

## IntoUniversity - Gender Pay Gap Report - 2025

We're pleased to present **IntoUniversity's** gender pay gap report for 2025.

The *gender pay gap* refers to the difference in average pay between men and women across all roles and job types at the charity. We've followed the guidance set out by the Government Equalities Office (you can find this [here](#)) on how to report our gender pay gap. Please note that this guidance requires us to report on male and female employees only.

We've analysed our data for **IntoUniversity** staff for the snapshot date of 5 April 2025, and we've outlined our findings below.

### Median pay gap:

The median pay gap is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

*Our median pay gap on 5 April 2025 was 5% (compared to 0% on 5 April 2024).*

This means that women working at **IntoUniversity** earned 95p for every £1 that men earned (based on median hourly pay).

### Mean pay gap:

The mean (average) pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. The mean for each is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

*Our mean pay gap on 5 April 2025 was 6% (compared to 5% on 5 April 2024).*

This means that the average hourly pay for women working at **IntoUniversity** was 6% lower than men at 5 April 2025.

### Pay quarters

The proportion of male and female full pay relevant employees in each of the four quartiles at 5 April 2025 was:

	Female	Male
<b>Upper hourly pay quarter (highest paid jobs)</b>	78%	22%
<b>Upper middle hourly pay quarter</b>	79%	21%
<b>Lower middle hourly pay quarter</b>	84%	16%
<b>Lower hourly pay quarter (lowest paid jobs)</b>	87%	13%

## Our response to the gender pay gap reporting

Like many educational organisations and comparable charities, our team at **IntoUniversity** has a high proportion of female staff. Male staff constituted only 18% of our staff team in 2025, compared to 21% in 2024.

### *Why has the gender pay gap increased?*

Although there has been a reduction in the number of male staff in both the upper and lower pay quartiles, the proportion of male staff in the lower quartiles has fallen *at a greater rate*. In last year's pay gap report, 23% of staff in the lowest quartile were male; this has reduced to just 13% this year.

This means that the mean and median pay gap have increased since last year's report.

We also note that the relatively low number of male staff at the charity means that the charity is more susceptible to volatility in its gender pay gap each year. A small number of appointments, promotions or departures among the charity's male staff may have a material impact on the overall mean and median pay for male staff.

### *Why has the proportion of male staff in lower quartiles reduced?*

We have found recruitment of male staff into entry-level positions particularly challenging over the last two years, especially in frontline delivery roles where the large majority of our team work.

We know that this isn't a challenge that's unique to our charity.

### *How are we addressing this?*

Our team is continuing to look at how we can address the under-representation of male staff within **IntoUniversity**, particularly in entry-level roles. This was a key consideration in the charity's recent recruitment review conducted by the HR team and Senior Leadership Team, and is an ongoing focus for the charity's Diversity and Inclusion team and Diversity and Inclusion Forum.

Our work in this regard forms part of our broader organisational approach to diversity and inclusion. You can read about our Diversity and Inclusion Strategy on our website [here](#).