

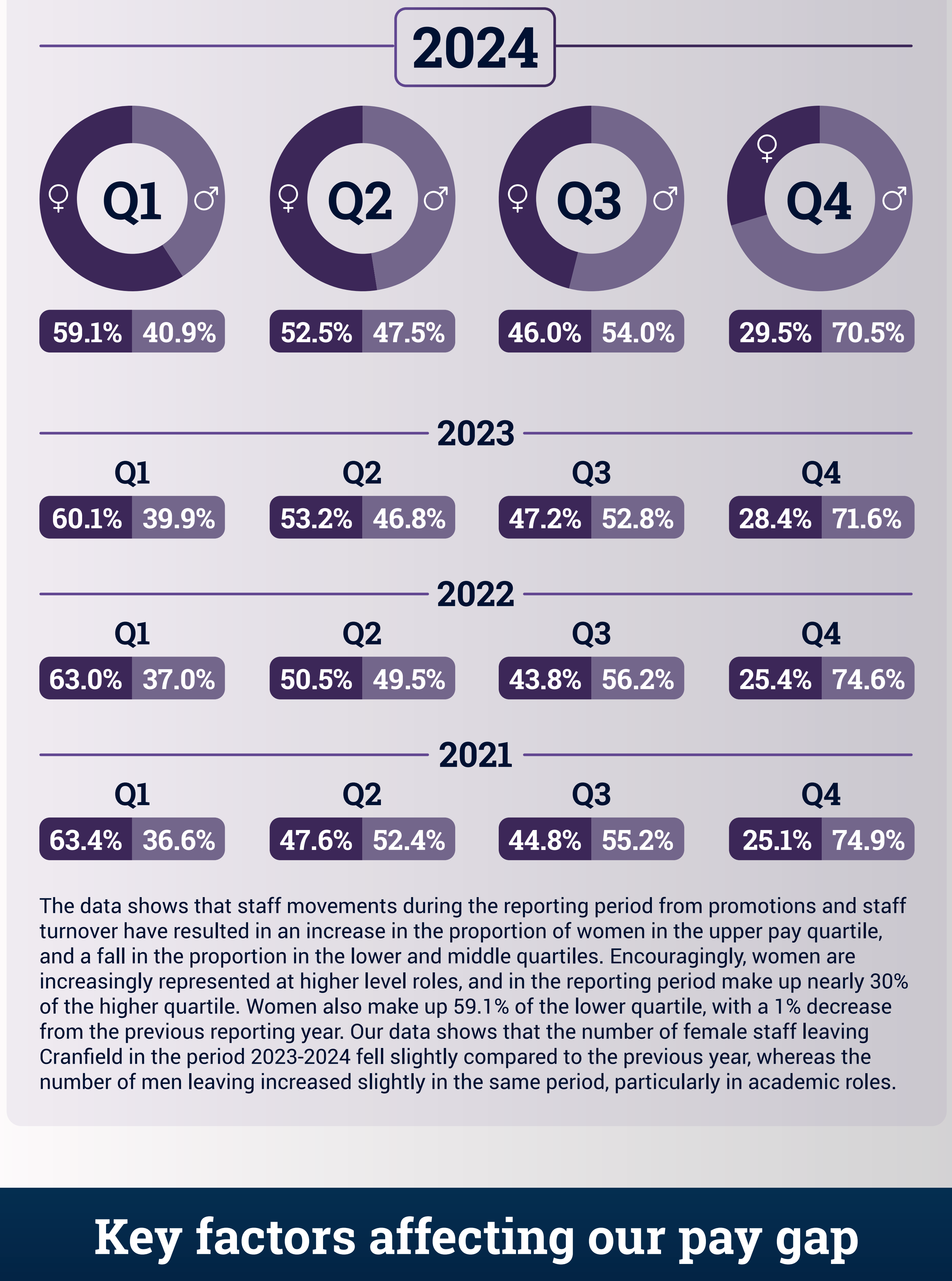
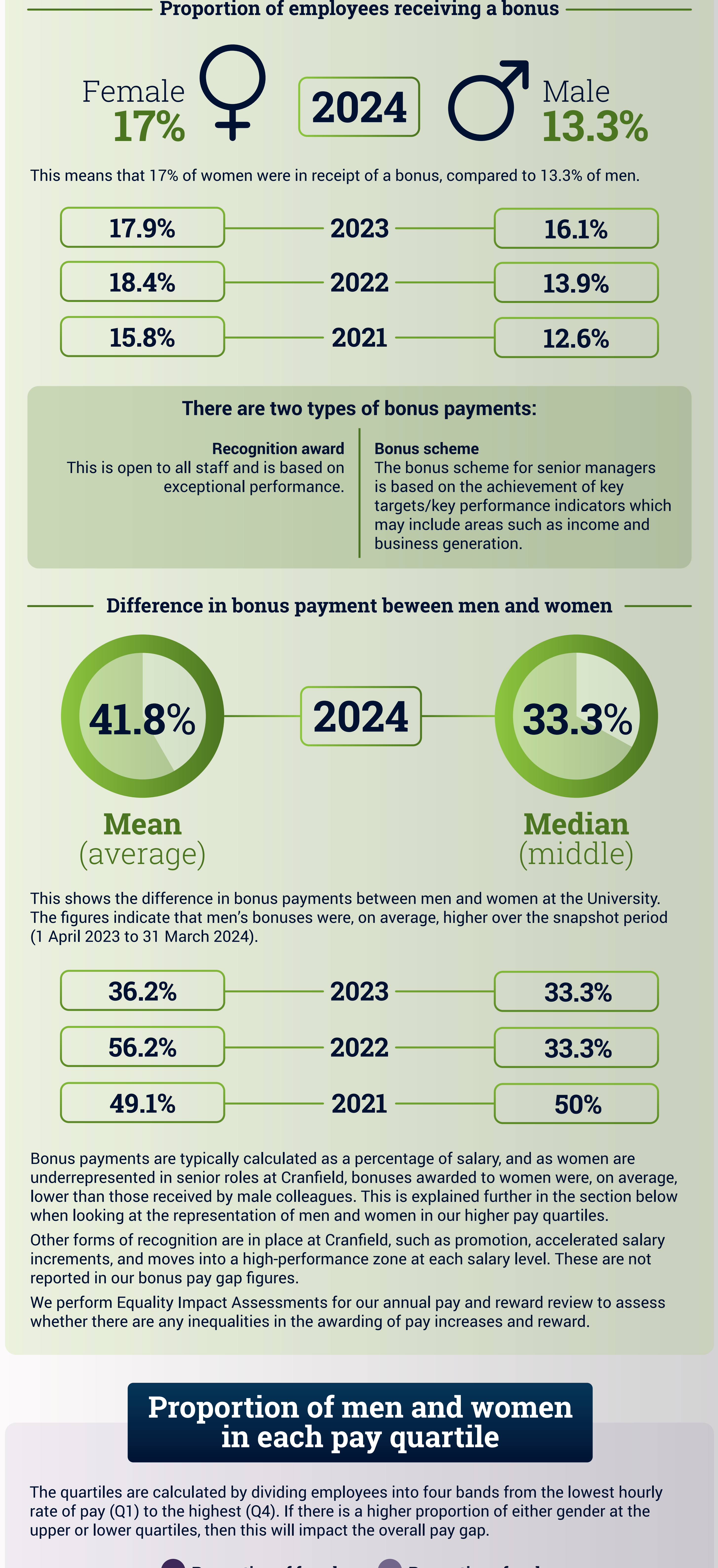
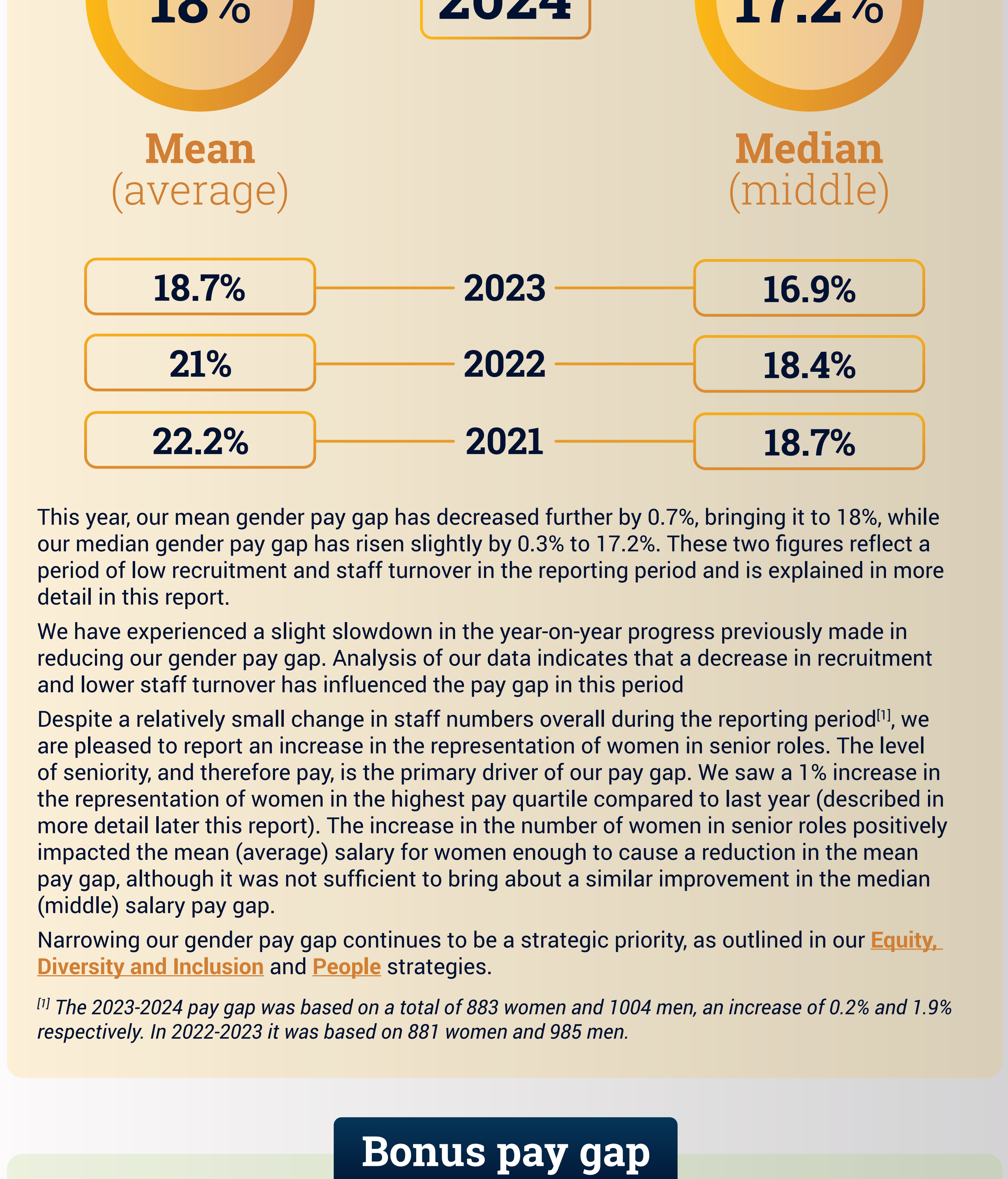
Gender pay gap 2024 – explained

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.

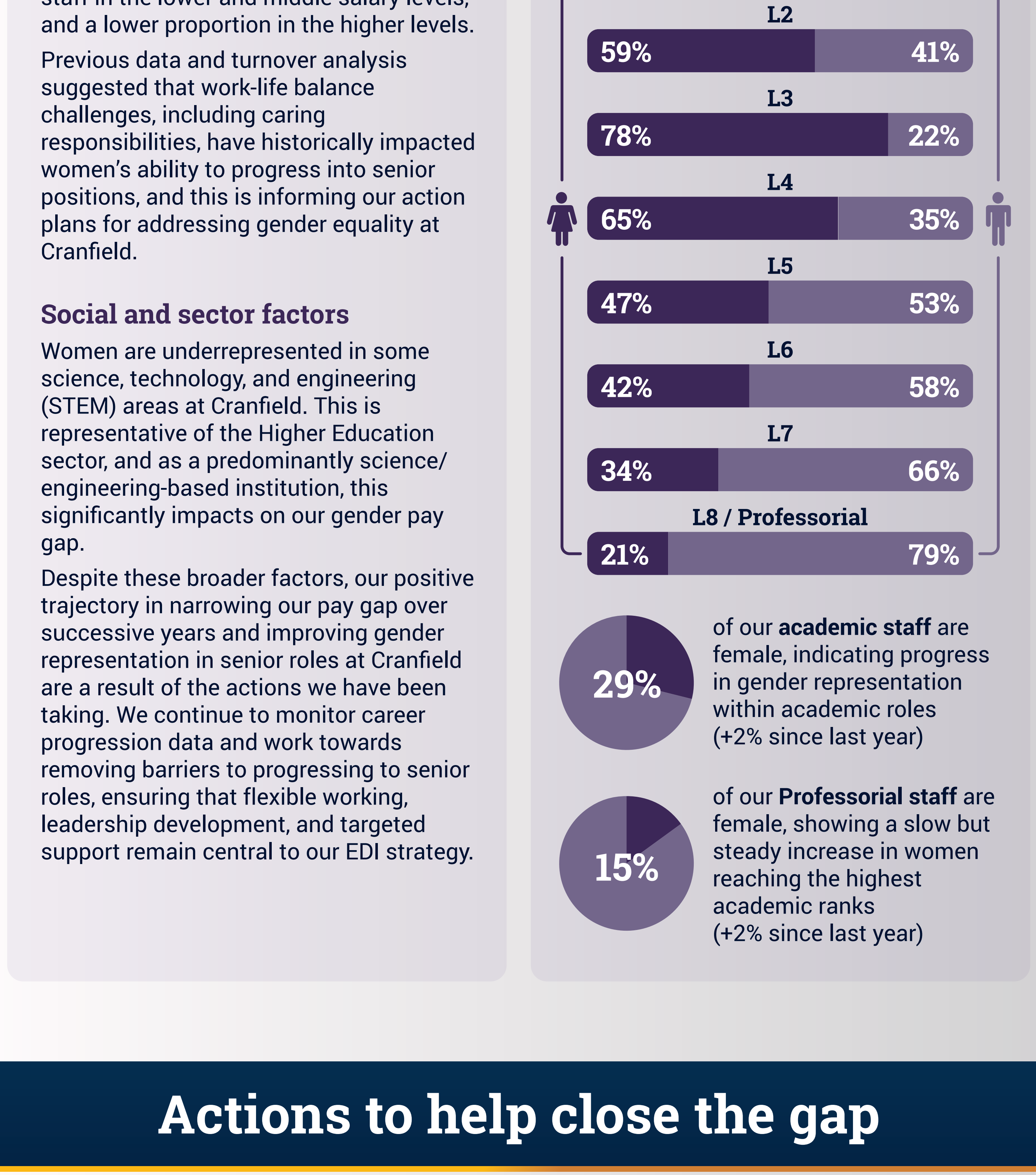
The pay gap is the percentage difference between the average hourly earnings of men and women across the University. This is different to equal pay, which shows us whether there are differences in pay between men and women doing comparable work.

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



Key factors affecting our pay gap



Actions to help close the gap



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.