

The logo for Southampton Solent University, featuring a red circle with the text "Southampton Solent University" in white.

**Southampton
Solent
University**

Gender Pay Gap Report

April 2026



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 2025)

Pay and bonus gap

	Mean	Median
Pay gap	7.8%	0.0%
Bonus pay gap	17.0%	42.8%

Percentage of staff receiving a bonus payment

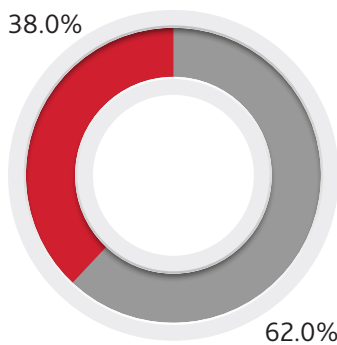
Female = 7.7%

Male = 10.3%

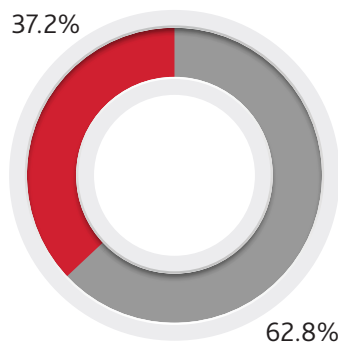


Pay Quartiles

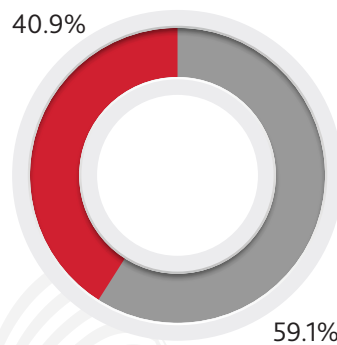
Upper Quartile



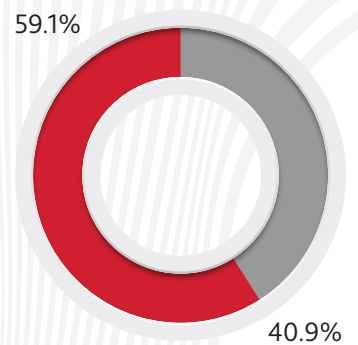
Upper Middle Quartile



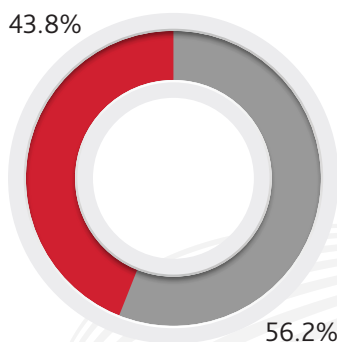
Lower Middle Quartile



Lower Quartile



Total



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 2025)

Pay and bonus gap

	Mean	Median
Pay gap	5.9%	6.9%
Bonus pay gap	25.8%	26.8%

Percentage of staff receiving a bonus payment

Female = 4.4%

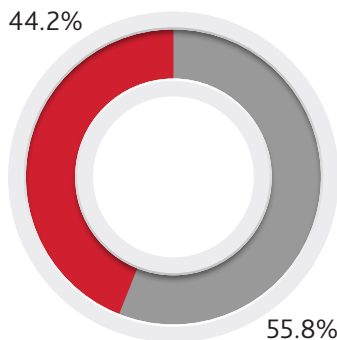


Male = 8.4%

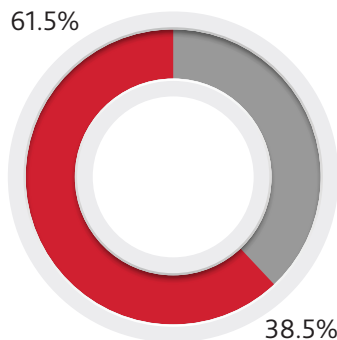


Pay Quartiles

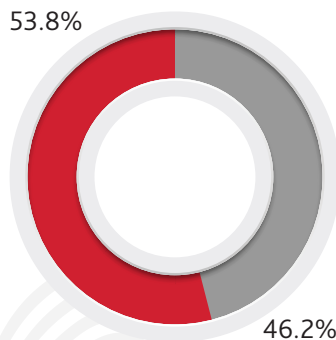
Upper Quartile



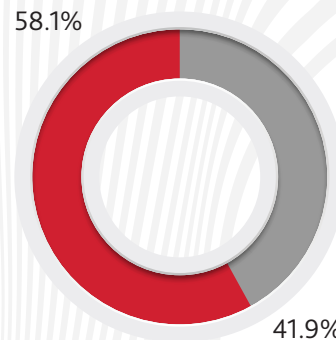
Upper Middle Quartile



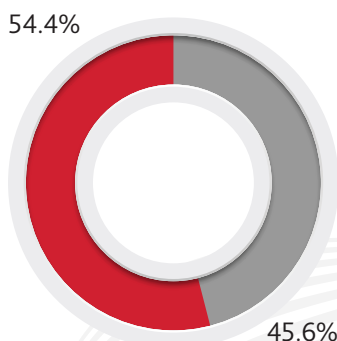
Lower Middle Quartile



Lower Quartile



Total



Female
Male

For comparative purposes, this information shows the combined 2025 Gender Pay Gap information for Solent University and Solent University Services Ltd (SUS LTD).

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 2025)

Pay and bonus gap

2025	Mean	Median
Pay gap	9.8%	11.1%
Bonus pay gap	19.7%	24.5%

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

Percentage of staff receiving a bonus payment 2025

Female = 6.2%



Male = 9.7%



Percentage of staff receiving a bonus payment 2024

Female = 6.3%



Male = 12%







**Southampton
Solent
University**

Southampton Solent University,
East Park Terrace, Southampton SO14 0YN

Main switchboard: +44 (0)23 8201 3000
Email: admissions@solent.ac.uk
solent.ac.uk

-  [solentuniversity](https://www.facebook.com/solentuniversity)
-  [solentuniversity](https://twitter.com/solentuniversity)
-  [solentuni](https://www.youtube.com/solentuni)
-  [Solent University](https://www.linkedin.com/company/Solent-University)
-  [@solentuniofficial](https://www.tiktok.com/@solentuniofficial)