

Our commitment to equality and diversity underpins all aspects of our people experience.

Gender pay gap reporting shows the pay gap between an organisation's male and female employees.

This is different to an equal pay review which shows whether men and women are paid equally for doing work deemed to be of equal value.

At Southampton Solent University, we are confident that people undertaking the same roles and roles assessed to be of equal value are paid within the same pay grade. We are continuing to work to reduce our gender pay gap.

Solent Gender Pay Gap Figures (31 March 2024)

Pay and bonus gap

	Mean	Median
Pay gap	7.7%	0%
Bonus pay gap	25.2%	46.4%

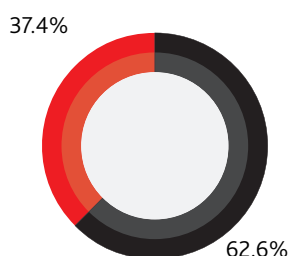
Proportion of colleagues receiving a bonus payment



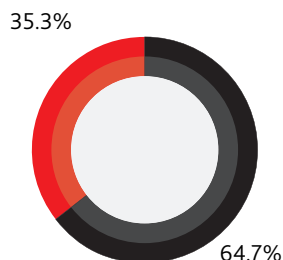
This data shows the difference in pay and bonuses (for example, special payments) between all men and women at Solent.

Pay Quartiles

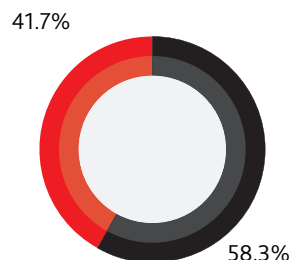
Upper Quartile



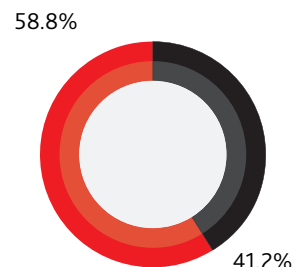
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Male Female

This data shows the gender distribution across four equally sized quartiles of the University.

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Solent University Services Ltd (SUS LTD) is a wholly owned subsidiary company of Solent University.

SUS Ltd is the employer for most Professional Services roles and all Campus jobs recruited after 1 October 2018.

The Gender pay gap shows the pay gap between all men and women employees in an organisation. It is different to an equal pay review which shows whether men and women are paid equally for doing work deemed to be of equal value.

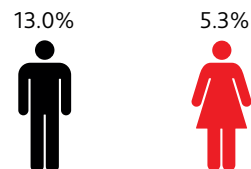
As a wholly owned subsidiary company of Solent University, we are confident that people undertaking the same roles and roles assessed to be of equal value are paid within the same pay grade.

We are continuing to work to reduce our gender pay gap.

Gender Pay Gap Figures SUS LTD (31 March 2024)

	Mean	Median
Pay gap	9.6%	2.8%
Bonus pay gap	15.0%	6.3%

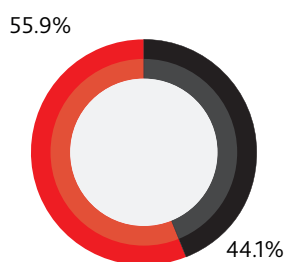
Proportion of colleagues receiving a bonus payment



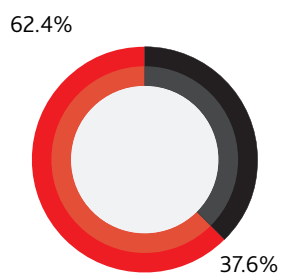
This data shows the difference in pay and bonuses (for example, special payments) between all men and women of SUS Ltd.

Pay Quartiles

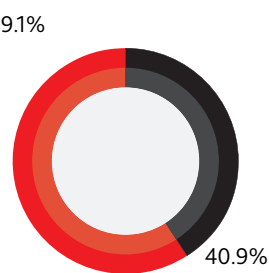
Upper Quartile



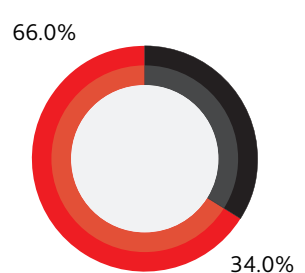
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Male Female

This data shows the gender distribution across four equally sized quartiles of the University.

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For comparative purposes, this information shows the combined 2024 Gender Pay Gap information for Solent University and Solent University Services Ltd (SUS LTD).

It also draws comparisons with the 2023 Gender pay information for Solent University.

Solent University Services limited (SUS LTD) is a wholly owned subsidiary company of Solent University. SUS LTD became the employer for most Professional Services roles and all Campus job from October 2018.

Gender pay reporting legislation requires that companies report information for any employer with over 250 employees separately. At the 31 March 2024, Solent University reported Gender pay information for 748 relevant employees and for 373 relevant employees of SUS LTD.

Gender pay gap reporting shows the pay gap information between an organisation's male and female employees. This is different to an equal pay review which shows whether men and women are paid equally for doing work deemed to be of equal value.

At Solent University we are confident that people undertaking the same roles, and roles assessed to be of equal value, are paid to within the same pay grade. We are continuing to work to reduce our gender pay gap.

Pay and bonus gap

	Mean	Median
Pay gap 2024	12.5%	9.8%
Bonus pay gap	23.0%	29.0%

	Mean	Median
Pay gap 2023	8.0%	8.5%
Bonus pay gap	27.4%	0.0%

Proportion of colleagues receiving a bonus payment

