

Annual Equality Workforce Report 2024/25

Key Headlines

	Year					UK
	2024/25	2023/24	2022/23	2021/22	2020/21	Benchmark
Total No. Contracts	996	1031	1054	1108	1109	
Starters	139	151	156	184	130	
Leavers	107	187	185	154	216	
Overall Turnover	10.7%	18.1%	17.6%	13.9%	18.8%	
Voluntary Turnover	8.5%	10.8%	–	–	–	
Voluntary Turnover Year 1	19.7%	–	–	–	–	<12.0%
% Female Employees	45.5%	45.8%	45.8%	44.6%	45.4%	55.0%
% Minority Ethnic Employees	17.7%	15.7%	13.1%	13.4%	11.6%	19.1%
% Disabled Employees	8.5%	8.2%	8.1%	7.0%	6.6%	7.2%
% Age (Under 56 Years of Age)	77.2%	76.4%	78.5%	80.0%	80.1%	81.4%
% Religion disclosure	73.3%	69.0%	62.9%	59.3%	56.0%	
% Sexual Orientation disclosure	72.8%	68.2%	61.4%	58.2%	55.0%	

Data is provided on 31 July of each academic year shown. Equality benchmark figures are provided by Advance HE – Equality in Higher Education Staff Statistical Report 2024.

This section describes the makeup of our staff population. Key findings are:

Contracts – The total number of contracts held at Southampton Solent University (SSU) decreased by 3.4% in 2024/25 when compared to the previous year (from 1031 to 996). SSU has seen a total headcount reduction of 10.2% between 2020/21 and 2024/25.

Starters/Leavers – Between 1 Aug 2024 and 31 July 2025, there were 139 new starters at SSU. This was a decrease of 7.9% (from 151 to 139) when compared to the previous year. In the same period 107 employees left the institution presenting a significant decrease of 42.8% (187 to 107) from 2023/24.

Turnover – Overall turnover decreased to 10.7% in 2024/25 from 18.1% in the previous year. Voluntary turnover (which includes employees who have left due to resignation, non- return from maternity leave and career break) also decreased although less significantly so from 10.8% to 8.5% highlighting that the higher decrease in overall turnover can be in the main attributed to fewer involuntary leavers this year.

Sex – Female employees make up 45.5% of the total workforce population at 31 July 2025, a marginal 0.3% less than at the previous year.

Race – The percentage of Minority Ethnic employees has increased by 2% to 17.7% when compared to the previous year continuing an upward trajectory over the last 5 years.

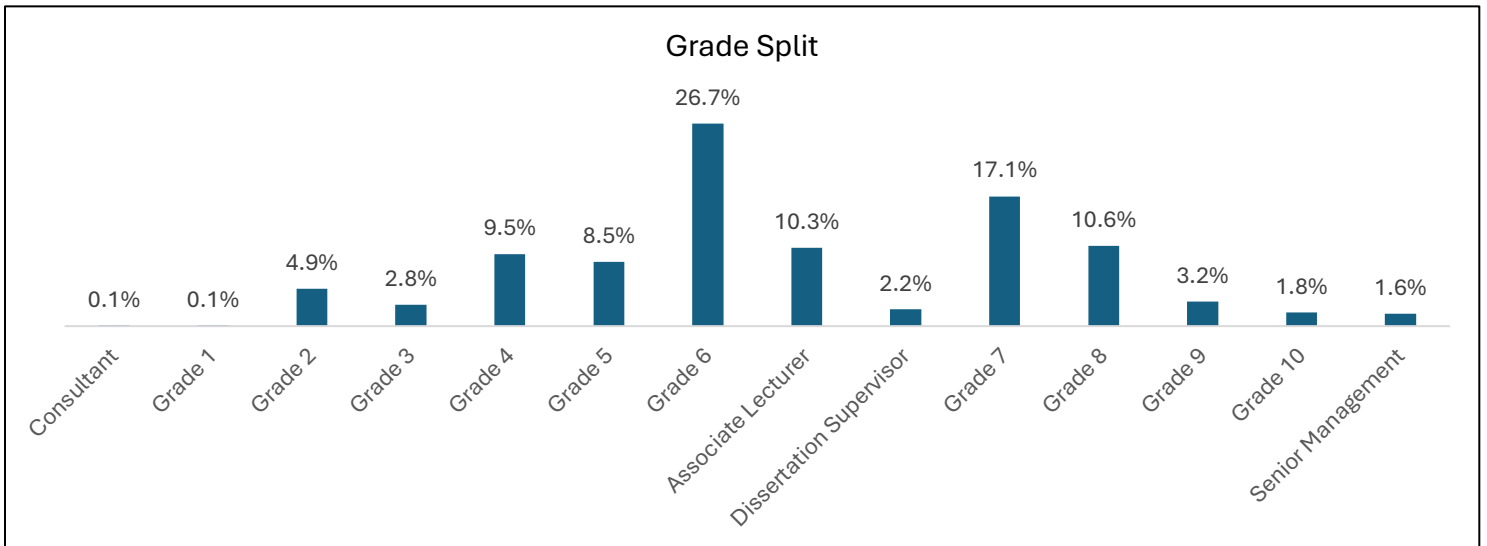
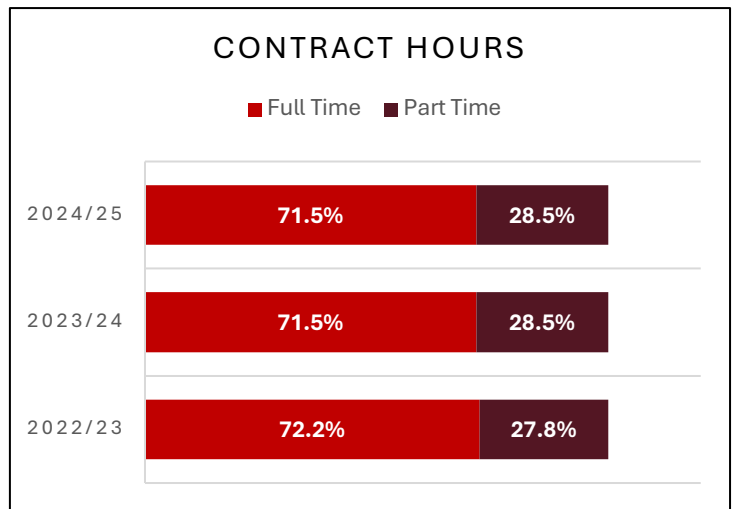
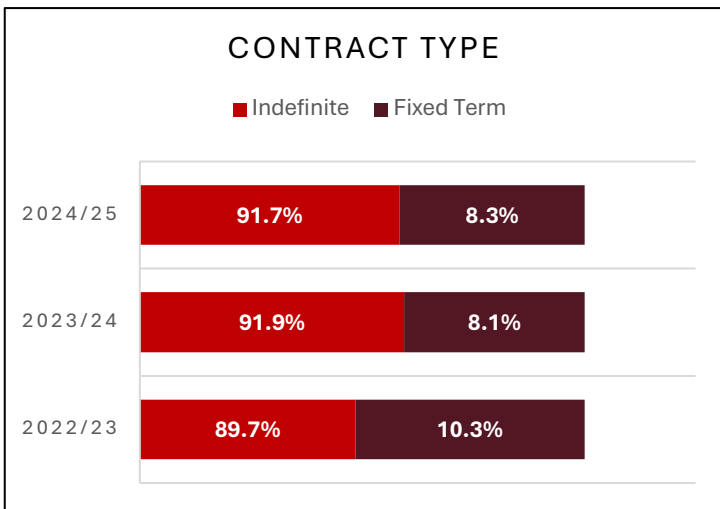
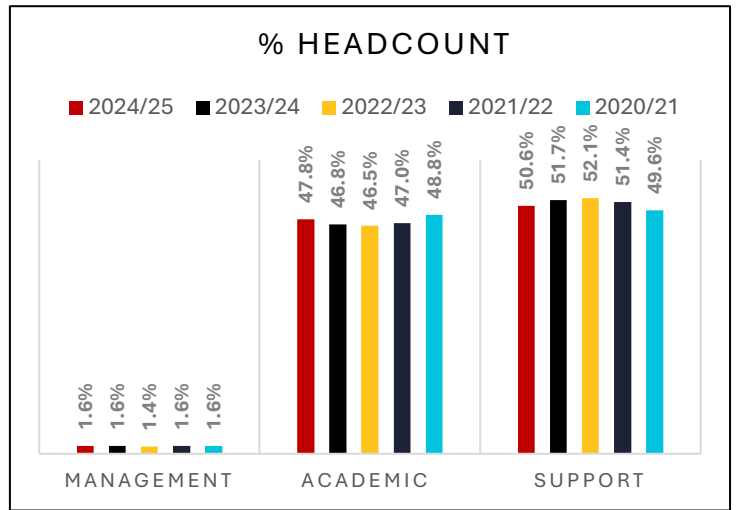
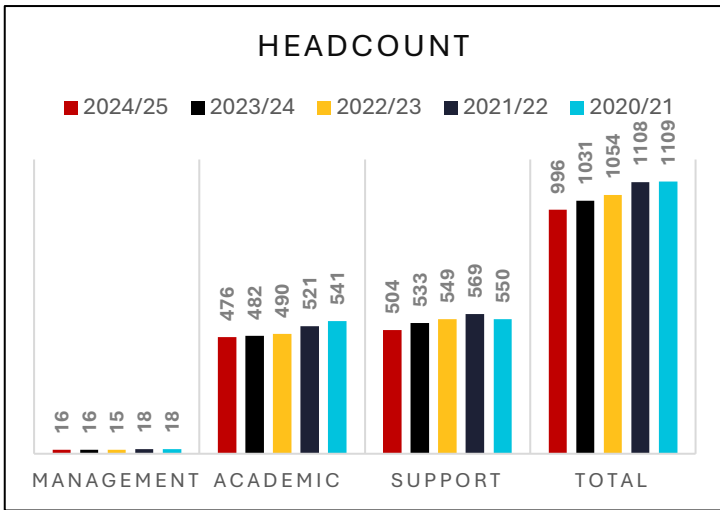
Disability – The percentage of disabled employees increased marginally to 8.5% from 8.2% in 2024/25, remaining steady.

Age – The percentage of employees under 56 Years of Age increased for the first time in two years with 77.2% of employees in 2024/25 falling within this category up from 76.4% in the previous year.

Religion – 73.3% of employees at SSU provided a religion disclosure in 2024/25 up from 69% in 2023/24.

Sexual Orientation – 72.8% of employees at SSU provided a Sexual Orientation disclosure in 2024/25 up from 68.2% in 2023/24.

Annual Equality Workforce Report 2024/25

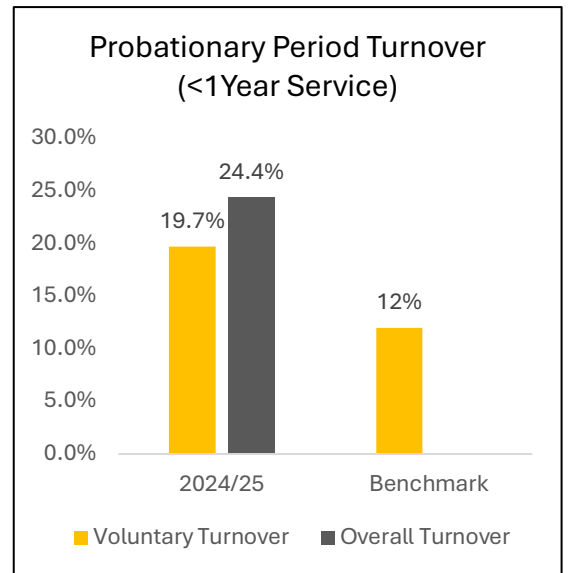
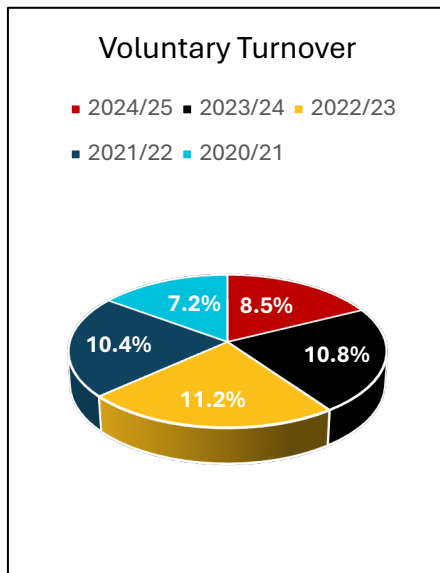
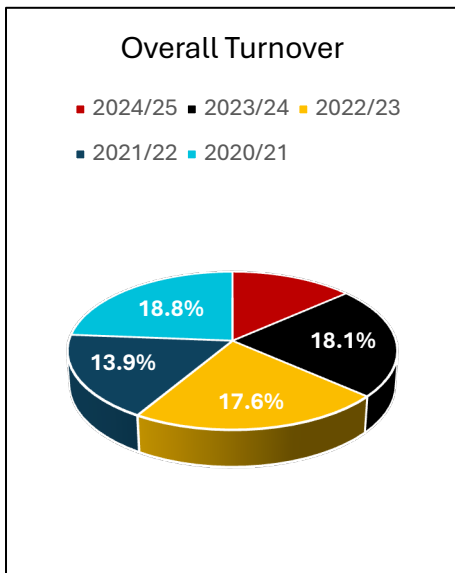
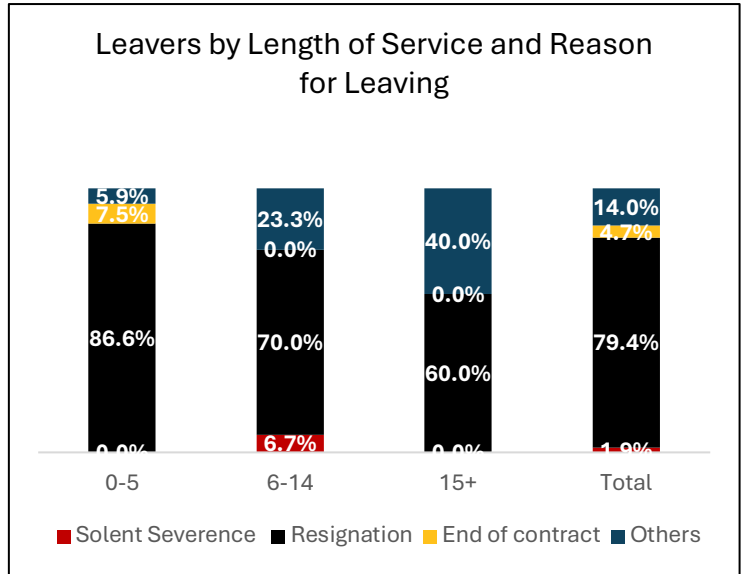
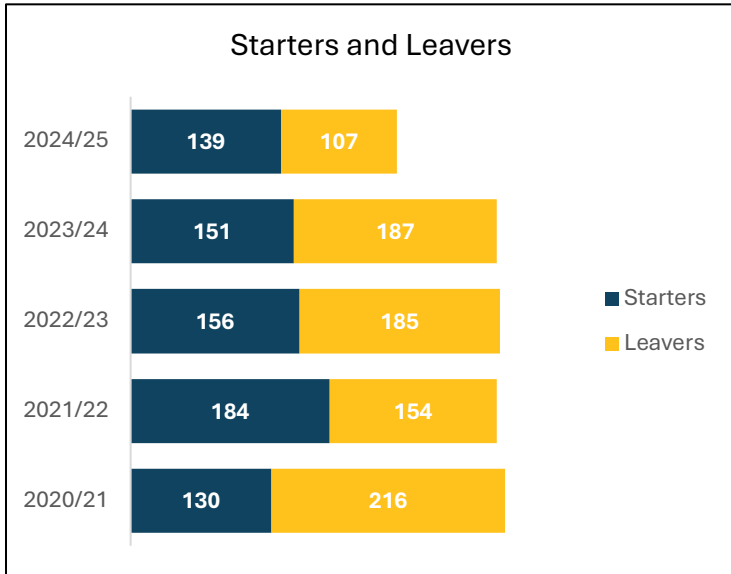


The University headcount continues to decrease, as it has done for the past five academic years. The downturn of 35 contracts in 2024/25 compared to the previous year signifies a 3.4% reduction and 10.2% from 2020/21.

The number of academic employees decreased by 1.2% (from 482 to 476), whilst the number of support employees decreased by 5.4% (from 533 to 504).

Despite a more significant decrease, support staff continue to make up the largest percentage of SSU's workforce at 50.6%.

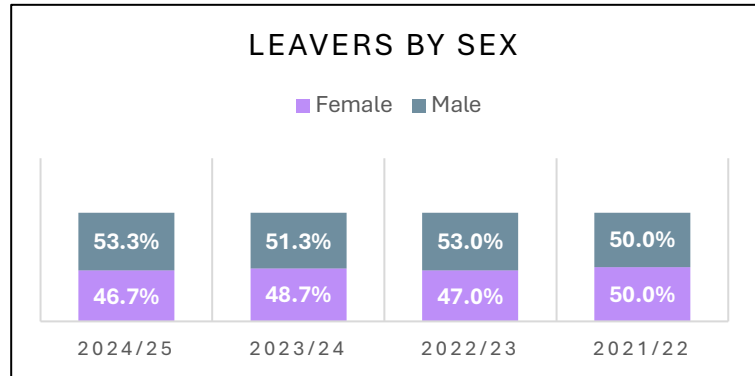
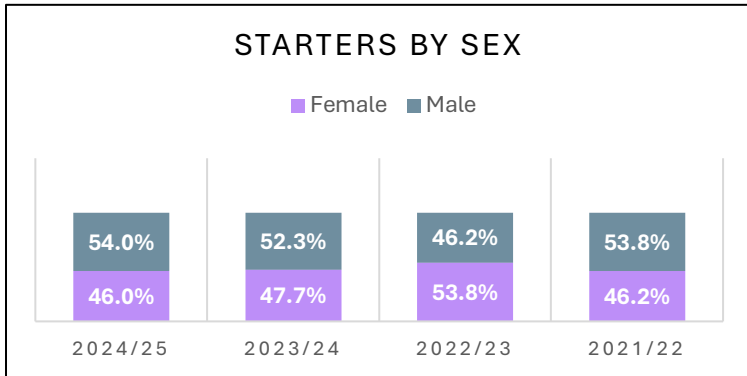
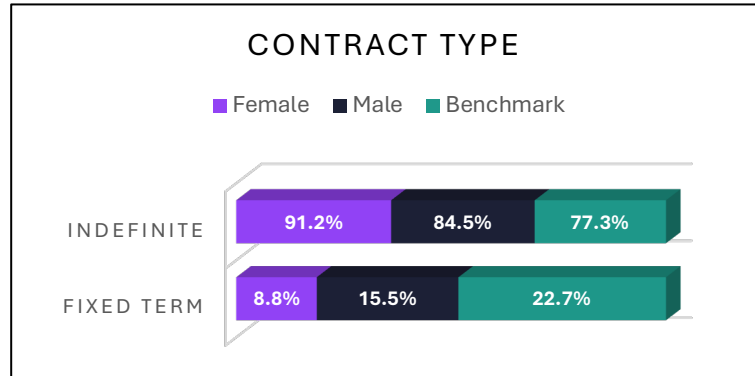
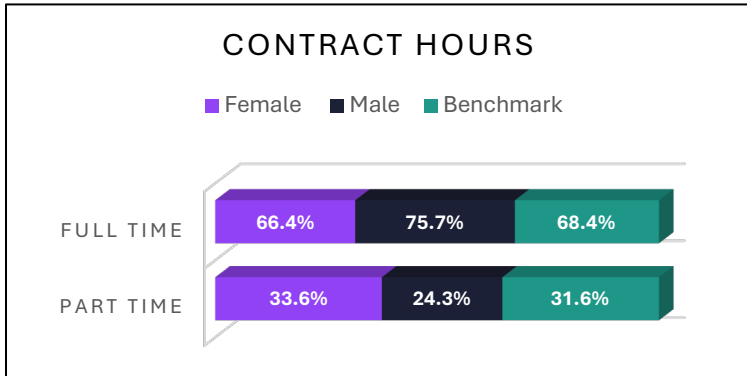
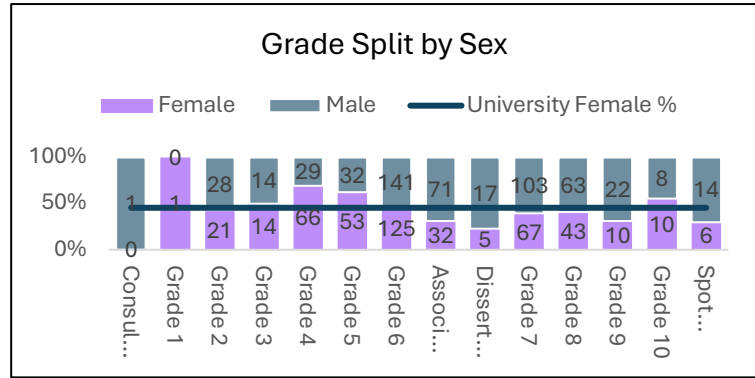
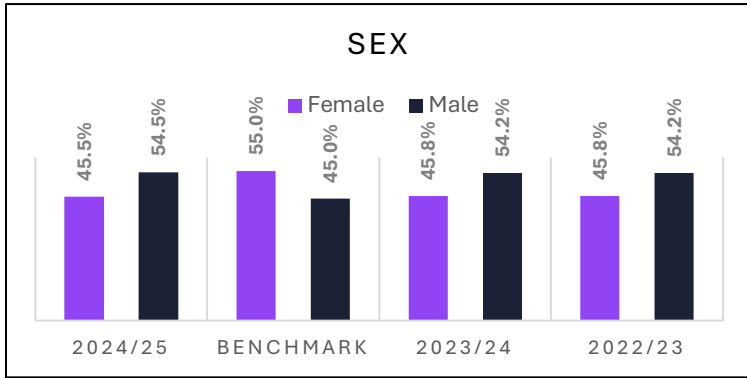
The highest percentage of staff continues to be at Grade 6 (26.7%).



There were 139 new starters in 2024/25, a decrease of 7.9% (from 151 to 139) from the previous year. The number of leavers also increased more significantly so by 42.8% (from 187 to 107) when compared to the previous year.

Voluntary turnover in 2024/25 was 8.5% compared to 10.8% in the previous year. Overall turnover was 10.7% compared to 18.1% in 2023/24.

Voluntary turnover for employees with 0-5 years' service is higher than the percentage total workforce voluntary turnover (12.5% vs 8.5%). Voluntary turnover for staff with under 1 years' service is 19.7% which highlights that staff are lost during their first year of employment at a faster rate than the rest of the workforce population.



Workforce Profile (Sex)

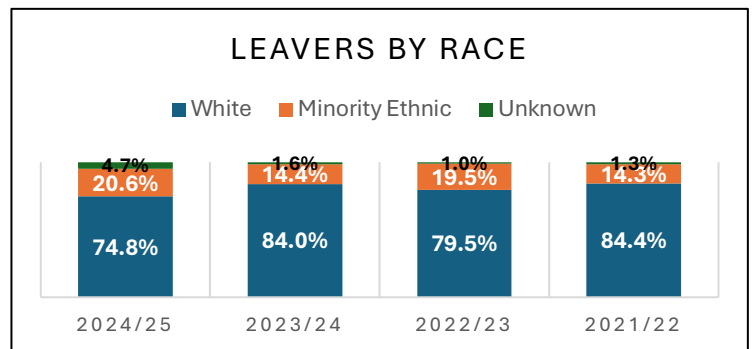
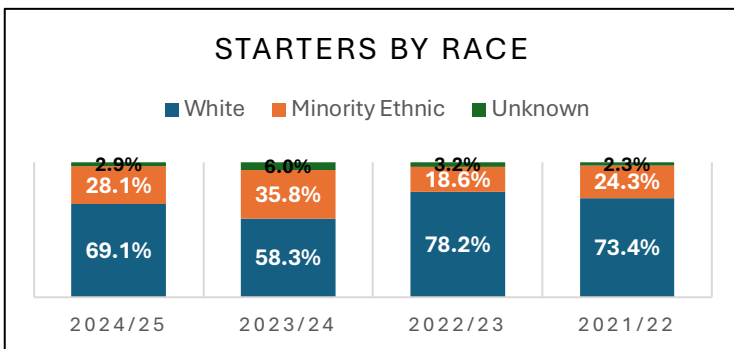
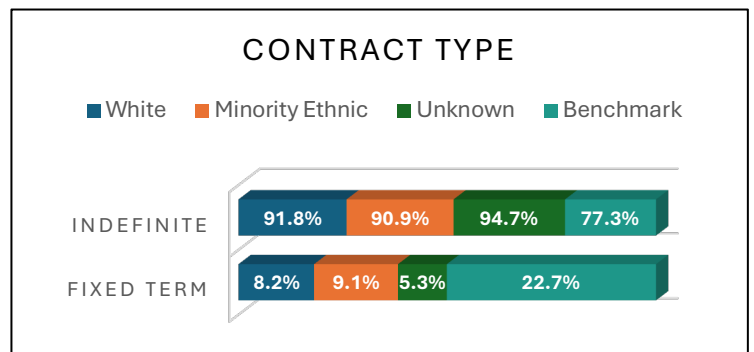
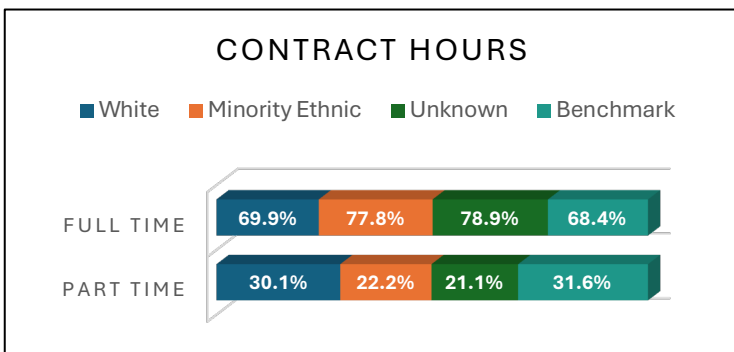
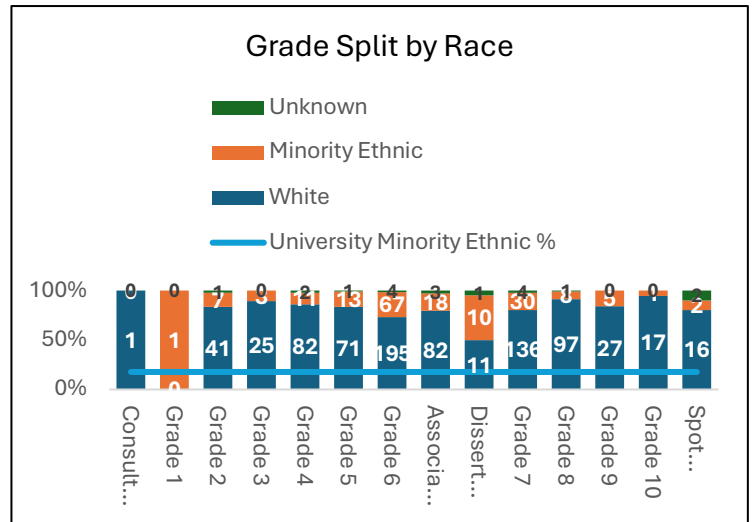
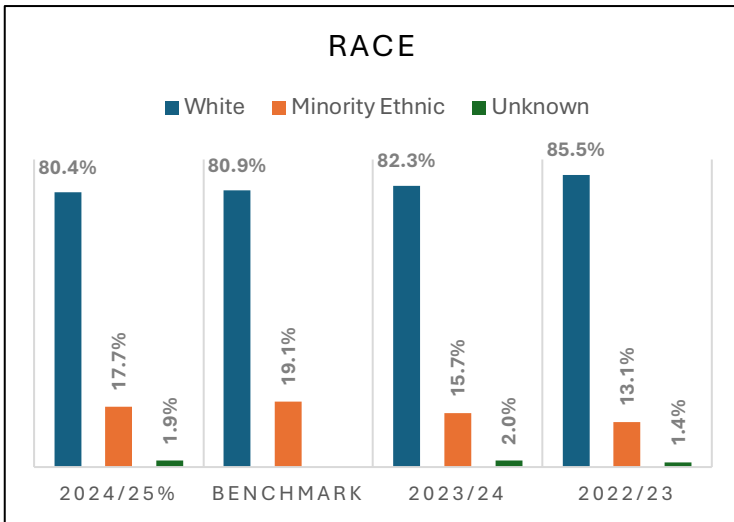
The percentage of female employees dropped marginally to 45.5% in 2024/25, a 0.3% reduction on the previous year and 9.5% below the HE benchmark (55%).

The female representation at Grades 3-6 is equal to or above the University female percentage of 45.5%. Female representation at grades 7, 8 and 10 have also risen to near or above the female workforce population%. There is a lower representation of female to male staff at grade 9 and spot salary roles.

28.5% of all employees were employed on a part time contract in 2024/25 which is 3.1% below the HE benchmark. In contrast, the percentage of female employees on a part time contract was 33.6%, 5.1% above the University total and 2% above benchmark respectively.

8.3% of all employees were on a fixed term contract in 2024/25 which is 14.4% below the HE benchmark. The percentage of female employees on a fixed term contract is marginally higher than the University total by 0.5% (8.8%).

The percentage of female starters decreased for the second year in a row by 1.7% in 2024/25 when compared to the previous year (from 47.7% to 46%). The percentage of female leavers also decreased however by 2% by (from 48.7% to 46.7%) during the same period, reversing the trend of the last three years but still higher than the University female population (45.5%).

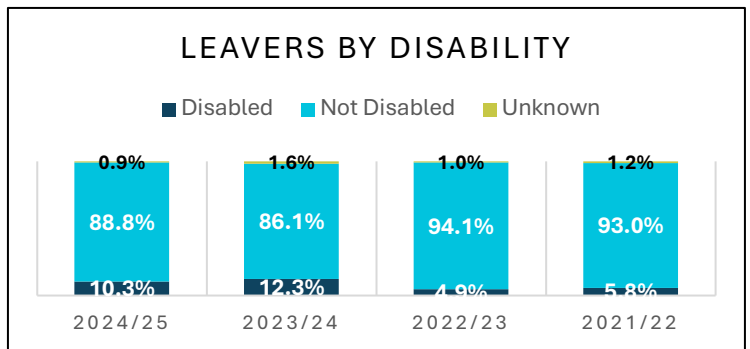
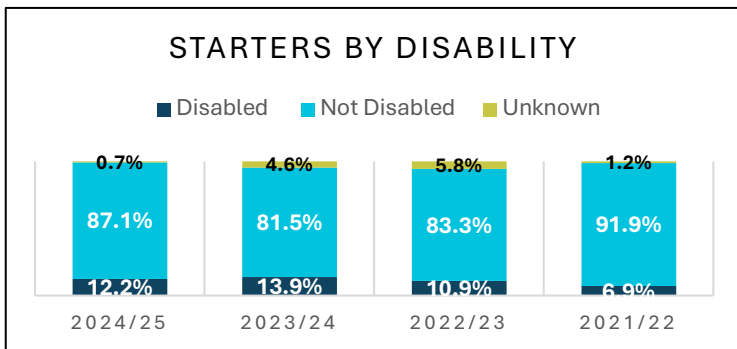
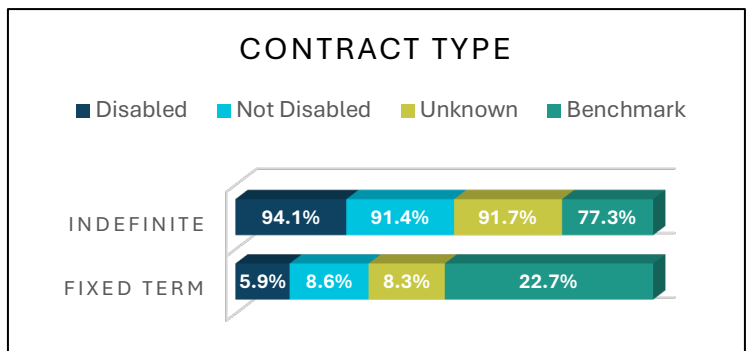
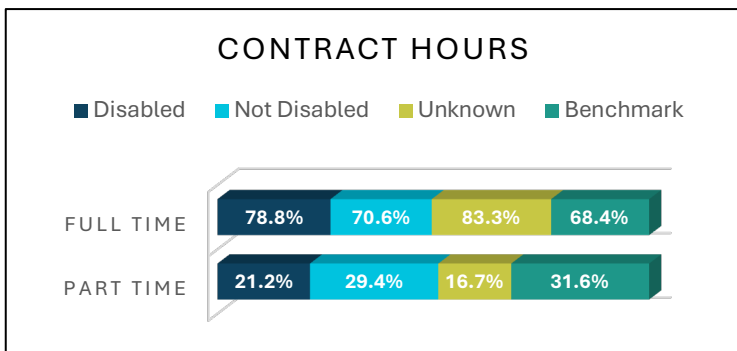
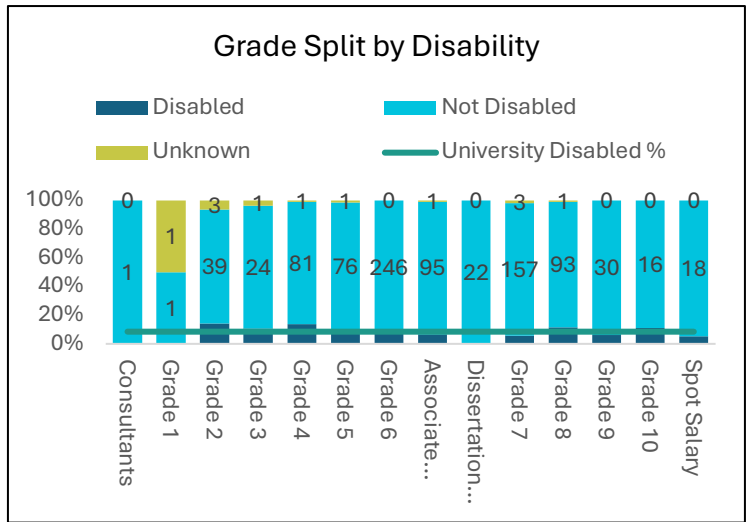
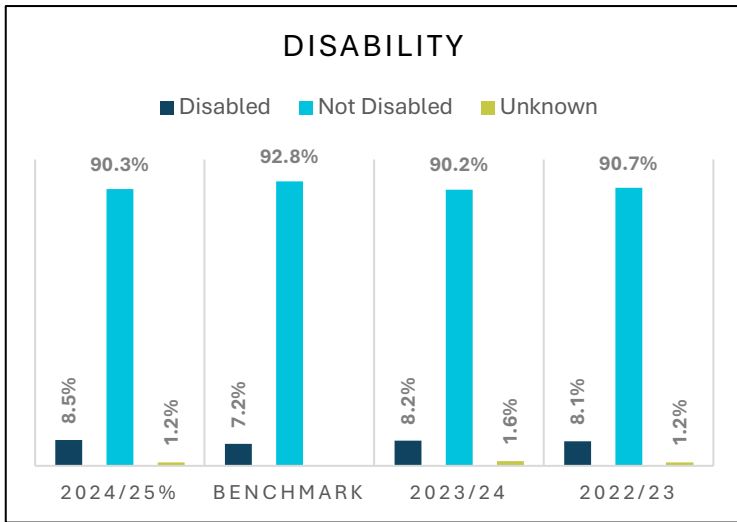


Race

The percentage of minority ethnic employees at SSU continues to rise and increased by a further 2% (to 17.7% from 15.7%) when compared to the previous year, with the difference to the HE benchmark of 19% reducing to a 1.3% differentiation.

The percentage of minority ethnic starters reduced by 7.7% in 2024/25 (from 35.8% to 28.1%) when compared to the previous year. However, the percentage of minority ethnic leavers rose to 20.6% from 14.4% in 2023/24 and is at the highest level for 4 years. Despite this, as more minority ethnic employees are commencing employment then leaving SSU has resulted in another positive trajectory of the minority ethnic population.

9.1% of minority ethnic employees are on a fixed term contract which although is 14.5% below the HE benchmark, presents a difference of only 0.9% compared to white counterparts (8.2%).

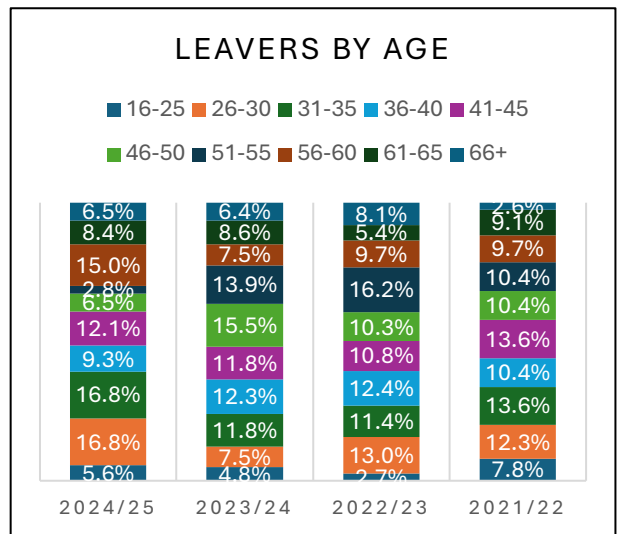
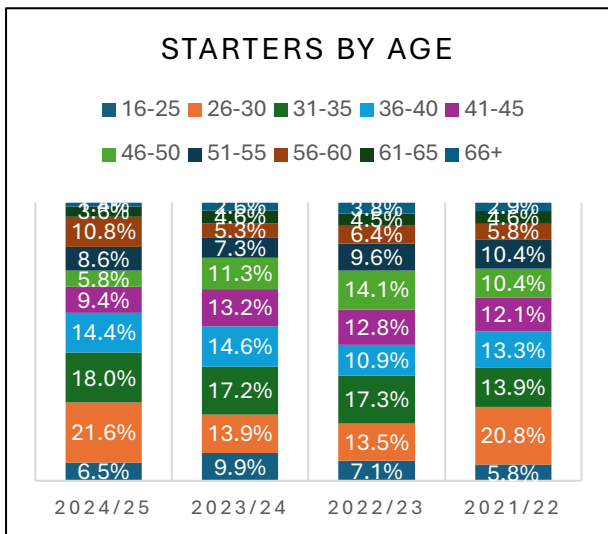
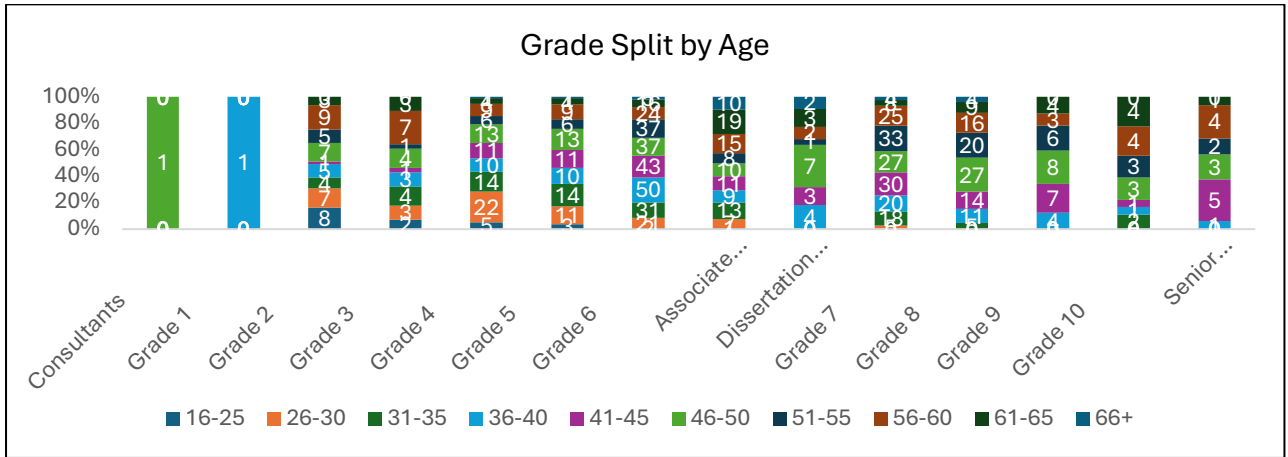
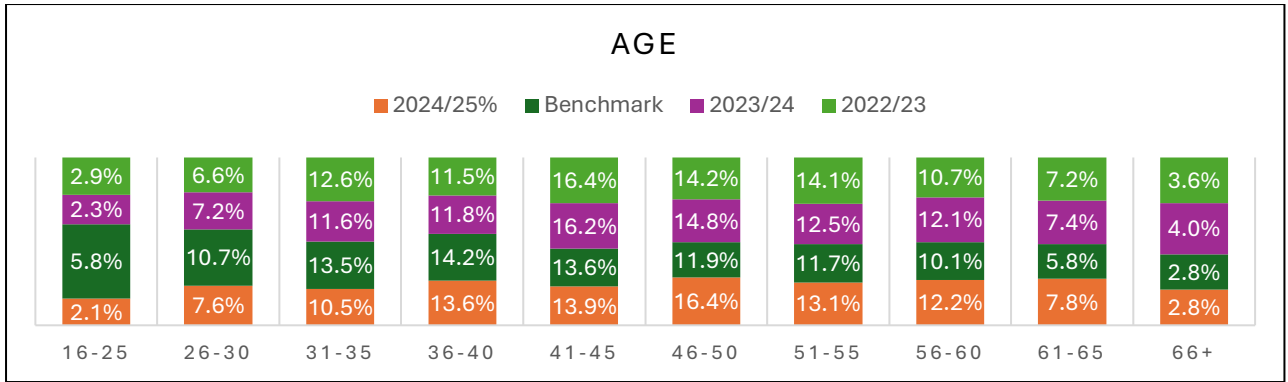


Disability

The percentage of disabled employees increased marginally by 0.3% in 2024/25 when compared to the previous year (from 8.2% to 8.5%); this is 1.3% above the HE benchmark.

There was a 1.7% reduction in disabled new starters in 2024/25 compared to 2023/24 (12.2% from 13.9%). However, the proportion of disabled leavers also fell from 12.3% to 10.3% resulting the disabled workforce profile remaining relatively static.

Employees with a declared disability are represented fairly evenly across grades either falling just above or below the University disabled percentage of 8.5%. The highest representation of staff with a declared disability is at grades 2 and 4.



Age

When comparing the University age profile for 2024/25 to the HE benchmark, SSU continues to be below benchmark in the 16-40 brackets and above benchmark in the 41+ categories.

There was an increase in new starters in the lower age brackets (26-30 and 31-35) in 2024/25 when compared to the previous year although an increase in leavers was also seen in these categories resulting in the percentage workforce profiles remaining similar to 2023/24.

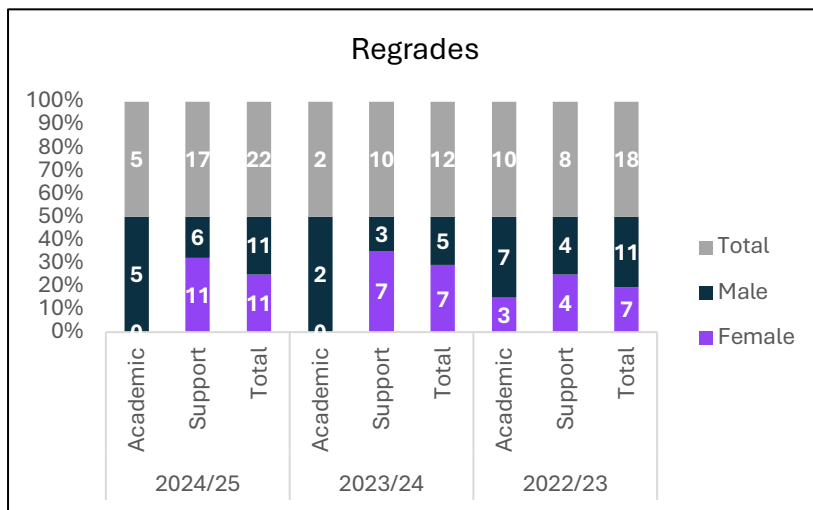
		2024/25	2024/25%	Benchmark	Diff to Benchmark	2023/24
Religion	Disclosed	730	73.3%	77.2%	-3.9%	69.0%
	Prefer not to say/information refused	51	7.0%	-	-	5.9%
	Undisclosed	266	26.7%	22.8%	3.9%	31.0%
Sexual Orientation	Disclosed	725	72.8%	77.6%	-4.8%	68.2%
	Prefer not to say/information refused	54	7.4%	-	-	7.5%
	Undisclosed	271	27.2%	22.4%	4.8%	31.8%

Other Protected Characteristics

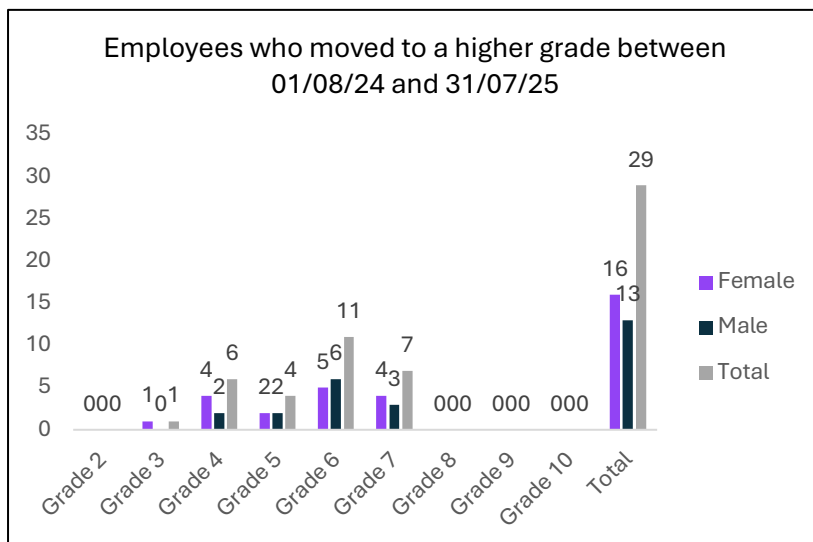
Non-disclosure rates for religion and sexual orientation continue to fall and move closer to benchmarks.

The non-disclosure rate for religion decreased by 4.3% in 2024/25 when compared to the previous year and the non-disclosure rate for sexual orientation decreased by 4.6% during the same period.

Whilst the percentage of those disclosing Prefer not to say/information refused maintained for Sexual Orientation (7.5% of disclosures in 2024/25 vs 7.4% in 2023/24), those disclosing the same for religion rose to 7.0% from 5.9% in the previous year.



22 posts were regraded to a higher grade in 2024/25. 50% of the total post regrades were for female employees. For the second year running, 0% of academic post regrades were for female employees, however. This continues the trend from 2023/24 whereby the higher percentage of female regrades were within the support staff community.



29 employees moved to a higher grade between 01/08/24 and 31/07/25. The chart shows the original grade of each employee. 55.2% of grade progressions were for female employees in 2024/25.

Applications and Appointments

Number of applicants	2887	3001	2448	2221*
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		2024/25	2024/25%	Diff to Workforce	2023/24%	2022/23%	2021/22%
Sex	Female	1312	45.4%	-0.4%	48.2%	48.4%	47.8%
	Male	1575	54.6%	0.4%	51.8%	51.6%	52.2%
Race	White	1341	46.4%	-34.6%	46.2%	53.1%	58.3%
	Minority Ethnic	1461	50.6%	33.8%	51.2%	43.9%	39.3%
	Unknown	85	2.9%	0.8%	2.6%	3.0%	2.4%
Disability	Disabled	301	10.4%	2.0%	11.1%	10.2%	10.4%
	Not Disabled	2513	87.0%	-3.0%	85.7%	88.1%	86.7%
	Unknown	73	2.5%	1.0%	3.2%	1.7%	2.8%
Age	16-25	493	17.1%	15.0%	15.4%	17.0%	16.4%
	26-30	681	23.6%	16.0%	18.9%	20.9%	20.5%
	31-35	535	18.5%	8.0%	16.4%	16.3%	16.2%
	36-40	386	13.4%	-0.2%	13.8%	14.4%	12.8%
	41-45	274	9.5%	-4.4%	13.0%	11.7%	12.0%
	46-50	206	7.1%	-9.3%	8.5%	8.3%	8.1%
	51-55	154	5.3%	-7.8%	6.1%	5.5%	7.2%
	56-60	94	3.3%	-8.9%	4.5%	3.6%	4.2%
	61-65	49	1.7%	-6.1%	2.4%	1.7%	1.6%
66+	15	0.5%	-2.3%	1.0%	0.8%	1.0%	
Religion	Disclosed	2887	100.0%	26.7%	100.0%	93.8%	94.0%
	Prefer not to say/information refused	200	6.9%	-	6.1%	-	-
	Undisclosed	0	0.0%	-26.7%	0.0%	6.2%	6.0%
Sexual Orientation	Disclosed	2887	100.0%	27.2%	100.0%	92.6%	92.5%
	Prefer not to say/information refused	200	6.9%	-	8.6%	-	-
	Undisclosed	0	0.0%	-27.2%	0.0%	7.4%	7.5%
Gender Reassignment	Disclosed	2887	100%	N/A	100%	N/A	N/A
	Prefer not to say/information refused	6	1.3%	-	1.3%	-	-
	Undisclosed	0	0	N/A	0	N/A	N/A

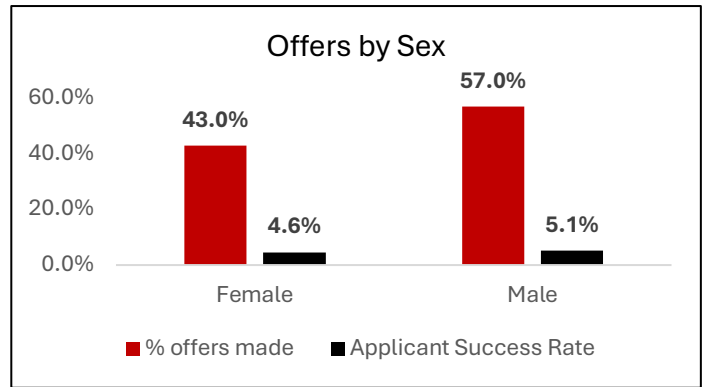
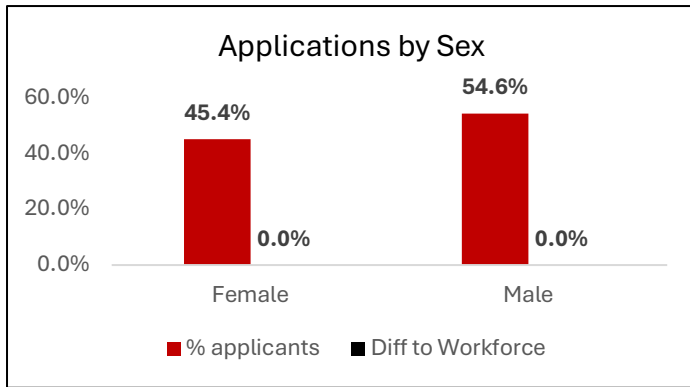
There were 2887 applications submitted for our vacancies in 2024/25 compared to 3001 in 2023/24, presenting a 3.8% decrease.

45.4% of applications were submitted by female candidates, a marginal -0.4% lower than the female workforce population at SSU (45.8%) but a reverse from the previous 3 years whereby the number of applications from females has been higher than the %workforce population.

Over half (50.6%) of applications in 2024/25 were submitted by minority ethnic candidates which is 33.8% higher than the ethnic minority workforce population (17.7%).

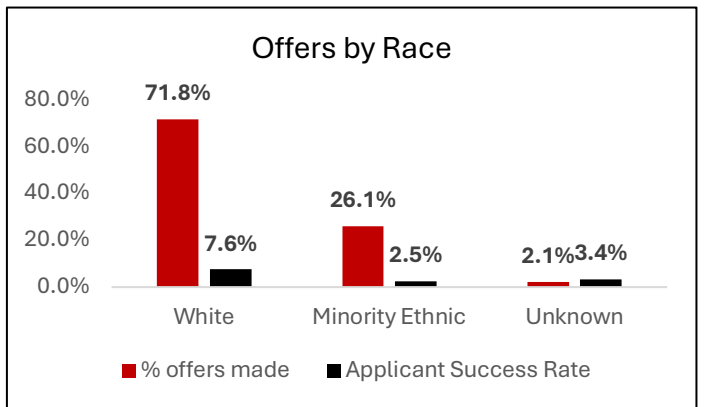
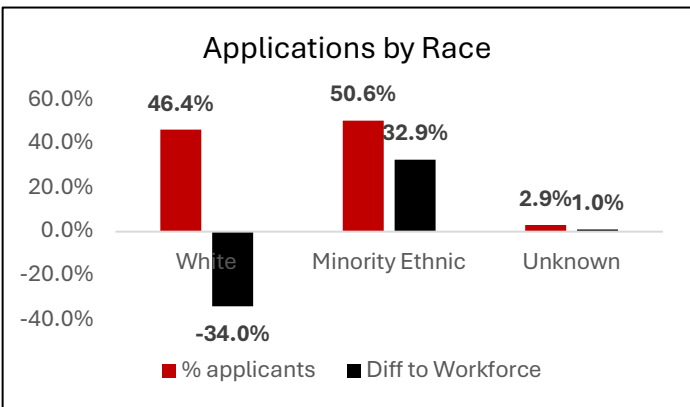
10.4% of applications were submitted by disabled candidates.

As for the last three years, the highest proportion of applications was in the 26-30 age bracket (23.6%) whilst the lowest was seen in the 66+ age bracket (0.5%). This data continues to highlight a contrasting picture to the current workforce.



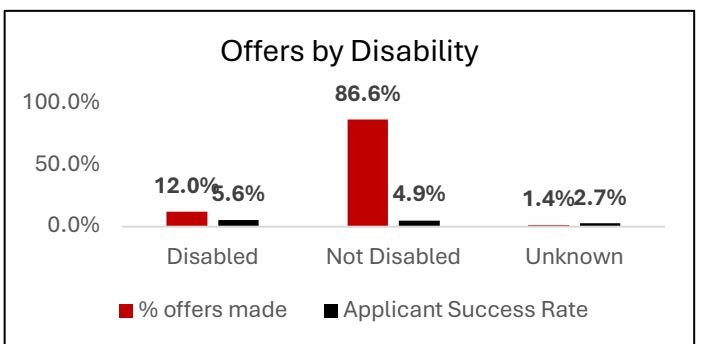
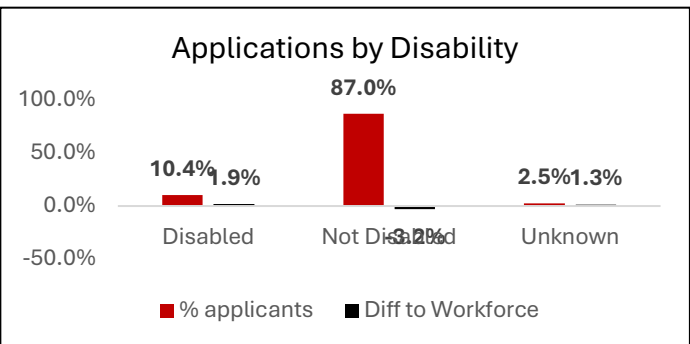
These charts represent the percentage of applications by sex, the percentage of offers made and the applicant success rate.

43% of successful applicants (those who were made an offer) were female, a decrease of 5% from the previous year and the applicant success rate (applicants who were offered a position from those that applied in the protected characteristic group) increased marginally to 4.6% from 4.2% in 2023/24.



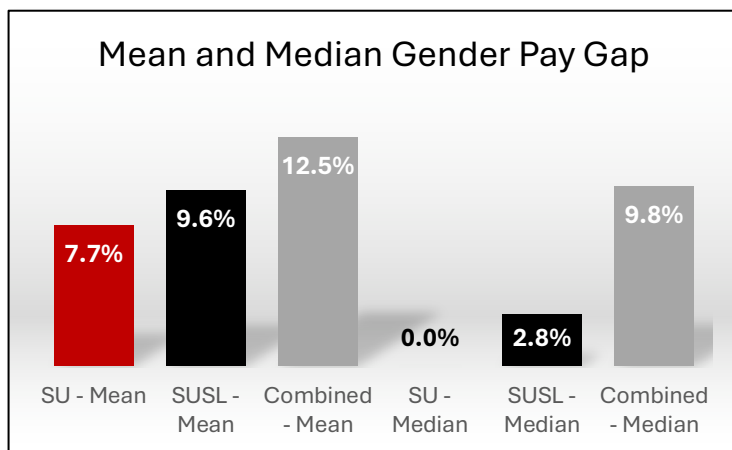
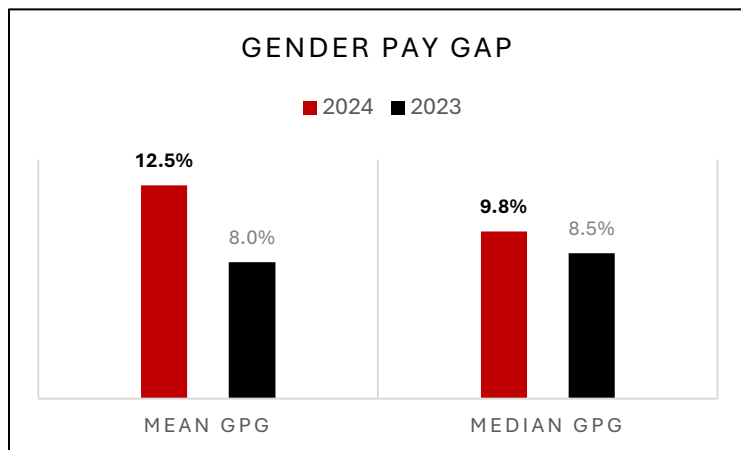
These charts represent the percentage of applications by race, the percentage of offers made and the applicant success rate.

26.1% of successful applicants (those who were made an offer) were minority ethnic, a decrease of 6.1% from the previous year. The applicant success rate also fell, although less significantly so, from 2.7% to 2.5%.



These charts represent the percentage of applications by disability, the percentage of offers made and the applicant success rate.

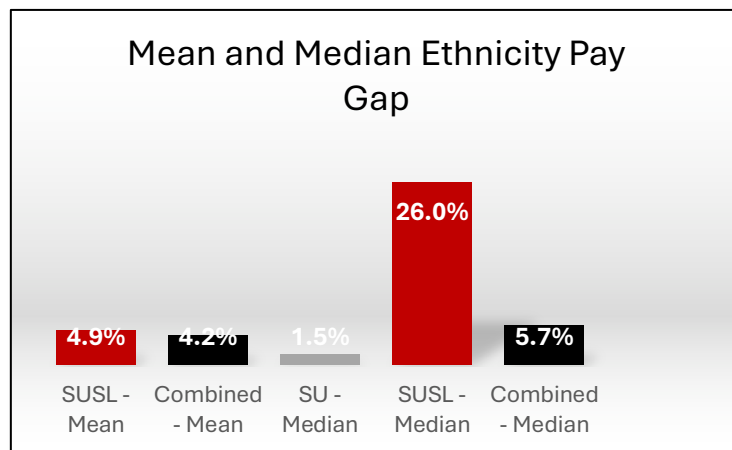
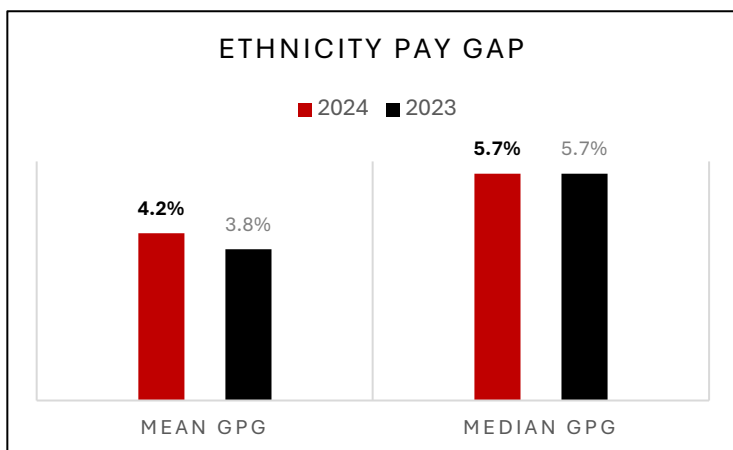
12% of all offers made were to disabled candidates, a decrease of 1.4% on the previous year (13.4%). However, the applicant success rate rose from 5.1% to 5.6%.



This data shows the mean and median gender pay gap for Southampton Solent University.

<https://www.solent.ac.uk/about/our-policies-and-legal-information/our-policies/equality-diversity-policy>

This data shows the mean and median gender pay gaps for Southampton Solent University (SSU) only, Solent University Services Ltd (SUSL) only and both SSU and SUSL combined as of 31 March 2024.



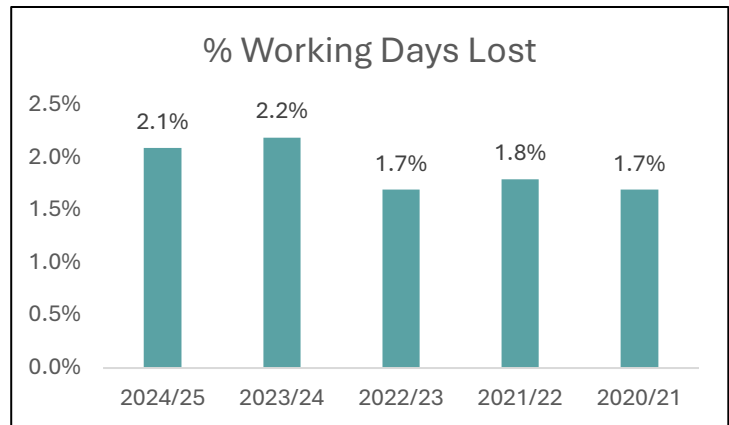
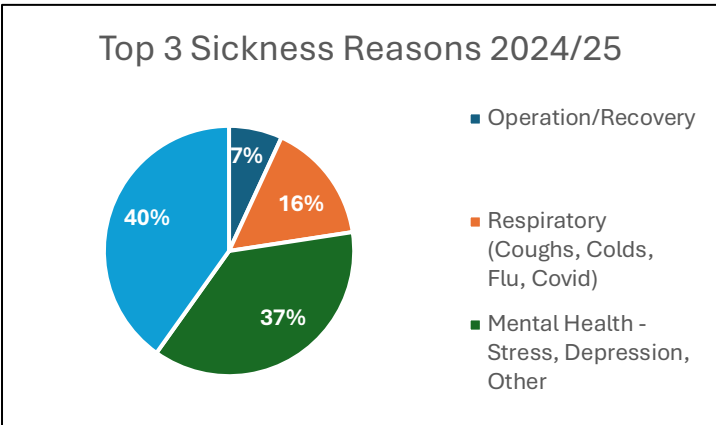
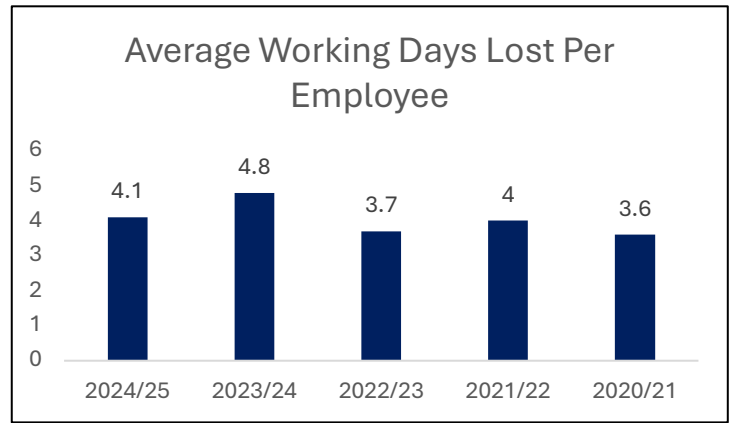
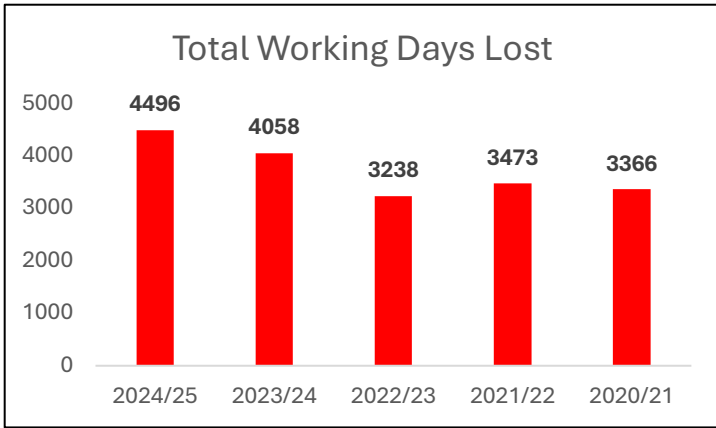
This data shows the mean and median ethnicity pay gap for Southampton Solent University.

This data shows the mean and median ethnicity pay gaps for Southampton Solent University (SSU) only, Solent University Services Ltd (SUSL) only and both SSU and SUSL combined as of 31 March 2024.

Vice Chancellor Ratios

This data shows the salary ratio for the current Vice-Chancellor salary versus the median University salary as reported in the financial statement for the year end 31 July 2025. The Total Remuneration salary ratio includes additional payments, pension contributions and allowances.

OfS Method	2024/25		2023/24		2022/23		2021/22	
	Basic Pay	Total Remuneration	Basic Pay	Total Remuneration	Basic Pay	Total Remuneration	Basic Pay	Total Remuneration
OfS Method	5.12	5.4	5.27	5.49	5.87	5.58	6.05	5.54



The total number of working days lost to sickness absence in 2024/25 increased by 10.8% (from 4058 to 4496) when compared to the previous year. The average number of working days lost per employee however dropped marginally to 4.1 from 4.8 in 2023/24. The University’s average period of absence (4.1) and % working days lost (2.1%) continue to fall below sector averages; 5.9 and 2.7% respectively (UCEA Sickness Absence in HE report 2023/24).

UCEA suggest that the sector average number of days lost (5.9) is reminiscent of pre-Covid-19 levels. Pre and post-Covid-19 average sickness absence days straddle a pandemic average of 4.4 days from 2020-21. This suggests a return to “normal” levels of sickness absence.

The top three reasons for sickness absence in 2024/25 were Mental Health conditions, Respiratory (Coughs, Colds, Flu, Covid) and Operation/Recovery.

The most significant change in 2024/25 was the rise of the number of working days lost to mental health conditions in comparison to the last two years with a 11.4% increase (from 25.9% to 37.3%) in the last 12 months alone. The University’s level of sickness absence attributed to mental health has now risen above the sector average (Solent 37.3% vs HE 28%).

Work related stress accounted for 37 days lost (2.2% of all Mental Health absence).

The top three reasons for sickness made up 60% of all sickness absence in 2024/25.