

London Metropolitan University

Annual HR report 2026

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Introduction and Background



London Met is proud to be one of the most diverse, socially inclusive and transformative universities in the UK.



Addressing inequality and social justice sits at the heart of our mission and we consider ensuring an inclusive culture to be the responsibility of all members of our community.



Our Strategic Plan and People Strategy commits us to proactively seek, through our underlying strategies and action plans to tackle systemic barriers and replace them with cultural and structural change.



This report supports our work by helping us understand our workforce profile, to examine trends over time, identify areas of focus for positive action and to evaluate our equality action planning.

Progress

Key progress headlines

- **Mean Gender Pay Gap (GPG): 3.34%** - lowest ever recorded
- **Median GPG: 6.17%** - significantly below UK (12.8%) and HE sector (9.0%)
- **Mean Ethnicity Pay Gap (EPG): 10.32%** - improved from 11.07% in 2023/34
- **Median EPG: 9.43%** - whilst still significantly above the sector average, has improved from 10.55% in 2023/4. Increasing BAME representation within lower-mid grades is a positive change as it creates a growing **pipeline**.

What's Driving the Gaps?

Gender

- Women underrepresented in **upper pay quartile**
- Women overrepresented in **lower quartiles**

Ethnicity

- BAME staff are concentrated in **lower-mid grades**. BAME professional services staff, particularly male staff, are more likely to be in lower professional services (manual) grades.
- Analysis of EPG by specific ethnic groups shows large variances in the pay gaps. With the exception of the Other ethnic group, all BAME groups have Median and Mean EPGs that are above 5%.

Progress

Expanded Pay Gap Reporting

In 2025, we committed to further developing our pay gap work, including intersectional pay gap analyses. In 2025, we produced disability and sexual orientation pay gap data for the first time.

Disability Pay Gap

- Mean DPG: **13.10%**
- Median DPG: **19.27%**

Sexual Orientation (LGBTQIA+) Pay Gap

- Mean SOPG: **1.21%**
- Median SOPG: **5.93%**

What's Driving the Gaps?

Disability

Those who have declared a disability are overrepresented in **lower quartiles**. A contributing factor is our practice of giving London Living Wage employment to our student Met Temps, who have a relatively higher incidence of declared disability (45% for Met Temps in 2024/25).

LGBTQIA+

LGBTQIA+ staff are distributed fairly evenly across quartiles.

Progress

Intersectional Pay Gap Reporting

In 2025, we committed to run intersectional pay gap analyses, which we have set out in this report for the first time.

Why Intersectionality Matters

Traditional single-characteristic gender and ethnicity pay gaps **mask meaningful differences** when two or more characteristics intersect.

Initial insights are:

- **Disability and Gender** - the **Median and Mean pay gap is -5.3% and -2.2%** respectively, meaning female disabled staff earn more than male disabled staff. This is due to higher disabled female representation in the upper pay quartile and higher disabled male concentration in the lower quartile.
- **Specific Ethnic Group by Gender - Mixed and Black Female staff have negative GPG** compared to Mixed and Black Male staff, (-30.5% and -6.9% Median and -5.5% and -1.3% Mean respectively). This means that female staff from these ethnic groups earn more than male staff from the same group.
- **Sexual orientation and Gender** - There is a **large intersectional Gender Pay Gap for female staff who identify as LGBTQIA+** (21.0% Median and 16.8% Mean)

Our Charter Mark work will help us further understand these themes and develop action plans, which will include positive action initiatives to support relevant groups.

Insights

Gender balance at a senior level

Aside from professorial level, representation remains balanced amongst senior staff.

Professor and Senior Professor roles have the lowest representation of women at 15/50 roles in 2024/25.

Increased BAME representation

- Increased female and BAME representation at senior levels and within our academic staff group.
- BAME representation within our low - middle grades is proportionate to overall workforce representation.
- BAME representation is increasing most in our upper middle and above academic grades (Lecturer, Senior Lecturer, Reader), creating a talent pipeline but is still below the overall workforce representation.

Staff Declarations

Staff declarations are increasing across all categories, except for disability. However, disability declaration at 92% is notably high overall.

Seniority

Minoritised staff (particularly BAME and Disabled) are currently less likely to be represented in senior grades.

Insights

Disability

- The proportion of staff who declared a disability rose from 6% in 2021/22 to 9% in 2024/25, which is above the UK Higher Education disability disclosure rate of 7.2% (Advance HE reported in 2024).
- Learning difference such as dyslexia, dyspraxia or ADHD is most commonly cited (45%), followed by long-term illness or health condition (17%) and an impairment, health condition or learning difference not listed (17%).

Age

- 73% of our staff fall within the 31-60 age range. Recent years have seen a slight increase in the proportion of younger staff (aged < 30).
- Our Professional Services staff tend to be younger than our Academic group. Academic staff have more than twice the proportion of 60+ staff.
- Men have higher representation in the older age groups (51-60 and Over 60). Women are better represented in the younger age groups (21-30 and 31- 40).

Sexual Orientation and Gender Identity

- The data demonstrates increasing confidence in declaring, with 78% of staff disclosing their sexual orientation, up from 69% in 2021. In 2024/25, 7.8% of staff who have declared sexual orientation identify as LGBTQ+, up from 6.7% in 2021/22.
- Increasing numbers of staff are disclosing their gender identity status (80% in 2023/24 from 74% in 2021/22)

What's next?

1. Strategy and action planning

Data will continue to inform a review of priorities within our Charter Mark work (Athena SWAN, Stonewall, Disability Confident Leader Action Plan delivery, Race Equality Charter application and Action Plan and the Inclusive Culture strand of our People Strategy).

2. Staff declarations

We will continue to periodically encourage our staff to declare using Oracle self-service to reduce unknown data.

3. People data dashboard

We will continue developing a People Dashboard as part of the Digital First Strategy which will focus on enhancing the quality and availability of demographic and intersectional data to our organisation and to leaders and managers, to enable the examination of trends by area.

4. Staff survey data

Responses to staff surveys will be included in future Data Reports. This will better contextualise institutional practice and experience on key issues such as bullying, harassment and inclusion.

5. Provision of applicant and appointee data

Following the implementation of the Oracle People and Finance system, we are focusing on being able to provide applicant and appointee data to support our Charter Mark work and equality plans.

6. Pay gap analysis

We will continue with our gender pay gap action plan, aiming to make further progress in closing our gaps. We will also continue to develop and respond to the intersectional pay gaps via our Charter Mark action plans.

7. Talent management and pipeline support

Building on initiatives launched last year, we will continue to improve our approach to performance review and design professional development interventions with our pipeline in mind, paying particular attention to where there are representational disparities in staff profile. These initiatives and actions will form part of our Charter Mark action plans.

Glossary

- BAME – Black Asian Minoritized Ethnic
- EDI – Equality, Diversity and Inclusion
- EPG – Ethnicity Pay Gap
- GDPR – General Data Protection Regulations
- GPG - Gender Pay Gap
- HESA – Higher Education Statistical Agency
- IGPGG - Intersectional Gender Pay Gap By Ethnicity
- LGBO – Lesbian, Gay, Bisexual and Other
- LGBTQIA+ - Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersexual, Asexual+ and other identities
- LMQ – Lower Middle Quartile
- LQ – Lower Quartile
- Negative pay gap – Pay gap analysis is undertaken with reference to the majoritised (dominant) group, e.g. Male, White, non-disabled or heterosexual
- PNTS – Prefer not to say
- pp – refers to percentage point change, for example, a change from 23% to 28% can be referred to as a +5pp or 5pp change.
- SEG – specific ethnic group
- SOPG – Sexual orientation pay gap
- UMQ – Upper Middle Quartile
- UQ – Upper Quartile

Data explanations

- The HESA year covers 1 August to 31 July, with the last year for which data is available being 2024/25.
- Numbers, unless otherwise stated, are presented on a headcount basis.
- The coding appearing on our bar chart presentations throughout relates to HESA coding levels (an explanatory key for which is opposite). Please note that Vice Chancellor coding A0 does not appear on the table opposite.
- The term 'Senior' is used to group staff in HESA staff levels A0 - I0. *This encompasses Vice-Chancellor (A0), Senior Leadership grades (B0, C1, C2), Academic and Professional Senior Management grades (E1, E2, F1), Professor and Senior Professor (F1), Associate Professor, Principal Lecturer and Reader (I0) and Professional Services Grades 8/9, and Head of Division (I0)*

Data limitations:

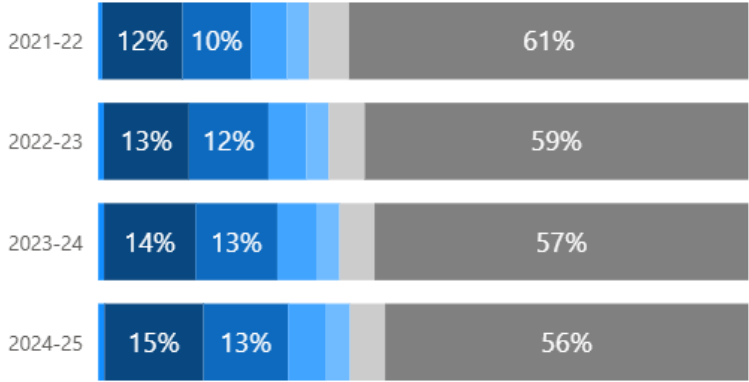
- For GDPR reasons and sector practice, if we have a small sample size, numbers are not included (i.e. below 3 is recorded as 0). Similarly, a minimum of five is shown where the count is 3, 4 or 5.
- Data is generally rounded off to the nearest five unless otherwise stated.
- HESA data benchmark references are those published in the Advance HE Staff statistical report 2024 and present data for AY 2022/23

Staff Group	Grades on IT0008	Levels (Codes) on HESA IT0615	Levels (Text)
Academic	GRAD AST	L0	XperTHR level L
Academic	Research Assistant	L0	XperTHR level L
Academic	ASL	K0	XperTHR level K
Academic	Lecturer	K0	XperTHR level K
Academic	Research Fellow	K0	XperTHR level K
Academic	Senior Lecturer	J0	XperTHR level J
Academic	Senior Research Fellow	J0	XperTHR level J
Academic	Associate Professor	I0	XperTHR level I
Academic	Principal Lecturer	I0	XperTHR level I
Academic	Reader	I0	XperTHR level I
Academic	Academic Leader	E1	UCEA level 4A
Academic	Professor	F1	UCEA level 5A
Academic	Senior Professor	F1	UCEA level 5A
Professional	PSG 1 & EPSG 1	P0	XperTHR level P
Professional	PSG 2 & EPSG 2	O0	XperTHR level O
Professional	PSG 3 & EPSG 3	N0	XperTHR level N
Professional	PSG 4 & EPSG 4	M0	XperTHR level M
Professional	PSG 5 & EPSG 5	L0	XperTHR level L
Professional	PSG 6 & EPSG 6	K0	XperTHR level K
Professional	PSG 7 & EPSG 7	J0	XperTHR level J
Professional	PSG 8 & EPSG 8	I0	XperTHR level I
Professional	PSG 9 & EPSG 9	I0	XperTHR level I
Senior (both Academic & PSD)	SEN0	B0	UCEA level 2
Senior (both Academic & PSD)	SEN1	B0	UCEA level 2
Senior Academic	PMG1	E1	UCEA level 4A
Senior Academic	PMG2	E1	UCEA level 4A
Senior Academic	PMG3	E1	UCEA level 4A
Senior Academic	PMG4	E1	UCEA level 4A
Senior Academic	SEN2	C1	UCEA level 3A
Senior Academic	SEN3	C1	UCEA level 3A
Senior Academic	SEN4	D1	UCEA level 3/4A1
Senior PSD	PMG1	E2	UCEA level 4B
Senior PSD	PMG2	E2	UCEA level 4B
Senior PSD	PMG3	E2	UCEA level 4B
Senior PSD	PMG4	F2	UCEA level 5B
Senior PSD	SEN2	C2	UCEA level 3B
Senior PSD	SEN3	C2	UCEA level 3B
Senior PSD	SEN4	D2	UCEA level 3/4A2

London Met Data Dashboard

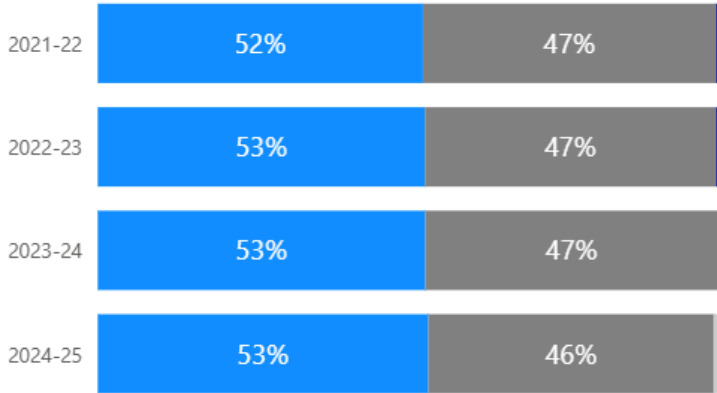
Ethnicity by HESA Year

Arab Asian Black Mixed Other Unknown White



Gender by HESA Year

Female Male Other Unknown

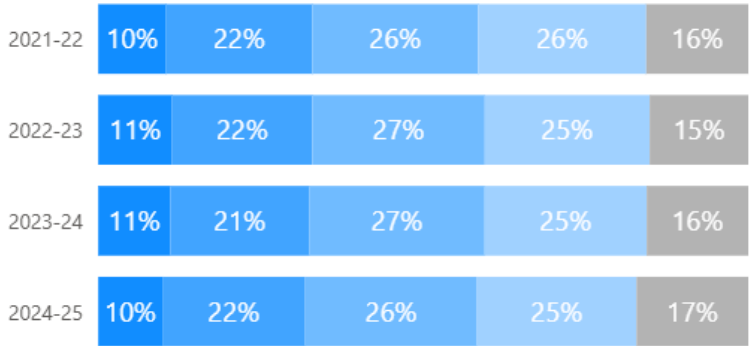


Sexual Orientation by HESA Year

Sexual Orientation	2021-22	2022-23	2023-24	2024-25
Heterosexual	61%	64%	65%	66%
Unknown	31%	28%	24%	22%
Gay or Lesbian	4%	5%	5%	5%
Bisexual	2%	2%	2%	3%
Prefer not to say	1%	1%	2%	3%
Other	1%	1%	0%	1%
Total	100%	100%	100%	100%

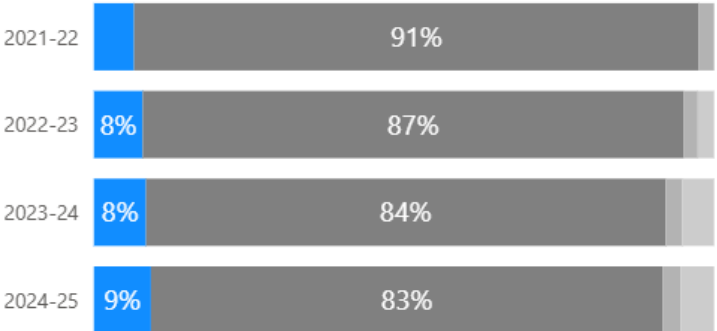
Age by HESA Year

20 and under 21-30 31-40 41-50 51-60 Over 60



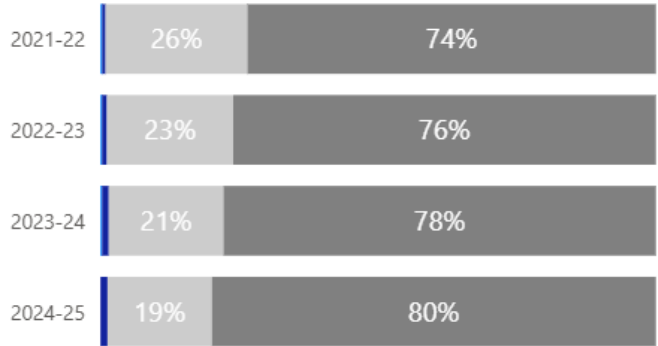
Declared Disability by HESA Year

Disability declared No known dis... Prefer not to ... Unknown



Gender Identity by HESA Year

No Prefer not to say Unknown Yes



Gender

The overall staff gender balance (53% female) and balance within our academic and professional services staff groups have been stable for the past four years.

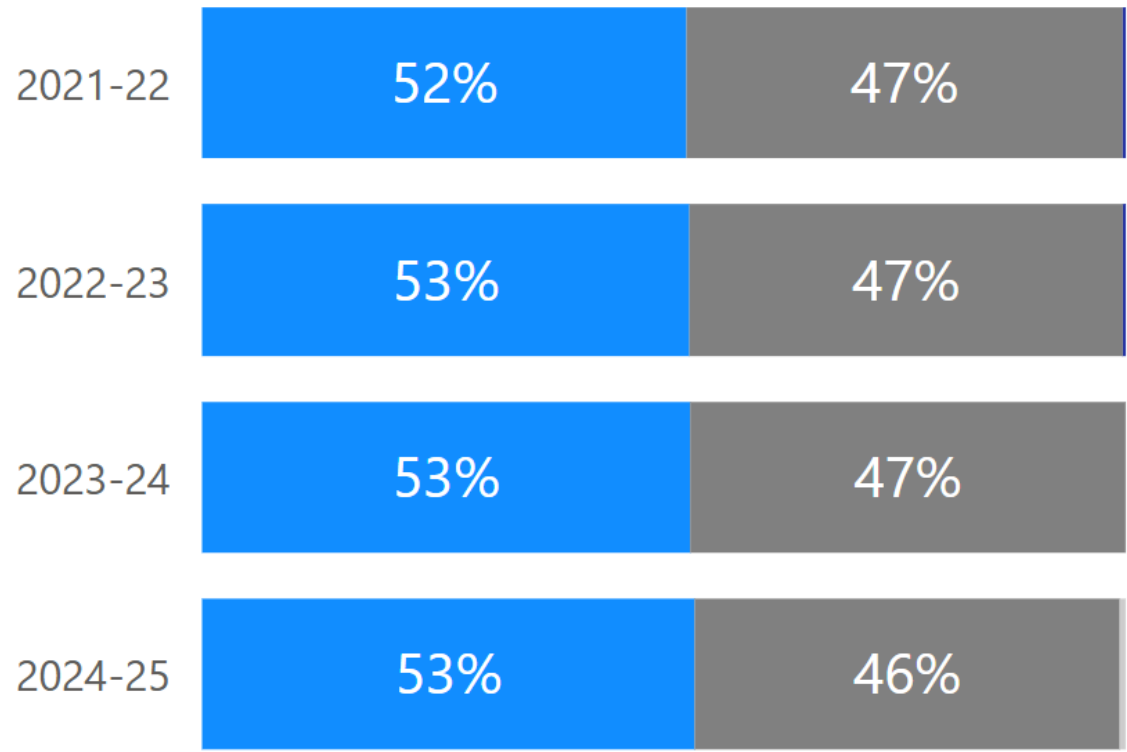
Academic staff continue to have gender parity, whilst professional services staff remain around 60% female.

At the senior level, there has been a substantial increase in female representation between 2022 and 2025, increasing from 40% to 48%.

See next two slides for further detail.

Gender by HESA Year

Female Male Other Unknown

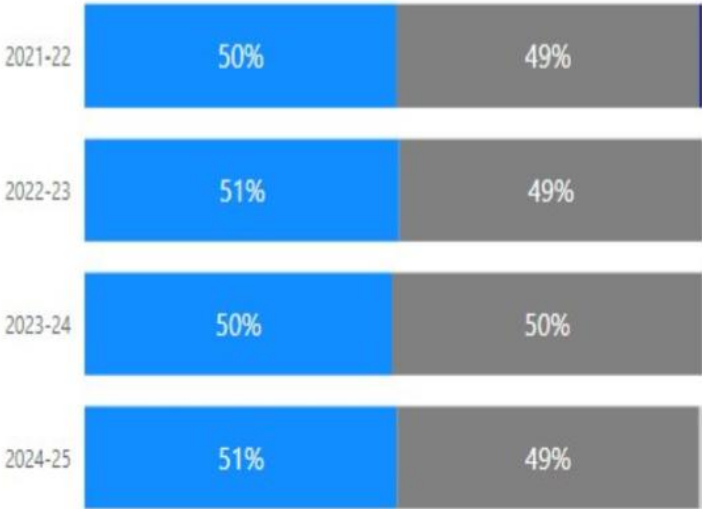


Gender by staff group

Academic

Gender by HESA Year

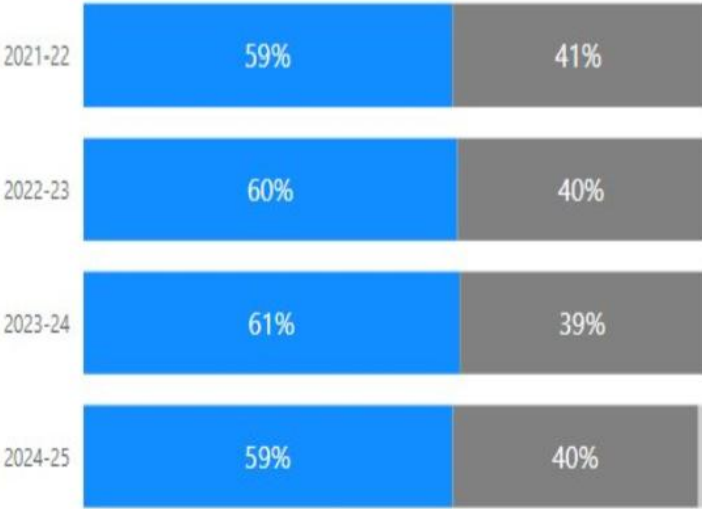
Female Male Other Unknown



Professional Services

Gender by HESA Year

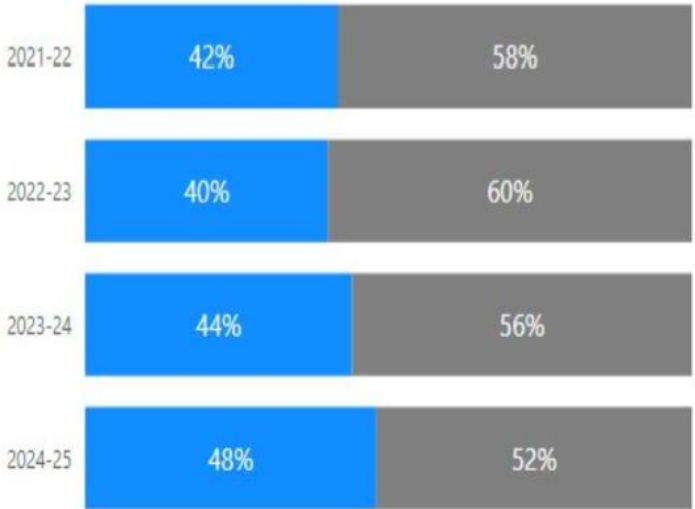
Female Male Other Unknown



Senior

Gender by HESA Year

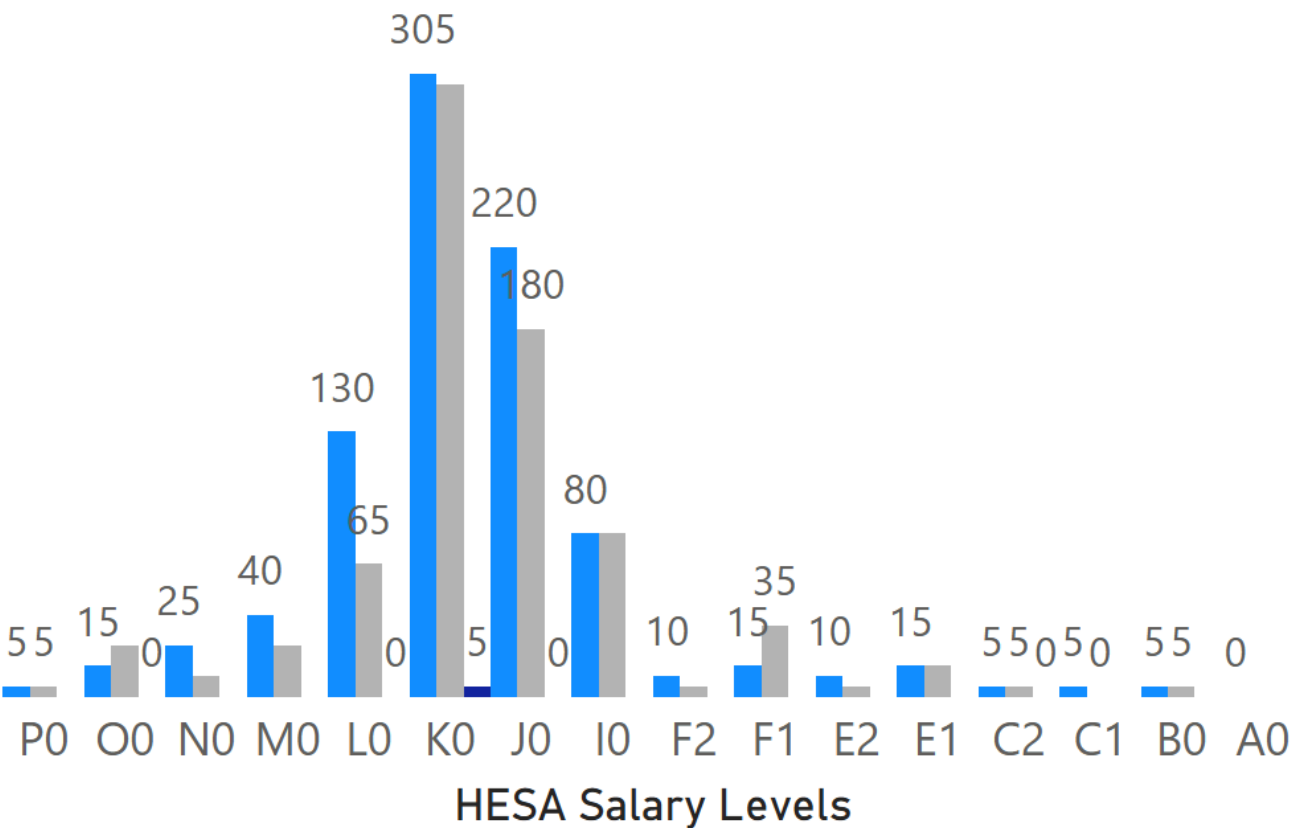
Female Male Unknown



Gender by grade

Gender distribution by Grade

Female Male Unknown



Women are less well represented in our professorial (F1) (30%) and over-represented in entry and junior administrative grades (N0-L0) (57%), which contributes to our remaining Gender Pay Gap (GPG).

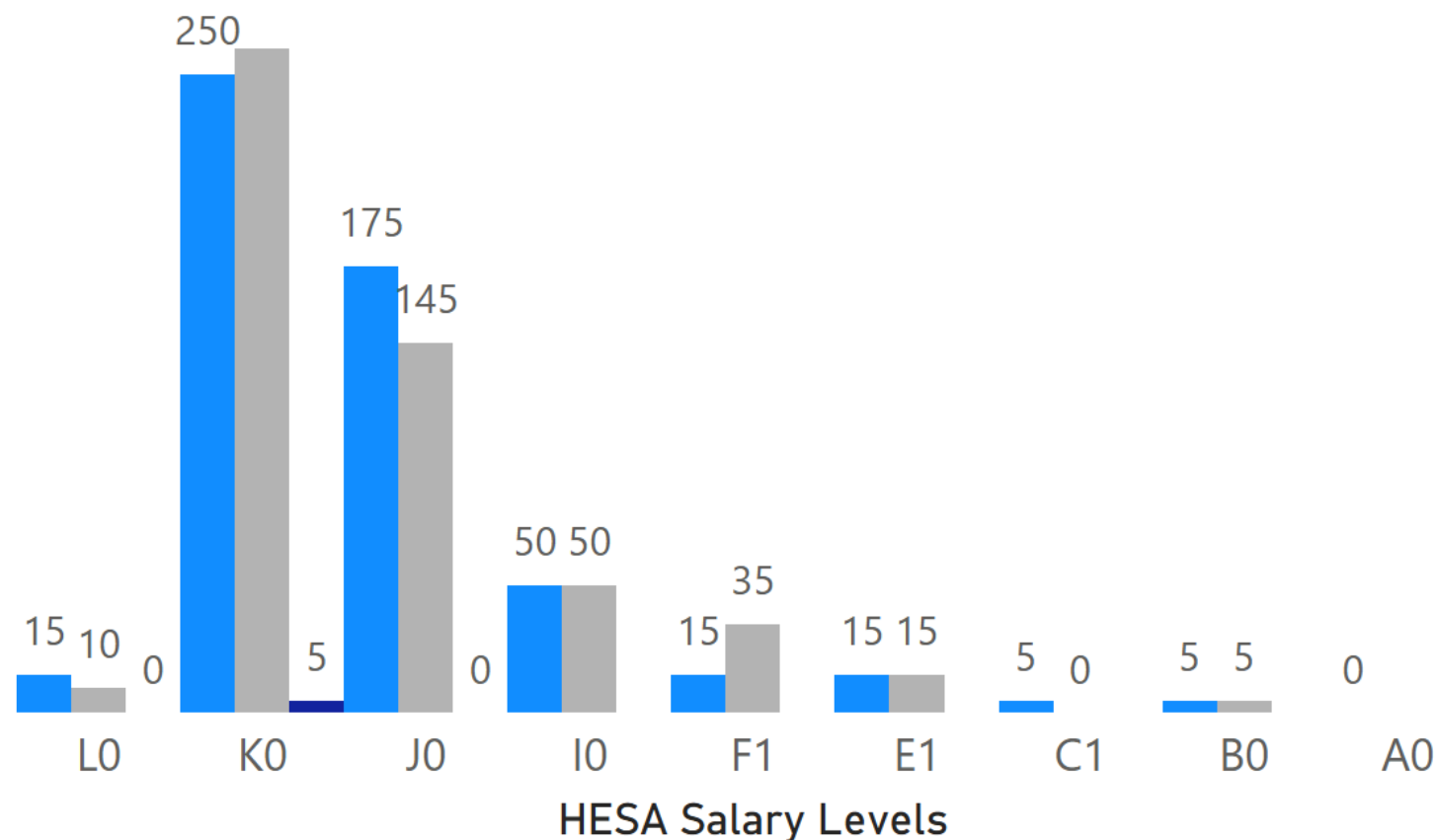
Men and women are equally represented in our professional services grades 8 and 9 roles, Associate Professor, PL and Reader (I0). This is a change from last year 2023/4 where men were over- represented at this level.

Aside from professorial level, representation remains balanced amongst senior staff.

Academic staff by gender

Gender distribution by Grade

Female Male Unknown



Women are less well represented in Professor and Senior Professor (F1) roles, with women making up 15/50 roles.

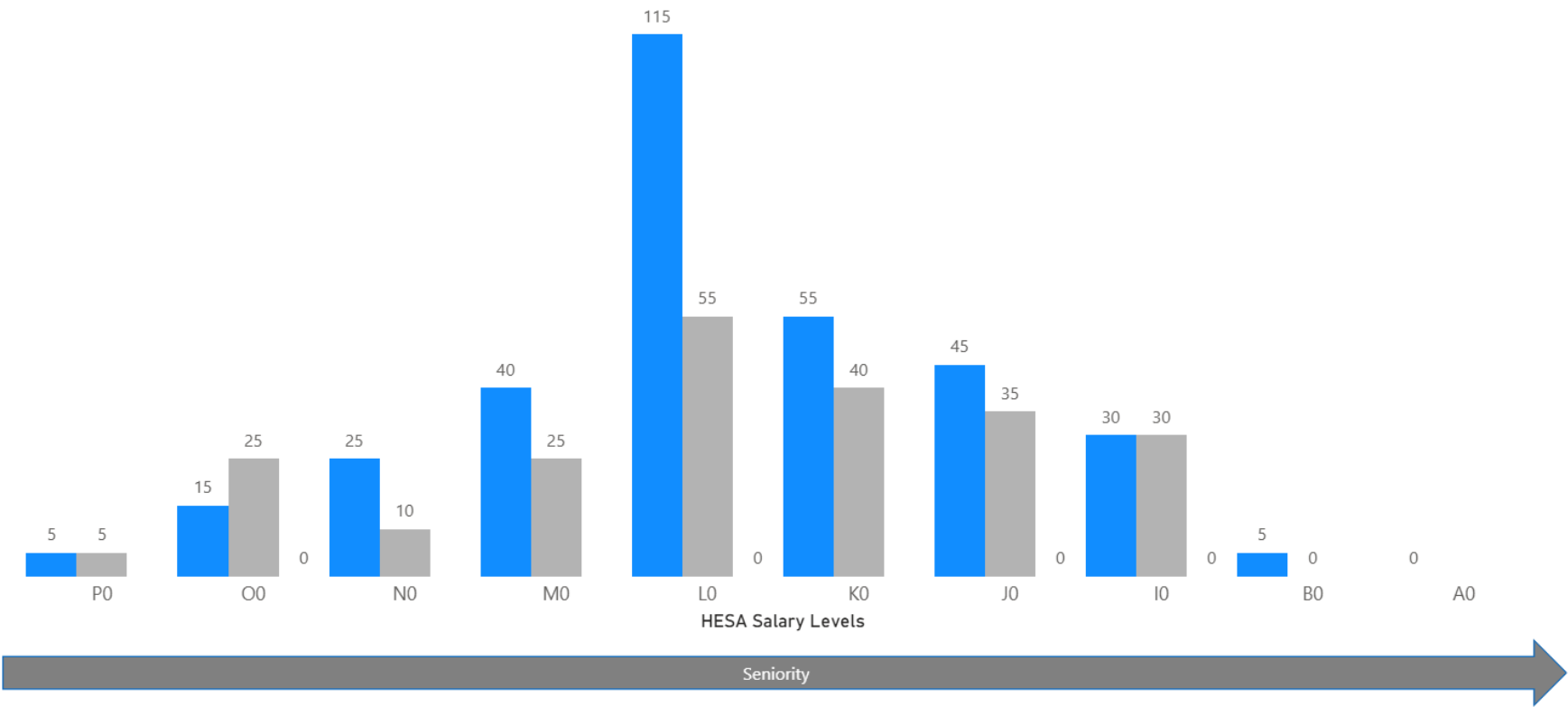
Women are slightly under-represented in Lecturer roles (K0) (48.5%), overrepresented in Senior Lecturer roles (J0) (54.7%), and are now evenly represented in higher-paid academic roles (Principal Lecturer, Reader, Associate Prof (I0)).

At the leadership level (C1, Dean of School), representation of men and women is balanced (3 women, 2 men). However, due to rounding of small numbers, this does not show in the chart.

Professional Services staff by gender

Gender distribution by Grade

Female Male Unknown

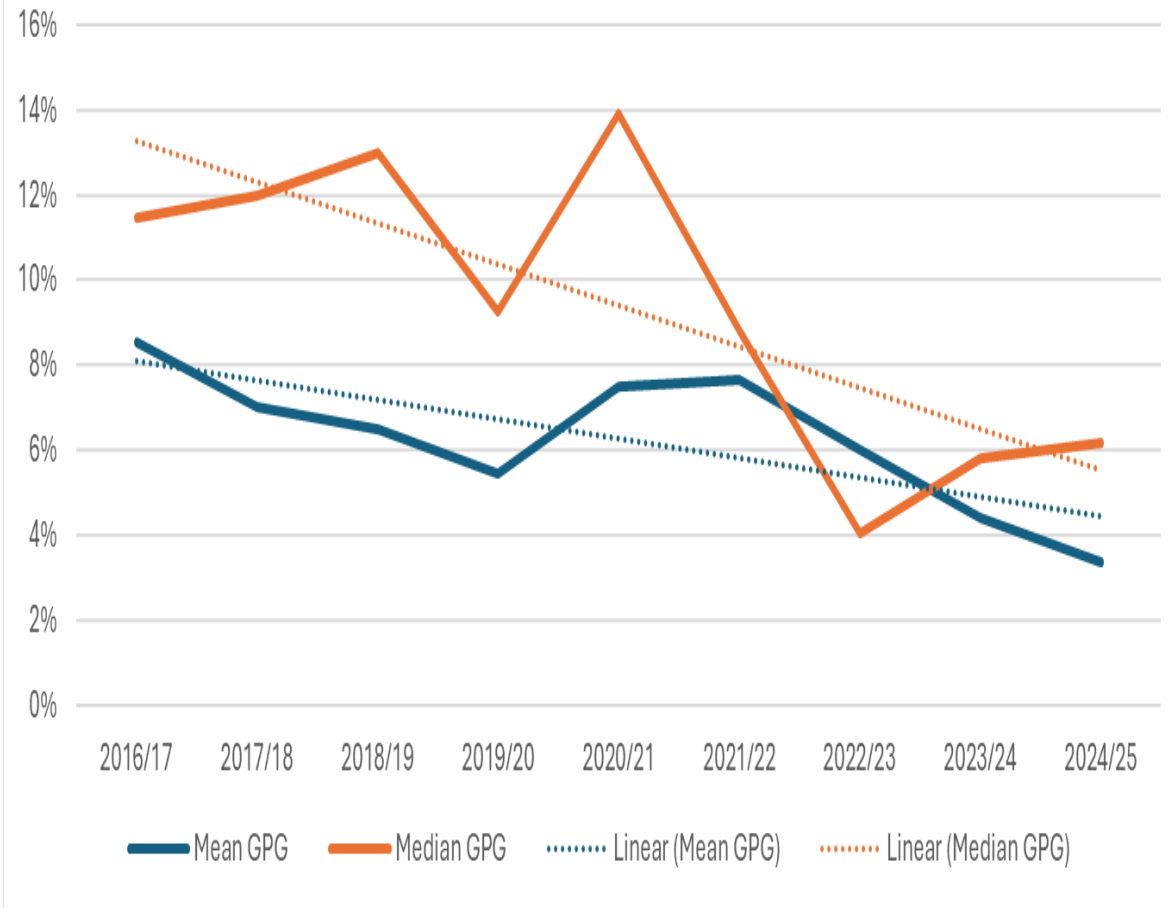


Women are overrepresented in the majority of grades across professional services and markedly so in grades N0-J0 (Professional Services Grades 3-7).

Within leadership and senior leadership grades (I0-B0) men and women are evenly represented.

Gender Pay Gap (GPG)

Mean and median GPG by Year: 16/17 to 24/25



Insights

For 2024/25, our **Median GPG** is 6.17%, above our lowest-ever value of 4.04% since reporting started, but consistent with our downward trend.

For 2024/25, our **Mean GPG** is 3.34%, our lowest reported value ever, both below last year's value of 4.39% and down from a high of 8.55% in 2016/17.

Our mean and median gaps are below average for the sector and significantly below averages compared to wider society. The UK median GPG is 12.8% (ONS, 2025) and the HE sector median is 9.0% (Advance HE, 2024).

Factors contributing most to our gender pay gap are:

- The over-representation of women in the lower, lower middle and upper middle pay quartiles and under-representation of women in our upper pay quartile.

Factors contributing to our reducing gap and better performance compared with the sector are:

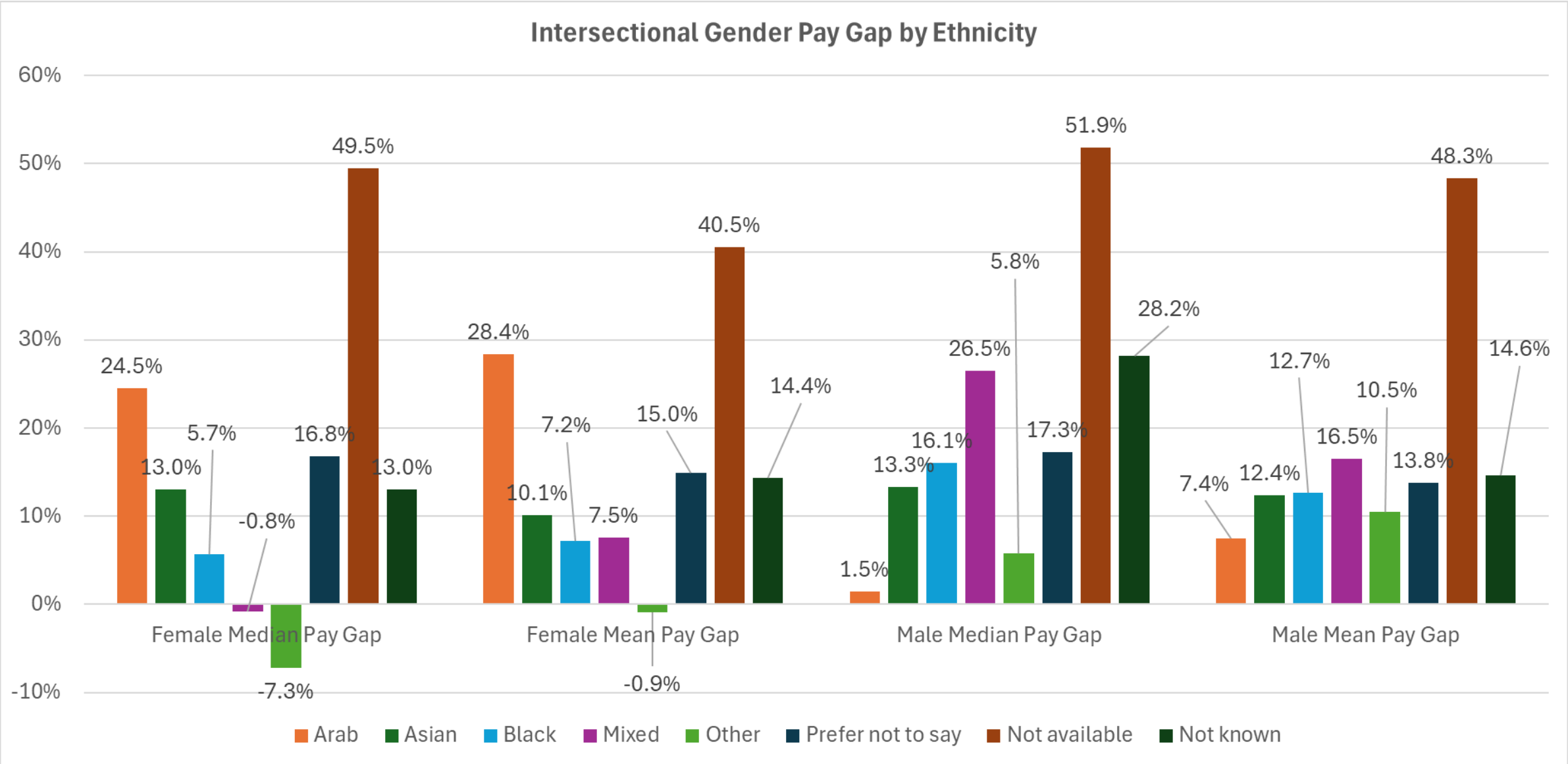
- The relative balance in gender profile in Academic roles,
- The over-representation of women in Professional Services grades,
- Even or slight over-representation of women at leadership-level grades, which could explain why we have a higher median gap due to more women at lower grades but a smaller mean.

Intersectional Gender Pay Gap By Ethnicity (IGPGE)

- London Met is committed to redressing pay inequity. Using monitoring and pay data, intersectional pay gap analyses have been undertaken by:
- Comparing GPG by individual ethnic groups, using (White Male **or** Female rate – SEG rate)/White Male **or** Female rate
 - Comparing male and female pay gaps by individual ethnic groups, sexual orientation and disability, using (Male rate-female rate)/male rate
- Comparing each ethnic group to the White group, for 2024/25 our **Female Median GPG by Ethnicity** ranges from -7.3% (Other) to 49.5% (Not available) and **Female Mean GPG by Ethnicity** ranges from –0.9% (Other) to 40.5% (Not available).
 - Similarly, for 2024/25 our **Male Median GPG by Ethnicity** ranges from 1.5% (Arab) to 51.9% (Not available) and **Male Mean GPG by Ethnicity** ranges from 7.4% (Arab) to 48.3% (Not available).
 - The data highlight that pay inequities are not the same when considered intersectionally, which will inform institutional approaches to addressing these issues. The following slide shows notable differences in gender pay gaps by ethnicity.

Ethnic Group	Female Number	Male Number	Ethnic Group	Female Number	Male Number
Arab	9	5	White	405	366
Asian	136	106	Prefer not to say	8	11
Black	119	83	Not available	25	16
Mixed	40	35	Not known	45	32
Other	38	30			

Intersectional Gender Pay Gap By Ethnicity (IGPGE)



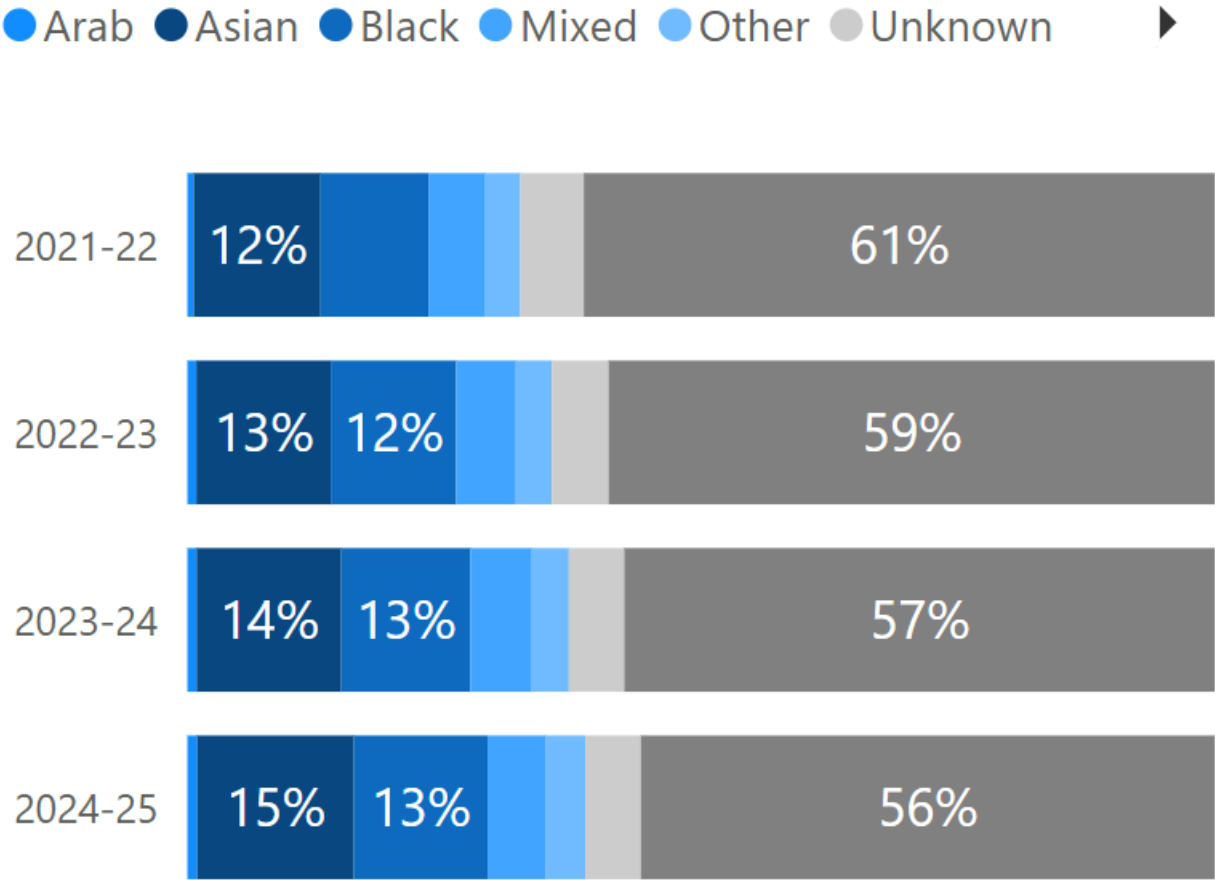
Ethnicity

Our ethnicity profile has changed appreciably since 2021, with greater racial diversity (total n=1,575).

Between 2021 and 2025:

- BAME representation has increased (+6.3pp to 38.7%) across all groups and is 36.6% for academic staff and 42.7% for professional services staff. This reflects efforts to proactively seek diverse applicants.
- London Met saw an increase in the representation of Asian staff (+3pp, +23.4%), Black staff (+3pp, +24.1%), and a proportionate reduction in White staff (-5pp, -9.0%).

Ethnicity by HESA Year

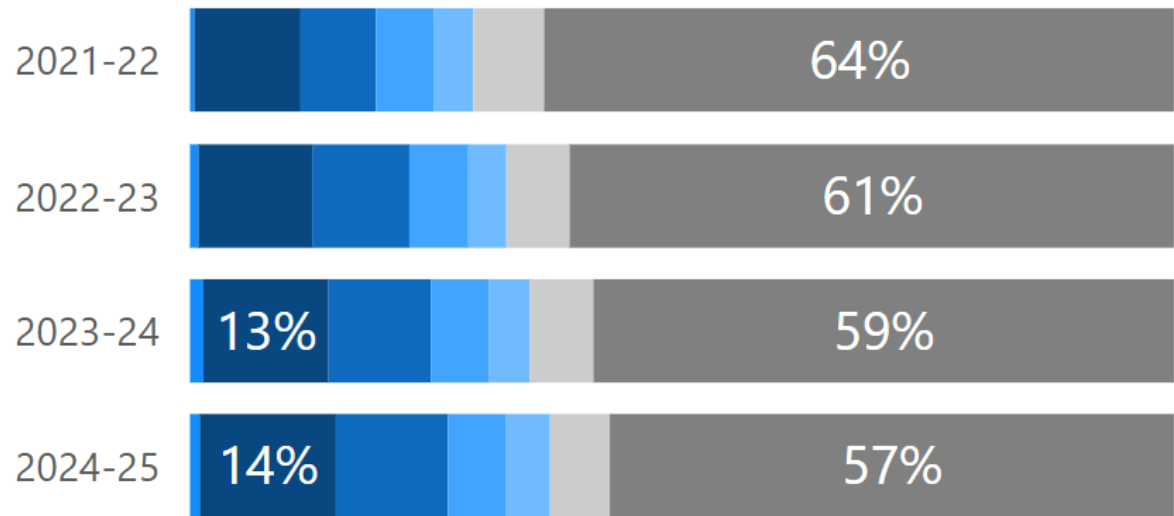


Ethnicity by staff group

Academic

Ethnicity by HESA Year

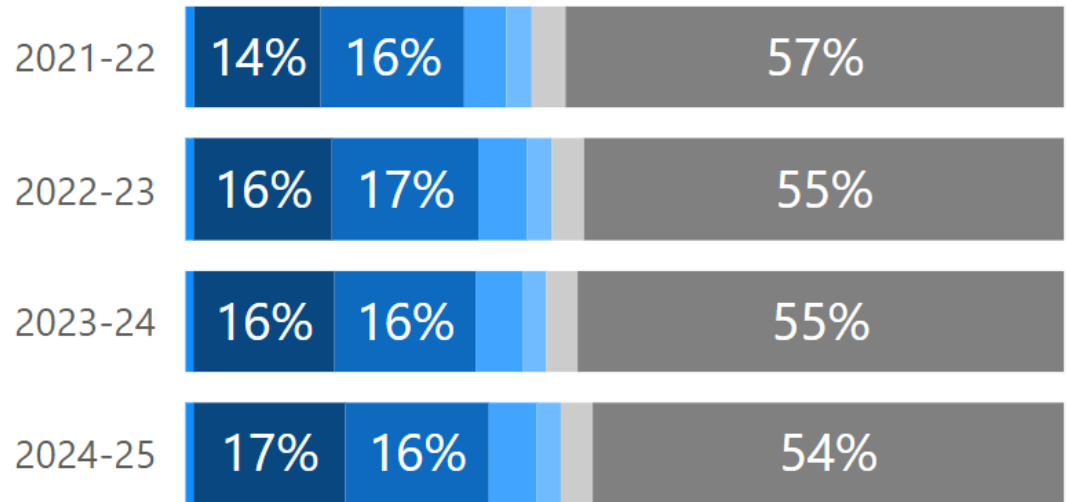
Arab Asian Black Mixed Other Unknown White



Professional Services

Ethnicity by HESA Year

Arab Asian Black Mixed Other Unknown White



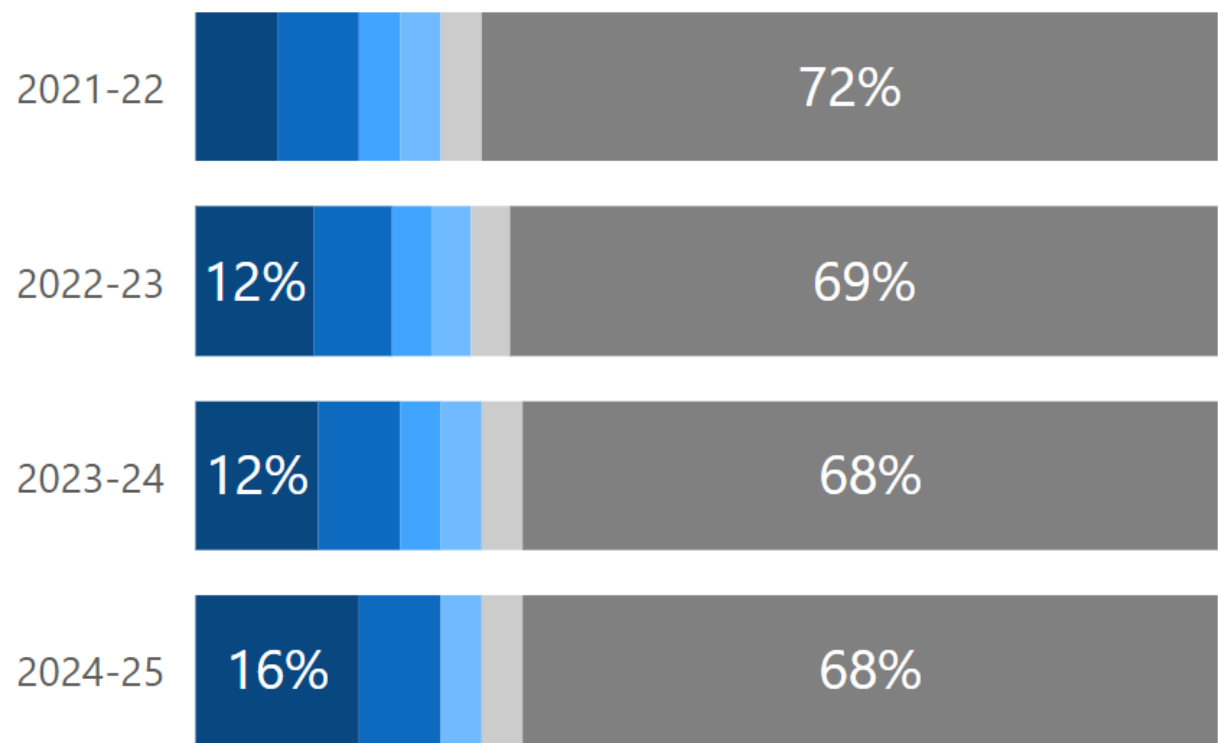
Ethnicity – Senior staff

BAME representation in our senior staff (n=125) group has increased by 4pp to 28.0% of the total since 2021, with a notable increase in Asian staff (from 8% to 16%).

There remains a higher proportion of White Senior staff relative to the overall institutional staff profile.

Ethnicity by HESA Year

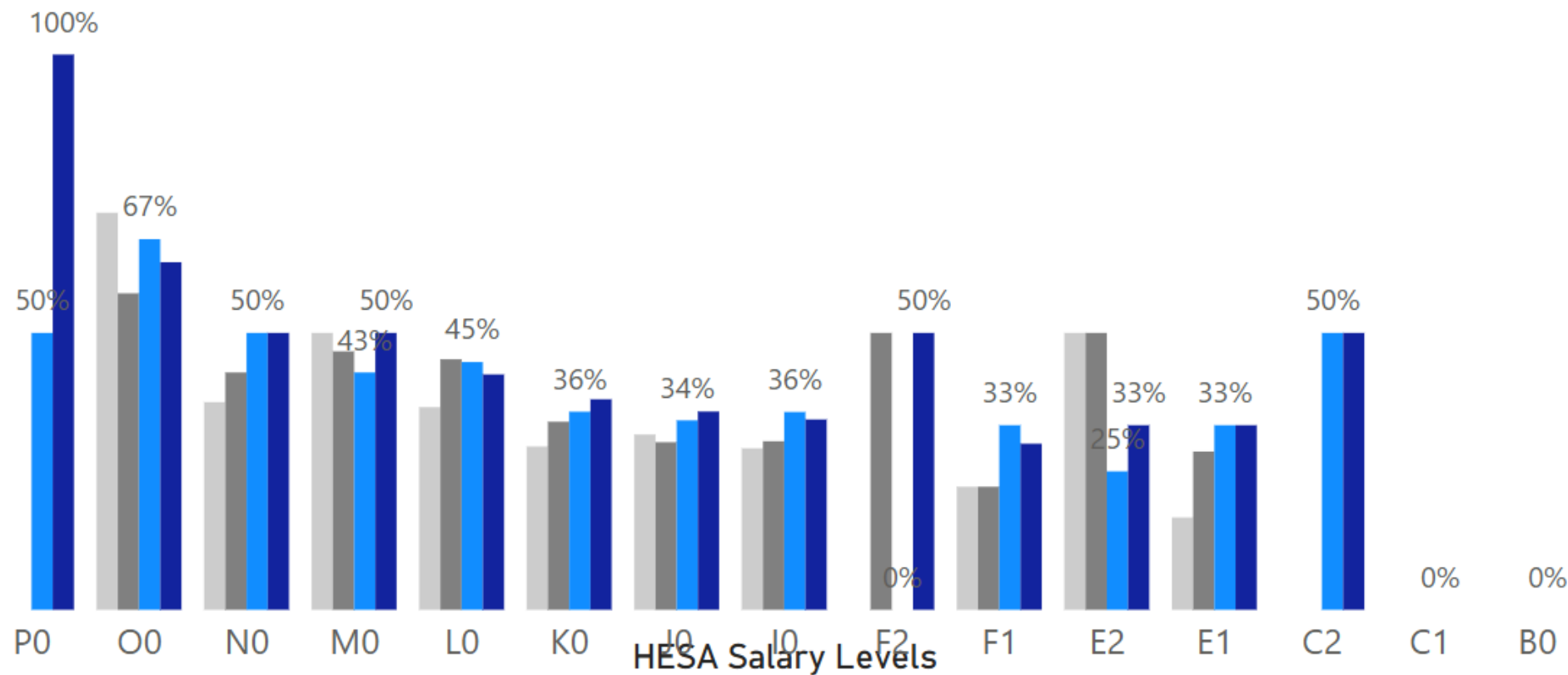
● Asian ● Black ● Mixed ● Other ● Unknown ● White



Ethnicity - BAME representation by grade

BAME staff representation across all grades

● 2021-22 ● 2022-23 ● 2023-24 ● 2024-25



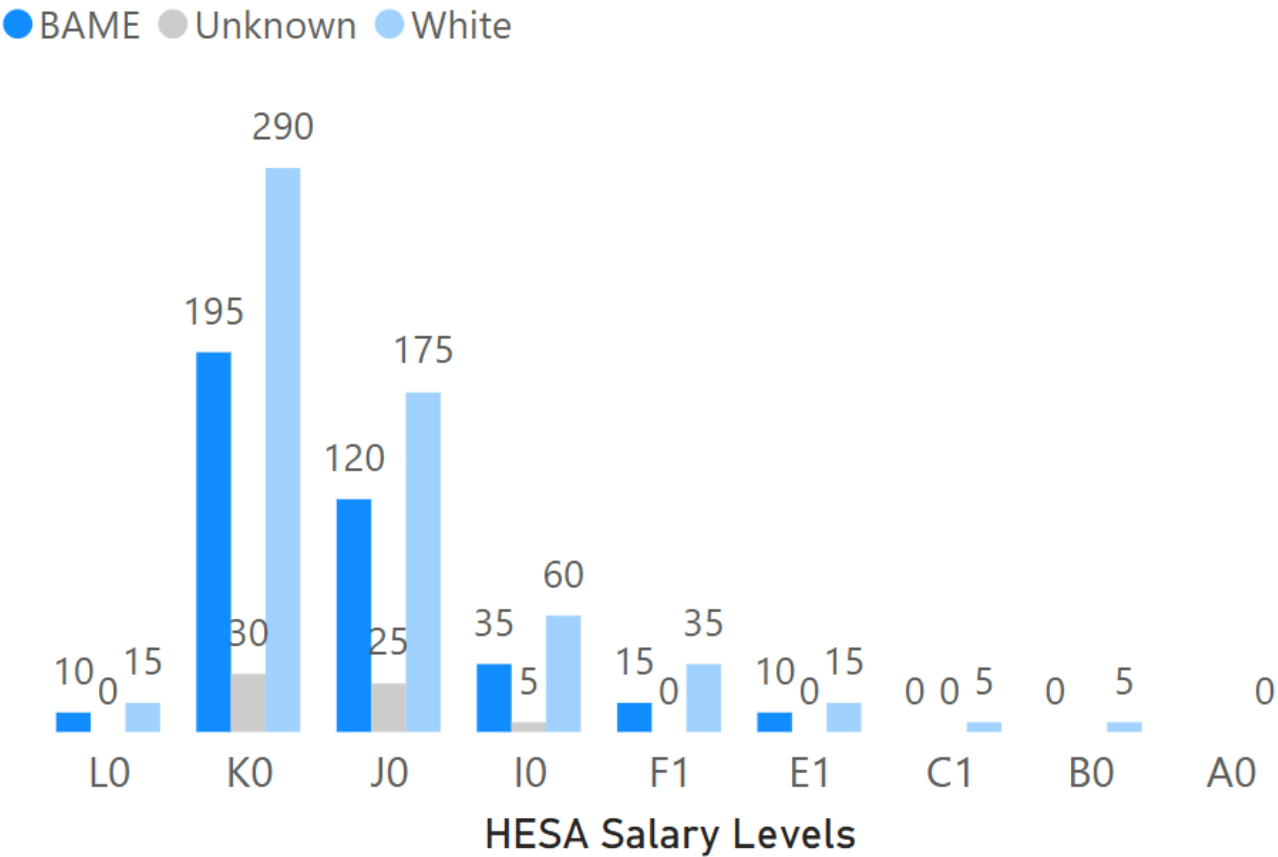
Ethnicity - BAME representation by grade

Insights

- **BAME representation within our entry-level, manual and administrative grades is reducing** but is still disproportionately high
 - P0, O0 – Professional Service Grades 1 and 2 (BAME n = 30/45 or 66.7% compared to 25/40 or 62.5% in 2023/24).
- **BAME representation within our low-middle grades remains higher than the overall profile.**
 - N0 and M0 – Professional Services administrative and Estates grades 3 and 4. (BAME n = 45/90 or 50.0% compared to 50/110 or 45.5% in 2023/24)
 - L0 - graduate assistant, research assistant/associate and administrative roles, grade 5. (BAME n = 85/200 or 42.5% compared to 85/190 or 44.7% in 2023/24)
- **BAME representation is increasing most in our upper middle and above grades but is still below the overall workforce representation.**
 - K0 - Associate Lecturer, Lecturer, Research Associate/ Fellow. Professional Services Grade 6 (Senior administrative) (38%, +2pp compared to 2023/24).
 - J0 - Senior Lecturer, Senior Research Fellow, Professional Services management grade 7 (36%, +2pp compared to 2023/24).
 - I0 - Associate Professor, Principal Lecturer, Reader, Professional Services grades 8 and 9 (34%, -2pp compared to 2023/24 but +5pp compared to 2020/21)

Academic staff by ethnicity and grade

BAME distribution by Grade



Insights

BAME staff are more likely to be at lower grades.

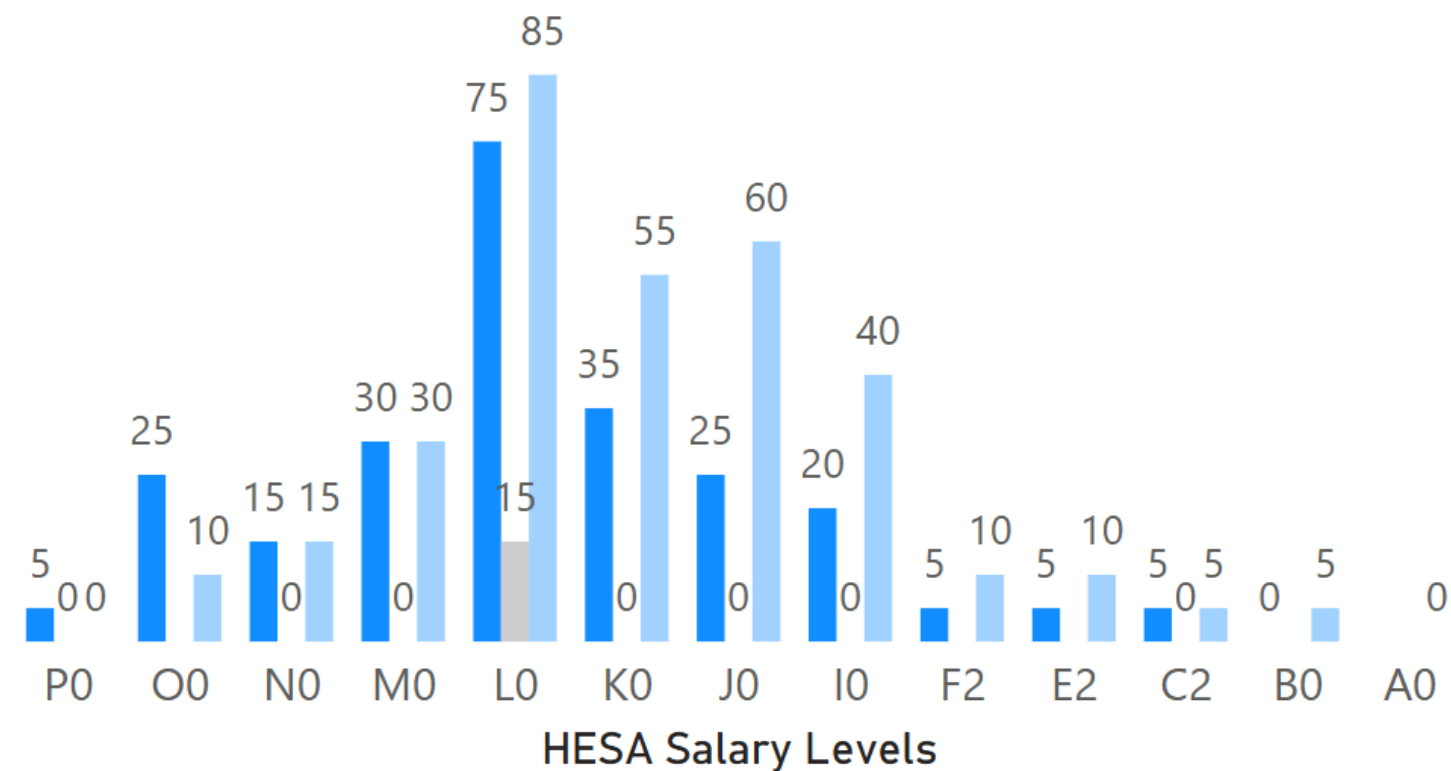
50.6% (n=195/385) of BAME academic staff are at level K0 (Associate Lecturer, Lecturer, Research Associate/ Fellow), reducing from 55.1% in 2023/24. For White staff, the equivalent figure is 48.3% (290/600) (53.4% in 2023/24).

White staff make up 58.4% (n=295/505) of the total at senior academic levels, from Senior Lecturer (J0) to Professor/Senior Professor (F1) and at Leadership level (C1/B0). This compares to 35.6% (n= 180/505) for BAME staff, slightly below the overall Academic BAME profile of 36.6%. Unknowns are 5.9% (30/505).

Professional services staff by ethnicity and grade

BAME distribution by Grade

● BAME ● Unknown ● White



BAME Professional Services staff are disproportionately concentrated at lower grades (entry-level to senior administrative roles (P0-L0)). Of the total BAME staff, 61.2% (n=150/245) are in these grades, compared to 43.1% (n=140/325) for White staff.

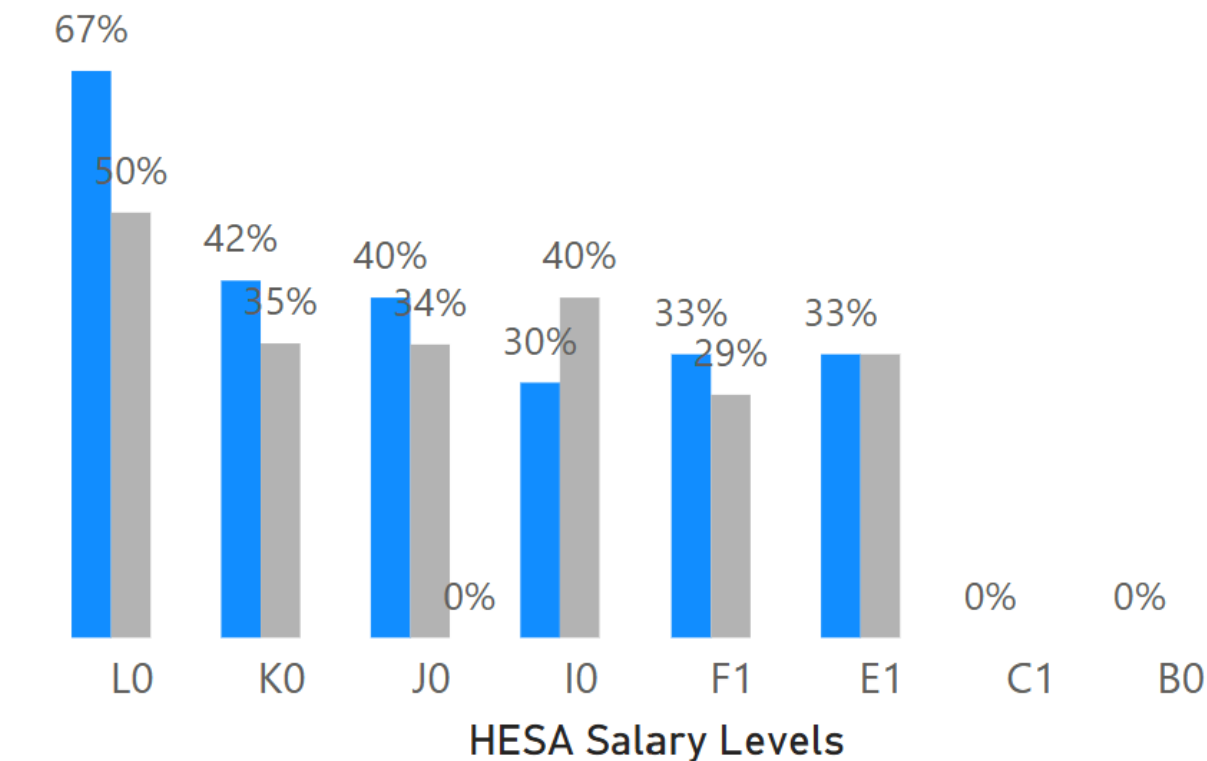
White staff are overrepresented at middle to senior management grades (K0, Professional Services Grade 6 upward) at 66.1% (n=185/280) compared to BAME staff at 33.9% (n=95/280).

The overall PS BAME staff profile benchmark is 42.7%, showing noticeable underrepresentation at higher grades.

Academic staff - BAME and Gender by grade

% BAME staff by Gender and Grade

● Female ● Male ● Unknown



39.6% (205) of all female academic staff are BAME, compared to 34.6% (180) of male academic staff. The overall BAME academic profile is 36.6%.

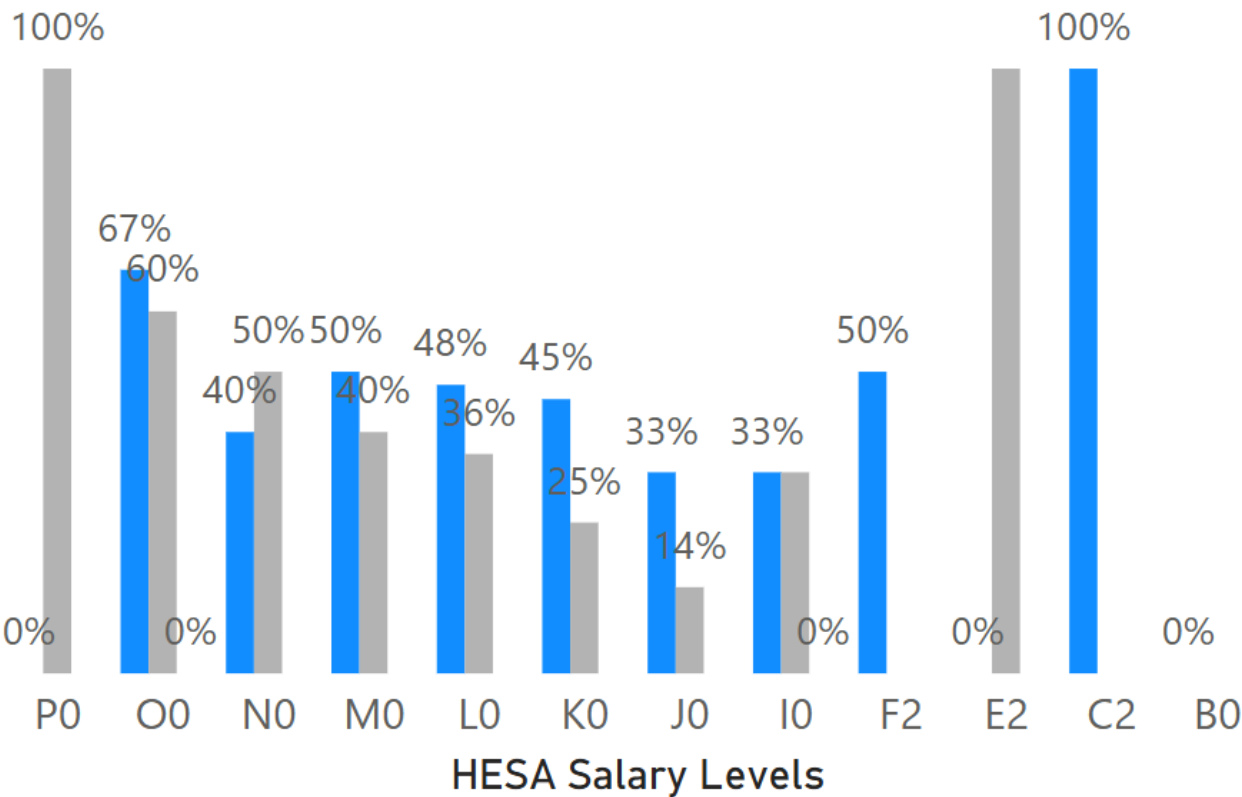
BAME Academic staff are disproportionately concentrated at lower grades, with below-profile for both males and females at higher grades.

BAME females are particularly over-represented in the lowest grades (L0 and K0).

Professional Services staff - BAME and Gender by grade

% BAME staff by Gender and Grade

Female Male Unknown



Insights

43.1% (155) of all female professional services staff are BAME, compared to 35.4% (85) of male professional services staff. The overall BAME PS profile is 42.7%.

BAME professional services staff, particularly male staff, are more likely to be in lower professional services grades (P0 to N0), which are manual and administrative roles.

Across mid-senior grades (J0) upwards, BAME staff have low representation.

Ethnicity and Gender Representation by Seniority

SENIOR STAFF	White MALE	White FEMALE	BAME MALE	BAME FEMALE
Senior headcount	45	40	20	20
Overall population headcount	430	445	260	340
Average senior staff rate	8.0%	8.0%	8.0%	8.0%
Senior staff rate by category	10.5%	9.0%	7.7%	5.9%

*This encompasses Vice-Chancellor (A0), Senior Leadership grades (B0, C1, C2), Academic and Professional Senior Management grades (E1, E2, F1), Professor and Senior Professor (F1), Associate Professor, Principal Lecturer and Reader (I0) and Professional Services Grades 8/9, and Head of Division (I0)

London Met defines senior staff as HESA grades A-I*.

There are 125 reportable senior staff. On average, the rate of senior staff is 8.0% of the overall population.

In looking intersectionally, the rate of seniority varies (see table).

- BAME Senior Females have the lowest rate at 5.9% (20) (2023/24 5.8%), whilst the proportion of White Senior Male staff is the highest at 10.5% (45) (2023/24 10.4%).
- White Females have the second highest rate at 9.0% (40) (2023/24 7.4%) and BAME Males 7.7% (20) (2023/24 7.4%).

The data shows white staff are overrepresented and BAME staff underrepresented at a senior level, with BAME women being the category where underrepresentation is most pronounced.

75 staff (45F,30M) have unknown ethnicity with no senior representation, and 10 staff have unknown gender.

Ethnicity and Gender Representation by Seniority - Academics

SENIOR ACADEMIC STAFF	White MALE	White FEMALE	BAME MALE	BAME FEMALE
Senior headcount	35	25	15	15
Overall population headcount	305	280	170	205
Average senior staff rate	8.8%	8.8%	8.8%	8.8%
Senior staff rate by category	11.5%	8.9%	8.8%	7.3%

There are 90 reportable senior academic staff. On average, the rate of senior staff is 8.8% of the overall population. Looking intersectionally, the rate of seniority varies (see table).

- White Male Seniors have the highest rate at 11.5% (35) (2023/24 10.1%), and White Female Seniors are 8.9% (25) (2023/24 6.7%).
- BAME Female Seniors have the lowest proportion at 7.3% (15) (2023/24 5.0%), with BAME Male Seniors at 8.8% (15) (2023/24 5.6%).

White males continue to be overrepresented at a senior level and BAME females underrepresented.

55 staff (30F,25M) have unknown ethnicity, with no senior representation, and 5 staff have unknown gender.

Ethnicity and Gender Representation by Seniority – Professional Services

SENIOR PROFESSIONAL STAFF	White MALE	White FEMALE	BAME MALE	BAME FEMALE
Senior headcount	10	15	5	10
Overall population headcount	125	165	85	145
Average senior staff rate	7.4%	7.4%	7.4%	7.4%
Senior staff rate by category	8.0%	9.1%	5.9%	6.9%

There are 40 reportable senior professional services staff. On average, the rate of senior staff is 7.4 % of the overall population.

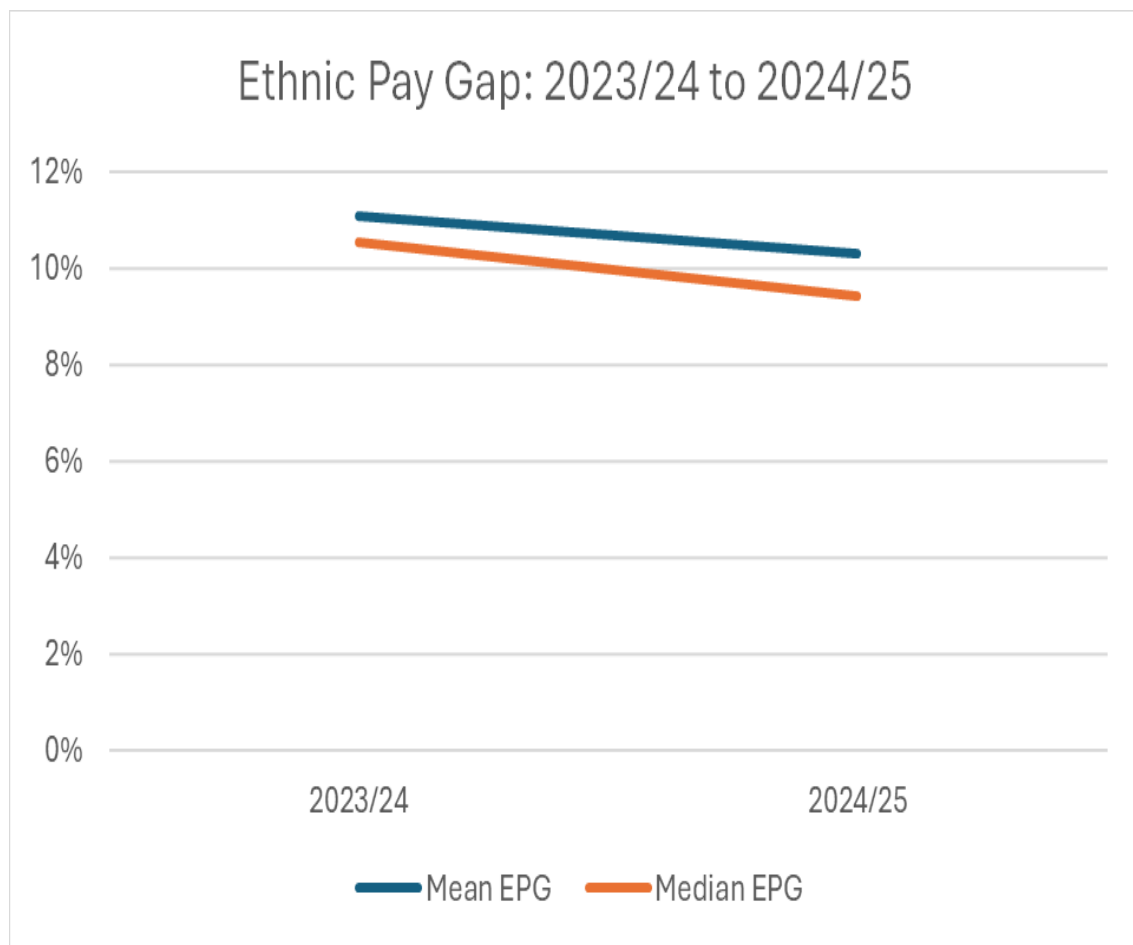
Looking intersectionally, the rate of seniority varies (see table).

- White Female Seniors is highest at 9.1% (15) (2023/24 8.6%), and White Male Seniors is 8.0% (10) (2023/24 11.1%).
- BAME Male Seniors have the lowest proportion at 5.9% (5), the same as 2023/24, with BAME Female Seniors at 6.9% (10) (2023/24 6.7%).

Since 2023/4 the rate of white male senior representation has notably decreased. White staff remain overrepresented and BAME staff underrepresented.

20 staff (15F,5M) have unknown ethnicity, with no senior representation.

Ethnicity pay gap (EPG)



Insights

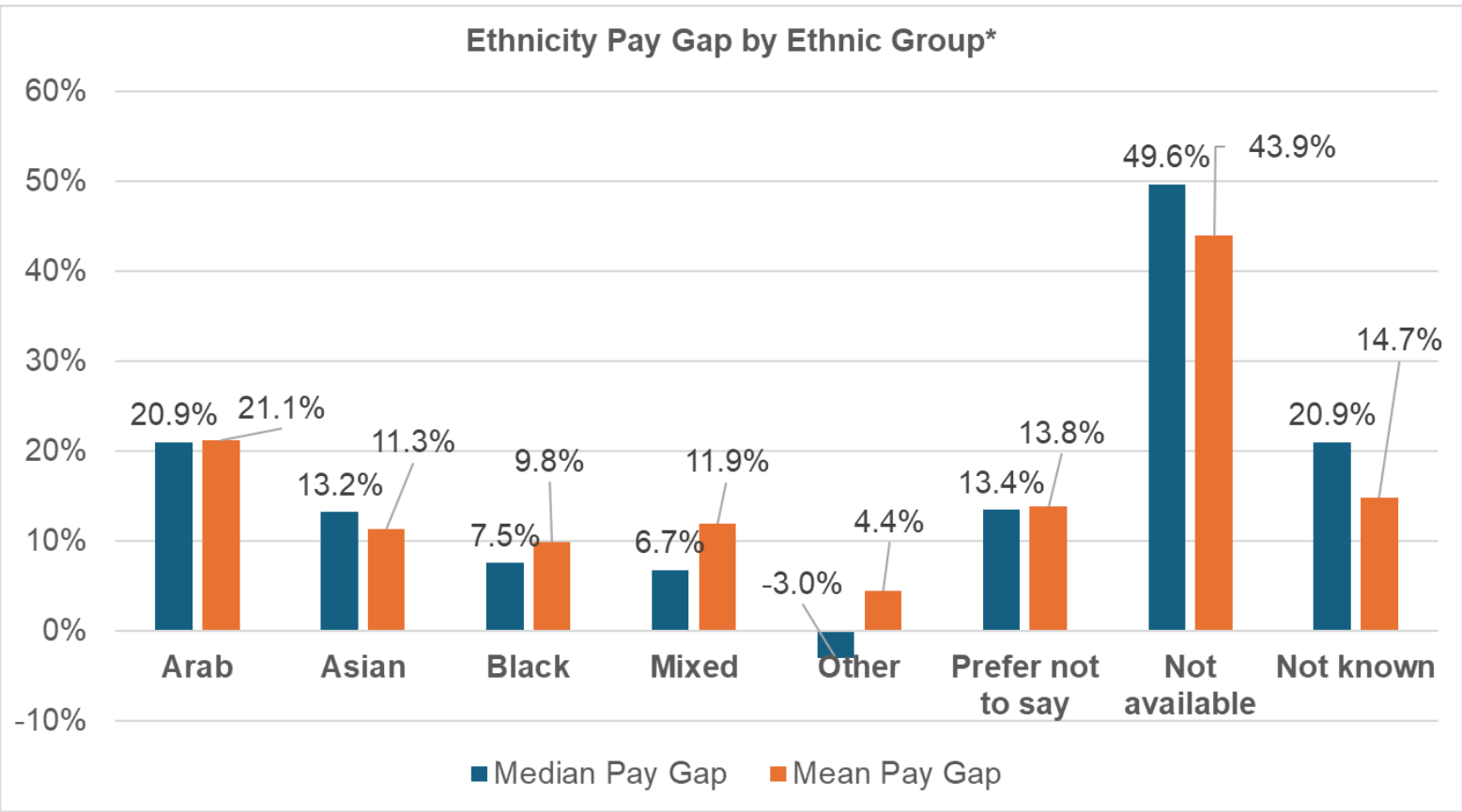
- Our 2024/25 Mean EPG was **10.32%** and Median EPG **9.43%** below last year's values of **11.07%** and **10.55%**.
- Our EPG is relatively stable and gradually declining.
- Our Mean and Median EPG are above sector averages. Advance HE reports (2024) that the Mean EPG was 0.6% and Median EPG 0.0%.

Factors contributing to the gap also strongly link to opportunities for us to close it and include:

- The over-representation of BAME staff at lower grades within our structure,
- Some of the gap may also be a consequence of our work to formalise employment, which has seen historically marginalised staff being brought into the mainstream, leading to starker inequalities
- Focusing our recruitment at Lecturer and Senior Lecturer level
- Recruiting from our diverse student body via our Met temps service.

All of the above should be seen as a positive step in building a diverse talent pipeline and highlights the need to catalyse the next steps by supporting professional development and promotion.

Ethnicity pay gap (EPG) Specific Ethnic Group (SEG)



Insights

- London Met data allows for more detailed analysis of pay gaps by specific ethnic group. The size of each ethnic group ranges from 14 to 771.
- There are wide variations in EPG by SEG (when compared to the White ethnic group (Median £26.90, Mean £28.38)).
- The **Median** EPG by SEG ranges from **-3.0%** (for Other) to **49.6%** (for Not Available).
- The **Mean** EPG by SEG ranges from **4.4%** (for Other) to **43.9%** (for Not Available).
- With the exception of the Other ethnic group, **all BAME groups have Median and Mean EPGs** that are above 5%.
- The Black and Mixed ethnic groups have below average Median EPGs
- The Black ethnic group has lower than average Mean EPGs.

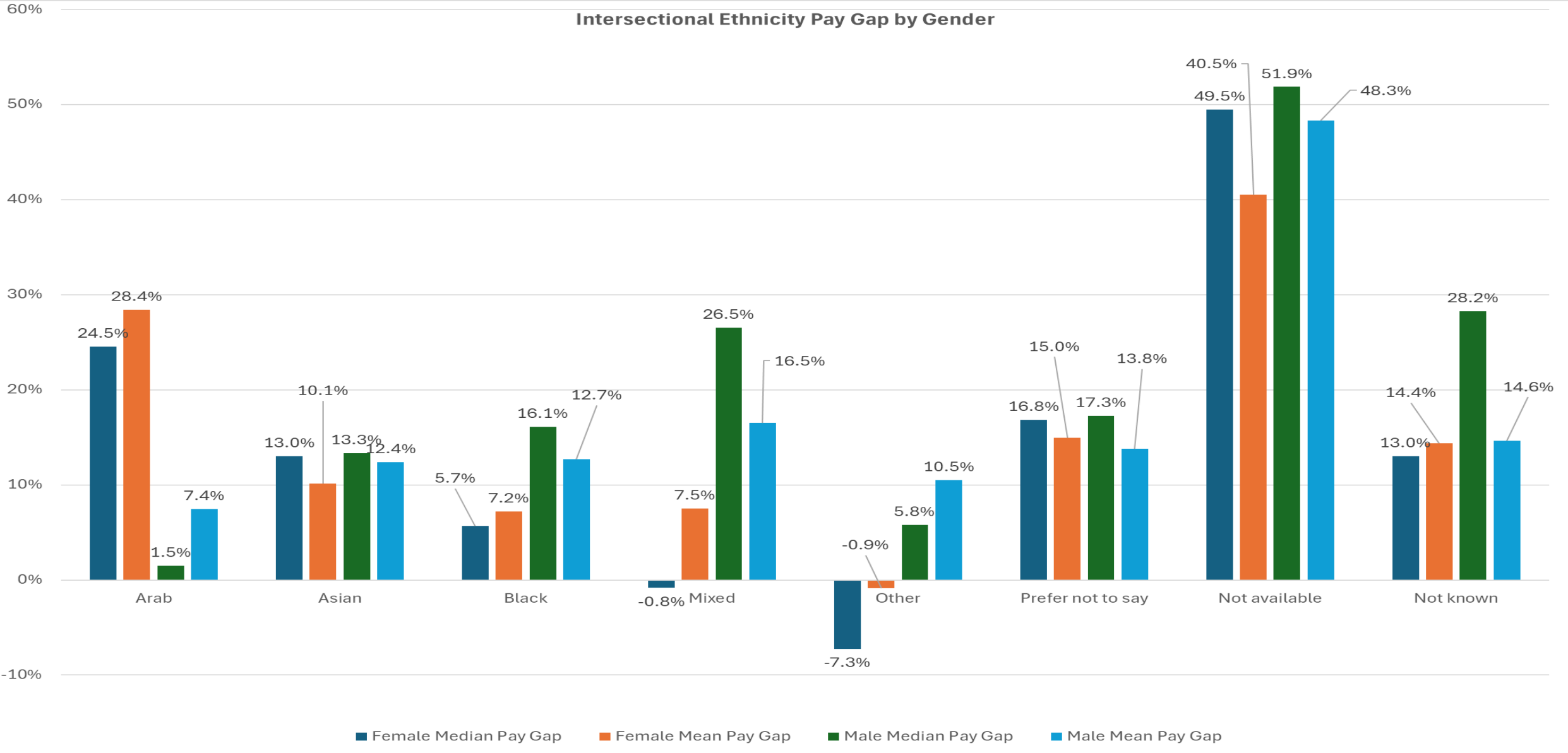
Ethnic Group	Headcount (N)	Ethnic Group	Headcount (N)
Arab	14	Not known	77
Asian	242	Other	68
Black	202	PNTS	19
Mixed	75	White	771
Not available	41		

Intersectional Pay Gap by Gender/Ethnicity

- Whilst most gender pay gaps favour White female or White male staff, there are some exceptional median negative pay gaps for Mixed (-0.8%) and Other female (-7.3%) staff and a mean negative pay gap for Other female (-0.9%) staff.
- The noticeable ethnicity pay gaps for some ethnic groups reflect the general EPG issues relating to the concentration of BAME staff at lower grades and lower representation at more senior grades.
- Some groups have small numbers, for example, the Arab ethnic group. However, this is not the case for most groups, reflecting the broad racial and gender diversity of London Met that requires systemic responses at the institutional level.
- As part of the Athena Swan Action Plan (2026-31) and REC, Intersectionality has been identified as an institutional priority. Work will be undertaken to identify approaches to analysing and presenting intersectional management information to enable more targeted positive action and policy development.

Ethnic Group	Female Number	Male Number		Ethnic Group	Female Number	Male Number
Arab	9	5		White	405	366
Asian	136	106		Prefer not to say	8	11
Black	119	83		Not available	25	16
Mixed	40	35		Not known	45	32
Other	38	30				

Intersectional Pay Gap by Gender/Ethnicity



Intersectional Ethnicity Pay Gap by Gender(IEPGG)

Ethnicity	Median Pay Gap	Mean Pay Gap	Female (N)	Male (N)
Arab	27.2%	26.3%	9	5
Asian	4.5%	2.2%	136	106
Black	-6.9%	-1.3%	119	83
Mixed	-30.5%	-5.5%	40	35
Not Available	0.2%	-9.6%	25	16
Not Known	-15.3%	4.4%	45	32
Other	-8.3%	-7.4%	38	30
PNTS	4.4%	6.0%	8	11
White	4.9%	4.7%	405	366

London Met has a diverse workforce, which allows for more granular analysis of pay gaps by ethnic group and gender.

Our 2024/25 Mean and Median EPGs disguise significant intersectional pay gaps between male and female staff from individual ethnic groups.

London Met female staff from **Black, Mixed, Not Known and Other** ethnic groups have **negative pay gaps** compared to males from those specific ethnic groups. For Mixed Females, the Median Pay Gap is –30.5%.

Conversely, **London Met male pay gaps are highest for Arab** (though the numbers of staff are small), **White, Asian and Prefer Not To Say**.

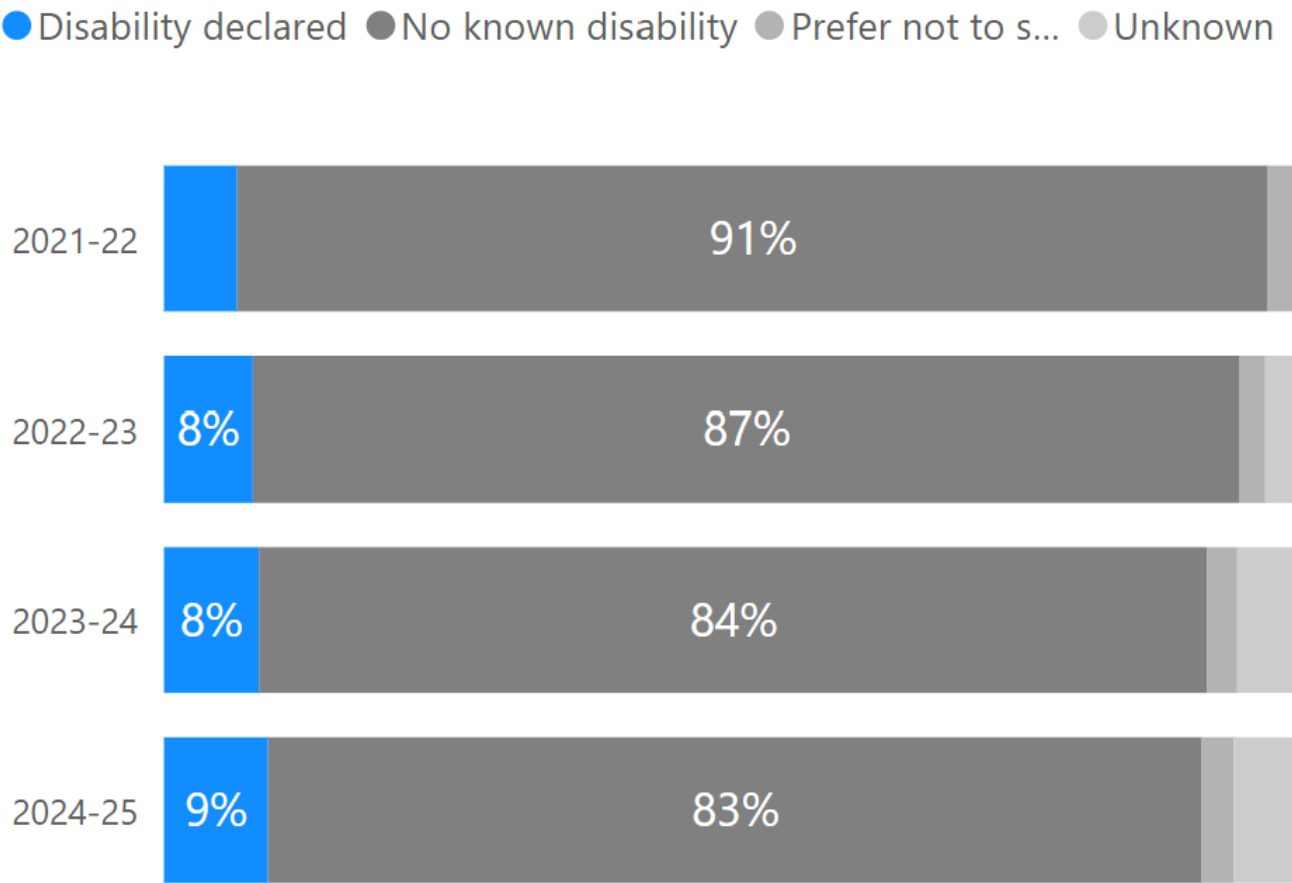
These findings will be analysed further and contribute to institutional Race Equality Charter work, which will start in 2026.

Disability

Insights

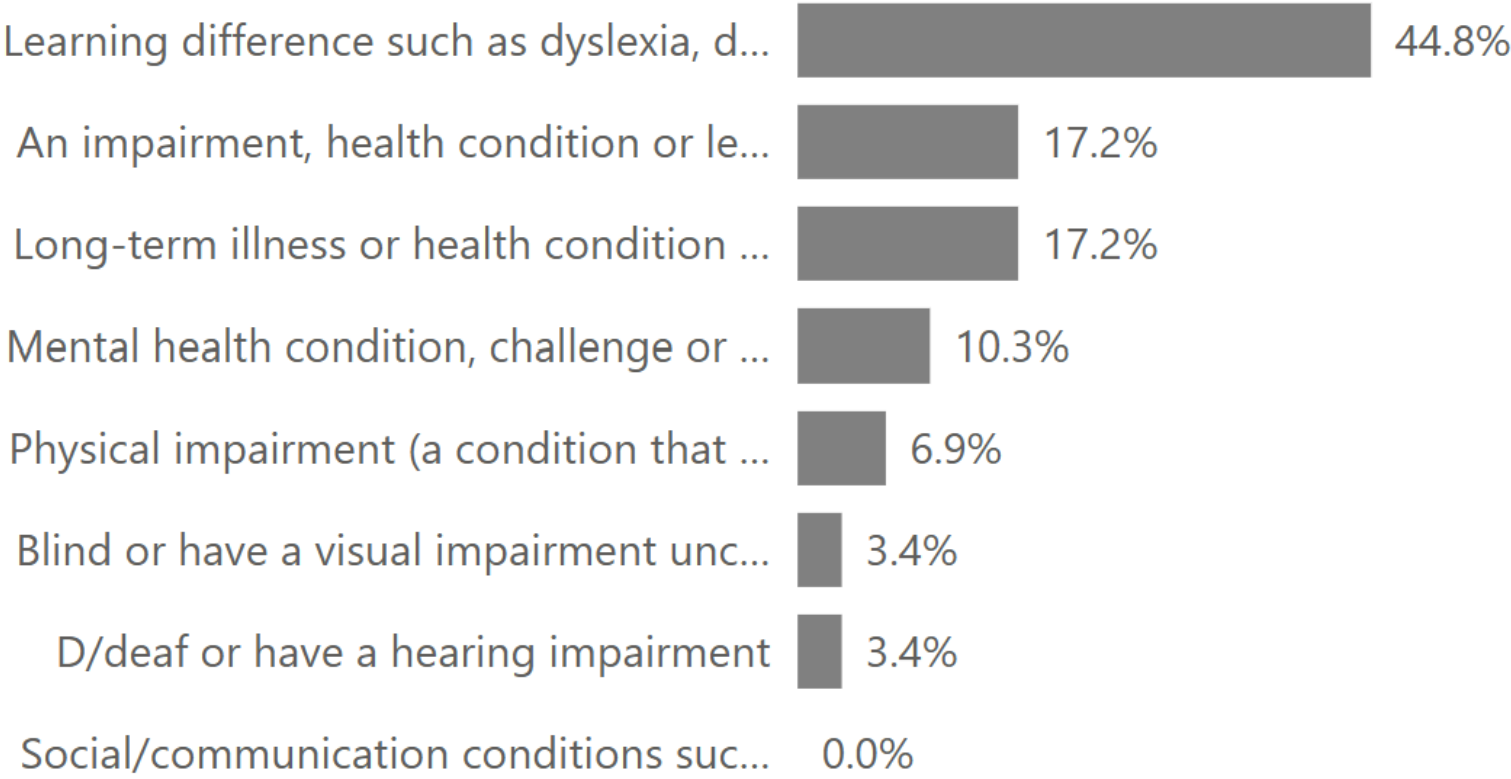
- The proportion of staff who declared a disability at London Met in 2024/5 was 9.2%, which is above the UK Higher Education disability disclosure rate of 7.2% (Advance HE reported in 2024).
- 92% of our staff have declared their disability status.
- There is a 2.9% Prefer Not to Say and 5.4% Unknown rate.
- There is an increase in unknown and Prefer Not to Say categories due to data migration issues associated with our new People and Finance Oracle system implementation, which we expect to see corrected next year.

Declared Disability by HESA Year



What disabilities do our staff declare?

What disabilities do our staff declare?



Insights

Learning difference such as dyslexia, dyspraxia or ADHD is most commonly cited (44.8%), followed by long-term illness or health condition (17.2%) and an impairment, health condition or learning difference not listed (17.2%).

Advance HE reports that of the 7.2% of HE staff declaring a disability, 23.7% have a Learning Difference.

Disability Representation by Seniority

SENIOR STAFF	No known disability	Disability declared	Unknown	Prefer not to say
Senior headcount	110	10	5	5
Overall population headcount	1285	145	80	45
Average senior staff rate	8.3%	8.3%	8.3%	8.3%
Senior staff rate by category	8.5%	7.1%	6.3%	11.1%

The overall proportion of reportable senior staff (HESA grades A-I) is 8.3% (130) (2023/24 7.5%).

There are variances between groups by disability status.

For those with No Known Disability (n=1295), 8.5% are Senior Staff (2023/24 7.6%), compared with 6.9% (n=145) for Disabled Staff (2023/24 7.1%).

For those whose disability status is Unknown (n=80), the rate is 6.3% and Prefer Not To Say (n=45), 11.1%.

Declaration rates for both disabled and no known disability have increased since 2023/4.

Disability representation by Seniority - Academic

SENIOR STAFF	No known disability	Disability declared	Unknown	Prefer not to say
Senior headcount	80	5	-	-
Overall population headcount	850	85	40	30
Average senior staff rate	8.4%	8.4%	8.4%	8.4%
Senior staff rate by category	9.4%	5.9%	-	-

The overall proportion of reportable senior academic staff (HESA grades A-I) is 8.4% (n=85) (2023/24 6.9%).

There are variances between groups by disability status.

For those with No Known Disability (n=850), 9.4% are Senior Staff (2023/24 7.5%) compared with 5.9% (n=85) for Disabled Staff (2023/24 5.6%).

For those whose disability status is Unknown (n=40) and Prefer Not To Say (n=30), there is no reportable data.

Those declaring a disability are significantly underrepresented within the senior academic group.

Disability representation by Seniority – Professional Services

SENIOR STAFF	No known disability	Disability declared	Unknown	Prefer not to say
Senior headcount	35	5	5	-
Overall population headcount	450	55	35	10
Average senior staff rate	8.2%	8.2%	8.2%	8.2%
Senior staff rate by category	9.1%	9.1%	14.3%	

The overall proportion of reportable senior academic staff (HESA grades A-I) is 8.2% (45) (2023/24 8.0%).

There are variances between groups by disability status. For those with No Known Disability (n=450), 9.1% are Senior Staff (2023/24 7.7%) compared with 9.1% (n=55) for Disabled Staff (2023/24 10.0%)*.

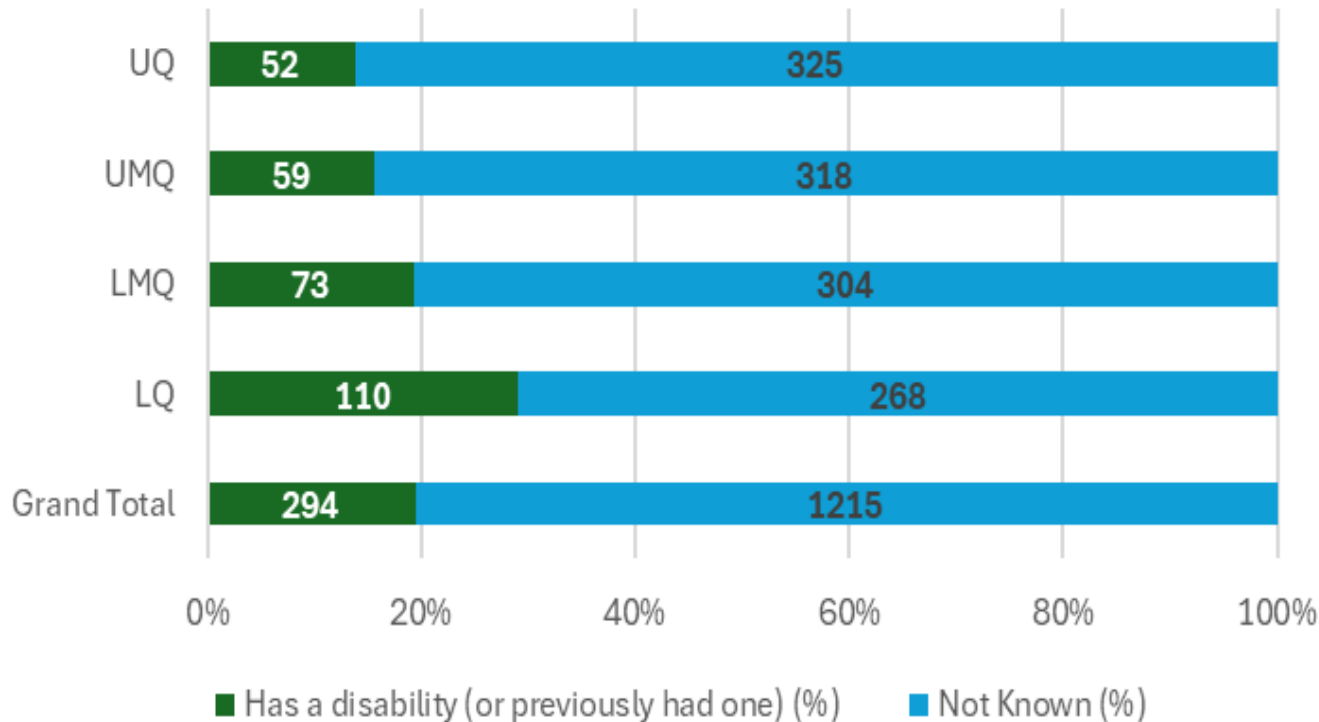
For those whose disability status is Unknown (n=35), the rate of senior staff is 14.3% (2023/24 11.1%), and for Prefer Not To Say (n=10), there is no reportable data.

For Professional Services staff, the senior representation rate is equal for those who do and do not declare a disability.

*N/B that for Disabled Staff and Unknown groups, numerical rounding up may impact the rate

Disability pay gap (DPG)

Disability Distribution by quartile: 2024/25



- Our 2025 HR Data Report committed London Met to start analysing Disability Pay Gaps (DPG).

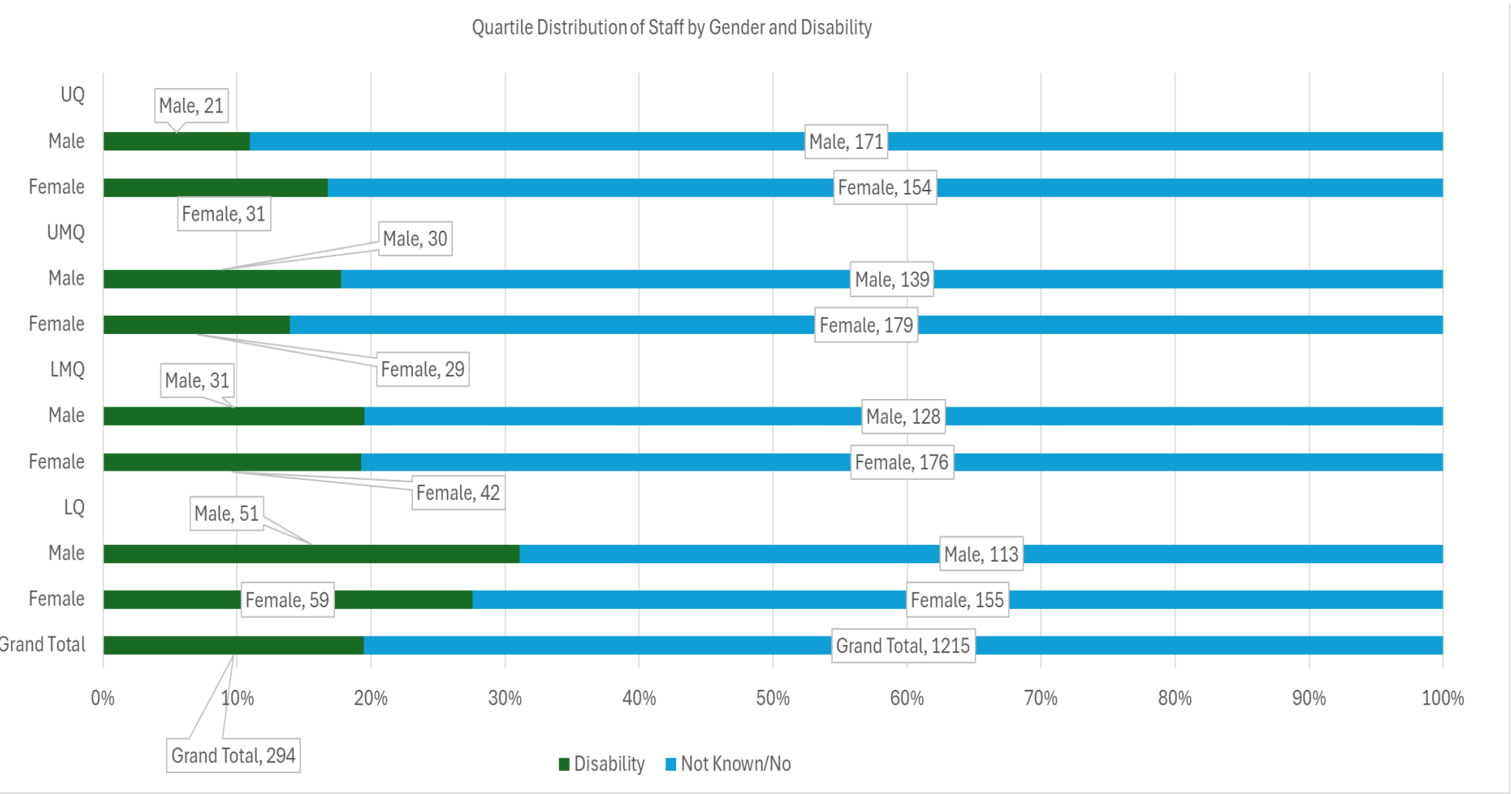
- The 2024/25 Mean DPG was **13.10%**, and the Median DPG was **19.27%**.

- The quartile analysis shows that disabled staff are concentrated at the Lower Quartile (LQ), making up 29.1% of this group, compared to 19.5% overall. A contributing factor to this is our practice of giving London Living Wage employment to our student Met Temps, who have a relatively high (45% for 2024/25 Met Temps) incidence of declared disability.

- Disabled staff are less likely to be in the Upper Middle Quartile (UMQ) and Upper Quartile (UQ).

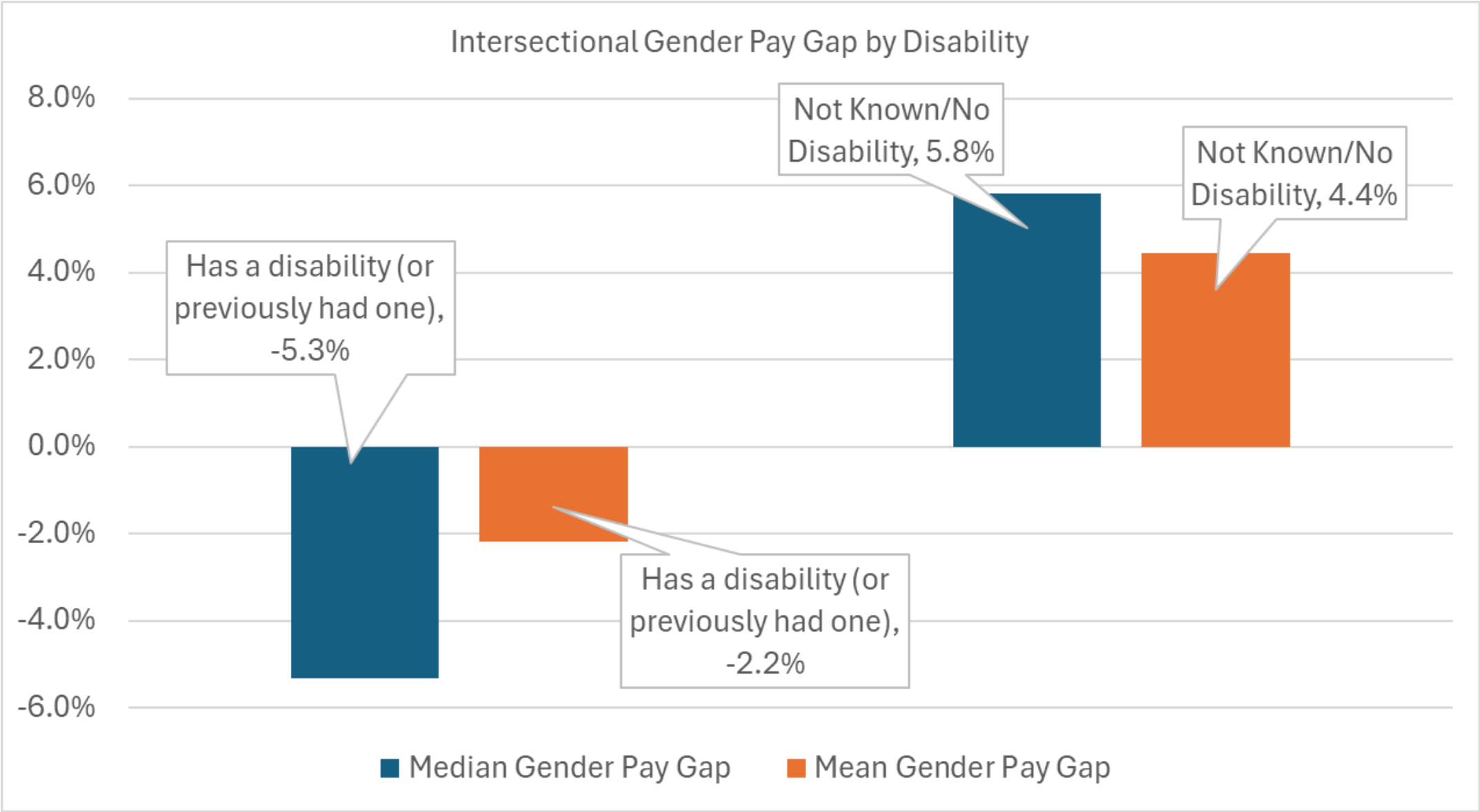
- London Met secured Leader Status in the Disability Confident accreditation scheme in 2025. The associated Action Plan includes commitments to support the recruitment, progression and retention of disabled staff to support staff to progress to higher paid roles.

Intersectional Pay Quartile Distribution by Disability and Gender



- Looking intersectionally by disability and gender, there is a negative Median and Mean pay gap in favour of female disabled staff of -5.3% and -2.2% , respectively, due to higher disabled female representation in the UQ (31F vs 21M) and higher male concentration in the LQ.
- The equivalent intersectional Median and Mean pay gaps for non-disabled staff are 5.8% and 4.4% , respectively.

Intersectional Gender Pay Gap by Disability

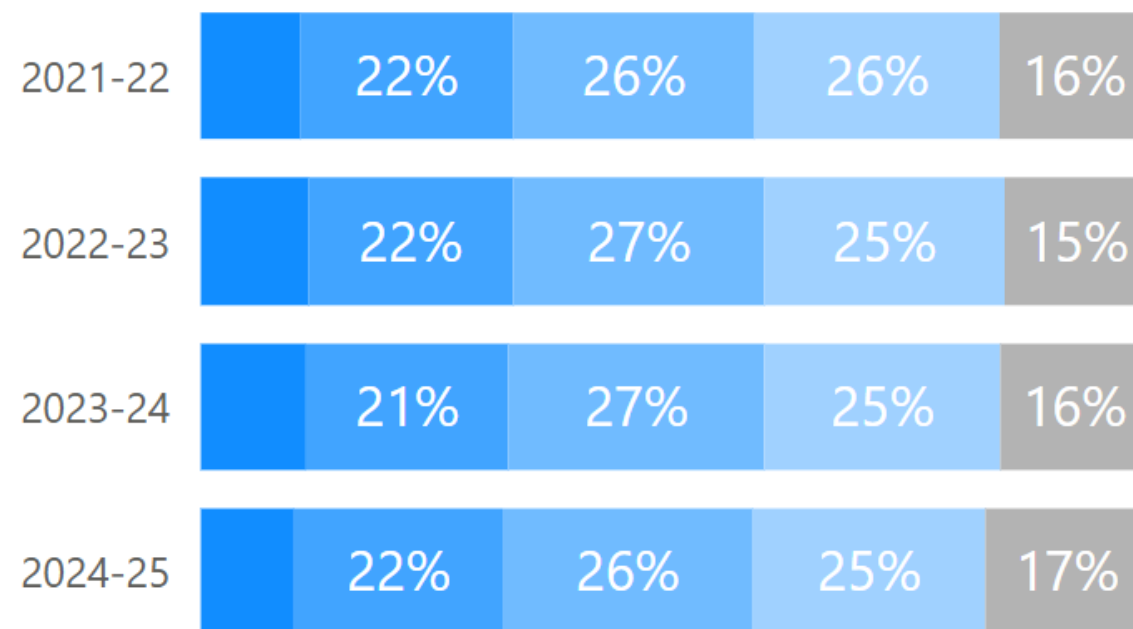


Age profile

- Overall, the age profile has been relatively stable over the past 4 years.
- 73% (1145/1570) of staff fall within the 31-60 age range.
- There has been a small increase in the proportion of staff over 60 (+15 since 2021/22 to 270, a +0.9pp). This is particularly the case for academic staff, where, during a period of overall reduced numbers in other age groups, there has been an increase in the 60+ group (+2.4pp to 21.8%).
- In contrast, the proportion of 60+ staff in professional services roles has declined by 0.4pp to 7.4%.
- Males (18%) have an older age profile than females (13%) of staff in the 60+ age group.

Age by HESA Year

● 20 and under ● 21-30 ● 31-40 ● 41-50 ● 51-60 ►

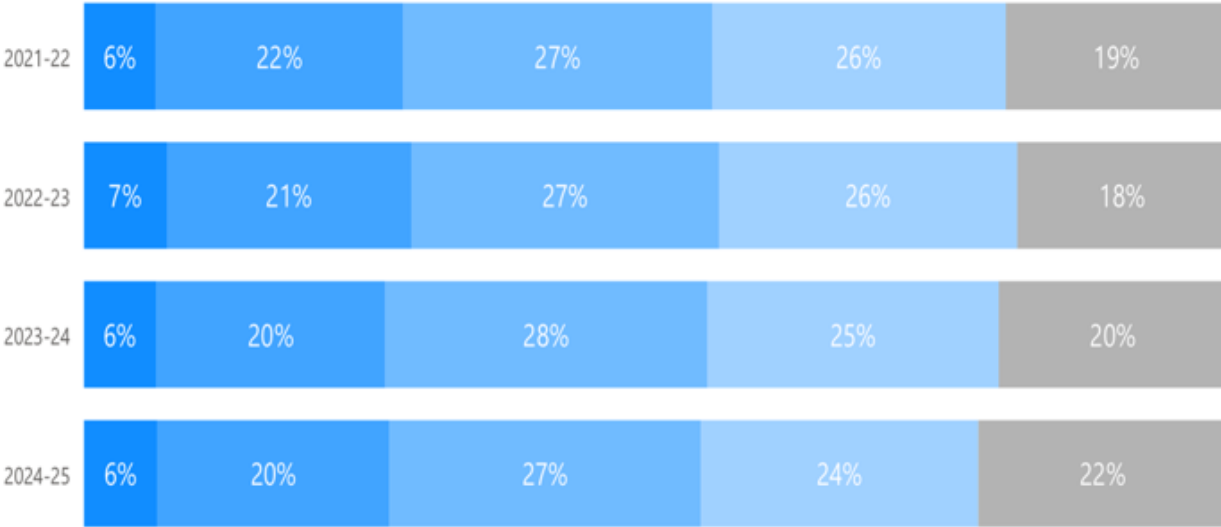


Age profile by staff group

Academic

Age by HESA Year

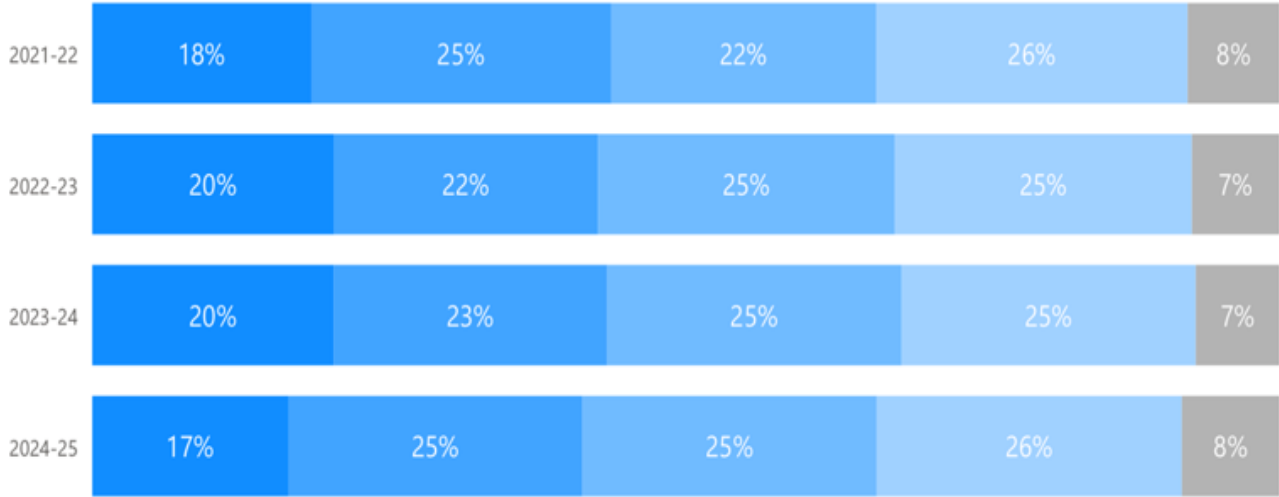
● 20 and under ● 21-30 ● 31-40 ● 41-50 ● 51-60 ● Over 60



Professional Services

Age by HESA Year

● 20 and under ● 21-30 ● 31-40 ● 41-50 ● 51-60 ● Over 60



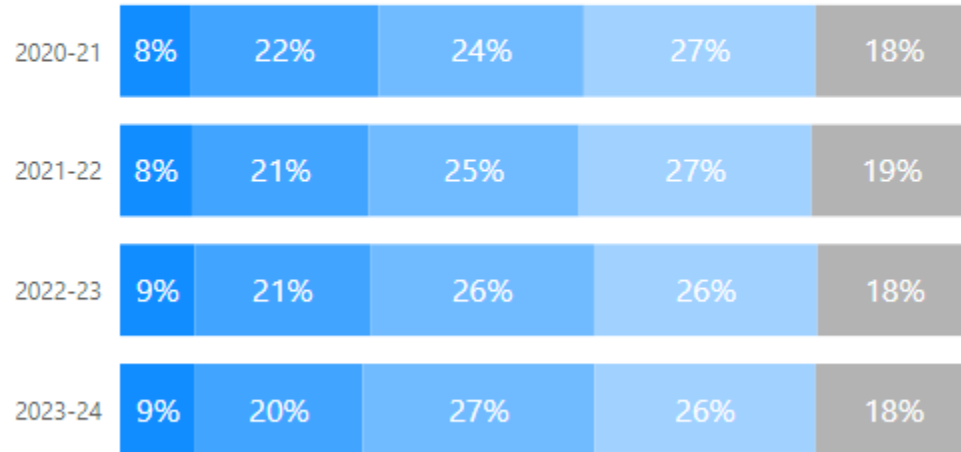
- Our Professional Services staff tend to be younger than our Academic group.
- Academic staff have more than twice the proportion of age 60+ staff.

Age profile by gender

Men

Age by HESA Year

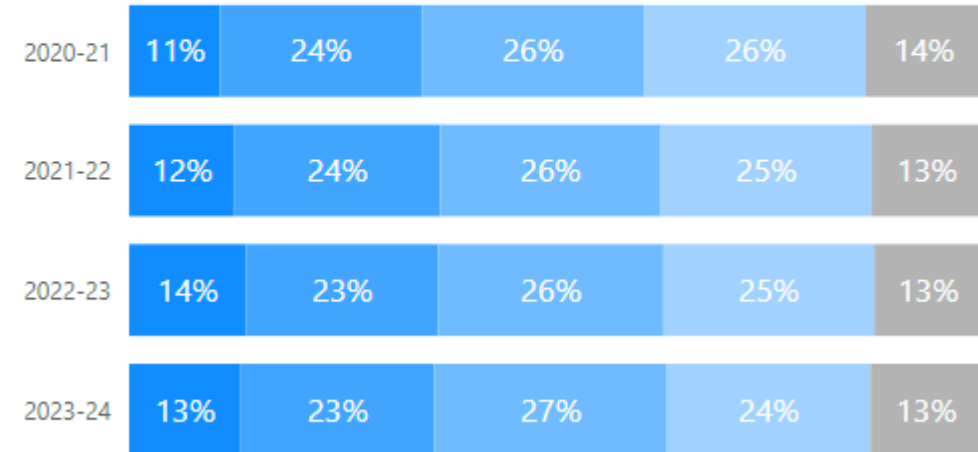
● 21-30 ● 31-40 ● 41-50 ● 51-60 ● Over 60



Women

Age by HESA Year

● 20 and under ● 21-30 ● 31-40 ● 41-50 ● 51-60 ● Over 60



- Men are more represented in the older age groups (51 to 60 and Over 60).
- Women are more represented in the younger age groups (21 to 30 and 31 to 40).
- Gender is more evenly balanced in the 41 to 50 age group.

Sexual orientation

The data demonstrates increasing confidence, with 74.6% of staff disclosing their sexual orientation, up from 68.2% in 2021.

In 2024/25, 7.8% of staff who have declared their sexual orientation identify as LGBTQ+, up from 6.7% in 2021.

Unknowns have dropped from 31.3% to 22.3% between 2021/22 and 2024/25.

Sexual Orientation by HESA Year

Sexual Orientation	2021-22	2022-23	2023-24	2024-25
Heterosexual	61%	64%	65%	66%
Unknown	31%	28%	24%	22%
Gay or Lesbian	4%	5%	5%	5%
Bisexual	2%	2%	2%	3%
Prefer not to say	1%	1%	2%	3%
Other	1%	1%	0%	1%
Total	100%	100%	100%	100%

Sexual Orientation Representation by Seniority

SENIOR STAFF	Heterosexual	LGBO	Unknown	Prefer not to say
Senior headcount	90	10	25	-
Overall population headcount	1030	130	325	70
Average senior staff rate	8.0%	8.0%	8.0%	8.0%
Senior staff rate by category	8.7%	7.7%	7.7%	-

The overall proportion of reportable Senior staff is 8.0%.

There are variances between groups by sexual orientation.

For those recorded as Heterosexual (n=1030), 8.7% are Senior Staff, compared with 7.7% for LGB Staff (n=130). 2021/22 comparisons are 7.7% and 8.3% respectively.

For those whose sexual orientation is Unknown (n=325), the rate is 7.7%, and for Prefer Not To Say (n=70), there is no reportable data.

Heterosexual staff are slightly overrepresented at a senior level.

Sexual Orientation Representation by Seniority - Academic

SENIOR ACADEMIC STAFF	Heterosexual	LGBO	Unknown	Prefer not to say
Senior headcount	60	10	15	-
Overall population headcount	660	85	210	60
Average senior staff rate	8.4%	8.4%	8.4%	8.4%
Senior staff rate by category	9.1%	11.8%	7.1%	—

The proportion of reportable Academic Senior staff is 8.4% (compared to 8.0% in 2021/22).

There are variances between groups by sexual orientation.

For those who are recorded as Heterosexual (n=660), 9.1% are Senior Staff, 11.8% for LGBO Staff (n=85). 2021/22 comparisons are 7.9% and 10.5% respectively.

For those whose Sexual Orientation is Unknown (n=210), the Senior Staff rate is 7.1% (2021/22 6.1%), with Prefer Not To Say (n=60) having no reportable data.

Sexual Orientation representation by Seniority – Professional Services (PS)

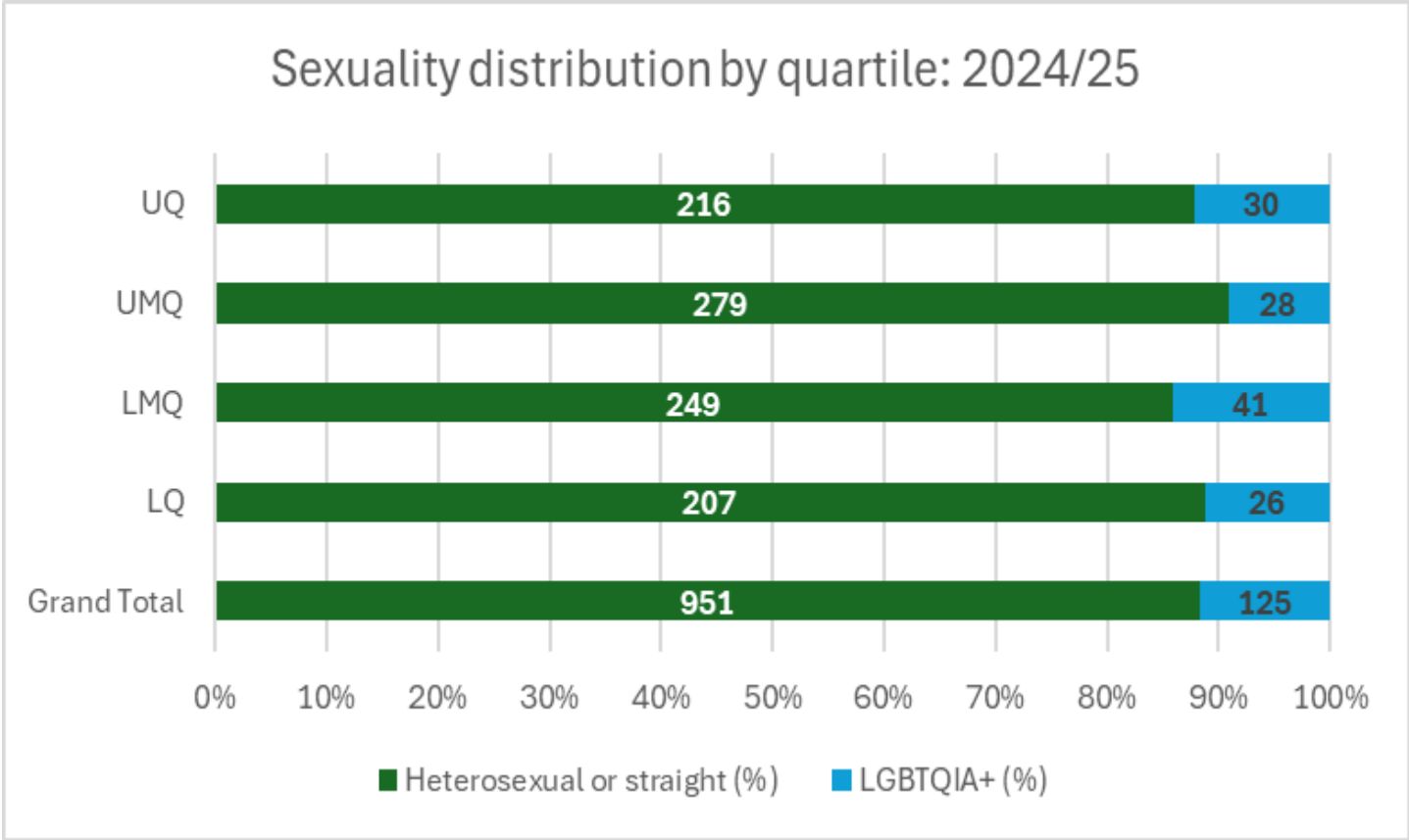
SENIOR PROFESSIONAL SERVICES STAFF	Heterosexual	LGBO	Unknown	Prefer not to say
Senior headcount	35	5	5	-
Overall population headcount	380	50	110	15
Average senior staff rate	8.1%	8.1%	8.1%	8.1%
Senior staff rate by category	9.2%	10.0%	4.5%	-

The overall proportion of reportable PS senior staff is 8.1% (compared to 8.7% in 2021/22).

However, there are variances between groups by sexual orientation. For those who are recorded as Heterosexual (n=380), 9.2% are Senior Staff and 10.0% for LGBO staff (n=50). 2021/22 comparisons are 9.9% and 0%, respectively.

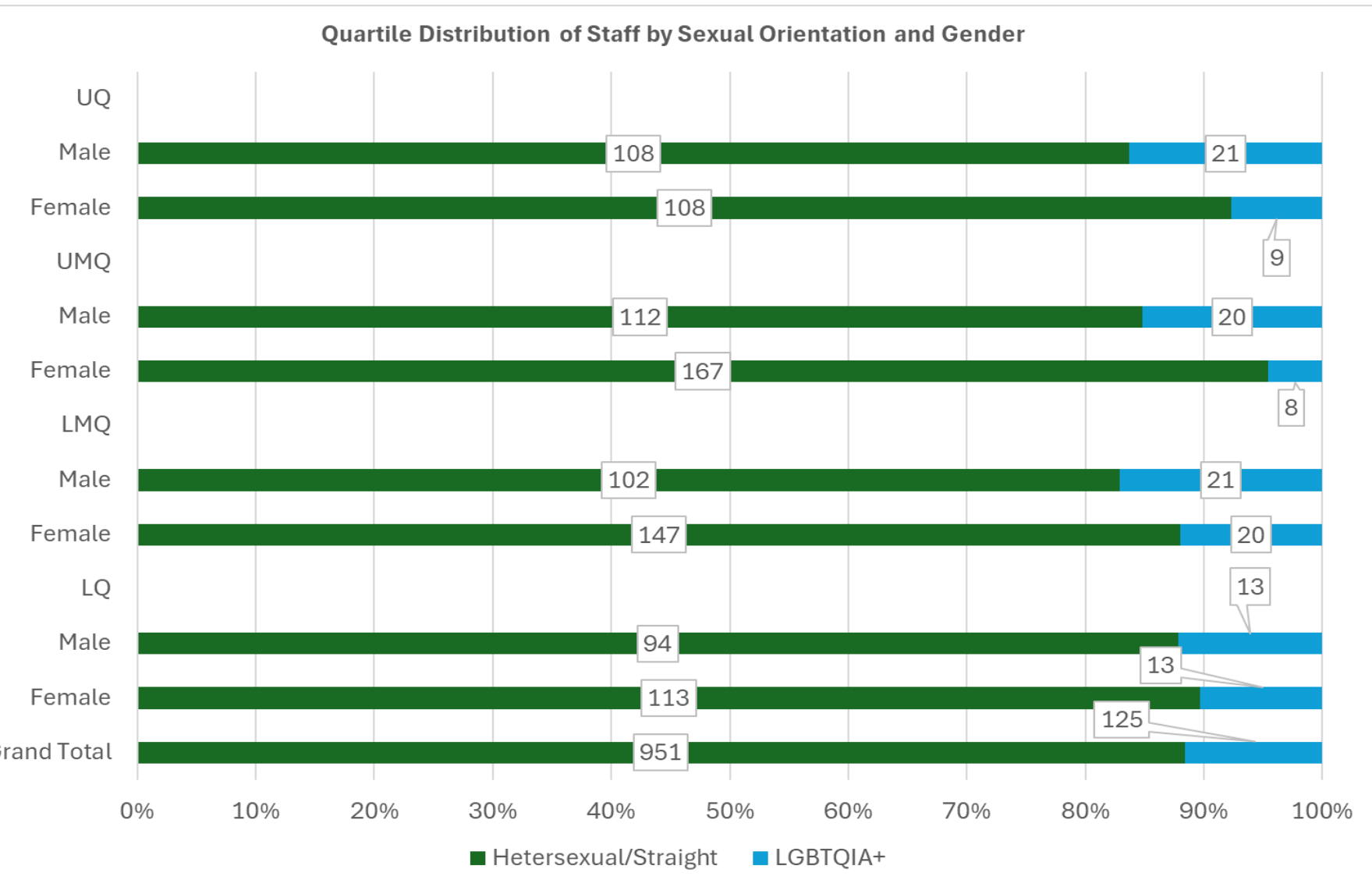
For those whose Sexual Orientation is Unknown (n=110), the Senior Staff rate is 4.5%, with Prefer Not To Say (n=15) having no reportable data.

Sexual Orientation pay gap (SOPG)



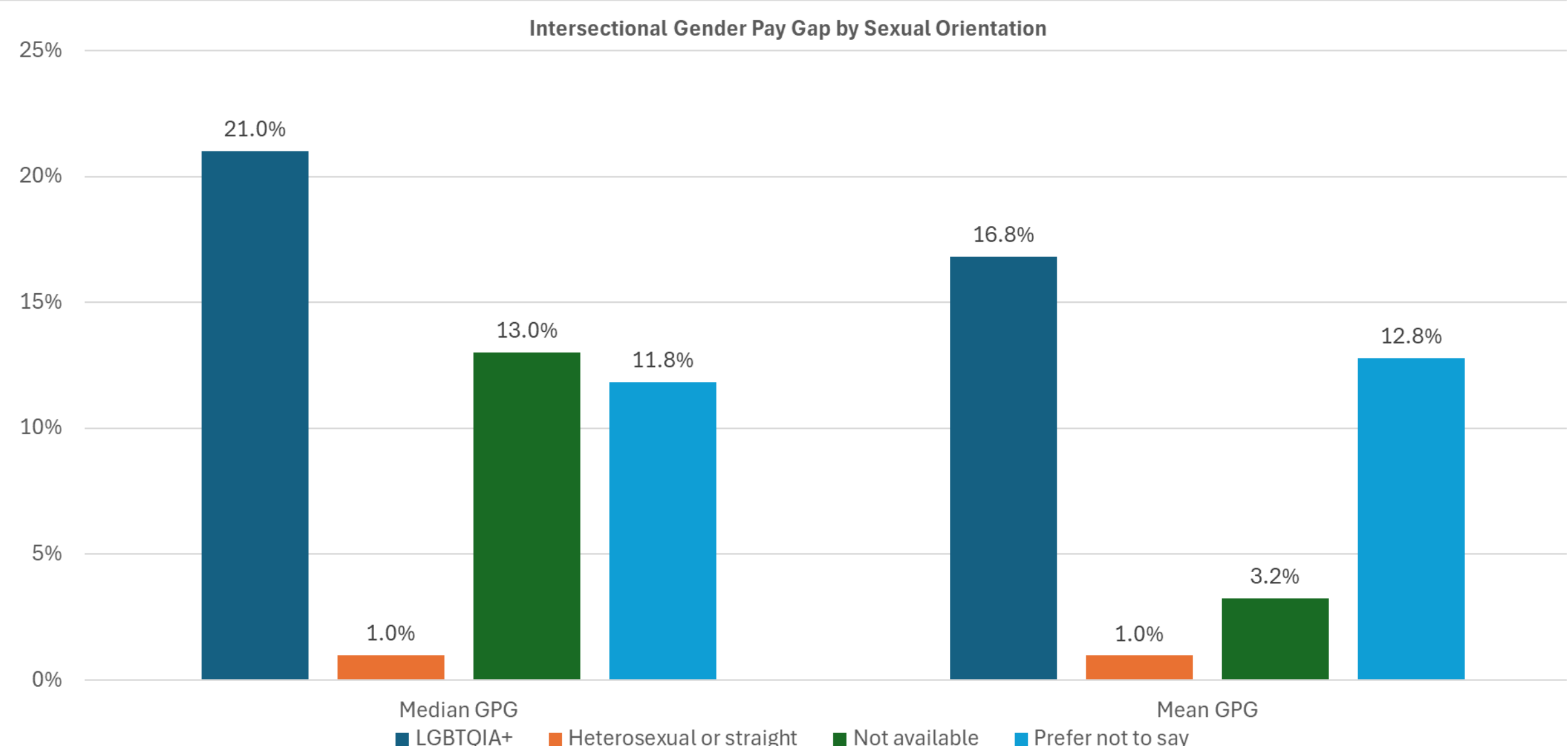
- Our 2025 HR Data Report, committed London Met to start analysing Sexual Orientation Gaps (SOPG).
- The 2024/25 Mean SOPG was **1.21%** and the Median SOPG was **5.93%**.
- The quartile analysis shows that LGBTQIA+ staff are distributed fairly evenly across quartiles, with an overall representation of 11.6%.
- This data will inform the institutional Stonewall Proud Employers application in 2026.

Intersectional Pay Quartile Distribution by Sexual Orientation and Gender



- Intersectional Gender Pay Gap analysis by sexual orientation shows differences between LGBTQIA+ male and female staff, with the **Median and Mean pay gaps at 21.0% and 16.8%**, respectively, meaning male LGBTQIA+ staff earn more than female LGBTQIA+.
- More detailed analysis of staff distribution shows that there are proportionately more male LGBTQIA+ academic staff (31M vs 10F), reflected in the profile differences in the intersectional quartile pay distribution.
- The intersectional heterosexual-gender **Median and Mean pay gaps are 1.0% for both**, suggesting that LGBTQIA+ identity is affecting the overall institutional gender pay gap.

Intersectional Gender Pay Gap by Sexual Orientation

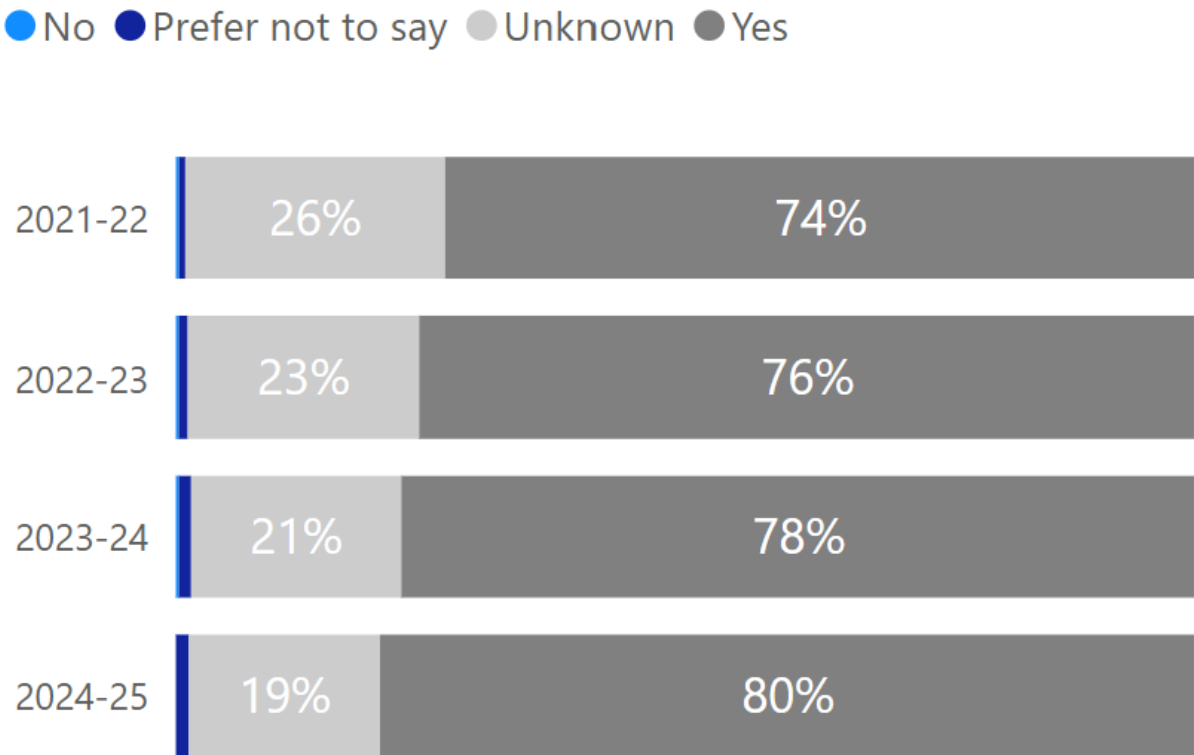


Gender identity*

Increasing numbers of staff are responding to the monitoring question on gender identity status with the proportion of Unknowns decreasing from 25.5% to 18.8%.

79.9% in 2024/5, compared to 73.5% in 2021/22), responded to the question with 1.3% Prefer Not To Say

Gender Identity by HESA Year

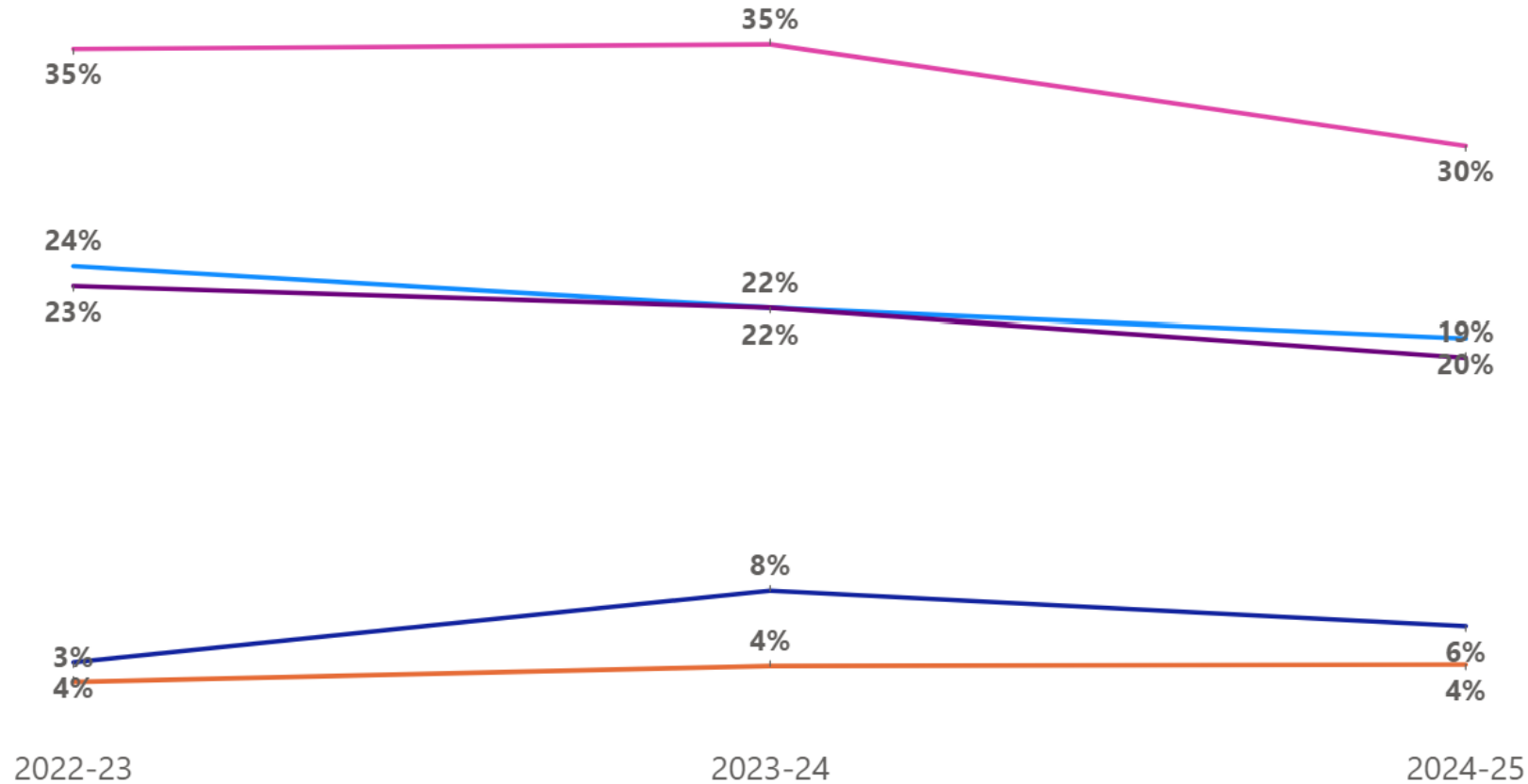


* Answers to the question: The Gender I identify with is the same as the sex registered at birth

Data Gaps

Data gaps for diversity fields over time

● Sexual Orientation ● Disability ● Ethnicity ● Gender Identity ● Religious Belief



- We are seeing significant improvement in our data gaps over time and expect this to improve further following the introduction of our new Oracle People and Finance system.
- We encourage staff to use the self-service function of Oracle periodically to fill any gaps in their personal data.
- The one exception is an increased data gap with disability declaration.