



NOTTINGHAM TRENT STUDENTS' UNION

GENDER PAY GAP REPORT

Snapshot Date April ,2025

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SECTION 1 – INTRODUCTION

Nottingham Trent Students' Union (NTSU), representing over 37,000 students, remains dedicated to fostering a diverse and inclusive community of empowered individuals who drive positive change. Our mission extends beyond supporting students, it includes creating a fair, equitable, and transparent workplace for all staff. This commitment is reinforced through our compliance with the Equality Act 2010 and reflected in our ongoing organisational development work.

This report presents NTSU's annual Gender Pay Gap analysis as of April 5, 2025, covering:

- **Gender Pay Gap:** The average hourly wage difference between male and female employees (both mean and median).
- **Gender Bonus Gap:** The difference in annual bonus payments between male and female employees (both mean and median).
- **Bonus Participation:** The proportion of male and female employees receiving a bonus.
- **Pay Quartile Distribution:** The percentage of male and female employees within each pay quartile across NTSU.

Understanding the gender pay gap is vital in assessing equality, representation, and the effectiveness of our workforce and talent management practices.

It is important to distinguish between the gender pay gap and equal pay. Equal pay ensures that men and women are paid the same for doing the same or similar work of equal value, which is a legal requirement. The gender pay gap, however, looks at the overall difference in average earnings between men and women across the organisation, regardless of role or grade.

For the 2024/25 reporting year, NTSU employed 338 staff members, comprising 220 females (65.1%) and 118 males (34.9%). While our workforce continues to be female, majority, male representation has increased slightly from the previous year, reflecting a gradual move towards greater gender balance.

By analysing our data each year, we demonstrate our ongoing commitment to fairness, equality, and opportunity. NTSU continues to take proactive steps to promote gender equity and to ensure that every individual, regardless of gender, can contribute, develop, and succeed within our organisation.

SECTION 2 – GENDER PAY GAP STATISTICS

As of 5th April 2025 (the snapshot date), NTSU employed 338 staff members, comprising 220 females (65.1%) and 118 males (34.9%). Compared to the previous year, the proportion of female employees decreased from 69.2% (227 employees) to 65.1%, while male representation increased from 30.8% (101 employees) to 34.9%. This reflects a slight shift towards a more balanced gender representation within the organisation.

GENDER PAY GAP	%
MEAN	5 %
MEDIAN	0 %

When comparing average hourly wages (MEAN) women receive 95 pence for every £1 that men receive.

When comparing average hourly wages (MEDIAN) women receive £1 for every £1 that men receive.

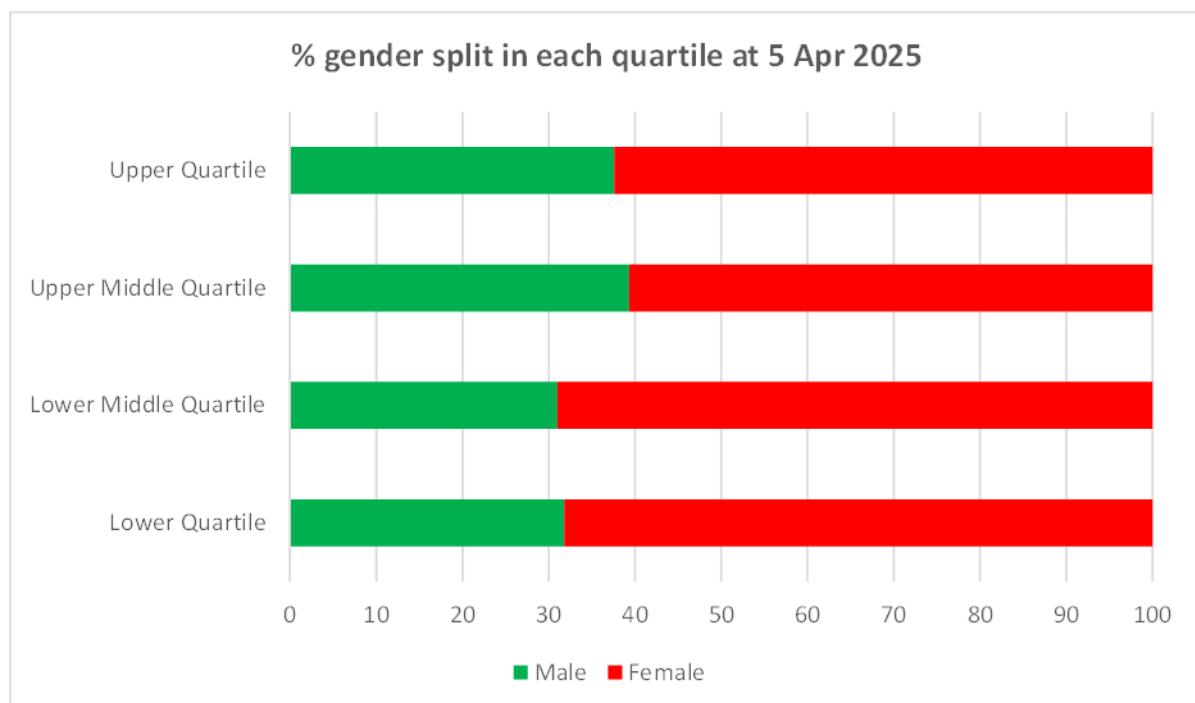
SECTION 3 – BONUS PAY GAP STATISTICS

BONUS PAY GAP	%
MEAN	10%
MEDIAN	0 %

When comparing annual bonus payment, (MEAN) Women receives 90 pence for every £1 a man receives

When comparing annual bonus payment, (MEDIAN) women receive £1 for every £1 a man receives.

SECTION 4 – MALE AND FEMALE EMPLOYMENT BY PAY QUARTILE.



% in Quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	31.8% (n27)	31% (n26)	39.3% (n33)	37.6% (n32)
Female	68.2% (n58)	69% (n58)	60.7% (n51)	62.4% (n53)

SECTION 5 – COMMENTARY

The 2025 data highlights continued gender imbalance across NTSU, although there are signs of gradual improvement in male representation compared to last year.

Lower Quartiles:

- Women continue to represent the majority within the lower pay quartiles, making up 68.2% of the lower quartile and 69% of the lower middle quartile, while men account for 31.8% and 31%, respectively.
- This pattern reflects the ongoing higher proportion of female student staff employed by NTSU, which is consistent with the overall gender composition of Nottingham Trent University (NTU).
- However, there has been a slight increase in male recruitment among NTU students this year compared to last year, which has also influenced the rise in male representation across NTSU's workforce.

Upper Quartiles:

- In the upper middle quartile, women represent 60.7% while men make up 39.3%, and in the upper quartile, women account for 62.4% compared to 37.6% of men.
- The narrowing gap within the upper quartiles demonstrates progress in gender balance across higher-paying roles and continued opportunities for female career progression within NTSU.
- NTSU's Senior Leadership Team (SLT) remains gender-balanced, with the current CEO role held by a male, which continues to influence the upper quartile pay statistics.

Bonus Pay Gap:

- When comparing annual bonus payments, women received on average 90 pence for every £1 earned by men (mean gap 10%) and an equal amount on the median measure (0% gap).
- The mean bonus gap indicates a small disparity, influenced primarily by variations in role type and salary levels across genders.
- NTSU does not typically issue standard bonuses; however, during this reporting period, a cost-of-living payment was made to eligible staff. Differences in payment value were proportionate to base salary, which impacted the overall mean result.
- The overall structure of NTSU's workforce, with a higher proportion of female student staff, continues to influence the gender pay and bonus outcomes.

Overall:

- The data continues to show a pattern of gendered clustering within NTSU's pay structure, with women remaining overrepresented across all quartiles. However, the increase in male employment from 30.8% to 34.9% demonstrates positive movement toward a more balanced workforce.
- The slight rise in male student representation at NTU has also contributed to this shift, as many of NTSU's student staff are drawn directly from the University's student population.
- While women continue to be well represented across all levels, achieving full gender parity will require sustained focus on encouraging male participation, particularly in student staff and middle management roles.

- NTSU remains committed to addressing the underlying factors contributing to the gender pay gap and to promoting a truly equitable, inclusive, and representative workplace for all employees.

SECTION 6– ACTIONS

NTSU remains committed to building a workforce that reflects the diversity of both Nottingham Trent University (NTU) and the wider community we serve. As an organisation deeply connected to NTU, our staffing composition often mirrors the university's student population. Given that NTU continues to have a slightly higher proportion of female students, this naturally influences the gender balance within our workforce, particularly among our student staff roles.

In response to the observed gender distribution and to strengthen balance across all pay quartiles, NTSU will continue to take a strategic and intentional approach to recruitment, development, and retention.

Our People and Culture Strategy (2025–2027) will prioritise:

- Targeted recruitment practices to attract a broader and more gender-balanced range of candidates, especially within student staff roles where female representation remains dominant.
- Collaboration with NTU to promote employment opportunities that appeal to a more diverse student population, encouraging more male students to apply for roles within NTSU.
- Engagement with hiring managers to ensure recruitment and selection processes actively support diversity, equity, and inclusion at every stage.
- Career progression and development pathways that empower all employees, particularly those from underrepresented groups , to advance into more senior and higher-paying roles.
- Ongoing monitoring and evaluation of recruitment, promotion, and pay practices to identify and address barriers that may impact gender balance or progression.

Through these actions, NTSU aims to cultivate a fair, inclusive, and supportive working environment where everyone, regardless of gender, can thrive, develop, and contribute fully to our shared mission of empowering students and enriching the NTU experience.