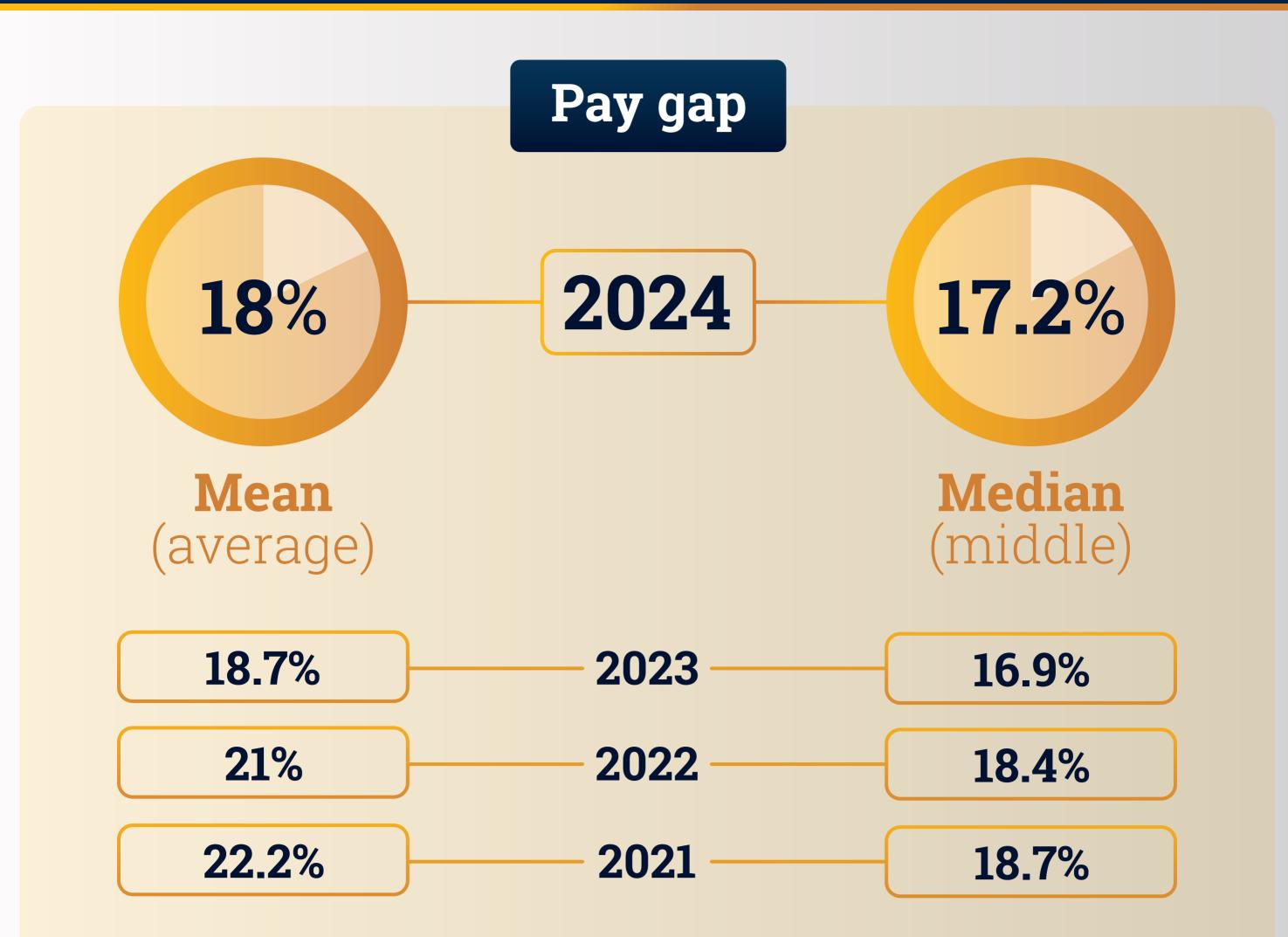


Each year we publish information on the pay gap between men and women working at Cranfield. Our figures are based on a data 'snapshot' taken on the same date each year – 31 March. This report covers the period 1 April 2023 to 31 March 2024.

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 helps 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.



The pay gap statistics

This year, our mean gender pay gap has decreased further by 0.7%, bringing it to 18%, while our median gender pay gap has risen slightly by 0.3% to 17.2%. These two figures reflect a period of low recruitment and staff turnover in the reporting period and is explained in more detail in this report.

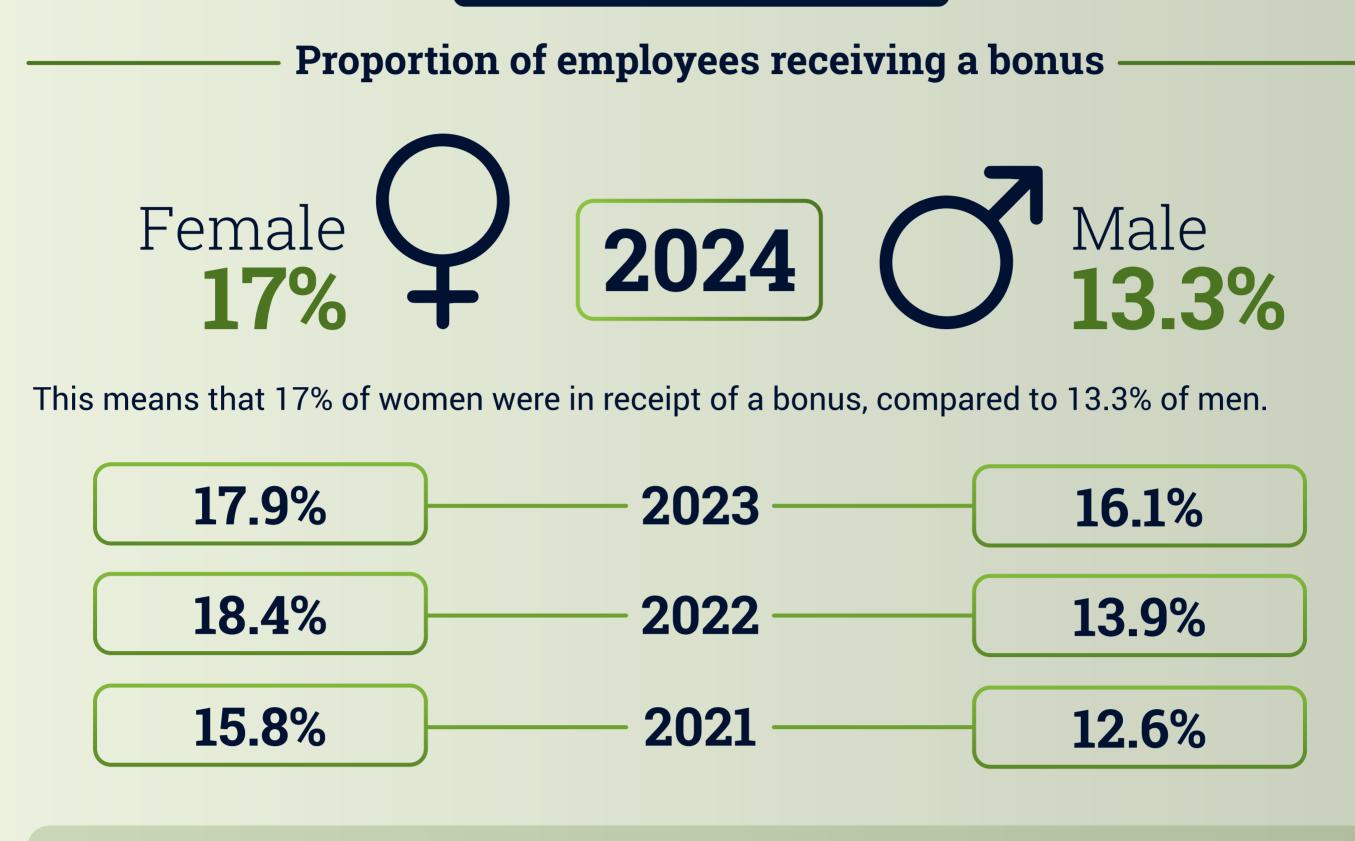
We have experienced a slight slowdown in the year-on-year progress previously made in reducing our gender pay gap. Analysis of our data indicates that a decrease in recruitment and lower staff turnover has influenced the pay gap in this period

Despite a relatively small change in staff numbers overall during the reporting period^[1], we are pleased to report an increase in the representation of women in senior roles. The level of seniority, and therefore pay, is the primary driver of our pay gap. We saw a 1% increase in the representation of women in the highest pay quartile compared to last year (described in more detail later this report). The increase in the number of women in senior roles positively impacted the mean (average) salary for women enough to cause a reduction in the mean pay gap, although it was not sufficient to bring about a similar improvement in the median (middle) salary pay gap.

Narrowing our gender pay gap continues to be a strategic priority, as outlined in our <u>Equity,</u> <u>Diversity and Inclusion</u> and <u>People</u> strategies.

^[1] The 2023-2024 pay gap was based on a total of 883 women and 1004 men, an increase of 0.2% and 1.9% respectively. In 2022-2023 it was based on 881 women and 985 men.

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

The bonus scheme for senior managers is based on the achievement of key targets/key performance indicators which may include areas such as income and business generation.

Difference in bonus payment beween men and women



This shows the difference in bonus payments between men and women at the University. The figures indicate that men's bonuses were, on average, higher over the snapshot period (1 April 2023 to 31 March 2024).



Bonus payments are typically calculated as a percentage of salary, and as women are underrepresented in senior roles at Cranfield, bonuses awarded to women were, on average, lower than those received by male colleagues. This is explained further in the section below when looking at the representation of men and women in our higher pay quartiles.

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.

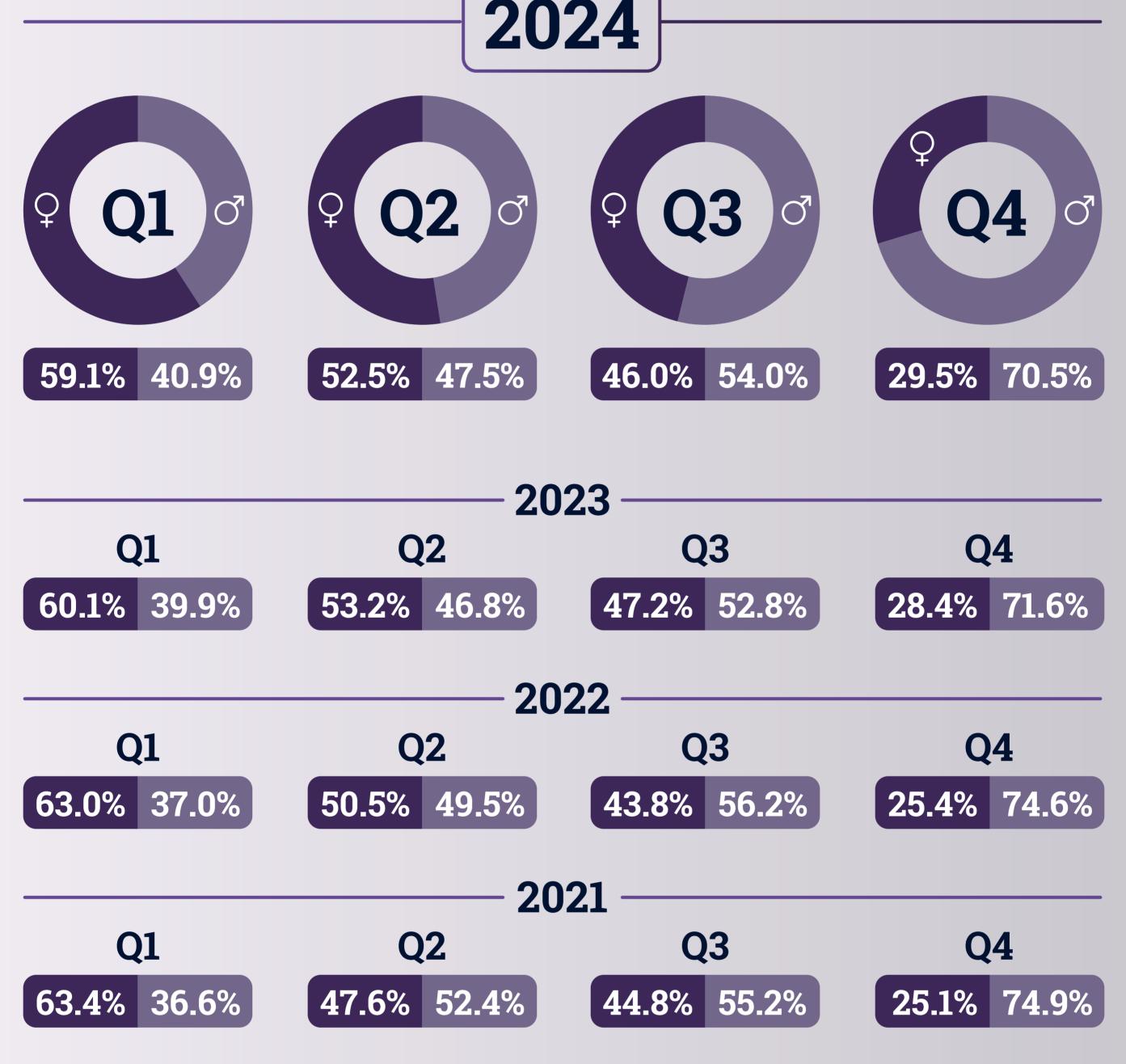
We perform Equality Impact Assessments for our annual pay and reward review to assess whether there are any inequalities in the awarding of pay increases and reward.

Proportion of men and women in each pay quartile

The quartiles are calculated by dividing employees into four bands from the lowest hourly rate of pay (Q1) to the highest (Q4). If there is a higher proportion of either gender at the upper or lower quartiles, then this will impact the overall pay gap.

Proportion of males

Proportion of females



The data shows that staff movements during the reporting period from promotions and staff turnover have resulted in an increase in the proportion of women in the upper pay quartile, and a fall in the proportion in the lower and middle quartiles. Encouragingly, women are increasingly represented at higher level roles, and in the reporting period make up nearly 30% of the higher quartile. Women also make up 59.1% of the lower quartile, with a 1% decrease from the previous reporting year. Our data shows that the number of female staff leaving Cranfield in the period 2023-2024 fell slightly compared to the previous year, whereas the number of men leaving increased slightly in the same period, particularly in academic roles.

Key factors affecting our pay gap

Factors

Workforce distribution

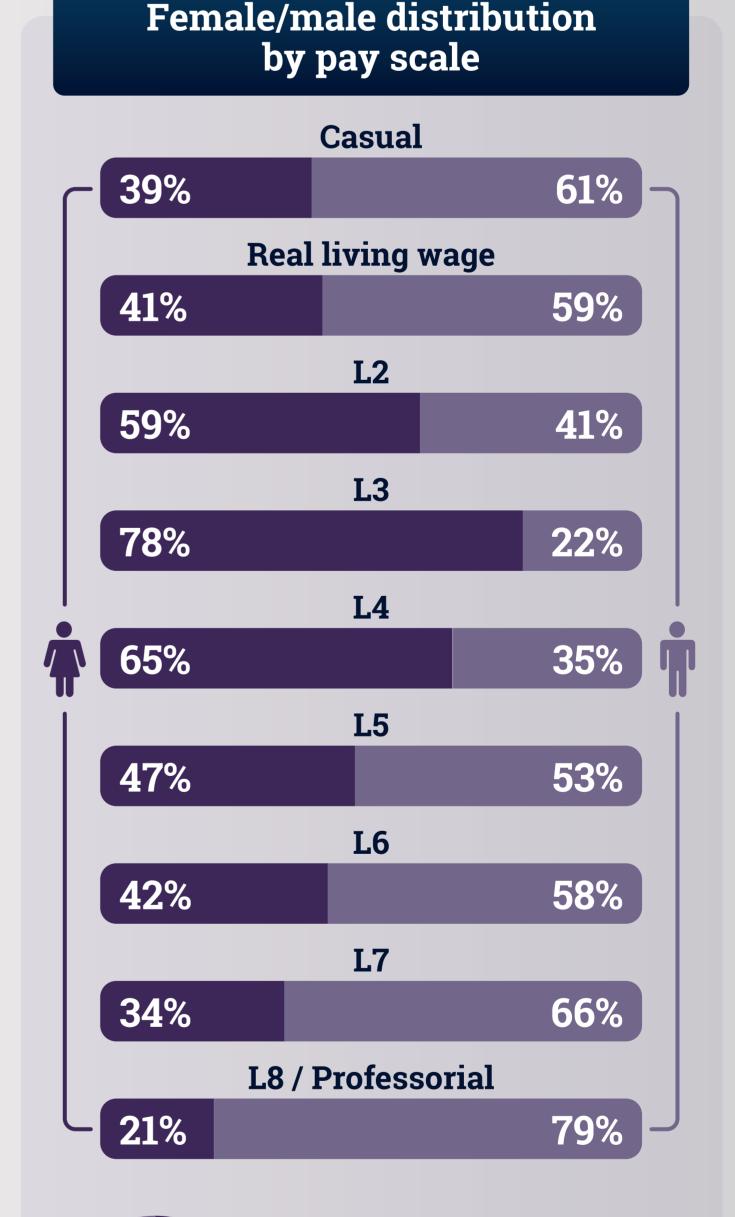
In comparison to the overall University profile, where women make up 47% of the total workforce, women continue to represent a relatively high proportion of staff in the lower and middle salary levels, and a lower proportion in the higher levels.

Previous data and turnover analysis suggested that work-life balance challenges, including caring responsibilities, have historically impacted women's ability to progress into senior positions, and this is informing our action plans for addressing gender equality at Cranfield.

Social and sector factors

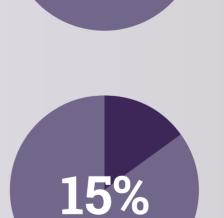
Women are underrepresented in some science, technology, and engineering (STEM) areas at Cranfield. This is representative of the Higher Education sector, and as a predominantly science/ engineering-based institution, this significantly impacts on our gender pay gap.

Despite these broader factors, our positive trajectory in narrowing our pay gap over successive years and improving gender representation in senior roles at Cranfield are a result of the actions we have been taking. We continue to monitor career progression data and work towards removing barriers to progressing to senior roles, ensuring that flexible working, leadership development, and targeted support remain central to our EDI strategy.



29%

of our **academic staff** are female, indicating progress in gender representation within academic roles (+2% since last year)



of our **Professorial staff** are female, showing a slow but steady increase in women reaching the highest academic ranks (+2% since last year)

Actions to help close the gap

Family-friendly and flexible working enhancements

We have strengthened policies supporting parental leave, flexible 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 ensure adjustments and wellbeing initiatives are available for staff affected by menopause-related challenges.

Pay and progression

We remain committed to ensuring gender equality in recruitment, promotions, and pay structures.

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 include the Employee Assistance Programme (EAP), Occupational Health Service, Mental Health First Aiders, resilience sessions, wellbeing campaigns, and access to physio services. While recent staff surveys have highlighted increased concerns around workload, we remain committed to supporting staff wellbeing through ongoing initiatives and resources.

Looking ahead

To continue addressing the gender pay gap and advancing gender equality and inclusion, our action plan includes initiatives at each stage of the employee lifecycle.

Our actions include:

- reviewing promotion pathways and internal progression structures to enable equal access to career advancement;
- introducing a reverse mentoring programme, pairing senior leaders with less senior staff to foster greater awareness of workplace barriers and career challenges and to promote inclusion;
- continuing to strengthen family-friendly policies, for example shared parental leave, carer support, and flexible working policies;
- delivering a National Inclusion Week programme of events and speakers that highlights gender equality, leadership, and workplace inclusion;
- improving policy and guidance and continuing awareness campaigns and support initiatives for staff and colleagues of those experiencing menopause and perimenopause, ensuring staff receive practical adjustments and wellbeing support;
- strengthening support for gender-focused staff networks, providing structure and platforms for advocacy;
- continuing with Equality Impact Assessments of pay awards and pay gaps;
- developing an action plan following an equal pay review.

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 ACAS guidance "Managing Gender Pay Reporting".

The data has been extracted from our HR & Payroll database and is based on a snapshot taken on 31 March 2024.

Our bonus and recognition pay data is based on payments made within the preceding 12 months ending on the snapshot date (1 April 2023 to 31 March 2024).