



Ethnicity Pay Gap report

2025

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1. Introduction

We remain committed to transparency and equity in pay and improving representation of our diverse staff, and while there is no statutory requirement to do so, we are publishing information on our ethnicity pay gap.

The pay gap is the percentage difference between the average hourly earnings of our Minority Ethnic and White staff across the University. This is different to equal pay, which shows whether Minority Ethnic and White staff are paid equally for comparable work.

This data and analysis help us better understand our staff demographic and informs us about where we need to make progress and implement action plans in line with our [Equity, Diversity and Inclusion \(EDI\)](#) and [People](#) strategies.

As there is no legislative guidance for ethnicity pay gap reporting, we have chosen to report our pay gap in line with the UCEA benchmark ethnicity pay gap survey, which reports for the ethnicity groups of White, Asian, Black, Mixed and Other. We respectfully use these terms for pay gap reporting, while acknowledging the shortcomings of these labels, and that categories inherently bring limitations in terms of being able to understand complex, intersecting identities and lived experiences for minority ethnic staff.

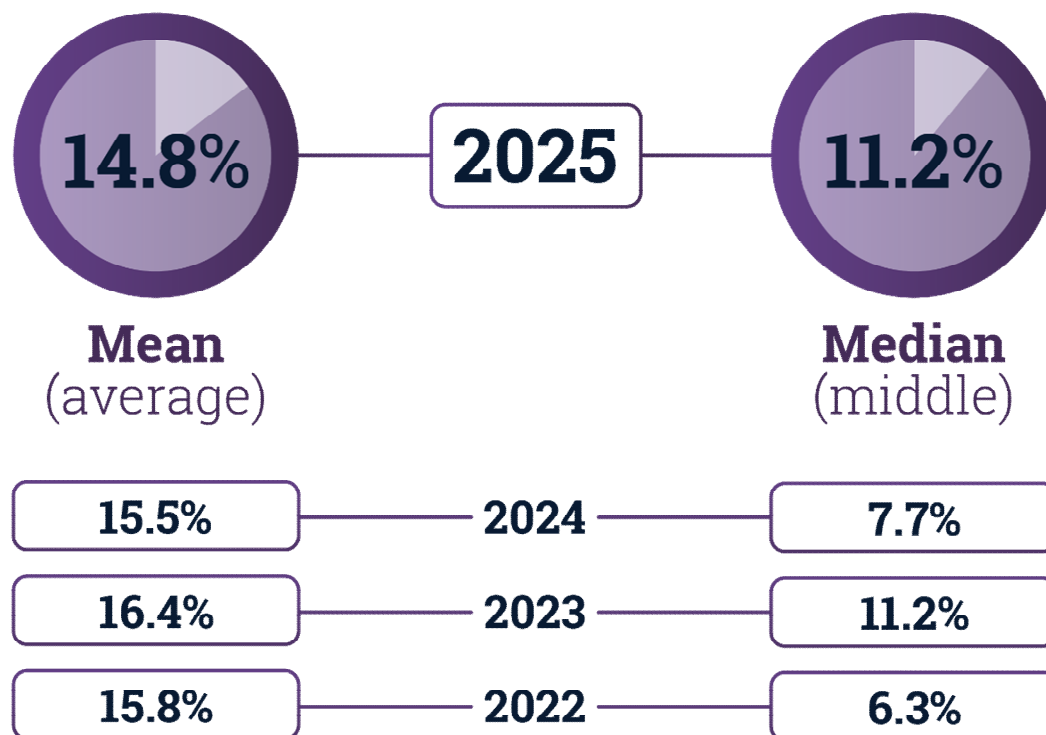
Our figures are based on a data snapshot taken from our HR & Payroll system as at 31 March 2025.

Bonus pay data reflects payments during the 12-month period leading up to the snapshot date, from 1 April 2024 to 31 March 2025.

2. The pay gap

This year, the mean pay gap has decreased by 0.7% to 14.8%, while the median pay gap has increased by 3.5% to 11.2%.

This means that the typical (median) hourly rate for Minority Ethnic staff is 11.2% lower than for White staff, while the overall average (mean) hourly rate is 14.8% lower.



These results reflect the underrepresentation of Minority Ethnic staff in the highest pay bands, which contributes to their lower average pay. The distribution of Minority Ethnic and White staff across pay quartiles and pay scales is presented later in this report, alongside looking at how changes in staff distribution have influenced this year's pay gaps.

Broad ethnic categories can mask important differences in individual experiences. To provide greater insight, we examined pay gaps for individual Minority Ethnic groups; the results are shown in the table below.

Although both the mean and median pay for White staff remain higher than for all Minority Ethnic groups, the gap has narrowed for the Mixed and Other ethnicity staff groups. However, the median pay gap has widened for Asian and Black staff, with Black staff continuing to experience the largest disparity.

	Asian		Black		Mixed		Other	
Year	Mean	Median	Mean	Median	Mean	Median	Mean	Median
2025	13.7%	9.2%	27.8%	27.8%	9.2%	1.6%	8.0%	1.6%
2024	13.7%	6.7%	27.3%	20.9%	14.4%	4.3%	12.3%	2.4%
2023	14.1%	7.2%	28.7%	24.6%	19.7%	17.7%	11.7%	4.1%
2022	12.4%	3.7%	30.2%	20.2%	24.0%	23.4%	10.2%	-3.1%

3. The bonus pay gap

There are two types of bonus payments:

- Recognition award: this is open to all staff and is based on exceptional performance.
- Bonus scheme: this is for senior managers and is based on the achievement of key targets/key performance indicators which may include areas such as income and business generation.

For reporting purposes, the term “bonus” will be used throughout this report to refer to both forms of payment.

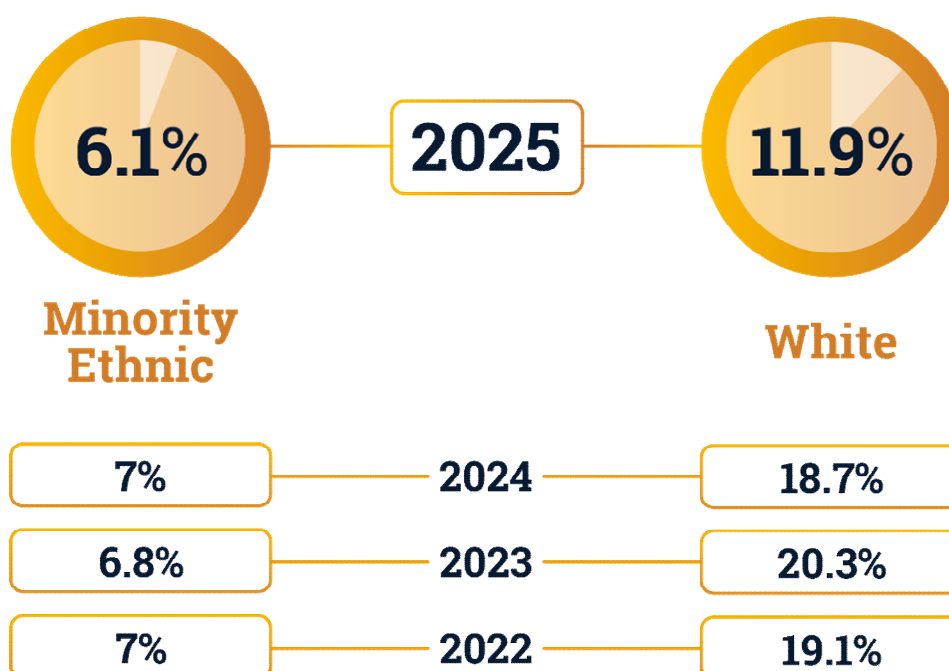
Other forms of recognition are in place at Cranfield, such as promotion, accelerated salary increments, and moves into a high-performance zone at each salary level. These are not reported in our bonus pay gap figures.

In addition to evaluating our bonus pay gap, we conduct equality impact assessments as part of our annual pay and reward review. This ensures we identify and address any potential inequalities in the awarding of pay increases and rewards.

3.1 Proportion of Minority Ethnic and White staff receiving a bonus

This year, 6.1% of Minority Ethnic staff received a bonus payment, compared with 11.9% of White staff. The proportion of staff receiving a bonus decreased for both groups compared with last year.

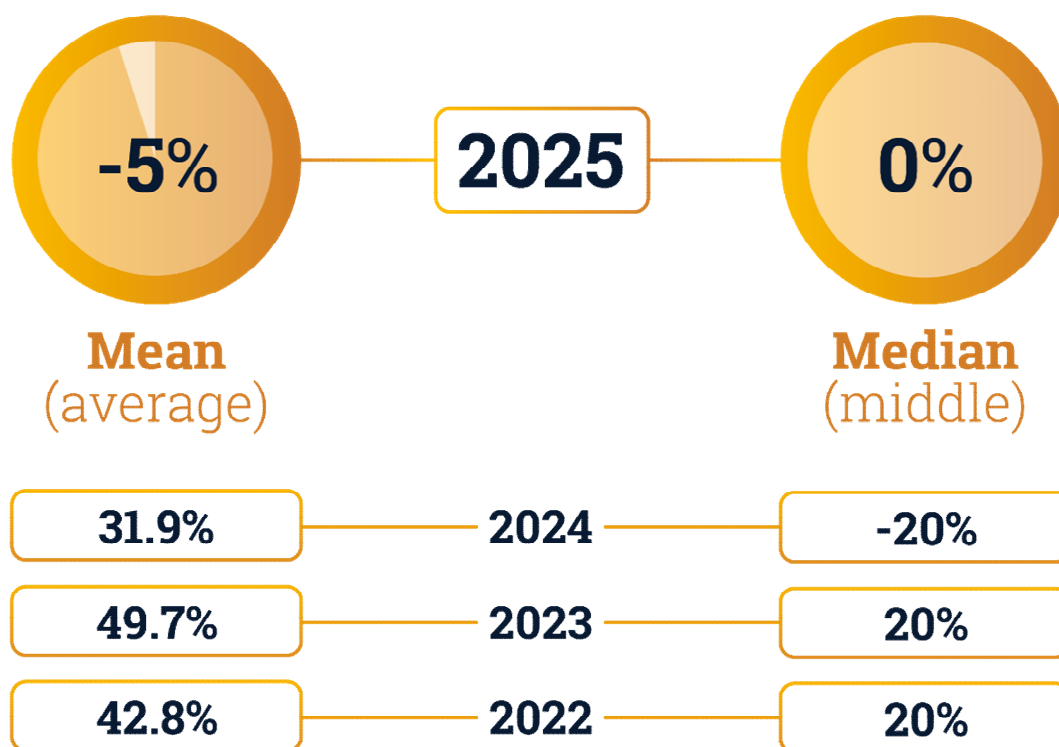
As in previous years, a higher proportion of White staff received a bonus than Minority Ethnic staff; however, the gap between the two groups has narrowed.



3.2 Difference in bonus payments received by Minority Ethnic and White staff

Unlike previous years, the average (mean) bonus paid to Minority Ethnic staff this year was slightly higher than that for White staff. On average, bonuses for Minority Ethnic staff were 5.0% higher, while the typical (median) bonus was the same for both groups.

The graphic below shows the difference in bonus payments between Minority Ethnic and White staff.



During the reporting period, the overall proportion of staff receiving a bonus decreased as fewer bonus payments were made across the organisation. This reduction had a greater impact on White staff, who are more highly represented in senior roles where bonus payments are more commonly awarded. As a result, the gap between the proportion of Minority Ethnic and White staff receiving a bonus narrowed this year.

Despite this narrowing, the workforce profile continues to influence the difference in the proportion of staff receiving bonus payments. Minority Ethnic staff remain underrepresented in more senior roles across the organisation, which generally provide greater opportunity for bonus awards.

Another contributing factor is the higher proportion of Minority Ethnic staff employed on fixed-term contracts, compared with White staff, many of which are research-funded. Due to the nature of this funding, these roles typically offer fewer opportunities for bonus payments.

Many roles, including research-based positions, benefit from other forms of reward and progression that are not captured within bonus pay gap reporting. These include promotion opportunities, annual salary increments, and progression through performance-related salary zones within each grade.

4. Proportion of Minority Ethnic and White staff in each pay quartile

Pay quartiles are calculated by dividing all employees into four equal groups based on their hourly rate of pay, ranging from the lowest (Q1) to the highest (Q4). The distribution of Minority Ethnic and White staff across these quartiles plays a significant role in determining the overall ethnicity pay gap. If either group is concentrated in either the upper or lower pay quartiles, it has a direct impact on the size of the gap.

In March 2025, Minority Ethnic staff represented 28% of all staff. However, their distribution across the pay quartiles reveals disparities. Minority Ethnic staff are overrepresented in the lower pay quartiles, accounting for 36.3% of staff in quartile 1 and 33.9% in quartile 2. Conversely, they are underrepresented in the higher pay quartiles, representing 21.5% of staff in quartile 3 and 19.0% in quartile 4.

This distribution contributes to a lower average salary for Minority Ethnic staff relative to their White colleagues, thereby affecting the overall pay gap.

The table below shows the distribution of Minority Ethnic and White staff across pay quartiles in 2025.

2025	Q1	Q2	Q3	Q4
Minority Ethnic	36.3%	33.9%	21.5%	19.0%
White	41.5%	50.7%	57.6%	50.3%
Staff who have not shared	22.2%	15.5%	20.9%	30.6%
Change in Minority Ethnic staff in the quartile from 2024	+2.6%	+3.8%	-0.9%	+1.6%

While Minority Ethnic staff remain overrepresented in the lower pay quartiles and underrepresented in the upper quartiles, the 2025 data indicates a slight narrowing in the gap in the highest pay quartile. This change is attributed to a modest increase in the proportion of Minority Ethnic staff at senior levels, alongside a small decrease in the number of White staff at these levels, driven by staff turnover and promotions.

In the lower pay quartiles, turnover and promotions led to a more significant decrease in the number of White staff compared to Minority Ethnic staff. As a result, the proportion of Minority Ethnic staff in these quartiles increased.

These shifts had a mixed effect on the pay gaps: in 2025, the average (mean) hourly rate for Minority Ethnic staff increased more than that for White staff, leading to a reduction in the mean pay gap. However, the typical (median) hourly rate for Minority Ethnic staff rose less than that for White staff, causing a slight increase in the median pay gap.

The table below displays the distribution of staff from the individual minority ethnic groups across the pay quartiles in 2025.

Asian staff represented 18% of all staff in March 2025, Black staff 4%, Mixed ethnicity staff 2%, and Other ethnicity staff 3%. The data shows that the distribution of Mixed ethnic and Other ethnic staff is relatively balanced across all quartiles. However, Asian and Black staff are proportionally overrepresented in the lower quartiles and underrepresented in the higher quartiles. This distribution contributes to a lower average salary for these groups of staff and is the defining factor in Asian and Black staff having the widest pay gaps compared with the other groups.

2025	Q1	Q2	Q3	Q4
Asian	22.4%	23.3%	13.9%	12.5%
Black	9.0%	4.3%	2.5%	1.1%
Mixed	2.0%	3.1%	2.5%	2.2%
Other	2.9%	3.1%	2.7%	3.1%
White	41.5%	50.7%	57.6%	50.3%
Staff who have not shared	22.2%	15.5%	20.9%	30.6%

5. Key factors affecting our pay gap

5.1 Workforce distribution and representation in senior roles

The table below shows the distribution of Minority Ethnic and White staff across the pay scales as of March 2025. While Minority Ethnic staff made up 28% of the total workforce, they are underrepresented at the most senior levels (level 7 and the Professoriate).

Level	Minority Ethnic	White	Staff who have not shared
Casual	64% (83)	21% (27)	15% (19)
Real Living Wage	26% (6)	48% (11)	26% (6)
L2	0% (0)	62% (8)	38% (5)
L3	13% (13)	52% (51)	35% (34)
L4	27% (81)	52% (158)	22% (66)
L5	31% (147)	54% (255)	15% (69)
L6	24% (79)	53% (177)	24% (79)
L7	23% (60)	48% (126)	28% (74)
L8/Professorial	14% (20)	54% (78)	32% (46)

34% (+2% since last year) of our academic staff are Black, Asian or Minority Ethnic¹.
17% (+2% since last year) of our Professorial staff are Black, Asian or Minority Ethnic¹

This distribution continues to be a significant factor in driving the pay gap, highlighting opportunities to further develop career progression and improve representation at all levels of the organisation.

¹ Source: EDI Annual report 2024-25

6 Actions to help close the gap

To continue addressing the ethnicity pay gap and promoting race equality and inclusion, we maintain an action plan covering every stage of the employee lifecycle. A key priority is to remove barriers to career progression and promotion for Minority Ethnic staff, ensuring equitable access to leadership roles and professional development. Our ongoing actions include:

Pay and progression

- We remain committed to ensuring race equality in recruitment shortlisting and selection panels and in promotions.
- Promotion pathways and internal progression structures have been reviewed to enable equal access to career advancement.
- A reverse mentoring programme has been developed, pairing senior leaders with less senior staff to foster greater awareness of workplace barriers and career challenges and to promote inclusion.
- Equal Pay reviews are conducted and focus given to equality at pay review panels.
- We continue to embed Equality Impact Assessments including for pay awards.

Workload and wellbeing

- We recognise the importance of staff wellbeing and work-life balance and continue to provide a range of wellbeing support services. These focus on mental, physical and financial wellbeing and include our wellbeing app, Employee Assistance Programme, Occupational Health Service, Mental Health First Aiders, resilience sessions, wellbeing resources and campaigns, and access to physio services.
- In response to our staff survey, we have introduced support and resources for managing workload, responding to change and supporting staff through change.
- We introduced wellbeing discussions into our annual performance review process.
- We are designing stress awareness training for people managers so that they can identify signs of stress and ensure appropriate support is put in place.

Workplace Inclusion

- We run campaigns and events, including external speakers to support equality, leadership, and workplace inclusion.
- We have strengthened support for ethnicity-focused staff networks, providing structure and platforms for advocacy.
- Conduct campaigns to encourage increased share rates for ethnicity.