Veritas University College – Gender Pay Gap Report

Prepared by Human Resources. Snapshot date: 31 October 2026. This report covers full-time staff of Veritas University College employed on the snapshot date (19 staff).

The pay gap is the difference between men's and women's average pay, as a percentage of men's pay. A positive gap means women are paid less on average. Annual pay is full-time-equivalent basic salary plus fixed allowances. The figures compare average pay across the workforce; they are not a comparison of pay for the same job.

1. Headline figures

Measure	Men	Women	Pay gap
Headcount	6	13	–
Share of workforce	31.6%	68.4%	–
Mean annual pay (RM)	129,600	67,154	48.2%
Median annual pay (RM)	130,200	53,400	59.0%
Mean bonus (RM)	5,517	2,454	55.5%
Received a bonus	50.0%	53.8%	–

2. Pay quartiles

All staff ranked by annual pay and divided into four bands of roughly equal size.

Pay quartile	Men	Women	Women (%)
Lower	0	5	100.0%
Lower middle	1	4	80.0%
Upper middle	2	2	50.0%
Upper	3	2	40.0%

3. What explains the gap

Women make up 68% of our workforce, but they are concentrated in lower-paid roles: all five staff in the lowest pay quartile are women, while men hold three of the five places in the highest quartile. This difference in the mix of roles, with more men in senior academic and management positions, is the main reason for the mean pay gap of 48.2%. Because our workforce is small, a change of one or two people can move these figures considerably.

4. Our actions

- Review pay by grade every year to check that men and women in the same grade are paid fairly.
- Publish clear, transparent criteria for promotion and progression.
- Support women into senior academic and leadership roles through mentoring and development programmes.
- Publish this report every year and track progress against it.

Certification

I confirm that the figures above are accurate and drawn from Veritas University College records. No personal data is included.

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