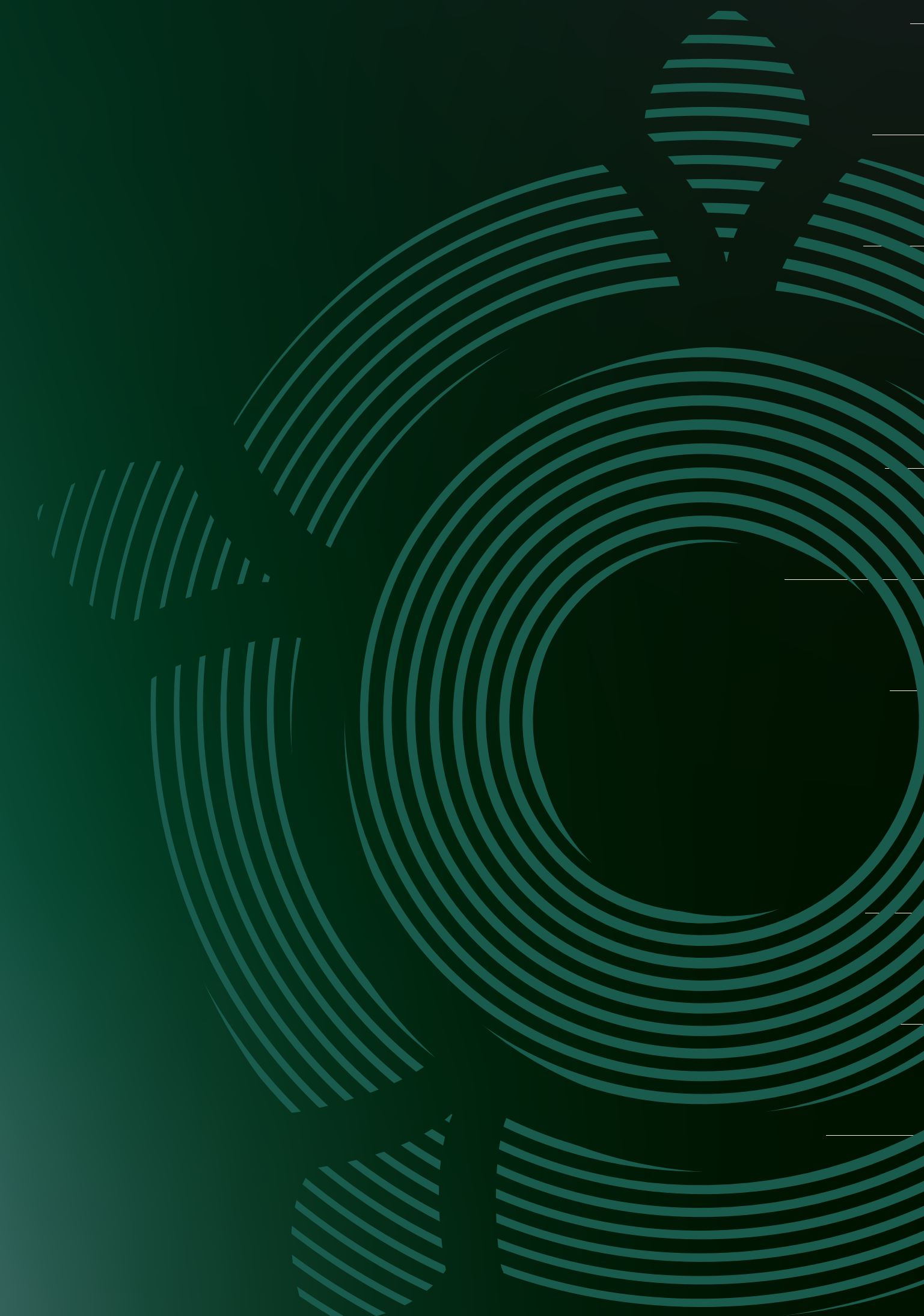


Regent's Gender Pay Gap Report

2025



Introduction

At Regent's University London, our ambition is to be a workplace where people feel supported, valued and able to thrive. We foster a vibrant campus community in which colleagues take accountability, collaborate across the institution and continuously develop their skills, knowledge and contribution.

Promoting gender equality is a priority for the University. We are committed to cultivating an inclusive culture that promotes equality, values diversity and sustains a healthy working, learning and social environment for both students and employees, irrespective of protected characteristics.

As an employer with more than 250 employees, Regent's University London is required by law to publish an annual Gender Pay Gap Report under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This report is based on a snapshot date of 5 April 2025 and uses data relating to ordinary pay and bonus payments made during the preceding 12 months.

In line with statutory requirements, this report includes:

The mean and median gender pay gap

The mean and median gender bonus pay gap

The proportion of men and women receiving a bonus

The proportion of men and women in each pay quartile



Our Gender Pay Gap *in Context*

The Office for National Statistics (ONS) predominantly uses the median to report on the gender pay gap, which currently stands at **6.9%** across full time staff and **12.8%** across all staff (so full and part time). The Chartered Institute of Personnel and Development separately report the mean gender pay gap is **10.9%**.

By comparison, Regent's University London's gender pay gap for 2024/25 is:

7.57%

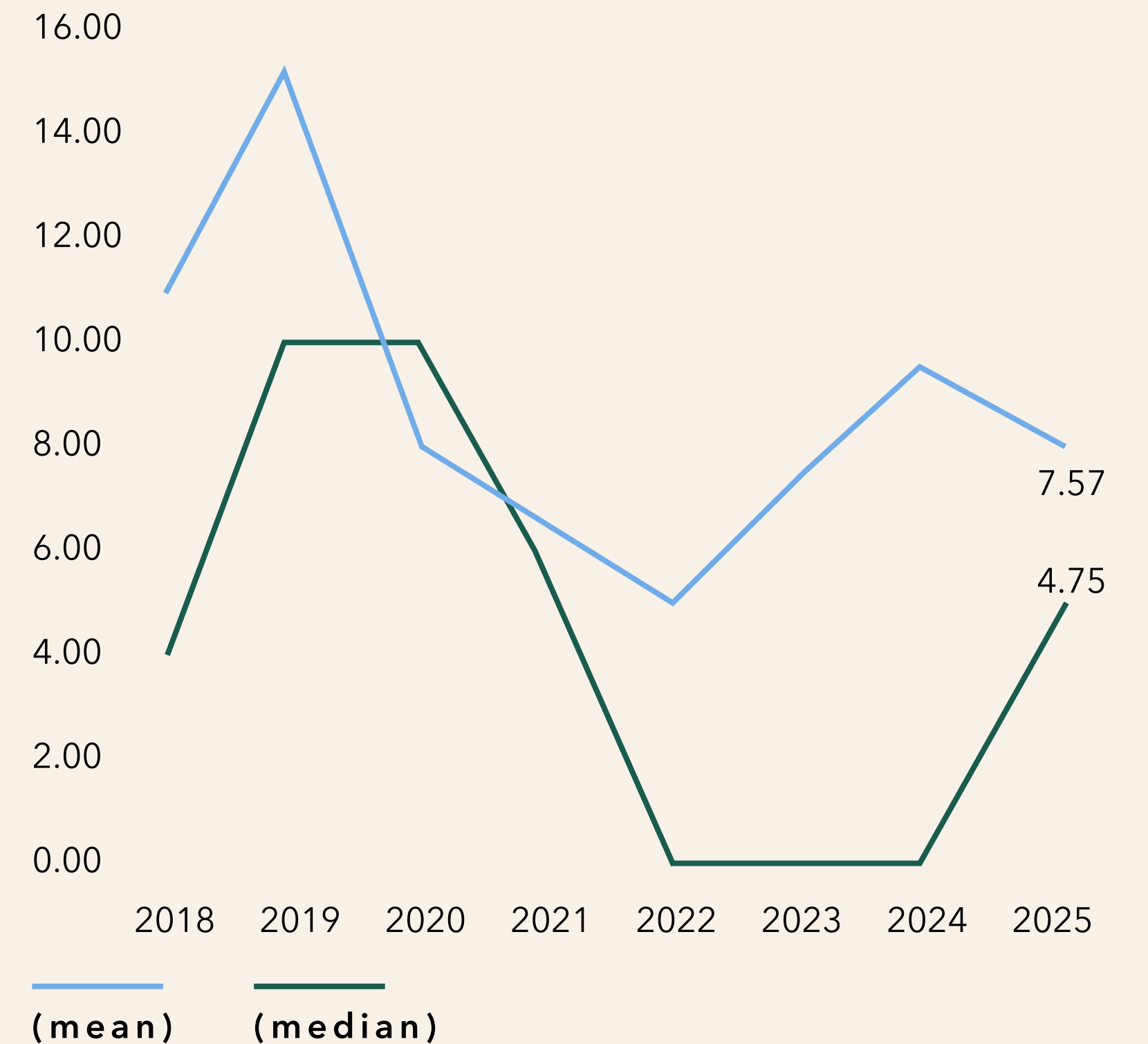
(mean)

4.75%

(median)

This is our **ninth gender pay gap report**, and we are proud of the sustained progress we have made over time. For the last eight years, the University has reduced its mean gender pay gap from **14.49%**, reflecting our continued focus on fair, transparent and equitable reward practices.

Evolution of our gender pay gap



While we are encouraged by this progress, our median gender pay gap which has been 0% for the past 3 years is now at 4.75%, which is disappointing, but still significantly below the ONS median. We are purposely trying to reduce our reliance on use of casual staff (in particular, hourly-paid Visiting Lecturers) - the main driver for this change. And believe that, through continued commitment to the actions summarised below, we can still bring this median figure back down

Understanding Gender Pay and Equal Pay

It is important to distinguish between **gender pay** and **equal pay**.

Gender pay

examines the difference in average earnings between men and women across an organisation.

An organisation may have a gender pay gap if a greater proportion of men occupy higher-paid roles, even where equal pay is maintained for comparable roles.

Regent's University London operates clear pay structures and robust evaluation processes to ensure equal pay for work of equal value.

Equal pay

relates to men and women being paid the same for the same or equivalent work.



Gender Pay Gap

Ordinary pay gap

Table 1 shows the mean and median gender pay gap based on hourly rates of ordinary pay as at 5 April 2025.

Table 1.

Salary	2024/25
Mean	7.57%
Median	4.78%

The mean pay gap reflects the difference between the average hourly earnings of all male and female colleagues. The median pay gap represents the difference at the midpoint when male and female hourly rates are ranked from lowest to highest. Both measures are reported in line with statutory methodology.

Gender pay gap

Table 2 sets out the mean and median gender bonus pay gap, calculated using bonus payments made in the 12 months to 5 April 2025.

Table 2.

Salary	2024/25
Mean	21.66%
Median	- 102.40%

The median bonus figure reflects the distribution and value of bonus payments received during the reporting period and should be interpreted within the context of relatively small numbers of eligible recipients. What this table shows us is that whilst the male mean bonus is 21.66% higher than female, the male median bonus is over 100% less than the median female bonus.

Table 3 shows the proportion of male and female colleagues who received a bonus:

Table 3.

Salary	2024/25
Male	9.77%
Female	9.45%

Pay Quartiles

Pay quartiles illustrate how male and female colleagues are distributed across the University's pay structure. All employees are ranked by hourly pay and divided into four equal quartiles from lowest to highest.

Table 4.

Quartile	Male	Female
Lower	37.29%	62.71%
Lower Middle	45.30%	54.70%
Upper Middle	45.30%	54.70%
Upper	55.56%	44.44%

The data shows that women make up a higher proportion of colleagues in the lower pay quartile, while men are more highly represented in the upper quartile. These structural distributions are the primary contributors to the University's gender pay gap, rather than differences in pay for equivalent work.

Actions to Address the Gender Pay Gap

Regent's University London remains committed to reducing its gender pay gap and increasing female representation at senior levels. Our Leaders' Forum (made up of the 65 leaders and managers from across our organisation) has an equal number of men and women, as does our top-level Executive Team (of 6). The following measures are already in place or planned to support this commitment.

Transparent Pay Structures

The University operates clear and transparent pay scales for each grade within its pay band framework. Roles are evaluated using a systematic job evaluation methodology (Hays), with posts allocated to pay bands by trained evaluators. This ensures consistency, fairness and alignment to role responsibilities. Progression within pay bands is underpinned by a robust Performance and Development Review (PDR) process, ensuring movement is based on performance rather than personal characteristics. In 2024/25, **just over 60% of colleagues receiving the highest performance ratings ("Exceeds" or "Outstanding") were female.**

Pay on Appointment and Recruitment Practices

The University recognises the potential impact of unconscious bias in recruitment and pay decisions. To mitigate this risk:

- Recruitment and selection training incorporates unconscious bias awareness
- Gender-balanced interview panels are used wherever possible
- Appointment salaries are guided by clear pay regulations to reduce negotiation-based disparities

All salary offers are made centrally by the HR team, ensuring a consistent, evidence-based approach and minimising the impact of individual negotiation on starting pay.

Equality, Diversity and Inclusion Governance

Regent's University London has an active **Equality, Diversity and Inclusion Committee**, chaired by myself and attended by senior leaders, including the CEO. This committee provides strategic oversight of equality priorities, monitors workforce data and drives continuous improvement across the institution. Equality Champions across the University further support the embedding of inclusive practices and promote awareness at local level.

Actions to Address the Gender Pay Gap

Family-Friendly Policies and Flexible Working

The University provides six months' full-pay maternity, paternity and adoption leave, alongside a buddying scheme to support colleagues returning to work following family leave. These measures challenge traditional assumptions about caring responsibilities and support career continuity.

Flexible working is actively promoted, with colleagues able to request flexible arrangements from day one of employment or as part of the recruitment process. Blended and alternative working patterns are well established and play a key role in supporting women's progression into senior roles.

Learning, Development and Progression

Equality training is mandatory for all colleagues through a comprehensive e-learning programme covering legal obligations, protected characteristics, unconscious bias and bystander awareness.

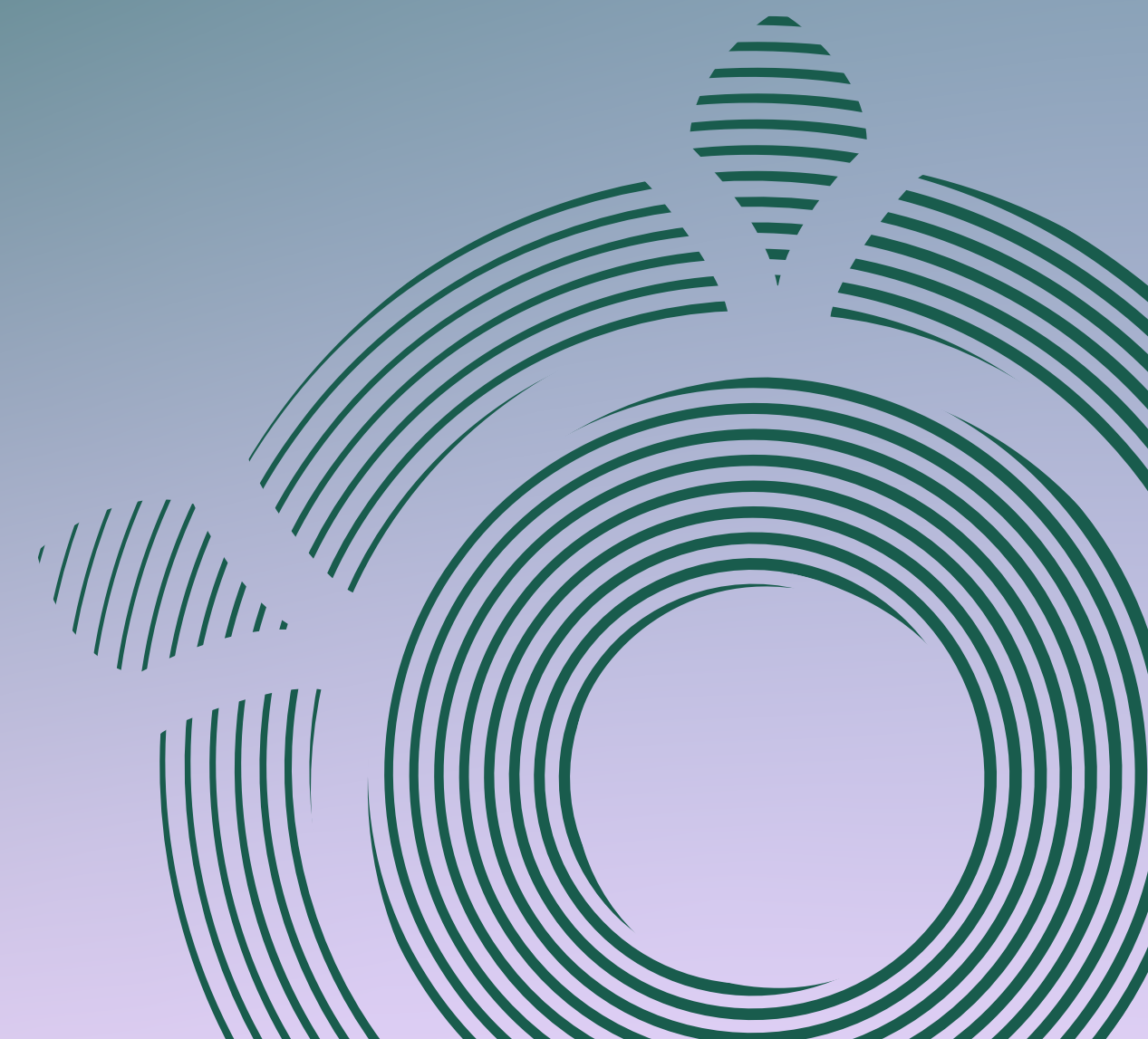
The University prioritises internal progression wherever possible and encourages applications from existing colleagues. The revised PDR framework supports meaningful career conversations and development planning.

Regent's University London continues to support sector-wide development initiatives, including the Aurora Programme, which has supported ten female leaders in their development last year. During 2025, 66% of promoted colleagues were female, demonstrating continued progress in career advancement.

Declaration

We confirm that the information and data reported by Regent's University London are accurate and have been calculated in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Valerie De Saegher
Chief People Officer





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