



Gender Pay Gap report 2025

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1. Introduction

Each year we publish information on the pay gap between men and women working at Cranfield.

The pay gap is the percentage difference between the average hourly earnings of men and women across the University. This is different to equal pay, which shows us whether there are differences in pay between men and women doing 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.

Our Gender Pay information has been prepared in accordance with our duty under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the associated [statutory guidance](#) "Gender pay gap reporting: guidance for employers".

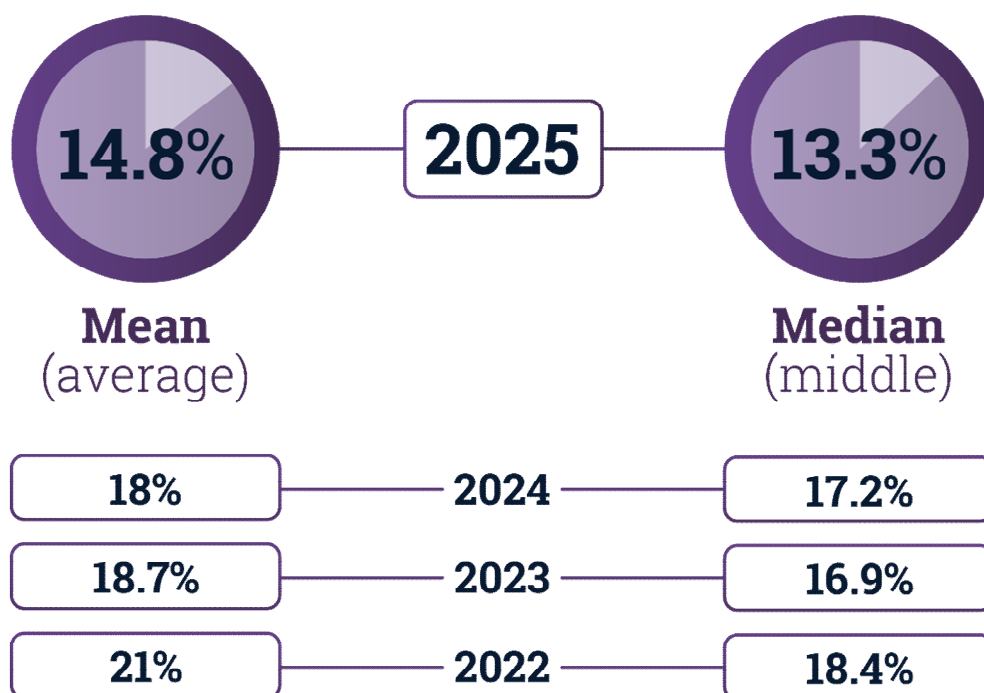
Our figures are based on a data snapshot taken from our HR & Payroll system as at 31 March 2025.

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, our mean pay gap has decreased by 3.2% to 14.8%, and our median pay gap has fallen by 3.9% to 13.3%.

This means the average (mean) hourly rate for women is 14.8% lower than for men, and the typical (median) rate is 13.3% lower.



While we are pleased to report a significant improvement in our gender pay gap since last year, differences at the upper pay levels continue to have an impact on the overall gap. Women remain underrepresented in the highest pay scales, with a comparable low number occupying these top bands, and are overrepresented in the middle and lower pay bands. Later in the report, we illustrate this and explore how changes in gender distribution have contributed to the reduction in this year's pay gap.

Despite making meaningful progress in reducing our gender pay gap, we remain committed to narrowing the gap further, and this continues to be a strategic priority, as set out in our [Equity, Diversity and Inclusion](#) and [People](#) strategies.

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 men and women receiving a bonus

This year, 12.1% of women and 9.2% of men received a bonus payment, a reduction from previous years for both groups.



This means that 12.1% of women were in receipt of a bonus, compared to 9.2% of men.



3.2 Difference in bonus payments between men and women

This year, the bonus pay gap shows that, on average, men receive higher bonuses than women, with the mean bonus 45.9% higher for men. The typical (median) bonus, however, is the same for both groups.

Year	Mean	Median
2025	45.9%	0.0%
2024	41.8%	33.33%
2023	36.2%	33.33%
2022	56.2%	33.33%

Bonus payments are typically calculated as a percentage of salary.

As women are underrepresented in senior roles at Cranfield, the bonuses awarded to women are, on average, lower than those received by male colleagues. This gender distribution is looked at later in the report, where the representation of men and women across the higher pay quartiles and pay scales is set out in more detail.

4. Proportion of men and women 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 hourly rate of pay (Q1) to the highest (Q4). If either gender is concentrated in the upper or lower quartiles, this will affect the overall pay gap.

In March 2025, women represent 47% of all staff. They are overrepresented in the lower pay quartiles (Q1 and Q2), where they account for 54.9% and 51.1% of staff respectively, and underrepresented in the highest pay quartile (Q4), where they comprise 29.5% of staff. This distribution contributes to a lower average salary for women compared with men and is reflected in the overall pay gap.

The table below shows how men and women are distributed across the pay quartiles.

Year	Q1		Q2		Q3		Q4	
	Females	Males	Females	Males	Females	Males	Females	Males
2025	54.9%	45.1%	51.1%	48.9%	46.6%	53.4%	29.5%	70.5%
2024	59.1%	40.9%	52.5%	47.5%	46.0%	54.0%	29.5%	70.5%
2023	60.1%	39.9%	53.2%	46.8%	47.2%	52.8%	28.4%	71.6%
2022	63.0%	37.0%	50.5%	49.5%	43.8%	56.2%	25.4%	74.6%

Staff movements during the period have had a positive impact on the gender pay gap. The number of women in the highest pay band (Q4) increased slightly as a result of promotion, while the lowest pay band (Q1) saw a comparatively larger reduction in women than men due to a combination of turnover and progression into higher pay bands. As a result, both the mean and median hourly pay for women increased. In contrast, the distribution of men across the pay quartiles remained relatively stable over the same period.

5. Key factors affecting our pay gap

5.1 Workforce distribution and representation in senior roles

The table below shows the distribution of men and women across the pay scales as of March 2025. While women make up 47% of the total workforce, they represent a lower proportion in the highest pay levels and a relatively high proportion of staff in the lower salary levels.

Level	Female	Male
Casual	42% (54)	58% (75)
Real Living Wage	30% (7)	70% (16)
L2	46% (6)	54% (7)
L3	74% (73)	26% (25)
L4	61% (186)	39% (119)
L5	48% (227)	52% (244)
L6	41% (138)	59% (197)
L7	33% (86)	67% (174)
L8/Professorial	24% (34)	76% (110)

- 29% of our Academic staff are female, unchanged from last year¹.
- 18% of our Professorial staff are female, reflecting continued progress seen in recent years (+3% since last year)¹.

This distribution continues to be a significant factor in driving the pay gap, highlighting opportunities to enhance 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 gender pay gap and promoting gender equality and inclusion, we maintain an action plan covering every stage of the employee lifecycle. Our ongoing actions include:

Family-friendly and flexible working enhancements

- We have strengthened policies supporting parental leave, flexible and hybrid working, and carer responsibilities, providing a more inclusive workplace. These policies contribute to higher retention rates and career progression opportunities for women.

Menopause and perimenopause support initiatives

- The launch of a menopause support group has helped raise awareness and provide support for staff. We have taken steps to provide guidance for managers and ensure adjustments, support and wellbeing resources are available for staff affected by menopause-related challenges.

Pay and progression

- We remain committed to ensuring gender 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.
- We support career progression through the provision of development programmes specifically for women.
- 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 gender equality, leadership, and workplace inclusion.
- We have strengthened support for gender-focused staff networks, providing structure and platforms for advocacy.