Wrexham University’s 2024/25 Gender Pay Gap Report

The University’s commitment to equality, diversity and inclusion is a central thread in the University Strategy and within our Strategic Equality Plan 24-28 one of the overarching aims within the plan is to *Foster and inclusive learning and working environment that nurtures a culture that supports both our staff and students; embracing diversity and championing a sense of belonging, ensuring equitable opportunities for our people.* Key objectives include*:*

* Ensuring admission, recruitment and progress processes are fair and transparent for all staff and students, removing barriers to support people with diverse needs.
* Implementing targeted strategies aimed at reducing and eliminated pay gaps within our university, ensuring fair compensation for all employees regardless of their protected characteristics.

The gender pay gap is one area we are keen to monitor and evaluate any identified differences and develop an action plan to address as necessary with the specific action ‘Implement targeted strategies aimed at reducing and eliminated pay gaps within our university, ensuring fair compensation for all employees regardless of their protected characteristics.

The annual action plan will be reviewed and monitored by the Equality & Diversity Action Group, with an annual report on progress made provided to the University’s Board of Governors and appropriate committees.

Regulations make it mandatory for all organisations with more than 250 employees to report their gender pay gap on an annual basis. Universities, along with other public sector bodies, are required to report their gender pay gap based on data on 5th April each year. The gender pay gap measures differences in pay between men and women across the entire workforce, which includes jobs of different sizes and levels. This report provides the outcomes of our mandatory gender pay gap reporting requirements and is based on 2024 data



