



2026 Gender Pay Gap Report

At Essex we are committed to addressing inequity and creating an environment where all members, regardless of their gender can succeed and achieve their potential. Reducing our gender pay gap (GPG) is one of our institutional priorities and we remain committed in our efforts to do so. Where the term 'gender' is used, it is referring to 'sex' as defined in the Equality Act 2010.

Mandatory Pay Gap Reporting

We are now in the ninth year of regulatory reporting of GPG data for medium and large organisations. For statutory purposes, we report on the difference between men's and women's average earnings across the institution. We also monitor equal pay for work of equal value, to ensure we close any gaps between pay for women and men for similar work.



What is our Gender Pay Gap?

On 31 March 2025, our statutory mean gender pay gap (GPG) has reduced to 12.01% compared to 14.07% the previous year and our statutory median GPG notably reduced to 8.89% compared to 18.62% the previous year, both in favour of men.

Due to no bonus payments during the reporting period (except for contractual bonuses and long service awards) our bonus pay gap increased from 4.67% to 30.87% in favour of men (it is important to note that extremely small numbers are driving this figure and we would hope to return to normal levels once bonuses are reinstated). Our median bonus gap remains at zero.

When looking at equal pay for work of equal value most gaps are within our acceptable +/-5% range and there continues to be no significant evidence within grade bandings that women are paid less than men for work of the same value.

These notable improvements are largely attributed to actions we have taken to reduce our GPG and the implementation of Essex Hours, which enhanced the method of issuing engagements for Assistant Lecturers and Graduate Laboratory Assistants and other staff groups who work variable hours across the year.

Recruitment levels for women at Grades 1-4 fell sharply, reducing their overall representation in these grades. Appointment levels of women at Grades 5-8 and 9-11 continue to exceed their population share with the proportion of women in grades 9-11 being 46.47% and the proportion of women in Grade 9 now standing at 51.32%. Shifts in quartile distributions, particularly in the lower and upper middle quartiles as well as the above have positively influenced our GPG.

Why do we have a Gender Pay Gap?

The uneven grade distribution of men and women working at the university with a greater concentration of women in roles at the lower end of our pay scales and men in roles at the higher end, is the single largest contributing factor to our overall institutional gender pay gap.

Our ongoing commitment reducing our gender pay gap

A range of actions have been taken over the last nine years to help reduce our GPG, improve gender equity and contribute positively to women's experiences at work more broadly. These include reducing our GPG being part of our strategic priorities and equality objectives, increasing the number of women in grade 11 roles, engaging in Athena SWAN at both institutional and departmental levels with 16 out of 18 academic departments holding an award (five at Silver); the creation of a suite of workshops for managers including a workshop on recruitment which included GPG considerations; promotion

workshops, supporting women in leadership programmes such as Aurora, reviewing relevant data such as length of service, starting salaries etc to see if these have had an impact on our GPG and sound practice around starting salaries. Our Equality Pay Gaps Working Group also considered pay gaps by gender, disability and ethnicity. We believe these actions helped contribute directly and indirectly to the ongoing lowering our GPG.

We are committed to continuing our efforts to enhance gender equity at Essex.

12.01%

Mean gender pay gap

8.89%

Median gender pay gap

£22.16

Mean hourly rate of ordinary pay for women

£19.75

Median hourly rate of ordinary pay for women

£25.19

Mean hourly rate of ordinary pay for men

£21.68

Median hourly rate of ordinary pay for men

At the time of reporting we had 1661 (55.72%) women and 1320 (44.28%) men working for the university.

30.87%

Mean bonus gender gap

0.00%

Median bonus gender gap

£523.44

Mean bonus pay for women

£250

Median bonus pay for women

£757.20

Mean bonus pay for men

£250

Median bonus pay for men

1.00% of female employees and 1.27% of male employees received a bonus.