



Diversity Pay Gap Report 2024

Gender, Ethnicity, Disability and Intersectionality



Introduction

Durham University is committed to promoting an inclusive environment for our staff and students, and through the University's Equality, Diversity and Inclusion Framework we seek to attract, retain and advance the careers of outstanding people from all backgrounds and identities. As part of this commitment, we actively monitor and promote equal pay.

The Diversity Pay Gap measures the differences in pay between men and women, and also by other protected characteristics and is calculated using both median and mean measures. While the University is not required to publish the Ethnicity Pay Gap, Disability Pay Gap or Intersectional Pay Gap, we feel it is an important part of our work, in the spirit of openness and transparency and we calculate these in the same way as we calculate the gender pay gap. We use the same data collection point for each of the pay gaps of 31 March 2024.

About Us

Durham University is a globally outstanding centre of teaching and research excellence. At Durham, our people are our most important asset. We are committed to creating a welcoming and inclusive environment where our people feel supported and valued, enabling them to not only succeed, but thrive. We have 27 academic departments in 4 Faculties: Arts and Humanities, Business, Science and Social Sciences and Health.

The Durham community is made up of more than 21,500 students and over 9,000 members of staff over our academic and professional services. We are proud of Durham's reputation for excellence, both in the UK and globally.

- **World Top 100** - ranked joint 89th in the QS World University Rankings 2025.
- **27th in QS World University Rankings 2024: Europe**
- **5th Times and Sunday Times Good University Guide 2025**
- **6th Guardian University Guide 2025**
- **7th Complete University Guide 2025**
- **19 subjects in the World Top 100 (QS World University Rankings by Subject 2024)**

What is the Gender Pay Gap?

The gender pay gap is the difference in hourly pay between the total population of men in the workforce and the total population of women in the workforce. It's calculated as the difference between mean or median hourly earnings (excluding overtime) of men and women as a proportion of men's hourly earnings. This report measures the differences in pay, not just between men and women but also of staff by other protected characteristics. The differences are not solely the result of the University's pay practices but is influenced by other, much broader, and complex, economic, cultural and social factors which result in each of these groups being disproportionately represented in different roles and grades.

The language we use

MEDIAN The median is the middle value of all hourly rates when ranked. That is the amount paid to the employee in the middle of the list, if employees are listed in order of pay or bonus. We look at the median as it's less affected by numbers at the top end of the pay range, for example the earnings of a small number of senior executives.

MEAN The mean (average) involves adding together the pay or bonuses of employees and then dividing by the total number of employees.

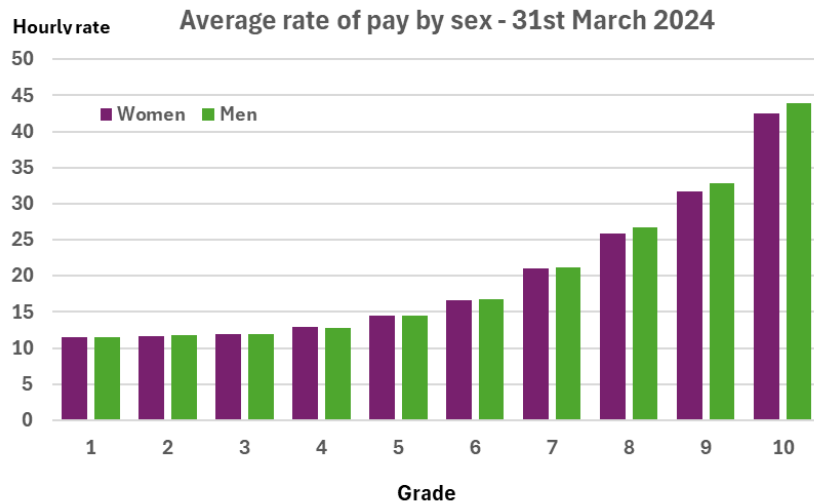
QUARTILE If all employees were ordered by their hourly rate of pay, then split into four equal groups. The quartile figures show the proportion of employees in each category group.

GENDER We use our sex identifier data (male/female) to categorise and compare gender (men/women) in this report.

ETHNIC MINORITY All ethnic groups except the White group.

ASSIGNMENT A defined job or role for an employee, separated and determined by type of contract / department / pay rate.

Equal Pay, the Pay Gap and Bonus Gap

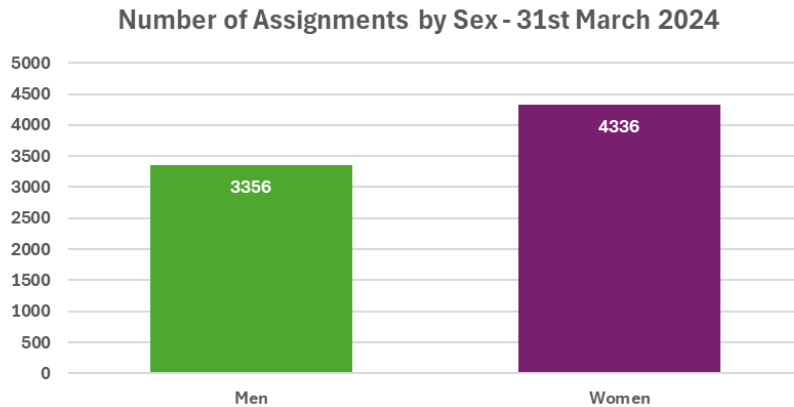


Equal Pay

It is illegal to pay men and women different amount for doing the same job. At Durham, the difference between the pay of men and women at each grade on the national pay spine is not significant, all lower than 5%.

The Pay Gap

Percentage difference in the hourly rate of pay across all staff from a particular group and all staff from another group (e.g. men or women) working at Durham University on 31 March 2024.



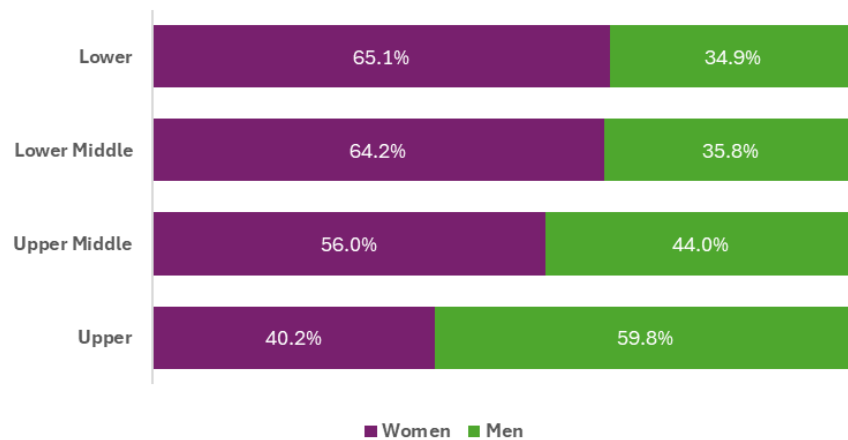
The Bonus Gap

Percentage difference in average bonus paid to employees from a particular group and all employees from another group (e.g. men and women) in the 12 months prior to 31 March 2024.

Gender

	2024
Mean Pay Gap	21.0%
Median Pay Gap	20.5%
Mean Bonus Gap	37.9%
Median Bonus Gap	50.0%
Proportion of men receiving bonus	7.0%
Proportion of women receiving bonus	6.9%

Proportion of women and men in each pay quartile

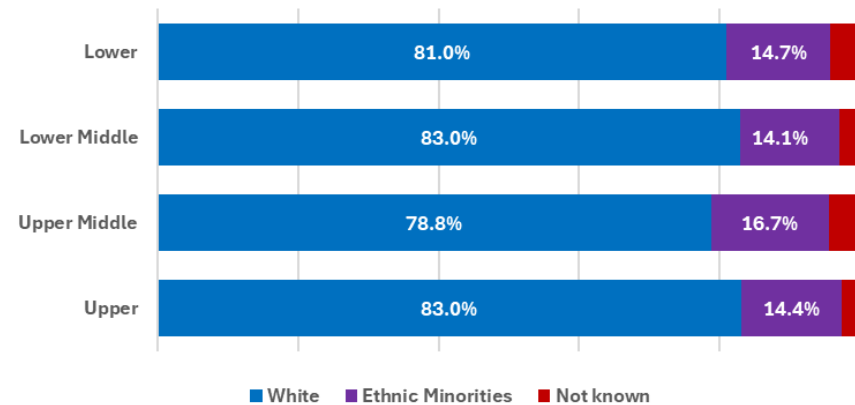


There are fewer females in senior roles and more females in lower graded roles. The median gender pay gap has increased from 19.0% to 20.5% and the mean has moved from 19.6% to 21.0% as the proportion of men in the more senior grades increased whilst the proportion of females in the lower grades increased.

Ethnic Minority

	2024
Mean Pay Gap	4.2%
Median Pay Gap	0.0%
Mean Bonus Gap	-57.2%
Median Bonus Gap	0.0%
Proportion of white staff receiving bonus	7.9%
Proportion of ethnic minority staff receiving bonus	3.3%

Proportion of ethnic groups in each pay quartile

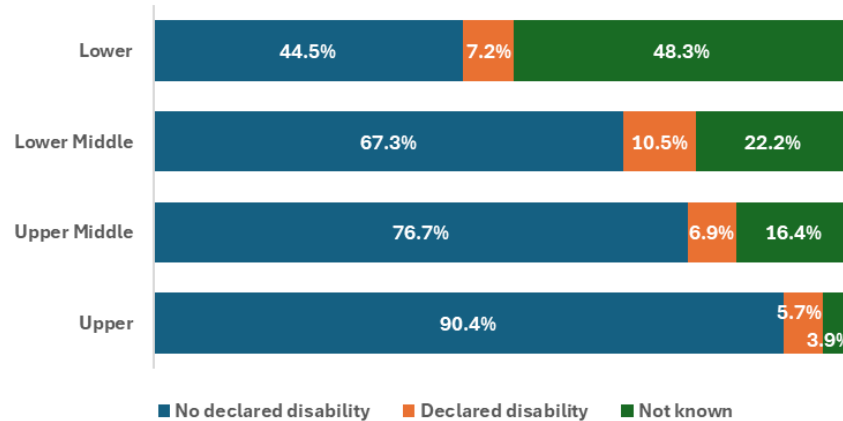


The median ethnicity pay gap has seen a levelling between the white group and minority ethnic group, with the mean increasing from 1.4% to 4.2% as a greater proportion of ethnic minority colleagues were predominantly in the lower grades.

Disability

	2024
Mean Pay Gap	17.0%
Median Pay Gap	22.1%
Mean Bonus Gap	21.5%
Median Bonus Gap	0.0%
Proportion of those with no declared disability receiving bonus	8.7%
Proportion of those who have declared a disability receiving bonus	8.4%

Proportion of no declared disability and those with a declared disability in each pay quartile



The median disability pay gap has decreased from 24.7% to 22.1% and the mean from 17.8% to 17.0% as we have seen an increased number of individuals declaring a disability in the upper pay quartile.

Intersectionality

	Median Pay Gap 2024				
	Male v Female Within Ethnic Group	Ethnic Group v White (All Genders)	Ethnic Group Male v White Male	Ethnic Group Female v White Female	Ethnic Group Female v White Male
Asian	2.9%	0.0%	13.2%	-8.9%	15.7%
Black	33.6%	10.7%	0.9%	14.9%	34.1%
Mixed	21.8%	7.1%	15.7%	14.8%	34.1%
Other	-7.4%	-19.7%	4.9%	-32.0%	-2.1%
All Ethnic Minorities	4.3%	0.0%	11.9%	-8.9%	15.7%
Not known	20.1%	0.0%	5.8%	2.7%	24.7%
All Ethnicities (Inc White)	20.5%				

The median intersectional pay gap (Ethnic Group Female v White Male) has increased from 9.9% to 15.7% as there was an increase in the proportion of ethnic minority men in the upper quartiles of pay compared to a corresponding decrease in the proportion of ethnic minority women.

Our data for ethnicity and disability may be influenced by the fact that some of our staff have chosen not to disclose this information.

Understanding our pay gaps

Through the University's EDI framework, we have already made important strides in addressing fairness, equity, respect, diversity and inclusion, thanks to the significant efforts of our staff and students. Our commitment is to now build on these foundations by advancing a more progressive and inclusive culture for prospective staff and students to further attract, retain and develop outstanding people from all backgrounds and identities.

Our pay gap results for the period to 31 March 2024 are mixed. The data shows our median gender pay gap has increased from the previous year, going from 19.0% to 20.5% and the mean has changed from 19.6% to 21.0% linked to the absence of institutional wide thank you payments to support staff during cost-of-living crisis and the promotion of more male staff in Professorial Band 3 than females.

Historically Durham's pay gap has favoured Ethnic Minority staff however this gap has narrowed over the last few years and the data for 2024 showed a median gap of 0.0%. Although the pay quartiles are dominated by the volume of white colleagues, the distribution of those from ethnic minority backgrounds is balanced across the quartiles which contributes to the neutral pay gap.

We have seen the median pay gaps for disability fluctuate over the last 5 years, varying from a low of 16.9% to a high of 24.7%. The median Disability pay gap reduced to 22.1% in 2024 at a time where our declaration rate improved from 27.6% to 22.7%.

Bonuses Pay Gap - In comparison to the previous year, in 2023/24 we did not award any thank you payments which were previously awarded to support the cost-of-living crisis. Whilst there were more females than males receiving a bonus award in 2024, more males received higher value bonus awards resulting in a median bonus pay gap of 50.0%.

Our pay gaps are primarily the result of a diversity imbalance. We have more women in our lower grades and fewer in the higher grades. As long as we have imbalances in the distribution of women and ethnic minority colleagues, we will have pay gaps. We're proud that colleagues choose to stay with the University for a long time, though we know that this means change to our gaps will take time.

Creating an inclusive culture: our plan

The University has taken a range of actions to address diversity pay gaps; the actions highlighted are representative of the more extensive and detailed Action Plan which aims to comprehensively address gender balance and challenge gender imbalance at the University. A key aim of the Action Plan is to enable the University to significantly reduce its Gender Pay Gap by 2025.

[Durham University Strategy](#)



[Durham's Equality, Diversity and Inclusion Framework](#)



[EDI Key Initiatives](#)



Contributing Actions in 2024

- **Promotion and Progression** - Promotion of development roles for Professional Services staff (Grade1 - 9) and ongoing review of academic progression process.
- **Flexible Working** - Family-friendly policies, promotion of hybrid working helping us to attract and retain talented people who are committed to our purpose.
- **Recruitment** – New external recruitment website, an enhanced relocation package and presence at jobs fairs for ex-military personnel and FE colleges have been attended in 2024.
- **Training and Development** - Additional training for managers in supporting staff with disabilities and inclusive leadership training opportunities.
- **Inclusive policies** - Workplace passport / Disability & Reasonable Adjustments Hub, new menopause policy and all employees can access maternity, paternity and adoption leave from the first day of employment with no minimum service requirement.