

Pay Gap Report **2023**

(Gender, Ethnicity
and Disability)

This report incorporates
an equal pay analysis





Introduction

Employers with 250 or more employees are obligated to share their gender pay gap details according to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. In addition to our legal duties, Brunel University London also discloses pay gap calculations for ethnicity and disability.

The gender pay gap represents the difference in average earnings (either mean or median) between men and women within a workforce. These calculations are based on payroll data collected on a specific date each year called the 'snapshot date.' The results must be published on both the government portal and the University's external website within one year from the annual census date of 31 March.

This year, there has been a change in the mean gender pay gap, which has reduced by 1.6% in favour of women, now standing at 13.5% compared to last year.

However, our ethnicity pay gap has increased by 2.7% from last year, now reaching 16%.

On a positive note, our disability pay gap continues to show improvement year after year. In 2023, we've observed a decrease of 3% compared to last year, resulting in a current standing of -3.2%.

The pay parity calculations can be utilised to evaluate:

- **The extent of gender, ethnicity, and disability equality within our workplace.**
- **The distribution of workforce diversity across various levels.**
- **The effectiveness of talent utilisation and recognition.**

This report highlights some of the main challenges we are encountering and outlines the steps we will take to bridge these gaps.

For the purpose of this report, we categorise ethnicity as either "Black, Asian, and Minority Ethnic" or "White" and use 'male or female' to label tables and graphs as this reflects how we collect and aggregate data. We acknowledge the limits of these terms and will continue to enhance our use of more inclusive language.

"To move the dial on equalising pay, we need to debias systems, not people... Evidence-based design of hiring practices, promotion procedures and compensation schemes helps our organisations do the right and the smart thing, creating more inclusive and better workplaces."

Iris Bohnet, Roy E. Larsen Professor of Public Policy and director of the Women and Public Policy Program, Harvard Kennedy School



Table 1 – Gender pay gap

2983 members of staff (1582 women and 1401 men) were included in the calculations as ‘full-pay relevant’. See the appendix for inclusion criteria and calculation details.

Gender pay gaps	2022/23			2023/2024			Difference (2022-2023)	
Mean	15.04%			13.47%			-1.57%	
Median	13.45%			14.29%			0.84%	
Mean bonus	-19.20%			-14.06%			5.14%	
Median bonus	-39.44%			-57.67%			-18.23%	
Proportion of women receiving bonuses	2.65%			1.96%			-0.69%	
Proportion of men receiving bonuses	5.74%			4.28%			-1.46%	
Proportion of women and men in salary quartiles		W	M		W	M	diff in % (W)	
Lower Quartile	Q1	67%	33%	Q1	64%	36%	Q1	-3.00%
Lower middle quartiles	Q2	53%	47%	Q2	56%	44%	Q2	2.97%
Upper middle quartile	Q3	49%	51%	Q3	50%	50%	Q3	1.22%
Upper Quartile	Q4	41%	59%	Q4	42%	58%	Q4	1.45%

Table 1 (please note that the numerical values within the text body have been rounded to the nearest decimal point.)

The mean gender pay gap of 13.5% has improved in favour of women, showing a decrease of 1.6% compared to last year. The median gender pay gap has slightly widened in favour of men by 0.8% when compared to last year.

Bonuses breakdown

The mean bonus gap has narrowed by 5.1%, favouring men, whereas the median bonus gap has increased by 18.2%, favouring women. There’s a decrease in the percentage of women and men receiving bonuses, with a decline of 0.7% for women and 1.5% for men. For White staff there wasn’t much change for incentive payments so their hourly bonus rate has remained similar.

Proportion in salary quartile breakdown

In terms of the proportion of women and men in salary quartiles, we have noticed a decrease of 3% in the number of women in the lower quartile.

The lower middle quartile has grown by 3%, now having more women than men.

The upper middle quartile has increased by 1.2%, reaching parity with the number of men in this quartile.

The upper quartile has experienced an increase of 1.5% for women. Consequently, a higher number of women now receive a higher hourly rate compared to the previous year (see gender staff proportion graph, figure 1 on page 9).

Table 2 – Ethnicity pay gap

The category “White” encompasses all staff members who have identified themselves as having a White background. For a detailed breakdown of Black, Asian, and Minority Ethnic backgrounds, please refer to the appendix.

Ethnicity pay gaps	2022/23			2023/2024			Difference (2022-2023)	
Mean	13.32%			16.01%			2.69%	
Median	15.10%			17.72%			2.62%	
Mean bonus	-29.21%			38.97%			68.18%	
Median bonus	23.11%			38.49%			15.38%	
Proportion of staff from White backgrounds receiving bonuses	3.92%			4.06%			0.14%	
Proportion of staff from Minority Ethnic backgrounds receiving bonuses	4.14%			2.51%			-1.63%	
Proportion of staff from White and Minority Ethnic backgrounds in salary quartiles		White	Min. ethnic.		White	Min. ethnic.	diff in % (min. ethnic.)	
Lower Quartile	Q1	46%	54%	Q1	43%	57%	Q1	2.50%
Lower middle quartiles	Q2	62%	38%	Q2	56%	44%	Q2	5.32%
Upper middle quartile	Q3	63%	37%	Q3	62%	38%	Q3	0.98%
Upper Quartile	Q4	69%	31%	Q4	69%	31%	Q4	-0.28%

Table 2 (please note that the numerical values within the text body have been rounded to the nearest decimal point.)

There has been a rise in the mean ethnicity pay gap by 2.7% from the previous year, now reaching 16%. The median ethnicity gap has also grown by 2.6%.

Bonus breakdown

The mean ethnicity bonus gap has expanded by 68.2% and the ethnicity median bonus gap has widened by 15.4%. There has been an increase of 0.1% in the proportion of staff from White backgrounds receiving bonuses. Conversely, the proportion of staff from Black, Asian, and Minority Ethnic backgrounds receiving bonuses has decreased by 1.6%. The variation in the mean Ethnicity bonus pay gap can be attributed to specific individuals’ bonuses, causing fluctuations between last year and this year.

Proportion in salary quartile breakdown

The proportions of staff from White and Black, Asian, and Minority Ethnic backgrounds in salary quartiles show that staff from Black, Asian, and Minority Ethnic backgrounds in the lower quartile have increased by 2.5%. In the lower middle quartile, there’s been a rise of 5.3%, and in the upper middle quartile, an increase of 1%. The percentage difference in the upper quartile for staff from Black, Asian, and Minority Ethnic backgrounds has seen an increase but essentially remains consistent with the previous year (see ethnicity staff proportion graph, figure 2 on page 9).

In this context, we continue to observe that the proportion of White staff is twice that of Black, Asian, and Minority Ethnic staff within the upper quartile.

Black Asian and Minority Ethnic staff are still underrepresented in the upper quartile and tend to be more represented in the lower quartiles. This underscores the importance of ongoing efforts to promote diversity and inclusion within our organisation.

Table 3 – Disability pay gap

For the purpose of this calculation, the category ‘non-disabled’ encompasses all staff who have not disclosed any disability. On the other hand, the ‘disabled’ category includes staff members who have declared any type of disability. The ‘unknown’ category consists of those who have chosen not to disclose their status or for whom we lack disability-related data.

For the disability band type, please refer to the appendix.

Disability pay gaps	2022/23			2023/2024			Difference (2022-2023)	
Mean	-0.15%			-3.18%			-3.03%	
Proportion of Disabled and Non-disabled staff in salary quartiles	Disabled (%)	Non-disabled (%)	Unknown	Disabled (%)	Non-disabled (%)	Unknown	diff in % (disabled)	
Lower Quartile	2.99%	55%	41.88%	1.88%	42%	56.30%	Q1	-1.11%
Lower middle quartiles	4.68%	75%	20.14%	4.02%	71%	24.53%	Q2	-0.66%
Upper middle quartile	3.40%	80%	16.45%	4.02%	74%	22.12%	Q3	0.62%
Upper Quartile	3.70%	81%	14.94%	2.68%	77%	20.00%	Q4	-1.02%

Table 3 (please note that the numerical values within the text body have been rounded to the nearest decimal point.)

Over the years, our disability pay gap has consistently decreased since we started reporting. In 2023, we have observed a reduction of 3% compared to the previous year, bringing our current standing to 3.2%.

Presently, we do not provide median pay gap figures for disability. This decision stems from the relatively small number of staff who have disclosed a disability, which can lead to distorted median figures that may not accurately represent the true state of pay gaps within this group.



Staff proportions

The following figures illustrate the distribution of the staff population across four pay quartiles. Q1 represents the lowest paid quartile, while Q4 represents the highest.

Figure 1 depicts the proportions of men and women in each pay quartile, ranging from the lowest (Q1) to the highest (Q4).

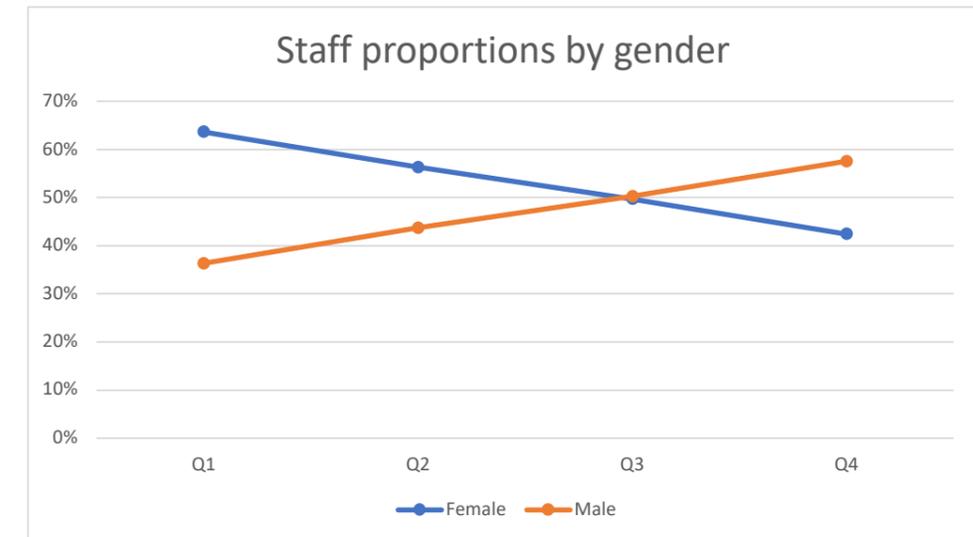


Figure 1

Figure 2 depicts the proportion of staff from Black, Asian, Minority Ethnic and White backgrounds in each pay quartile, ranging from the lowest (Q1) to the highest (Q4).

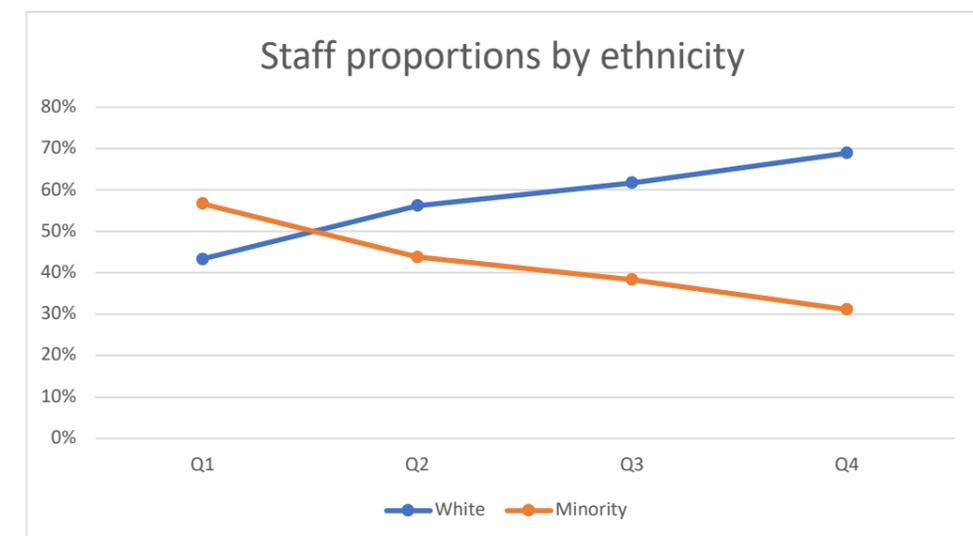


Figure 2

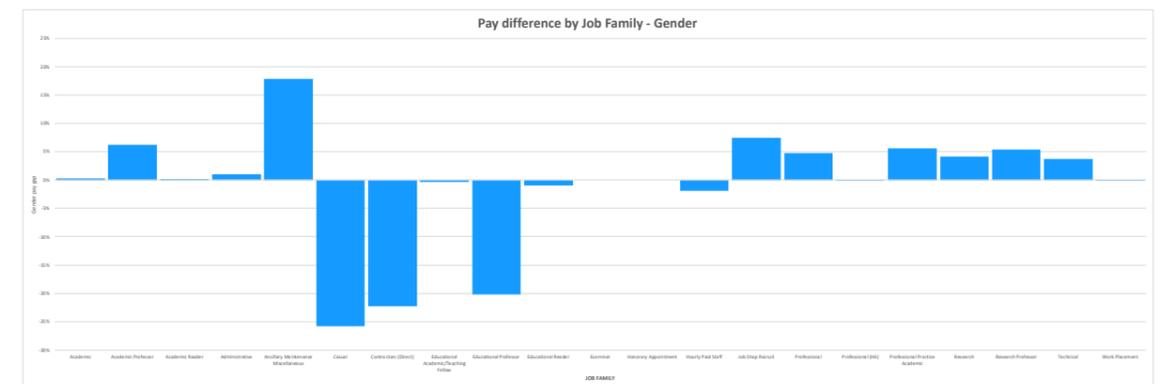
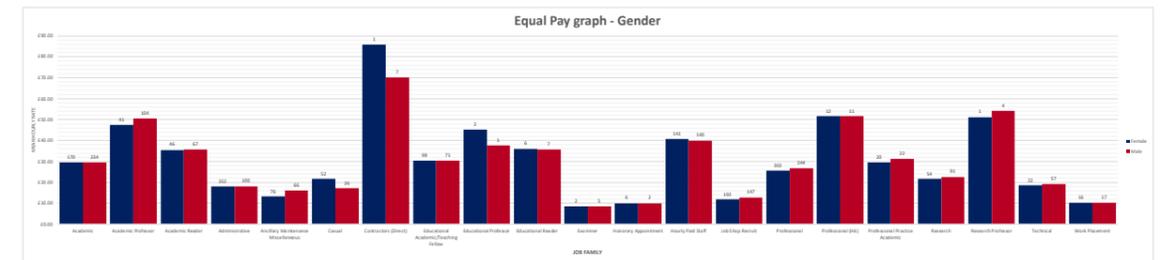


Equal pay analysis

To ensure equal pay, where members of staff in the performing equal work receive equal pay, we operate a pay and grading system that is transparent and based on objective criteria. We determine salary grades using the HERA (Higher Education Role Analysis) method. We also follow the rules set by the Joint Negotiating Committee for Higher Education Staff (JNCHES) for most roles, except the more senior ones like Senior Professionals, Readers, and Professors.

For roles at the Senior Professional, Reader, and Professorial levels, as well as positions with specialised demands, we conduct salary benchmarking to ensure equitable and competitive compensation. This approach also supports our efforts in recruiting and retaining proficient staff. Our primary reference point for this assessment is the Universities and Colleges Employers Association (UCEA) data, which enables comprehensive cross-role comparisons within our sector.

Equal pay – Gender



Where there is only one gender represented, the comparative bar chart indicator has been excluded – this is applicable for both charts

Equal pay analysis cont'd

Job Family(T)	Female	Male	Gender pay gap
Academic	£29.42	£29.52	0.33%
Academic Professor	£47.38	£50.52	6.22%
Academic Reader	£35.54	£35.61	0.18%
Administrative	£17.96	£18.15	1.01%
Ancillary Maintenance Miscellaneous	£13.19	£16.06	17.87%
Casual	£21.59	£17.16	-25.82%
Contractors (Direct)	£85.71	£70.08	-22.31%
Educational Academic/Teaching Fellow	£30.36	£30.26	-0.34%
Educational Professor	£45.16	£37.57	-20.19%
Educational Reader	£36.05	£35.71	-0.95%
Hourly Paid Staff	£40.77	£39.99	-1.93%
Job Shop Recruit	£11.86	£12.81	7.41%
Professional	£25.52	£26.79	4.71%
Professional (H6)	£51.63	£51.55	-0.15%
Professional Practice Academic	£29.41	£31.13	5.53%
Research	£21.61	£22.54	4.13%
Research Professor	£51.16	£54.10	5.43%
Technical	£18.55	£19.27	3.76%
Work Placement	£10.08	£10.08	0.00%

(please note that the numerical values within the text body have been rounded to the nearest decimal point.)

The data provided indicates that, for equivalent or similar job roles, there is a relatively equitable pay scale between men and women. While there has been an overall reduction in the gap compared to last year, it's important to note that disparities in hourly pay persist in certain specific roles:

- We see a pay difference for ancillary maintenance miscellaneous at 17.9%. Notably, we have observed a 4% reduction in the pay for ancillary maintenance miscellaneous roles this year.
- Despite having a larger number of women job shop recruits, there remains a 7.4% difference in favour of men job shop recruits. This represents a 5% reduction compared to last year.
- There is a 5.5% difference in favour of men within our professional practice academics and academic professors.
- There is a 5.4% difference in favour of men within our professional roles and research professors.

Please note “Within the ancillary and maintenance staff category, there is a diverse range of roles. To enable a more meaningful comparison among staff who perform similar duties within this category, we have included additional data that categorises staff based on their positions, the number of individuals in each role, and their respective pay grade hourly rates.”

Equal pay analysis cont'd

	Pay grade vs position
G1	Housekeeping Assistant, Housekeeping Assistant (Residences) Security Officer
G2	Buildings and Facilities Assistant (Residences), General Assistant/Waiter, Hotel General Assistant, Hotel General Assistant/Waiter, Property Maintenance Operative, Retail Assistant
G3	Assistant Kitchen Chef, Facilities Maintenance Operative, Fitness Instructor, Handyperson, Handyperson - Mechanical, Security Supervisor, Senior Retail Assistant
G4	Advanced Electrician, Carpenter, Distribution Centre Assistant, Gardener/Grounds person, Housekeeping Supervisor, Painter
G5	Advanced Carpenter, Advanced Electrician, Advanced Fitter, Advanced Plumber, Buildings and Facilities Supervisor (Residences), Distribution Centre Team Leader, Print Room Operator, Qualified Advanced Electrician, Team Leader (Landscape)
G6	Building Services Controls Supervisor, Network Technician, Security Support Manager, Security Systems Co-ordinator, Service Desk Analyst, Systems Engineer, Systems Officer, Technical Support Engineer

Pay grade vs number of staff

	Female	Male	Grand Total
S1	60	3	63
S2	3	9	12
S3	2	13	15
S4	8	15	23
S5		16	16
S6	1	12	13
Grand Total	74	68	142

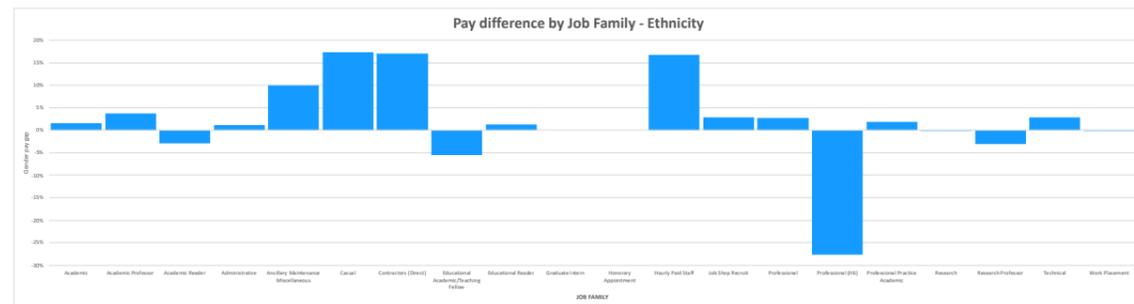
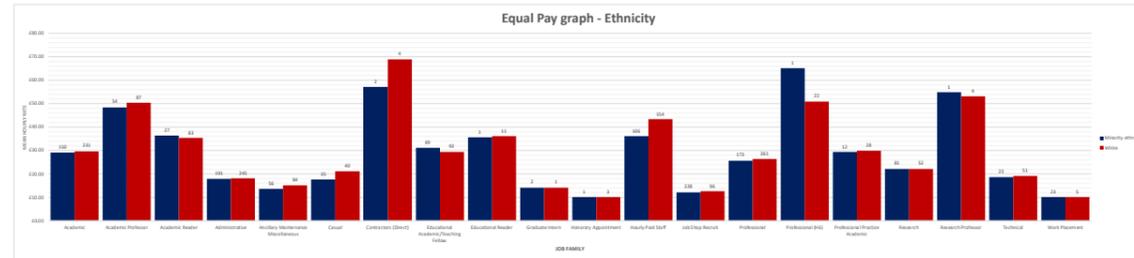
Pay grade vs average hourly rate

	Female	Male	Grand Total
S1	£11.21	£13.74	18.40%
S2	£11.63	£11.72	0.70%
S3	£15.16	£14.57	-4.10%
S4	£13.69	£13.97	2.00%
S5	n/a	£16.73	n/a
S6	£18.46	£19.08	3.20%

The disparities in the gender pay gaps in manual and ancillary roles stem from the gender distribution in specific job categories. While there is virtually no pay gap between women and men cleaners, the majority of cleaners are women. Similarly, there is minimal pay gap between women and men security guards, but the security guard profession is predominantly occupied by men and offers higher salaries than cleaning roles. The same pattern holds for tradespeople like plumbers and electricians.

Equal pay analysis cont'd

Equal pay – Ethnicity



Where there is only one gender represented, the comparative bar chart indicator has been excluded - this is applicable for both charts.

Job Family(T)	Minority ethnic	White	Ethnicity pay gap
Academic Professor	£48.41	£50.28	3.72%
Academic Reader	£36.40	£35.34	-2.99%
Administrative	£17.88	£18.09	1.17%
Ancillary Maintenance Miscellaneous	£13.59	£15.10	9.99%
Casual	£17.54	£21.21	17.30%
Contractors (Direct)	£57.15	£68.90	17.06%
Educational Academic/Teaching Fellow	£31.04	£29.41	-5.56%
Educational Reader	£35.60	£36.08	1.32%
Hourly Paid Staff	£36.06	£43.30	16.74%
Job Shop Recruit	£12.16	£12.53	2.93%
Professional	£25.61	£26.31	2.66%
Professional (H6)	£65.10	£50.98	-27.70%
Professional Practice Academic	£29.33	£29.89	1.85%
Research	£22.17	£22.12	-0.23%
Research Professor	£54.80	£53.19	-3.03%
Technical	£18.66	£19.20	2.79%
Work Placement	£10.08	£10.08	0.00%

(please note that the numerical values within the text body have been rounded to the nearest decimal point.)

It is important to note that these pay difference may result from various factors, including experience and job responsibilities. Although we have seen a reduction against last year's figures, these figures illustrate the disparities in pay across different job roles, highlighting areas where there is a notable difference in pay in favour of White employees.

- 17.3% pay difference in favour of White staff in casual roles.
- 17.1% pay difference in favour of White staff in Contractors (Direct) workers
- 16.7% pay difference in favour of White hourly paid staff roles
- 10% pay difference in favour of White Ancillary Maintenance Miscellaneous roles



Achievements

Addressing and narrowing these gaps and differences while promoting equity are key priorities for Brunel. Achieving pay equity and fostering an inclusive work environment are essential steps toward creating a fair and diverse workplace where all employees are valued and compensated fairly for their contributions.

In the past year, we have introduced a career development framework tailored for employees seeking their first promotion or those in the early stages of their careers. The objective is to assist colleagues in developing their professional brand, enhancing confidence in articulating their value, fostering resilience and a growth mindset, practicing assertive communication, identifying and developing essential skills, and creating a career development plan for success in their respective fields.

As part of a pilot initiative, we have introduced an additional development option specifically for Black, Asian, and Minority Ethnic staff. This includes facilitated discussion groups providing a psychologically safe space to address issues related to the experiences of staff from Minority Ethnic backgrounds.

To enhance the academic promotions process, we have undertaken various actions:

- A new Working Group has been established to examine both short- and long-term developments.
- We are reviewing the provision of support and guidance at an earlier stage through workshops, support, and mentoring.
- The use of Equality Impact Assessment in all policies and processes is being reinforced, with ongoing training to support good practice.
- Training sessions for Academic Promotions Panels are being provided, focusing on understanding the process, criteria, and EDI implications.

Challenges

Our data informs us that we have:

- There has been an increase in both the mean and median ethnicity gap in 2023. This suggests that disparities in earnings between different ethnic groups have widened during this period.
- Brunel has been successful in recruiting women into the workforce. However, when analysing the pay gap, it becomes apparent that men's average earnings surpass those of women. This highlights the presence of a gender pay gap within the organisation despite gender-balanced recruitment.
- There has been a decrease in the proportion of staff from Black, Asian, and Minority Ethnic backgrounds in the upper pay quartile. This is an area that requires particular attention as it indicates a lack of diversity in higher-paying roles within the organisation.

Brunel is committed to narrowing the pay gap and strive to achieve a 1% year-on-year reduction, with the goal of reducing the gender and ethnicity pay gap to below 11% by 2028.

We are actively working towards the following actions:

Increase senior-level diversity, with a specific focus on ethnicity and disability, to ensure our staff mirrors the diversity within the university community.

- Review our recruitment processes/practices for senior-level staff with particular emphasis on recruitment and selection
- Introduce career development opportunities to grow talent within the university
- Implement diverse selection panels, aiming to include staff members from various backgrounds across the university.

Foster an inclusive culture by holding senior leaders accountable for addressing obstacles to career advancement and staff retention. Transparency regarding the actions taken is key.

- In alignment with the University's core values, develop a set of guidelines that define the anticipated positive and inclusive behaviours, incorporating an Equity, Diversity, and inclusion (EDI) perspective.
- Make it explicit what behaviours are considered unacceptable and inappropriate, and encourage senior leaders to set an example by embodying these behaviours.
- Develop an inclusive career framework to drive transparency and fairness in the way we promote and develop people, including targeted mentoring and support for the Black, Asian and Ethnic Minority members of staff.

Enhance and facilitate platforms that grant access and enhance the visibility of EDI data.

- In consultation with HR Data Systems, EDI and the Information Systems teams the University provides the necessary and adequate resources for the procurement of a uniformed system that provides EDI data across the wider university.

Academic promotions.

- Simplify processes so that the decisions are fair and consistent across the University.
- Provide awareness, training and guidance to academic colleagues so that academic promotions are planned and achievable process over a period of time.
- Introduce a professorial banding system and structure before the next promotional round to bring us in line with the sector.

The current EDI approach should foster organisation-wide strategic logic, improve synergy among processes, policies and change management, and address intersectionality.

- Develop better strategic alignment of EDI initiatives, integrating actions with the Athena Swan, Disability Confidence Level 3, and the Race Equality Charter – pending submission.
- Explore and consider positive actions for under-represented groups.
- Establish an ongoing review of language used across all platforms when communicating with staff ensuring that the language is inclusive and equitable.

Appendix

Data from payroll and HR (Human Resources) systems March 2023 payslip used to calculate hourly pay rates.

Inclusion criteria:

- All full-pay relevant employees in March 2023.
- Staff includes all employees, academic, professional, domestic, casual, invigilators and contractors.
- Staff were excluded if they were not on full-pay, for example on long-term sick leave, or statutory maternity leave.
- Payments were included if they were a one-off payment for a piece of work, for example, a visiting speaker.
- Payments included the basic salary, plus the London Allowance and allowances paid for extra responsibilities, for example acting up allowance or Head of Department's allowance.
- The relevant staff hourly pay was used to calculate the mean and median pay gaps for gender and ethnicity.
- Bonuses paid in March 2023 include anything received over the past 12 months which is then pro-rated based on the type of payment.

Black, Asian and Minority Ethnic staff breakdown:

- Arab
- Asian or Asian British - Bangladeshi
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Black or Black British - African
- Black or Black British - Caribbean
- Chinese
- Mixed White and Asian
- Mixed white and Black African
- Mixed White and Black Caribbean
- Other Asian background
- Other Black background
- Other Ethnic background
- Other Mixed background

Disability type bands:

- No known disability
- A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches
- A mental health condition, such as depression, schizophrenia or anxiety disorder
- A long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
- Blind or a serious visual impairment uncorrected by glasses
- Deaf or serious hearing impairment
- A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D
- A disability, impairment or medical condition that is not listed above
- A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder
- General learning disability (such as Down's syndrome)
- Two or more impairments and/or disabling medical conditions
- Not Known/Unknown – where colleagues have left the value blank
- Prefer not to say – where colleagues have prefer not to disclose an answer



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