Ethnicity Pay Gap Report 2025

1.   Ethnicity Pay Gap

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. To enable us to achieve this, we are using our application for Race Equality Charter (bronze) status to reinvigorate work that has already commenced as part of our Race Equality Strategy and Action Plan and to identify further patterns of inequality associated with race and ethnicity, and design measures to tackle these inequalities.

Our commitment to publish our Ethnicity Pay Gap data annually, ahead of the legislative requirement, is an important signal of our intent to make meaningful change in this area.

1.1. Reporting

In April 2023, the government introduced guidance to support employers in calculating and monitoring their ethnicity pay gap. Publication of this data is voluntary. The methodology used to calculate ethnicity pay gaps is the same as for gender pay gap reporting, except that there are more categories. In gender pay gap reporting, average salaries of males and females are compared. In ethnicity pay gap reporting, the average salary is compared across 5 different ethnicity groups[1].

This report provides the outcomes of our ethnicity pay gap reporting based on 2025 data. It reports on the following across our entire workforce:
- Proportion of ethnicity groups within pay quartiles.
- Ethnicity pay gap.
- Ethnicity bonus pay gap.
- Proportion of individuals who received a bonus or recognition payment by ethnicity.

We have produced our ethnicity pay gap and quartile data using the ethnicity categories above in line with the government's new guidance. The guidance is essential reading when understanding and analysing ethnicity pay gap data due to its complexities, as pay disparities amongst ethnicity groups can be due to a number of reasons.

For reference, the University's Gender Pay Gap Report can be found at:
https://www.sheffield.ac.uk/inclusion/gender/priorities

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[1] To note: Our reporting follows government guidance on Ethnicity Pay Gap reporting, with aggregated figures presented in the report to enable comparability across different data collections. More granular data is available in University systems and will be used to inform appropriate measures where needed.

The table below shows the number and proportion of our workforce (including casual workers) who have disclosed their ethnicity.

Table 1: Disclosure rates by ethnicity group

Ethnicity Group	Number	Percentage
Asian or Asian British	1235	12.5%
Black, black British, or Caribbean background	235	2.4%
Mixed or multiple ethnic groups	254	2.6%
Other ethnic group	230	2.3%
White	7226	72.9%
Not disclosed	732	7.4%
Total	9912	100.0%

1.2. Ethnicity Pay Quartiles

Pay quartiles show a breakdown of the percentage of individuals in ethnicity group by pay quartile – where the workforce is split into equal quarters according to level of pay:

Chart 1: Percentage of individuals within each ethnicity group by pay quartile
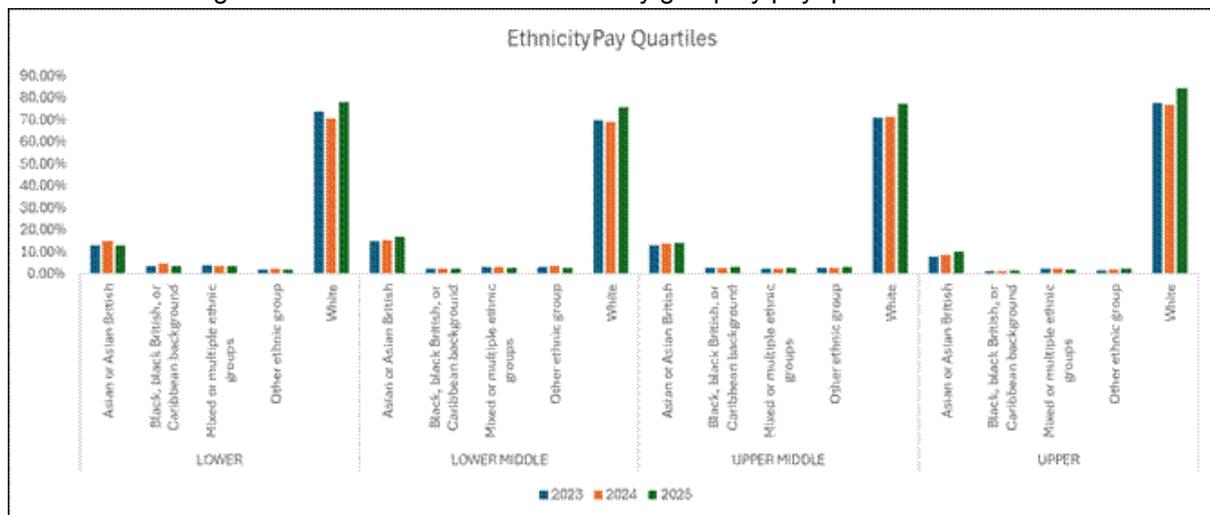
Note: The quartiles broadly equate to our grade structure (lower G1-4, lower middle G4-7, upper middle G7-8, upper G8+) but this is variable given that pay is based on gross pay after salary sacrifice, so individuals who are in salary sacrifice schemes may be in a lower pay quartile than we would expect for their grade.

Due to the low proportions of other ethnicity groups compared to the white ethnicity group, it is clearer to show the quartile proportions excluding the white group as chart 3 below.

Chart 2: Percentage of individuals within each ethnicity group (excluding the white ethnicity group) by pay quartile:
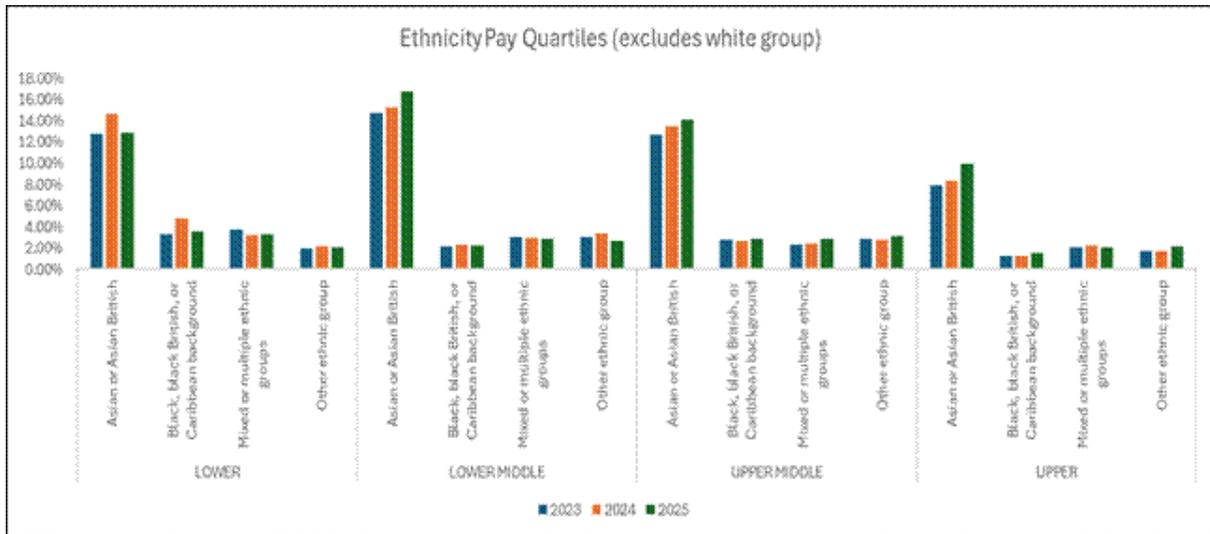
The quartile data continues to show that for most ethnicity groups, the proportion of individuals by ethnic group (excluding whites) gets lower towards the upper pay quartiles.

The distribution of ethnicity groups across each pay quartile varies according to the group. For example, the proportion of 'Asian or Asian British' remains highest in the lower middle quartile.

1.3. Ethnicity Pay Gaps

The ethnicity pay gap shows the difference between the average (mean or median) earnings of individuals in each ethnicity group, across the whole workforce, expressed as a percentage of the earnings of the individuals within the white ethnicity group.

Table 2: Mean and Median Pay Gaps

Ethnicity Pay Gap Snapshot	Legislative Snapshot					
Data Group	• 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					
	MEAN %			MEDIAN %		
YEAR	2025	2024	2023	2025	2024	2023
Asian or Asian British	6.3%	9.2%	8.5%	7.0%	7.4%	4.4%
Black, black British, or Caribbean background	10.5%	17.9%	12.2%	7.1%	12.2%	4.4%
Mixed or multiple ethnic groups	8.9%	8.8%	10.3%	7.2%	7.4%	5.2%
Other ethnic group	2.0%	6.8%	-8.1%	0.0%	7.4%	2.7%

Note: gap calculated against white ethnicity group

Our pay gap data continues to show that the mean and median pay gap is largest for the 'black, black British' group, when compared with the white group, however, this decreased significantly in 2025.

There have been changes to both the mean and median pay gap across all ethnicity groups across the three years. The median figures also continue to show there is little variability between median pay of some ethnic groups.

To try to understand the ethnicity pay gap data better, we have also compared the figures against ethnicity pay gap data on pay before salary sacrifice is deducted and also excluding casual workers. This resulted in significantly lower pay gaps across all ethnicity groups, suggesting the inclusion of these variables in the legislative snapshot has a significant impact on the legislative figures (table 3 below).

Table 3: Mean and Median Pay Gaps (based on regular paid workers and before salary sacrifice deductions)

Ethnicity Pay Gap Snapshot	Alternative 'regular paid' Snapshot					
Data Group	- As Legislation but removes potential variables to provide a better year on year comparison. - Excludes zero hours' employees and workers - Includes individuals on reduced/nil pay due to absence based on their full notional pay. - Based on pay before salary sacrifice deduction					
	MEAN %			MEDIAN %		
YEAR	2025	2024	2023	2025	2024	2023
Asian or Asian British	0.5%	1.0%	-0.3%	2.8%	2.9%	0.0%
Black, black British, or Caribbean background	10.8%	16.4%	11.8%	5.6%	8.4%	2.7%
Mixed or multiple ethnic groups	6.4%	4.8%	4.8%	5.6%	2.9%	2.7%
Other ethnic group	-3.3%	-1.0%	-2.1%	0.0%	0.0%	-5.7%

1.4. Ethnicity Bonus Gap

The ethnicity bonus gap shows the difference between the average (mean or median) bonus received by individuals within each ethnicity group across the whole workforce, compared with the white ethnicity group. A positive bonus gap shows that individuals within the white ethnicity group have received, on average, a higher bonus value than individuals within the other ethnicity group.

As with gender pay gap reporting, our bonus gap figures for 2024-2025 are based on bonus, incentive and recognition payments from our standard reward schemes (listed on page 4) paid from April to March.

Table 4: Mean and Median Bonus Gaps

Ethnicity Group	Mean			Median		
	2024-2025	2023-2024	2022-2023	2024-2025	2023-2024	2022-2023
Asian or Asian British	-55.4%	-33.1%	-49.7%	16.7%	-25.0%	16.7%
Black, black British, Caribbean or African	-227.7%	-307.0%	-240.7%	16.7%	16.7%	16.7%
Mixed or multiple ethnic groups	86.0%	50.5%	58.6%	16.7%	16.7%	-33.3%
Other ethnic group	67.0%	62.5%	37.6%	-50.0%	-12.5%	16.7%

Table 5: Proportion of workforce by ethnicity group who received a bonus award

Ethnicity Group	Proportion receiving bonus (as % of total ethnicity group)		
	2024-24	2023-24	2022-23
Asian or Asian British	15.8%	16.2%	15.0%
Black, black British, Caribbean or African	21.0%	13.9%	18.7%
Mixed or multiple ethnic groups	22.9%	23.6%	21.9%
Other ethnic group	20.9%	20.5%	13.9%
White	29.8%	33.6%	33.7%

We know from the gender bonus gap data, that the overall bonus gap data is not useful or reliable as the extreme positive or negative pay gaps are an effect of calculating a single bonus gap figure from a combination of very different bonus schemes. The bonus gaps for separate schemes have not been calculated due to the small data sizes in some of the schemes. The proportion data is more useful, showing us that the white group proportionally receives more bonus payments than any other group.

We hope that as we continue to understand our ethnicity pay gap data annually, we will gain a better understanding of the data to be able to inform any actions we need to take.