CITY
ST GEORGE'S
UNIVERSITY OF LONDON

Pay Gaps Report 2025

Office for **Institutional Equity** and **Inclusion**

The University of business, practice and the professions.

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Executive summary

This report presents City St George's, University of London's pay gaps data, outlining strategic actions undertaken to date to close pay gaps, progress achieved and planned next steps to promote greater pay equity. As a Higher Education Institution, the University is legally required to publish its gender pay gap data on an annual basis. Alongside this statutory requirement, the ethnicity pay gap continues to be reported to support transparency and to help identify and address pay inequities. This year's report also includes disability pay gap data for the first time, strengthening transparency and enhancing our understanding of pay inequity across the workforce. Pay data in all analyses is drawn from the snapshot date of 31 March 2025. At the time of this report, the workforce at City St George's was 4,418 staff, which includes Unitemps staff who are employed at City St George's under a temporary contract.

Following the merger of Legacy City and Legacy St George's and establishment of City St George's University of London on 1 August 2024, this report presents the first set of pay gaps data for the merged institution. As the legacy institutions had historically different pay gaps, this year's data should be interpreted in this context and is intended to provide a baseline for future reporting and monitoring of progress. It is important to note that, where underrepresented staff groups are less represented at more senior levels, even small changes in numbers can lead to noticeable movements in pay gap data. Progress should therefore be assessed in the context of longer-term trends rather than year-to-year variation.



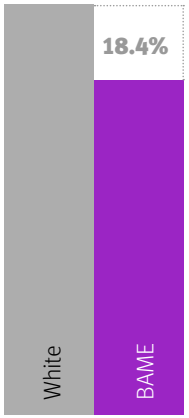
Key findings



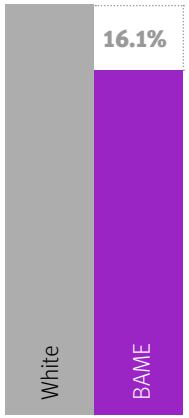
Mean
Gender pay gap **15.1%**



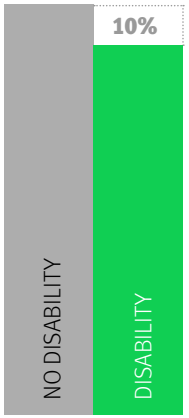
Median
Gender pay gap **11.1%**



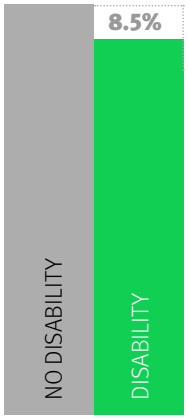
Mean
Ethnicity pay gap **18.4%**



Median
Ethnicity pay gap **16.1%**



Mean
Disability pay gap **10%**



Median
Disability pay gap **8.5%**

Gender pay gap

The mean gender pay gap is 15.1% and the median gender pay gap is 11.1%. The pay quartile distribution reveals a pattern of female underrepresentation that becomes more pronounced at higher pay levels. The bonus pay gap data presents a more mixed picture. The mean gender bonus pay gap stands at 27.7% however, the median gender bonus pay gap of -50.0% demonstrates that when all bonus payments are ranked in order, the middle-point bonus for female staff was 50% higher than for male staff.

Ethnicity pay gap

The mean ethnicity pay gap is 18.4% and the median ethnicity pay gap is 16.1%.

While Black, Asian and minority ethnic staff are represented at all levels of the institution, the concentration of staff from these groups in lower pay quartiles, and their underrepresentation in higher pay quartiles, continues to contribute to the overall ethnicity pay gap. Disaggregated mean and median ethnicity pay gap data reveals that staff who chose not to declare their ethnicity recorded the largest mean ethnicity pay gap followed by Black staff. The ethnicity bonus pay gap presents a different picture to the overall pay gap. The mean ethnicity bonus pay gap stands at -17%, indicating that Black, Asian and minority ethnic staff, who received bonus payments, were awarded bonus payments 17% higher than White staff. The median ethnicity bonus pay gap was 0%.

Disability pay gap

The mean disability pay gap is 10.0% and the median disability pay gap is 8.5%. The pay quartile distribution for disabled staff shows relatively consistent representation across pay levels. No bonus disability pay gap data is available for this reporting period as, of the staff who received a bonus payment, none had declared a disability.

Intersectional pay gaps

Intersectional pay gaps analysis highlight compounded inequities when gender and ethnicity are considered together. Across almost all ethnic groups, female staff face higher mean and median pay gaps than male staff when compared to White male colleagues, with the most significant disparities found amongst staff who did not declare their ethnicity.

The bonus pay gap data reveals a notable difference between mean and median. When looking at the mean bonus pay gap, Black, Asian and minority ethnic female staff face a considerably higher bonus pay gap of 31.0% compared to 4.0% for Black, Asian and minority ethnic male staff. For the median bonus pay gap, this reverses with Black, Asian and minority ethnic female staff having a median bonus gap of 0% and Black, Asian and minority ethnic male staff having a median bonus pay gap of 33.0%.



Introduction

City St George's, University of London is committed to its values, We Care, We Learn, We Act and this report supports the application of those values in addressing and reducing pay gaps across our workforce. This report sets out the steps being taken to address areas of disparity and our continued efforts to reduce and close pay gaps over time.

As a higher education institution, City St George's is subject to specific equality duties under the Equality Act 2010, including the Public Sector Equality Duty. Under the Gender Pay Gap Information Regulations, the University is legally required to publish gender pay gap data on an annual basis, supporting transparency and compliance with statutory obligations to advance equity and eliminate discrimination. While gender pay gap reporting is a statutory requirement, the University continues to report on the ethnicity pay gap as part of our broader commitment to equity, diversity, and inclusion and for the first time have calculated and published disability pay gap data.

City St George's, University of London was established on 1 August 2024 following the merger of Legacy City and Legacy St George's. Previous pay gap reporting has been undertaken separately for the legacy institutions.

This report presents pay gaps data for the newly formed University for the first time, providing a single baseline for future reporting and the monitoring of progress over time. Pay data in all analyses is drawn from the snapshot date of 31 March 2025. At the time of this report, the workforce at City St George's was 4,418 staff. Data includes Unitemps staff who are staff employed at City St George's under a temporary contract.

Within the report the term BAME (Black, Asian and minority ethnic) is used solely for reporting purposes. While City St George's acknowledges the homogenous grouping that this term implies and its lack of wider considerations for the disparity between these groups, this term is only used for reporting purposes in alignment with the Higher Education Statistics Agency.

This report is essential to understanding pay inequities and enables further analysis of disparities across the workforce. It helps identify potential structural barriers to progression, differences in recruitment patterns, representation across grades, and other factors that may contribute to pay gaps. It provides an opportunity to reflect transparently on where progress is being made and where further work is needed.

About us

City St George's, University of London is the University of business, practice, and the professions. The University educates more than 27,000 students from over 170 countries across three campuses in Clerkenwell, Moorgate, and Tooting. It is now one of the largest Higher Education destinations for London students and one of the most significant suppliers of the health workforce in the capital.

City St George's has six specialist Schools that contain outstanding academic departments, faculties, and research centres. Each is home to a unique range of expert teaching and research.

Schools include:

- Bayes Business School
- School of Communication & Creativity
- School of Health & Medical Sciences
- School of Policy & Global Affairs
- School of Science & Technology
- The City Law School

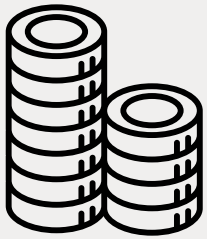
The University has set equality objectives and progress on these are published and reviewed annually in the annual Equity, Diversity and Inclusion (EDI) Report.

EDI objectives set out institutional aims to address structural inequities that can contribute to pay gaps.

These include:

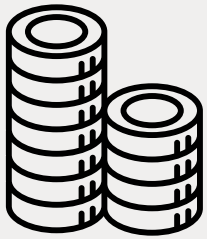
- Reducing the ethnicity pay gap to equal or less than 12% by 2030
- Reducing the gender pay gap to equal or less than 10% by 2030
- Increasing the representation of staff of colour to 36% by 2030
- Increasing the proportion of women in Professorial roles to 38% by 2030
- Increasing the representation of staff of colour in the top pay quartile to 18% by 2030
- Increasing the representation of staff of colour in the upper middle pay quartile to 32% by 2030.

EDI objectives



↓12%

Reducing the ethnicity pay gap to 12% by 2030



↓10%

Reducing the gender pay gap to 10% by 2030

↑36%

Increasing the representation of staff of colour to 36% by 2030

↑38%

Increasing the proportion of women in Professorial roles to 38% by 2030

↑18%

Increasing the representation of staff of colour in the top pay quartile to 18% by 2030

↑32%

Increasing the representation of staff of colour in the upper middle pay quartile to 32% by 2030

Understanding pay gaps

Pay gap calculations are undertaken in accordance with the methodology set out in Government reporting regulations.

The pay gap

The pay gap is the difference in average hourly pay (mean and median) between groups, regardless of role or seniority.

Disability pay gap

The disability pay gap measures the difference in pay between staff with a declared disability and staff with no declared disability.

Ethnicity pay gap

The ethnicity pay gap measures the difference in pay between staff from Black, Asian and minority ethnic backgrounds and White staff.

Gender pay gap

The gender pay gap measures the difference in pay between male and female staff.

Equal pay

Equal Pay is the right for staff to receive equal pay for equal or similar work. It differs from pay gap reporting, which highlights overall differences in pay between groups.

The bonus gap

The bonus gap is the difference in the average bonus payments received by different groups of employees.

Intersectional analysis

Intersectional analysis recognises that individuals may experience multiple, overlapping forms of inequity based on characteristics including race, gender and disability. This report applies intersectional analysis to pay gap data, focusing on the combined impact of gender and ethnicity to identify disparities that may otherwise be overlooked. This enables the development of more targeted actions to address structural pay inequities.

The language used

Mean
The mean is the average. It is calculated by adding together all individual values (such as hourly pay) and then dividing by the number of staff.

Median
The median is the middle value when all individual figures (such as hourly pay) are listed in order from lowest to highest. It shows the point at which half of the workforce earn more and half earn less.

Pay quartiles
Pay quartiles divide all staff hourly pay into four equal groups, from the lowest paid to the highest paid. Each quartile represents 25% of the workforce.

BAME
BAME (Black, Asian and minority ethnic) is used solely for reporting purposes as it remains the current legal definition required for data collection. While City St George's acknowledges the homogenous grouping that this term implies and its lack of wider considerations for the disparity between these groups, this term is used only for reporting purposes in alignment with the Higher Education Statistics Agency.

This report analyses pay gaps using disaggregated data for minoritised groups to provide a more accurate picture of pay disparities across staff groups and ethnicities. For this analysis, staff are grouped into the following categories: 'White', 'Asian', 'Black', 'Mixed', 'Other', or 'Preferred not to say'. 'Preferred not to say' includes staff who have declined to share their ethnicity and those who have not declared their ethnicity.

Unitemps
Unitemps refers to staff employed at City St George's under a temporary contract through the onsite temporary recruitment agency.

Bayes Staff Awards
Bayes Staff Awards are awarded to staff deemed to go above and beyond in supporting students and enhancing the reputation of Bayes Business School.

Clinical Excellence Awards
Clinical Excellence Awards (CEA) are awarded by the NHS to acknowledge exceptional clinical performance. These awards are granted to consultants and academic General Practitioners jointly employed by the University and the NHS. It is important to note that the university is not involved in CEA decision making process, and the funding comes directly from the NHS.

Gender pay gap

Staff Workforce

Gender pay gap data is drawn from the snapshot date of 31 March 2025. At this point, City St George's workforce, as defined in the gender pay gap reporting provisions, consisted of 4,418 staff. 2,604 (59%) female and 1,814 (41%) male staff.

Key 2025 data findings*

36.9% of the Professoriate are female.

54.7% of academic staff are female.

61.5% of Professional Services staff are female.

*Data does not include Unitemps or VL/GTA staff

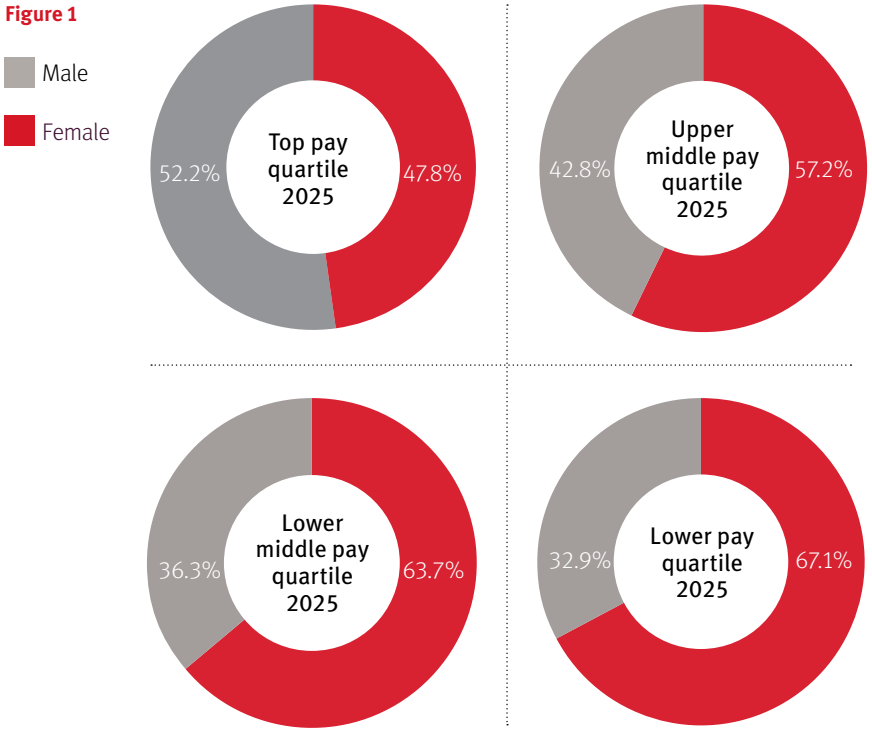
Mean and median gender pay gap

Table 1: Gender pay gap

	Percentage
Mean gender pay gap	15.1%
Median gender pay gap	11.1%

Representation across pay quartiles

Figure 1



Pay quartiles divide the workforce into four groups based on hourly pay, from the lowest paid quartile (lower pay quartile) to the highest paid quartile (top pay quartile). The gender representation within each quartile is calculated to better understand the distribution of male and female staff across pay quartiles. The data in figure 1 presents representation across quartiles. It highlights that representation of female staff is highest in the lower pay quartile at 67.1%. Representation of female staff decreases progressively through each quartile, with the lowest proportion of female staff found in the top pay quartile at 47.8%. While female staff are represented at all levels of the institution, their underrepresentation in higher paid roles adds to the challenge of closing the gender pay gap.

Proportion of male and female staff by staff group

As of March 2025, salaried staff accounted for 78.0% of the workforce, with Visiting Lecturers (VLs) and Graduate Teaching Assistants (GTAs) accounting for 10.8%. Unitemps staff accounted for 11.2% of the total staff headcount. Table 2 demonstrates that Unitemps staff has the highest proportion of female staff at 72.3%. This is followed by salaried staff at 57.8%, with VL/GTA staff with the lowest proportion of female staff at 53.3%.

Gender pay gap by staff group

The mean gender pay gap for salaried staff is 13.9%, and for the Unitemps staff group is 11.9%. The Unitemps staff group's hourly rate is significantly less than salaried staff, and the higher proportion of female staff within this group may be impacting the institutional mean gender pay gap of 15.1%.

Gender bonus pay gap

Two forms of bonus payments were awarded to staff in 2025. These included the Bayes Staff Awards and the Clinical Excellence Awards (CEA). In the current reporting year 2025, six members of staff were in receipt of a Bayes Staff Award, and 15 staff were in receipt of a CEA.

Of staff who received a bonus payment, 57% were male and 43% were female. The mean gender bonus pay gap between male and female staff was 27.7% and the median gender bonus pay gap was –50.0%. The median gender bonus pay gap of -50.0% indicates that when all bonuses are ranked from lowest to highest, the midpoint bonus for female staff was 50% higher than the midpoint bonus for male staff.

Table 2: Proportion of male and female staff by staff group

	Male	Female	Overall*
Salaried staff	42.2%	57.8%	**78.0%**
VL / GTA staff	46.7%	53.3%	**10.8%**
Unitemps staff	27.7%	72.3%	**11.2%**
Total	**41.1%**	**58.9%**	**100.0%**

*Presents each staff group as a proportion of the overall workforce.

Table 3: Gender pay gap by staff group

	Mean hourly pay rate – Male	Mean hourly pay rate – Female	Mean gender pay gap
Salaried staff	£35.88	£30.91	**13.9%**
VL / GTA staff	£32.51	£32.45	**0.2%**
Unitemps staff	£17.80	£15.69	**11.9%**
Total	**£34.11**	**£28.97**	**15.1%**

Table 4: Gender bonus pay gap

	Percentage
Mean gender bonus pay gap	27.7%
Median gender bonus pay gap	-50.0%

Ethnicity pay gap

Staff Workforce

Ethnicity pay gap data is drawn from the snapshot date of 31 March 2025. At this point the workforce, consisted of *1,306 (29.6%) Black, Asian and minority ethnic staff, 2,505 (56.7%) White staff and 607 (13.7%) preferred not to say. For reporting purposes those who chose the option 'prefer not to say' or their ethnicity was left blank in the data reporting system, will be combined under the category 'preferred not to say'.

Key 2025 data findings**

26.9% of academic staff are Black, Asian and minority ethnic and 73.1% are White

BAME White

40.1% of Professional Services staff are Black, Asian and minority ethnic and 59.9% are White.

BAME White

12.1% of the Professoriate are Black, Asian and minority ethnic and 87.9% are White

BAME White

*Data has been rounded up or down, which may result in percentages not totalling 100%.

**Data does not include Unitemps or VL/GTA/Professional Services hourly paid staff. Additionally, calculations include only those who have declared their ethnicity.

Figure 2

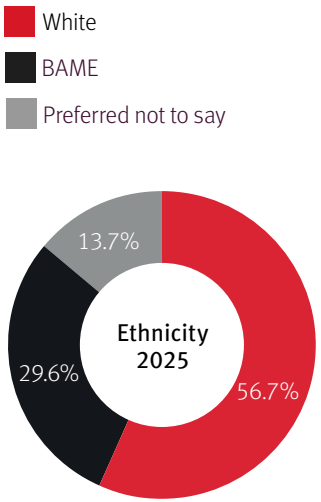


Table 5: Proportion of staff by ethnicity

	Headcount	Percentage
White	2,505	56.7%
BAME	1,306	29.6%
Preferred not to say	607	13.7%
Total	4,418	100.0%

Table 6: Ethnicity pay gap

	Percentage
Mean ethnicity pay gap	18.4%
Median ethnicity pay gap	16.1%



Representation by pay quartiles

Figure 3 demonstrates that representation of Black, Asian and minority ethnic staff is highest in the lower middle pay quartile at 40.0%, followed by 31.2% in the upper middle pay quartile and 30.4% in the lower pay quartile. The lowest proportion of Black, Asian and minority ethnic staff are within the top quartile at 16.7%. While Black, Asian, minority ethnic staff are represented at all levels of the institution, the concentration of staff in the lower pay quartiles, and underrepresentation in the top pay bands, demonstrates occupational segregation which can be a contributing factor to the ethnicity pay gap. Of note, the lower pay quartile contains a significant proportion of staff who preferred not to say, which limits the extent to which the impact of ethnicity on pay gaps can be fully understood.

Proportion of staff by staff group

When looking at staff groups by ethnicity, the data shows some notable differences. Salaried staff consist of 64.3% who identified as White and 32.4% as Black, Asian and minority ethnic. VL/GTA/Professional Services (PS) hourly paid staff have a slightly higher proportion of Black, Asian and minority ethnic staff at 36.6% compared to 56.6% White staff. Unitemps is notably distinct in that 93.1% of staff have preferred not to declare their ethnicity, making meaningful comparison difficult. This is something that requires further investigation to better understand the reasons behind the low declaration rates and the potential impact on the data.

Figure 3

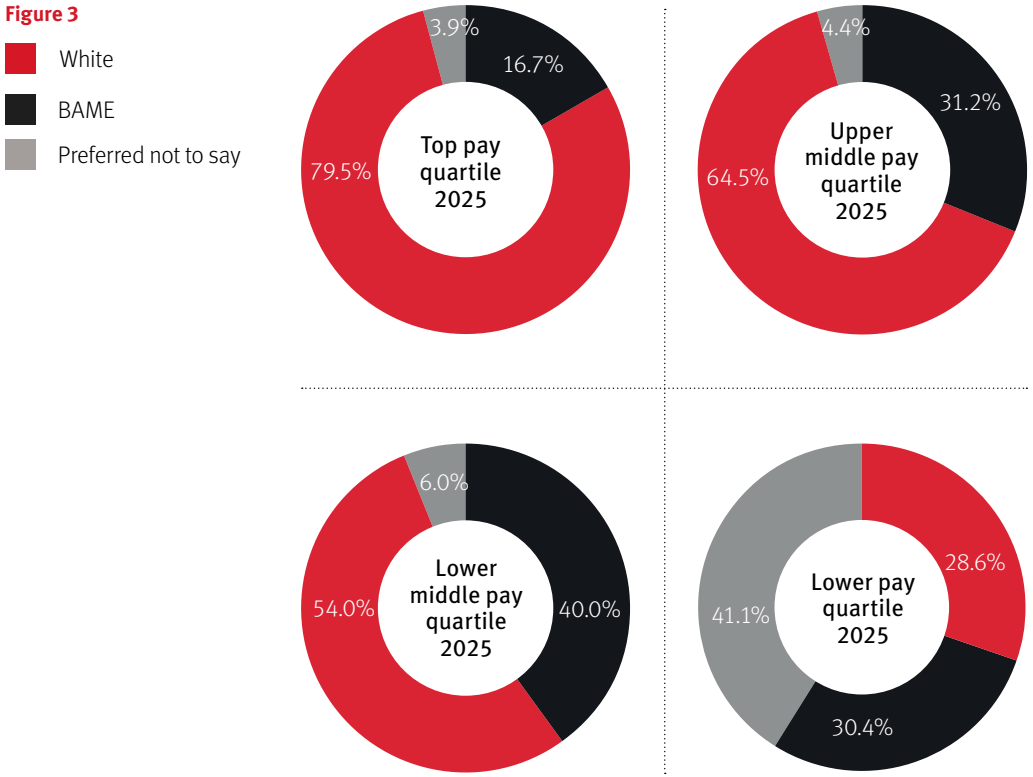


Table 7: Staff group by ethnicity

	BAME	White	Preferred not to say	Overall*
Salaried staff	32.4%	64.3%	3.3%	**78.0%**
VL / GTA / PS Hourly paid staff	36.6%	56.6%	6.7%	**10.8%**
Unitemps staff	3.0%	3.8%	93.1%	**11.2%**
Total	**29.6%**	**56.7%**	**13.7%**	**100.0%**

*Data within figure 3 and table 7 has been rounded up or down, which may result in percentages not totalling 100%. Table 7 presents each staff group as a proportion of the overall workforce.

Disaggregated pay gaps

The mean ethnicity pay gap data, disaggregated by ethnic group, demonstrates those who chose not to declare their ethnicity had the largest gap of 43.9% when compared to White staff. This is followed by staff who identified as Black at 26.6% and staff who identified as Mixed at 19.7%. Asian staff had the smallest mean ethnicity pay gap at 14.9%.

The median ethnicity pay gap data, disaggregated by ethnic group, demonstrates that those who chose not to declare their ethnicity had had the largest gap of 54.3% when compared to White staff. This is followed by staff who identified as Black at 26.1%. Staff who identified as Asian or Mixed both had a median ethnicity pay gap of 16.1%, respectively. Staff who identified as Other had the smallest median ethnicity pay gap at 12.8%.

Addressing structural inequities, particularly for Black staff, through targeted action planning, inclusive recruitment and career development is essential to ensuring sustained, equitable change. Improving data completeness is equally critical to this work. Increasing declaration rates of ethnicity will enable the institution to develop a clearer and more accurate picture of the ethnicity pay gap, identify where disparities are highest, and ensure that action planning is grounded in robust, representative evidence. This includes creating an environment where staff feel comfortable and confident in declaring their data, so that we can better understand and respond to disaggregated ethnicity pay gaps.

Ethnicity bonus pay gap

Of staff who received a bonus payment, 29% identified as Black, Asian and minority ethnic, with the remaining staff identifying as White or preferred not to say. The mean ethnicity bonus pay gap between Black, Asian and minority ethnic and White staff was -17% and the median ethnicity bonus pay gap was 0%. The mean ethnicity bonus pay gap of -17% indicates that, on average, Black, Asian and minority ethnic staff received bonus payments that were 17% higher than those received by White staff.



Table 8: Mean pay gap by ethnicity

	Mean hourly pay rate	Mean pay gap
White	£35.11	
Asian	£29.89	14.9%
Black	£25.78	26.6%
Mixed	£28.20	19.7%
Other	£29.78	15.2%
Preferred not to say	£19.71	43.9%

Table 9: Median pay gap data by ethnicity

	Median hourly pay rate	Median pay gap
White	£32.47	
Asian	£27.23	16.1%
Black	£24.00	26.1%
Mixed	£27.23	16.1%
Other	£28.30	12.8%
Preferred not to say	£14.83	54.3%

Table 10: Ethnicity bonus pay gap

	Percentage
Mean ethnicity bonus pay gap	-17.0%
Median ethnicity bonus pay gap	0.0%

Disability pay gap

Staff Workforce

Disability pay gap data is drawn from the snapshot date 31 March 2025. At this point, City St George's workforce, consisted of 343 staff (7.8%) who declared a disability, 3,287 staff (74.4%) who declared no disability and 788 staff (17.8%) who preferred not to say. For reporting purposes those who chose the option 'prefer not to say' or their disability status was unknown have been combined for reporting purposes under the category 'preferred not to say'.

Key 2025 data findings*

6.9% of academic staff declared a disability.



9.9% of Professional Services staff declared a disability.



The most declared disability type was 'Learning difference such as dyslexia, dyspraxia or AD(H)D', at 34.0%.

The second most declared disability type was 'Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy' at 24.0%.

*Data does not include Unitemps or VL/GTA staff

Figure 4

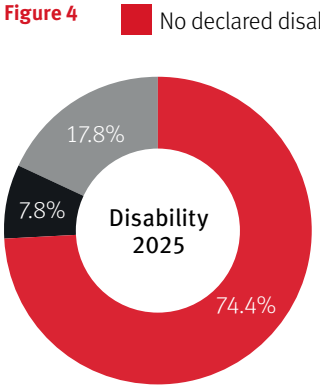


Table 11: Proportion of staff by disability status

	Headcount	Percentage
No declared disability	3,287	74.4%
Declared disability	343	7.8%
Preferred not to say	788	17.8%
Total	4,418	100.0%

*Data within table 11 includes Unitemps staff

Mean and median disability pay gaps

The pay gap was also calculated for those who preferred not to say. The mean pay gap for this group was 29.0% and the median pay gap was 39.8%. As disability status is unknown for staff within this group, it is difficult to assess how the data may impact the disability pay gap overall.

Table 12: Disability pay gap

	Percentage
Mean disability pay gap	10.0%
Median disability pay gap	8.5%

Representation by pay quartiles

Figure 5 demonstrates that, of those who declared a disability, representation is highest within the lower middle pay quartile at 9.5%, with the representation at similar levels within the lower, upper middle and top pay quartiles. Staff who preferred not to say had the highest representation within the lower pay quartiles at 44.1%, with representation being significantly lower within the other pay quartiles.

Disaggregated pay gaps – Disability and gender

When looking at the mean pay gaps for disability and gender, table 13 demonstrates that disabled male staff have a higher pay gap at 11.4% than disabled female staff at 7.4% when compared to staff of the same gender without a declared disability. There is a similar pattern when looking at median pay gap where disabled male staff have a higher median pay gap at 13.5% than disabled female staff at 3.8% when compared to staff of the same gender without a declared disability.

Proportion of staff by staff group

Due to the relatively low rates of disability declaration across the workforce, a breakdown of staff by disability and staff group has not been included within this report. Presenting this data at that level of granularity would risk producing unreliable findings and, where numbers are very small, could compromise the anonymity of individuals.

Disability bonus pay gap

There is no disability bonus pay gap data as, of those that received a bonus, no one declared a disability.

Figure 5

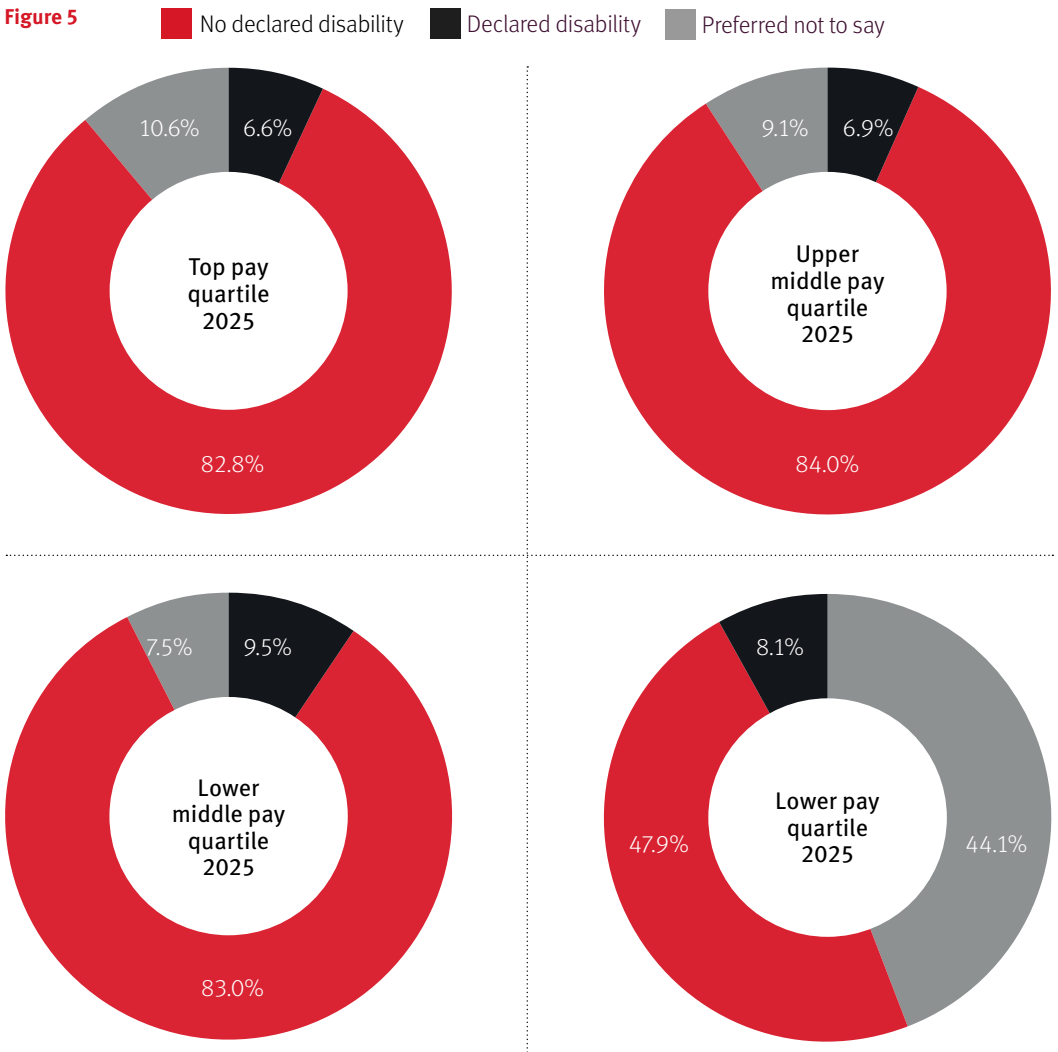


Table 13: Disability pay gap by gender **

	Male	Female
Mean pay gap	11.4%	7.4%
Median pay gap	13.5%	3.8%

*Data within figure 5 has been rounded up or down, which may result in percentages not totalling 100%.

**Disability comparisons are made against employees of the same gender who have not declared a disability.

Intersectional pay gaps

This section considers intersectional pay gaps, recognising that the combined impact of gender and ethnicity may result in different or greater pay disparities than when these characteristics are considered in isolation. Neither characteristic alone can fully account for an individual's experience of pay inequity.

When using White male staff as the comparator group, Black, Asian and minority ethnic female staff have a higher intersectional pay gap than Black, Asian and minority ethnic male staff across both mean and median data. The mean and median pay gap for Black, Asian, minority ethnic female staff stands at 26.7% and 21.3% respectively compared to 21.0% and 19.3% for Black, Asian and minority ethnic male staff.

The consistent pattern across both measures suggests that Black, Asian and minority ethnic female staff face a compounded pay disparity, relative to both their White counterparts and Black, Asian and minority ethnic male colleagues.

Considering disaggregated data, the most significant mean intersectional pay gap is for female staff who preferred not to share their ethnicity at 52.4%, when compared to White male staff. This is followed by male staff who preferred not to share their ethnicity at 38.7%. Of those who shared their ethnicity, Black male staff had the largest pay gap of 32.5%, followed closely by Black female staff at 31.7%.

The smallest pay gap is recorded for White female staff at 13.3%, followed by Asian male staff at 14.9% and male staff who identify as 'other' at 21.2%. When looking at all intersectional pay gaps, apart from for Black staff, female staff of all other ethnicities have a higher pay gap then their male counterparts.

The disaggregated median intersectional pay gaps data across all ethnicities, except for those who identify as Other, demonstrate that female staff have a higher median intersectional pay gap than male staff, similar to that of the mean intersectional pay gap data. The most significant gaps can be seen for those who preferred not to declare their ethnicity, with the median female pay gap at 56.7% compared to the median male pay gap at 45.3%. The exceptions to the pattern of female staff having a higher pay gap, is amongst staff who identified as Other where the median male pay gap of 19.0% exceeds the median female pay gap of 14.2%. Mixed ethnicity staff show an identical median pay gap of 19.3% for both male and female staff.

Intersectional bonus pay gaps

The mean intersectional bonus pay gap for ethnicity and gender reveals a significant disparity between Black, Asian and minority ethnic male and female staff. Black, Asian and minority ethnic male staff have a mean bonus pay gap of 4.0%, compared to 31.0% for Black, Asian and minority ethnic female staff, with White male staff as the comparator group.

The median intersectional bonus pay gap shows a different pattern to the mean pay gap data. Black, Asian and minority ethnic female staff have a median intersectional bonus pay gap of 0.0%, suggesting that the middle point of Black, Asian and minority ethnic female bonus pay is equal to that of White male staff. Black, Asian and minority ethnic male staff have a median bonus pay gap of 33.0%.

Table 14: Intersectional BAME pay gap

	Male	Female
Mean BAME pay gap	21.0%	26.7%
Median BAME pay gap	19.3%	21.3%

Table 15: Mean intersectional pay gap

Ethnicity	Mean hourly pay rate – Male	Mean hourly pay rate – Female	Mean pay gap – Male	Mean pay gap – Female
White	£37.91	£32.88		13.3%
BAME	£29.97	£27.77	21.0%	26.7%
Asian	£32.28	£28.34	14.9%	25.2%
Black	£25.59	£25.88	32.5%	31.7%
Mixed	£28.55	£27.96	24.7%	26.3%
Other	£29.89	£29.68	21.2%	21.7%
Preferred not to say	£23.24	£18.06	38.7%	52.4%

Table 16: Median intersectional pay gap

Ethnicity	Median hourly pay rate – Male	Median hourly pay rate – Female	Median pay gap – Male	Median pay gap – Female
White	£33.76	£30.71		9.0%
BAME	£27.23	£26.58	19.3%	21.3%
Asian	£27.39	£26.71	18.9%	20.9%
Black	£24.15	£24.00	28.5%	28.9%
Mixed	£27.23	£27.23	19.3%	19.3%
Other	£27.35	£28.97	19.0%	14.2%
Preferred not to say	£18.46	£14.61	45.3%	56.7%

Table 17: Intersectional bonus pay gaps

	Male	Female
Mean BAME bonus pay gap	4.0%	31.0%
Median BAME bonus pay gap %	33.0%	0.0%

Institutional actions and next steps

The University is committed to addressing the pay gaps identified in this report. Comparing the 2025 data against legacy City, University of London data demonstrates an improvement across both gender and ethnicity pay gaps. The mean gender pay gap has reduced from 16.7% to 15.1%, while the median gender pay gap remains unchanged at 11.1%. The mean ethnicity pay gap has reduced from 19.0% to 18.4%, and the median ethnicity pay gap from 18.6% to 16.1%. While progress in closing the gaps are slight, the overall direction remains positive.

This section outlines the key institutional actions already undertaken and next steps to support sustained progress in addressing and reducing pay inequities.

Institutional actions to close pay gaps

Governance and leadership

The institutional EDI strategic objectives clearly outline the University's commitment to reducing pay gaps and increasing representation of underrepresented groups in more senior roles. The progress of this work is overseen through a structured EDI governance framework which includes Council, the Senior Leadership Team, the EDI Board and its subcommittees. The EDI Board, chaired by the President, Professor Sir Anthony Finkelstein, and the Assistant Vice-President (EDI), together with its subcommittees provide the formal oversight through which progress against EDI strategic objectives, including pay gap targets, are monitored and advanced. The OIEI leads on reporting to promote transparency across the institution, ensuring that progress on equity and inclusion objectives is clearly communicated. It also provides oversight of charter mark action plans, supporting accountability and driving change.

The Senior Diversity Ambassador (SDA) Scheme ensures that equity and inclusion are embedded into decision-making at a senior level. The SDA roles are held by members of the Senior Leadership Team who serve as visible champions for EDI, helping the institution understand and address structural inequities. The SDAs work closely with staff affinity networks and the subcommittees of the EDI Board to drive meaningful change and ensure that senior-level decision-making is informed by diverse perspectives. The areas of disability, gender, LGBTQIA+ and race equity are supported by dedicated SDAs and underpinned by action plans with commitments that include closing pay gaps.

Reporting and transparency

Pay gap reporting not only ensures compliance with statutory obligations, including gender pay gap reporting requirements, but goes beyond these duties to promote greater transparency and understanding of pay equity across the institution. In addition to this year's reporting, an equal pay audit was completed examining pay data across gender, ethnicity, and other protected characteristics to further support the identification and review of any potential pay disparities and to strengthen the University's evidence base for targeted action.



Inclusive recruitment practices
Inclusive recruitment practices are central to addressing structural barriers that can contribute to pay gaps and occupational segregation. As a proud Disability Confident Leader, the University is committed to inclusive recruitment processes that reduce bias and promote fair and equitable hiring decisions. Recruitment statements also actively encourage applications from underrepresented groups, particularly for more senior roles, to support greater diversity across all levels of the institution. We have clear processes in place to ensure consistency in setting equitable starting salaries for new joiners, and we will continue to build on work already undertaken, including the anonymous shortlisting pilot and the Fair Recruitment Scheme.

Training and enhancing learning
EDI Essentials training equips staff with the knowledge to understand discrimination in line with the Equality Act 2010 and supports a foundation for fair and consistent decision-making across the institution. The Inclusive Leadership e-Learning module supports leaders in embedding inclusive practice, building awareness of bias, and fostering equitable team cultures. In addition, the University provides inclusive recruitment practice guidelines for managers, which support understanding of bias and discrimination in recruitment and selection processes and helps ensure fair and lawful hiring practices.

Career development and mentoring programmes
Career development programmes remain central to supporting the career progression of underrepresented staff, recognising that underrepresentation in senior and higher-paid roles is a structural driver of pay gaps. During 2025 staff participated in five leadership and career development programmes: 100 Black Women Professors NOW, Aurora, Career Odyssey, South East Action Learning, and StellarHE.

Alongside leadership programmes, mentoring provides a further mechanism through which the University supports the career progression. The Organisational Development team delivers an internal mentoring programme open to all staff and also delivered a speed mentoring session at the annual Develop at City St George's event, providing opportunities for staff to connect with senior colleagues and peers in facilitated and informal settings. In addition, the Women's Network hosted a speed mentoring event, further supporting cross-institutional networking and development opportunities. The University has also committed to the Global Majority Mentoring Programme for a second year. Led by London Higher, the initiative brings together universities across London to provide a structured mentoring programme supporting staff of colour in their career progression.

Charter mark frameworks
Charter mark frameworks provide the institutional accountability needed to drive sustained, evidence-based action on pay equity and create a structured framework for addressing structural barriers to representation and pay inequity.

The Athena Swan Charter drives accountability for gender equity. City St George's currently holds a Bronze Athena Swan award, with the Gender Equity Committee overseeing delivery of the institutional Athena Swan action plan. Key areas of focus include addressing the gender pay gap, improving intersectional representation in senior roles, and fostering an inclusive culture for all.The Race Equality Charter (REC) provides a framework for advancing the representation, progression and success of Black, Asian and minority ethnic staff and students. City St George's holds a Bronze REC award, with the associated action plan setting clear direction for advancing equity of opportunity and reducing ethnicity pay gaps. To support delivery, a Race Equity Advisory Board and a Race Equity Implementation Committee were established in 2023, providing dedicated governance oversight of REC commitments and progress on increasing the representation and progression of Black, Asian and minority ethnic staff, particularly in more senior roles.

Disability Confident Leader status, the highest tier of the national scheme, reflects the University's commitment to inclusive recruitment, retention and development of staff with a declared disability. This accreditation has strengthened institutional understanding of disability and Disability Inclusion Action Plan sets out targeted commitments to remove barriers to progression and ensure staff with declared disabilities are equitably represented across pay quartiles.

The institution's LGBTQIA+ action plan provides a dedicated framework for advancing equity for LGBTQIA+ staff and students, with commitments to create an equitable and inclusive environment that supports the development of LGBTQIA+ staff. Oversight of the action plan by the LGBTQIA+ Community Inclusion Committee ensures that progress is actively monitored and reviewed, providing governance assurance and supporting accountability for delivery across the institution.

Next steps to driving change

The University remains committed to identifying and addressing pay gaps and to taking sustained action to support greater pay equity across the workforce. We recognise, that closing these gaps will not be immediate and will require continued focus on targeted interventions, workforce representation and progression opportunities. Progress will therefore be monitored over time, with actions developed and refined in response to ongoing analysis and emerging evidence.

Alongside the continuation of established best practice, our focus in the coming year will be on:

- **Pay gap reporting** – The University will continue its commitment to reporting beyond mandatory gender pay gaps, including ethnicity, disability and intersectional analysis, while improving the quality and completeness of data to enable a more robust understanding of pay gaps and more meaningful, evidence-based reporting.

- **Charter mark frameworks** – The University will complete and submit institutional Athena Swan and Race Equality Charter applications, as well as School-level Athena Swan submissions in 2026, and will begin preparation for Disability Confident Leader renewal in 2027. Each framework will be underpinned by action plans with targeted commitments to reduce pay gaps and improve the progression and representation of underrepresented staff.

- **Academic Promotions Framework** – The framework will be reviewed and revised to strengthen fairness and transparency, reduce the risk of bias in progression decisions and ensure that underrepresented staff have equal access to opportunities to advance into more senior and higher-paid roles.

- **Fair Recruitment Scheme** – The University will mobilise and implement the Fair Recruitment Scheme across the institution, ensuring diverse recruiting panels and consistent and equitable hiring practices that reduce bias and widen access to roles at all levels.

- **Anonymous shortlisting** – Building on the foundations of the anonymous shortlisting pilot, the University will work to implement anonymous shortlisting within the newly introduced Oracle system, ensuring consistent application and helping to reduce the risk of bias in recruitment and selection.

- **Data Drive Campaign** – The University will launch a Data Drive Campaign to improve the quality, completeness and declaration rates of EDI data across all protected characteristics, enabling more meaningful intersectional analysis and stronger evidence-based decision-making.

- **EDI Data Dashboards** – Dashboards will be developed to strengthen monitoring, reporting and insight across the institution, supporting greater accountability on pay gap progress and ensuring that data is accessible to those responsible for leading change.

- **Single reporting system** – The University will advance towards the integration of data reporting systems, working toward a single, unified platform for reporting that improves consistency, analytical capability and the comprehensiveness of EDI reporting.

- **Equitable change management** – Equality impact assessments will continue to be embedded in process of organisational change, ensuring that changes affecting staff are assessed for their equitable impact on underrepresented groups and that fairness is maintained throughout institutional change processes.

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Athena Swan Bronze Award
Race Equality Charter Bronze Award
Stonewall LGBTQ+ INCLUSIVE EMPLOYER SILVER AWARD 2024
disability confident LEADER

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