Women in Each Pay Quarter:  Lower Quarter: 61.5% Women, 38.5% Men. Lower Middle Quarter: 61.2% Women, 38.8% Men. Middle Upper Quarter: 51.1% Women, 48.9% Men. Upper Quarter: 45.3% Women, 54.7% Men</p> <p>Key Findings:  Gender imbalance is a key driver of the pay gap. Women have the greatest representation in the lowest pay quarter. Women are under-represented at the highest level in the organisation.</p> <p>Bonus Pay (Performance Payments &amp; Long Service Awards):  Receipt of Bonus Pay: 5.9% of men. 6.2% of women  Median Bonus Pay: Women: £100.00. Men: £100.00. Bonus gap: 0.0%  Mean Bonus Pay: Women: £562.79. Men: £430.28. Bonus gap: -30.8% (Women receiving higher mean bonus)</p>

Infographic 2

Gender Pay  
Gap Report 2

Gender Pay Gap - Northumbria University

University Gender Balance:

Women: 54.8%. Men: 45.2% (A circular chart visualizes this distribution.)

Gender Pay Gap by Staff Group:

Academic Staff: Median Gender Pay Gap: 0%. Mean Gender Pay Gap: 0%

Professional Support Staff: Median Gender Pay Gap: 7.0%. Mean Gender Pay Gap: 3.4%

Gender Pay Gap Trends by Staff Group (2021-2024):

Academic Staff: Median: 2021 (5.8%), 2022 (7.6%), 2023 (6.7%), 2024 (7.0%). Mean: 2021 (7.6%), 2022 (7.0%), 2023 (6.0%), 2024 (3.8%)

Professional Support Staff: Median: 2021 (0%), 2022 (20.2%), 2023 (14.2%), 2024 (0%). Mean: 2021 (1.6%), 2022 (6.0%), 2023 (3.4%), 2024 (0%)

Key Findings:

The institution-wide gender pay gap is influenced by the distribution of men and women across academic and professional roles. The gender pay gap within the two main staff groups is much narrower compared to the overall university gap.

Gender Distribution by Staff Group:

Academic Staff: Women: 47.7%, Men: 52.3%

Professional Support Staff: Women: 60.7%, Men: 39.3%

(A horizontal bar chart visualizes this data.)

Infographic 3

Gender Pay  
Gap Report 3

Gender Pay Gap - Northumbria University

Gender Pay Gap by Age (Median and Mean Gender Pay Gaps shown as bar charts)

16-24 years: Median: 1.6%, Mean: 2.3%. 25-34 years: Median: 0%, Mean: -1.4%. 35-44 years: Median: 6.8%, Mean: 5.8%. 45-54 years: Median: 13.5%, Mean: 13.1%. 55-64 years: Median: 16.8%, Mean: 17.3%. 65+ years: Median: 38.4%, Mean: 15.8%

Gender Pay Gap by Length of Service (Median and Mean Gender Pay Gaps shown as bar charts)

<3 years: Median: 7.4%, Mean: 9.2%. 3-6 years: Median: 4.0%, Mean: 5.1%. 6-10 years: Median: 11.6%, Mean: 12.5%. 10-20 years: Median: 15.2%, Mean: 13.7%. 20+ years: Median: 21.0%, Mean: 11.5%

Gender Pay Gap by Pay Grade (Median and Mean Gender Pay Gaps shown as bar charts)

Grade 3: Median: 0%, Mean: -7.3%. Grade 4: Median: 1.3%, Mean: 2.0%. Grade 5: Median: 3.7%, Mean: 1.6%. Grade 6: Median: 8.0%, Mean: 4.0%. Grade 7: Median: 0.4%, Mean: 2.9%. Grade 8: Median: 0%, Mean: -1.6%. Grade 9: Median: 21.4%, Mean: 22.0%. Grade 10 (including Vice Chancellor): Median: 21.4%, Mean: 21.6%. Grade 10 (excluding Vice Chancellor): Median: 21.4%, Mean: 16.6%. Grade 10 (excluding Vice Chancellor & Deputy Vice Chancellor): Median: 21.4%, Mean: 15.8%

Key Observations:

The gender pay gap increases with age, peaking at 38.4% for employees aged 65+. The gap also increases with longer service, reaching 21.0% for employees with 20+ years of service. Higher pay grades (especially Grade 9 and 10) have significantly larger gender pay gaps compared to lower grades.

<p>Infographic 4</p>	<p>Ethnicity Pay Gap Report</p>	<p>Ethnicity Pay Gap - Northumbria University  Median and Mean Ethnicity Pay Gaps (as of 31 March 2024)  Median Ethnicity Pay Gap: 0.0%. Ethnic Minority Staff: £22.92. White Staff: £22.92  Mean Ethnicity Pay Gap: 0.8%. Ethnic Minority Staff: £24.35. White Staff: £24.54  Ethnicity Pay Gap Trends (2021-2024) (Graph showing the median and mean pay gaps over time)  Median Pay Gap: 2021: -3.0%. 2022: -4.5%. 2023: -3.9%. 2024: 0.0%  Mean Pay Gap: 2021: 1.2%. 2022: 7.7%. 2023: 5.6%. 2024: 0.8%  Ethnicity Pay Gap by Ethnic Group (5 Groups)(Bar chart showing differences in pay gap among ethnic groups compared to White staff)  Asian/White: Median: 0%, Mean: -0.1%. Black/White: Median: 1.9%, Mean: 2.9%. Mixed/White: Median: 11.1%, Mean: 8.7%. Other/White: Median: -11.8%, Mean: -7.8%  Distribution of Ethnic Minority Staff by Pay Grade (Horizontal bar chart showing percentage of ethnic minority vs. White staff per grade)  Grade 2: 7.6% ethnic minority, 92.4% White. Grade 3: 12.1% ethnic minority, 87.9% White. Grade 4: 13.3% ethnic minority, 86.7% White. Grade 5: 12.4% ethnic minority, 87.6% White. Grade 6: 19.1% ethnic minority, 80.9% White. Grade 7: 18.7% ethnic minority, 81.3% White. Grade 8: 16.9% ethnic minority, 83.1% White. Grade 9: 13.6% ethnic minority, 86.4% White. Grade 10: 100% White staff  Key Observations:  Overall, the ethnicity pay gap is minimal, with a 0% median gap and a small 0.8% mean gap. Pay gaps vary by ethnic group, with the largest positive gap for Mixed/White staff (11.1%) and the largest negative gap for Other/White staff (-11.8%). Ethnic minority representation decreases at higher pay grades, with no ethnic minority staff at Grade 10.</p>
----------------------	---------------------------------	---

Infographic 5

Disability Pay  
Gap Report

Disability Pay Gap - Northumbria University

Median and Mean Disability Pay Gaps (as of 31 March 2024)

Median Disability Pay Gap: 13.4%. Disabled Staff: £20.38. Non-disabled Staff: £23.53

Mean Disability Pay Gap: 13.4%. Disabled Staff: £21.89. Non-disabled Staff: £25.26

Disability Pay Gap Trends (2021-2024) (Graph showing the median and mean pay gaps over time)

Median Pay Gap: 2021: 13.9%. 2022: 15.8%. 2023: 3.0%. 2024: 13.4%

Mean Pay Gap: 2021: 7.0%. 2022: 10.6%. 2023: 11.0%. 2024: 13.4%

Proportion of Disabled Staff (Bar chart showing the proportion of disabled, non-disabled, and undeclared staff)

Disabled Staff: 4.7%. Non-disabled Staff: 77.6%. Not Declared: 17.6%

Distribution of Disabled Staff by Pay Grade (Horizontal bar chart showing percentage of disabled vs. non-disabled staff per grade)

Grade 2: 3.6% disabled, 96.4% non-disabled. Grade 3: 8.6% disabled, 91.4% non-disabled. Grade 4: 6.1% disabled, 93.9% non-disabled. Grade 5: 6.2% disabled, 93.8% non-disabled. Grade 6: 6.2% disabled, 93.9% non-disabled. Grade 7: 4.8% disabled, 95.2% non-disabled. Grade 8: 2.2% disabled, 97.8% non-disabled. Grade 9: 3.3% disabled, 96.7% non-disabled. Grade 10: 0% disabled, 100% non-disabled

Key Observations:

The disability pay gap remains significant, with both median and mean gaps at 13.4%. Disabled staff are underrepresented across all pay grades, particularly at the highest levels (Grade 10 has no disabled staff). A large percentage of staff (17.6%) have not declared their disability status, which may impact overall pay gap analysis.