



Leeds Trinity  
University

# Ethnicity Pay Gap Report

2024



# Message from the Vice-Chancellor

In recent years, Leeds Trinity University has gained a strong reputation for its work on social justice and equity. As part of this, we are proud to have a strong sense of community, driven by shared values and mutual respect. We actively promote the principles of dignity, care, integrity, respect and inclusivity to provide an environment where our people feel welcome and supported.

This year, the University is again publishing its Ethnicity Pay Gap Report in addition to a Gender Pay Gap Report. This is important to continue as part of our work to be transparent and focus on the action needed to close the pay gap, in line with our commitment to improve the representation, progression and success of Asian, Black, Mixed and Other ethnic members of our community.

You will see from our data, which presents a snapshot at 31 March 2024 and reflects members of staff who declare their ethnicity, that our mean ethnicity pay gap is 2.5% and our median ethnicity pay gap is 13.7%. This data is very encouraging and reflects the progress made across Leeds Trinity, as our Asian, Black, Mixed and Other ethnic staffing population continues to grow, and we have seen a continued increase in representation in the top and upper pay quartiles. However, we are not complacent and recognise that there is always more to do.

As an institution, we are committed to embedding race equity. In 2020, Leeds Trinity became the first University in Yorkshire to receive the Race Equality Charter (REC) Bronze award after embarking on a programme to promote inclusion. This work continues and we hold ourselves accountable for the action we still need to take, with aspirations to move beyond Bronze and towards Silver accreditation. Our Silver Submission will be made to Advance HE in July 2025.

As a University, we remain committed to championing diversity at every level.

**Professor Charles Egbu**  
Vice-Chancellor,  
Leeds Trinity University





## Overview

Although there is no legal requirement to publish our ethnicity pay gap data, we believe it is important to be transparent about it and the actions we are taking to reduce it. The data reported here shows the University's position as at 31 March 2024.

The **ethnicity pay gap** is the average difference in earnings between Asian, Black, Mixed and Other (ABMO) staff and white staff in an organisation, expressed as a percentage of white staff's earnings. It includes jobs of different sizes, levels and contract types and compares the pay of all ABMO staff with all white staff across the University.

This is distinct from **equal pay**, which measures differences between ABMO staff and white staff who do the same work (equal work as measured through job evaluation). It ensures that comparator colleagues (e.g. two employees from different ethnic groups and working for the same employer) are paid equally where they undertake the same work, or work of equal value – or if they are paid differently this is for a genuine reason and not related to ethnicity.

# Introduction from the Office for Institutional Equity

The principles of dignity, respect, social justice, equity and inclusion are at the heart of Leeds Trinity University's values, both as a caring and compassionate provider of education, and as an inclusive and supportive employer. We have made a commitment to being an Anti-Racist University and this commitment means that we are continually reviewing our practices and taking action to reduce inequity. Our Values and Behaviour Framework requires all colleagues to be anti-racist in their approach to their work.

We strive to advance and promote equity across all aspects of University life. As Director of the Office for Institutional Equity, I lead the Equity, Social Justice and Belonging agenda to support students, staff and the Leeds Trinity community in this respect. In addition, our Equality, Diversity and Inclusion (EDI) committee works proactively to ensure that we involve staff and student bodies in the development and implementation of all EDI strategies, policies and practices.

Equity generally, and race equity specifically, form an integral part of our University Strategy for 2021-26. Following our achievement of the Race Equality Charter (REC) Bronze award, we are continuing to develop this work through our REC Partnership over the coming years and our submission for REC Silver in 2025 will present our vision for the work we will undertake to remain active in our pursuit of racial justice.

We have made significant progress in developing key strands of work around staff development and belonging. Our People and Culture Team has significantly advanced our approach to inclusive recruitment and all staff with recruiting responsibilities/managers are required to undertake mandatory inclusive recruitment training as part of a complete review of our Talent strategy. As will be seen from this report, our efforts so far in this area have been encouraging but we recognise there is much more to do to embed our work.

The Office for Institutional Equity is committed to working collaboratively with colleagues to listen and review the ongoing impact of this work. Our Race Equality Charter Survey and associated focus groups have been critical to gathering staff experience and feedback. Furthermore, our active ABMO network has been critical in highlighting the experiences of our global majority colleagues in order for issues to be escalated to the leadership of the University. Overall, we want to ensure that equity permeates every area of practice for the benefit of our colleagues, our students and our community, making a positive difference.

**Dr Tamsin Bowers-Brown**

Director of the Office for Institutional Equity

# Ethnicity pay gap reporting data 2024

On 31 March 2024, there were 844 people on the payroll who had declared an ethnicity, comprising 134 (15.9%) ABMO and 710 (84.1%) White.

This compares to March 2023 where 733 people on the payroll had declared an ethnicity, comprising 81 (11.1%) ABMO and 652 (88.9%) White.

Leeds Trinity University Ethnicity Pay Gap as of 31 March 2024		This compares to the following as of 31 March 2023	
Mean	Median	Mean	Median
2.5%	13.7%	-8.7%	-9.0%

The mean pay gap has increased from a non-pay gap of -8.7% to 2.5% over the last twelve months, whereas the median gap has increased from a non-pay gap of -9.0% to 13.7%.

The University's staffing population continues to grow, and we have seen a significant increase in representation of Asian, Black, Mixed, and Other colleagues and in declaration of ethnicity which has been encouraging although we acknowledge there is still work to be done.

# Bonus ethnicity pay gap 2024

Bonus ethnicity pay gap  
as of 31 March 2024

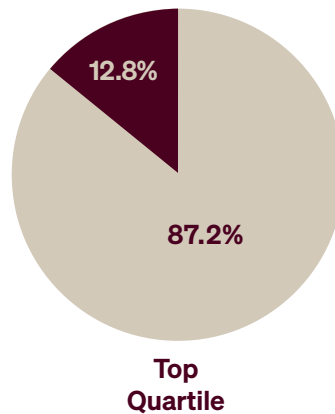
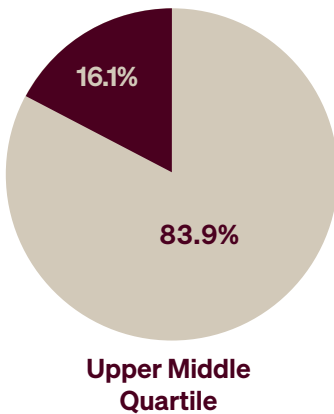
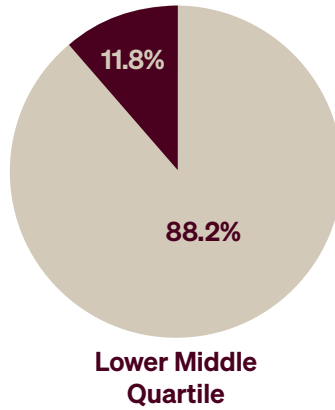
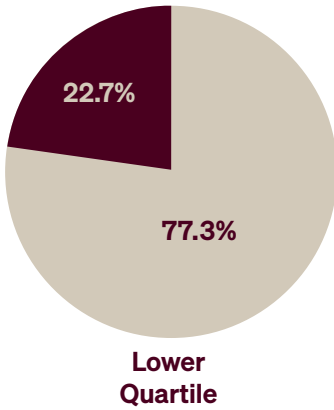
Mean	Median
0.0%	0.0%

In the year leading up to March 2024, all staff (excepting the University's Executive team) received a bonus of £500 irrespective of working pattern, as a thank you payment. This means there is no bonus pay gap.

# Pay quartiles

The charts below show the proportion of ABMO and white colleagues across the four average hourly rate quartiles as of 31 March 2024. The quartiles are determined by hourly pay rates with the lowest quartile representing the lowest paid 25% of colleagues and the upper quartile the highest paid 25%.

ABMO  White



The University continues to see a growth in its staffing population. As such, since last year, there have been the following changes in the distribution of ABMO and white colleagues across the pay quartiles:

- The percentage of ABMO staff in the Top Quartile has increased from 10.9% to 12.8%
- The percentage of ABMO staff in the Upper Middle Quartile has increased from 12.5% to 16.1%
- The percentage of ABMO staff in the Lower Middle Quartile has decreased from 12.0% to 11.8%
- The percentage of ABMO staff in the Lower Quartile has increased from 8.3% to 22.7%.

The increase in the lower quartile has increased at a higher rate than the top quartile therefore contributing to the increased gap in median pay.

# Current position

Leeds Trinity University remains steadfast in its commitment to race equity, as reflected in both our growing ABMO staff representation and the structural and strategic advancements made since our REC Bronze award. Our latest Ethnicity Pay Gap data underscores both the progress we have made and the challenges that remain. Over the past year, we have embedded key initiatives to promote fairness, equity, and transparency in recruitment and career progression, including the introduction of a streamlined recruitment process, values-based behavioural interviewing, and mandatory inclusive hiring manager training. These efforts have resulted in an increase in ABMO applicants and appointments, with a notable rise in representation across pay quartiles. Furthermore, the establishment of the Wellbeing and Inclusion Specialist role within the People & Culture team has reinforced our commitment to embedding equity in all aspects of staff development and organisational culture.

In addition to these advancements, we have undertaken a full colleague survey alongside two pulse surveys, which have provided critical insights into staff experiences and wellbeing. These findings have directly shaped the development of our University-wide Mental Health and Wellbeing Strategy, ensuring that our approach to staff wellbeing is informed by real experiences and designed through an intersectional lens. The survey data has also played a key role in the ongoing development of our Leadership Framework, helping to build a more inclusive and supportive leadership culture across the institution.

Alongside these strategic developments, we remain committed to fostering career pathways for individuals from underrepresented backgrounds. We will continue with the PATH Traineeship scheme, which provides career-enhancing placements for individuals from Global Majority (ABMO) backgrounds. This initiative not only strengthens our commitment to race equity but also enhances workforce diversity by offering meaningful, skills-based opportunities within the University.

While we acknowledge there is still more to do to close the pay gap and enhance opportunities for career progression, we remain committed to evolving our practices through data-informed decision-making, collaborative engagement with our equity networks, and our ongoing journey toward REC Silver accreditation in 2025.

In summary, the institution's Ethnicity Pay Gap demonstrates positive progress, but we are not complacent; we know that standing still is not an option and that there is much more work to do to make us a truly inclusive and anti-racist University.

## **Sonya Clarkson**

Executive Director of People and Culture



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