

Gender Pay Gap Report 2025

Our Vision for the University of Sheffield includes a commitment to deliver life-enhancing research, innovation and education that not only transforms the lives of our graduates, but shapes the world we live in. We believe the best way to achieve this is by fostering an ambitious, inclusive, collaborative community.

We continue to identify and tackle patterns of inequality to ensure that staff and students can achieve their full potential and these commitments are at the heart of our ambition to eliminate our Gender Pay Gap.

To enable us to remain on track to achieve the elimination of our Gender Pay Gap, in 2020 we set a target for a reduction by 2025 of five percentage points based on an alternative, internal calculation of our Gender Pay Gap. This target was accompanied by an extensive programme of work designed to improve the working lives and career prospects of our female staff. Whilst we have seen a continued reduction in our Gender Pay Gap, we have not met the five percentage point reduction.

Analysis of our GPG data over this five year period has given us a deeper understanding of gender inequality and the factors impacting our gender pay gap. Using this greater understanding, we have agreed to set further targets for GPG reduction over the next five year period. For ease of comparison, this will be based on our published Gender pay gap figures. We are aiming to see a reduction of 2 percentage points to our median GPG figure by 2030.

1.1. Reporting

Regulations make it mandatory for all organisations with more than 250 employees to report their gender pay gap on an annual basis. Universities, along with other public sector bodies, are required to report their gender pay gap based on data as at 31 March each year. The gender pay gap measures differences in pay between men and women across the entire workforce, which includes jobs of different size and level.

This report provides the outcomes of our gender pay gap reporting based on 2025 data. It reports on the following across our entire workforce:

- Proportion of males and females within pay quartiles
- Gender pay gap
- Gender bonus pay gap

- Proportion of individuals who received a bonus or recognition payment by gender.

The University now also reports on its Ethnicity Pay Gap. The report can be found here: <https://www.sheffield.ac.uk/inclusion/race/how-were-improving>

We take a partnership approach to both our gender pay gap analysis and action planning, working closely with senior academic colleagues, Human Resources, trade unions, and the Gender Equality Delivery Group.

1.2. Gender Pay Quartiles

Pay quartiles show a breakdown of the percentage of males and females by pay quartile – where the workforce is split into equal quarters according to level of pay:

Chart 1: Percentage of males and females by pay quartile 2021-2025



Note: The quartiles broadly equate to our grade structure (lower G1-4, lower middle G4-7, upper middle G7-8, upper G8+) but this is variable given that pay is based on gross pay after salary sacrifice, so individuals who are in salary sacrifice schemes may be in a lower pay quartile than we would expect for their grade.

The quartile data continues to show subtle shifts in the gender balance across the quartiles over the years we have been measuring it. These changes are contributing to the reduction in the gender pay gap. The 2025 data show a slight change in the upper quartile (an increase in females and a decrease in males).

Overall, our pay quartile figures continue to show the root cause of our gender pay gap – we have a higher proportion of females in our lower pay quartiles (our lower

pay grades) and a higher proportion of males in our upper pay quartiles (our higher pay grades).

1.3. Gender Pay Gap

The gender pay gap shows the difference between the average (mean or median) earnings of men and women across the whole workforce, expressed as a percentage of men's earnings.

Gender Pay Gap Snapshot	Legislative Snapshot				
Data Group	<ul style="list-style-type: none"> Based on the entire workforce (includes clinical academics and zero hours' employees and workers paid in March) Excludes individuals who were on reduced/nil pay due to absence Includes additional pay such as allowances Based on pay after salary sacrifice deductions 				
PAY GAP	2025	2024	2023	2022	2021
Mean %	13.5	13.7	13.5	14.9	15.8
Median %	10.4	10.1	10.1	8.5	8.4

Table 1: 2012-2025 mean and median gender pay gap. Mean = average, Median = the mid-point value of a sorted list of values.

Our 2025 figures show a reduction in our mean gender pay gap and an increase in our median gender pay gap. However, we now know that the pay gap figures can be influenced by fluctuations, including casual pay and salary sacrifice deductions.

The gap between male and female earnings continues to be lower for the median (mid-point) than the mean (average). This is because the mean is impacted by outliers (individuals with earnings higher than the norm) within our workforce. The median tends to be a better indicator of the most typical figure, where a range of figures have an outlier, and is the normal salary measure used by the Office for National Statistics.

We continue to compare well with the gender pay gap figures published by other Russell Group universities.

1.4. Gender Bonus Gap

The gender bonus gap shows the difference between the average (mean or median) bonus received by men and women across the whole workforce. A positive bonus gap shows that males have received, on average, a higher bonus value than females.

Our bonus gap figures for 2024-2025 are based on bonus, incentive and recognition payments from our standard reward schemes (listed below) paid from April to March. In 2020-2021 some of our standard schemes were paused, which is why the figure in this year is different from the other years.

Table 2: Mean and median bonus gap

	April 2024 - March 2025	April 2023 - March 2024	April 2022 - March 2023	April 2021- March 2022	April 2020 – March 2021
BONUS GAP					
Mean %	64.2	61.9	64.7	58.6	37.1
Median %	33.3	33.3	16.7	33.3	0

Table 3: Proportion of workforce by gender who received a bonus award

	April 2024 -March 2025	April 2023 - March 2024	April 2022 - March 2023	April 2021- March 2022	April 2020 – March 2021
PROPORTION RECEIVING BONUS					
Female	31.3	33.3	34.3	35.2	71.1
Male	23.3	27.2	26.4	27.2	76.8

In 2024-25, our bonus pay gap figures were based on the combined bonuses and awards paid from the schemes listed below:

Clinical Excellence Awards Scheme: This scheme applies to clinical academics in our employment but who are on NHS terms and conditions and pay scales and is not controlled by the University. We have classified these awards as bonus pay in line with the NHS.

Recognition Award Scheme: This scheme is available to all staff and enables departments to nominate individuals and teams to receive awards throughout the year for a job well done. In line with the legislation, this only includes monetary and voucher awards for individuals, not team awards or individual non-monetary gifts.

One-off Recognition Award Schemes: In 2024, we awarded a number of our colleagues for their hard work and efforts during the market and assessment boycott. In 2020, we implemented a number of recognition schemes to reward and recognise our staff for their efforts during the pandemic. This included payment of a £50 voucher to all our regular paid employees.

The legislation requires us to combine and report on the bonus gap of the schemes together. The impact of combining these very different schemes is to create a higher overall mean bonus gap than if they were each assessed separately.

When the bonus gap of the schemes are calculated separately, the results are very different as the tables below show:

Table 4: Mean gender bonus gaps by scheme

Mean GPG	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021
All	64.2	61.9	64.7	58.6	37.1
Senior	16.1	-28.8	-9.9	-9.2	N/A
Clinical Excellence Awards	-20.9	4.2	-0.1	-2.4	-4.5
Recognition Award Scheme	1.2	-5.0	0.0	4.5	-12.3
One-off recognition scheme/other*	-13.1	19.8	N/A	N/A	1.0

Table 5: Median gender bonus gaps by scheme

Median GPG	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021
All	33.3	33.3	16.7	33.3	0.0
Senior	33.3	0.0	5.9	0.0	N/A
Clinical Excellence Awards	-54.6	-24.5	-36.6	-50.0	20.0
Recognition Award Scheme	16.7	16.7	0.0	16.7	0.0
One-off recognition scheme/other	-40.6	20.6	N/A	N/A	0.0

The mean and median gender bonus gaps when calculated by scheme, are very low and often negative, meaning the bonus value within each scheme was, on average, higher for females than for males.

Fluctuations in the mean or median bonus gap of the differing component schemes can have an impact on the overall bonus gap, particularly the median bonus gap. For example, changes in the recognition award scheme can significantly impact on our overall median bonus gap figure. In 2024-25, the mean and median bonus gap for our senior bonus schemes were positive. This means that on average, senior bonuses were higher for males than females. This has had an impact on the overall gender bonus gap figures in 2024-25.