

Pay Gap report

Gender, Ethnicity and Disability

Brunel
University
of London



Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all UK employers with 250 or more employees must:

- Report mean and median gender pay gaps in hourly pay.
- Report bonus pay gaps (mean and median).
- Publish the proportion of men and women receiving bonuses.
- Publish the distribution of men and women across four pay quartiles.

Reports must be published annually, within 12 months of the snapshot date (5 April for private sector, 31 March for public sector).

Executive Summary

This report provides an overview analysis of gender, ethnicity, and disability pay gaps. Key findings include:

- Gender pay gap improved: Mean -1.57%, Median -3.09%.
- Ethnicity pay gap narrowed: Mean -0.59%, Median -4.18%.
- Disability pay gap reversed: Mean shifted from 2.13% to -0.63%.

Gender Pay Gap Analysis

Gender Pay Gap: Mean decreased from 13.98% to 12.41% (-1.57%), Median decreased from 17.76% to 14.67% (-3.09%).

Gender Bonus:

Previous year mean bonus gap was -4.44%, median bonus gap was 5.51%. For 2025/26 We reviewed the government guidance on reporting bonuses and have updated our approach to ensure full compliance.

Based on this guidance, there are no bonuses that meet the reporting criteria for the current year.

As a result, no bonus data has been included in this year's pay gap calculations.) This year, we received one bonus payment, which was a one-off award received by a woman colleague. As there are no other comparators, we are unable to report bonus data for 2025/26.

Ethnicity Pay Gap Analysis

Ethnicity Pay Gap: Mean decreased from 16.90% to 16.31% (-0.59%), Median decreased from 21.59% to 17.41% (-4.18%).

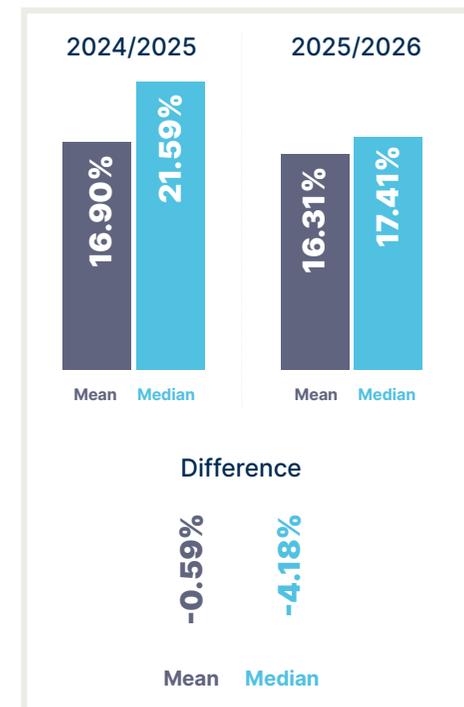
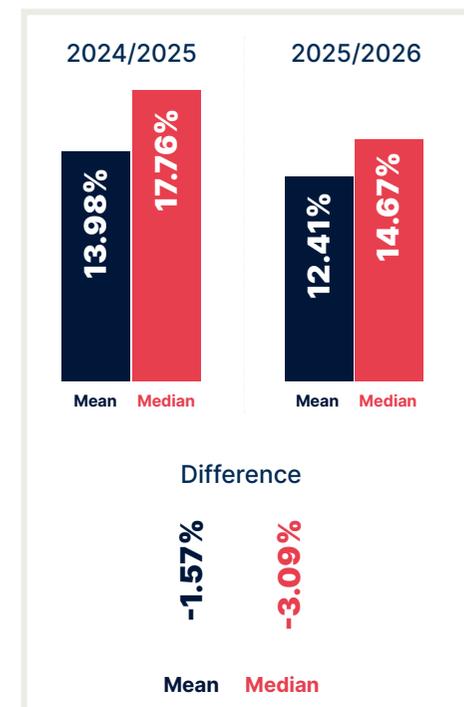
Ethnicity Bonus:

Previous year mean bonus gap was 22.68%, median bonus gap was 3.24%.

For 2025/26, we reviewed the government guidance on reporting bonuses and have updated our approach to ensure full compliance. Based on this guidance, there are no bonuses that meet the reporting criteria for the current year.

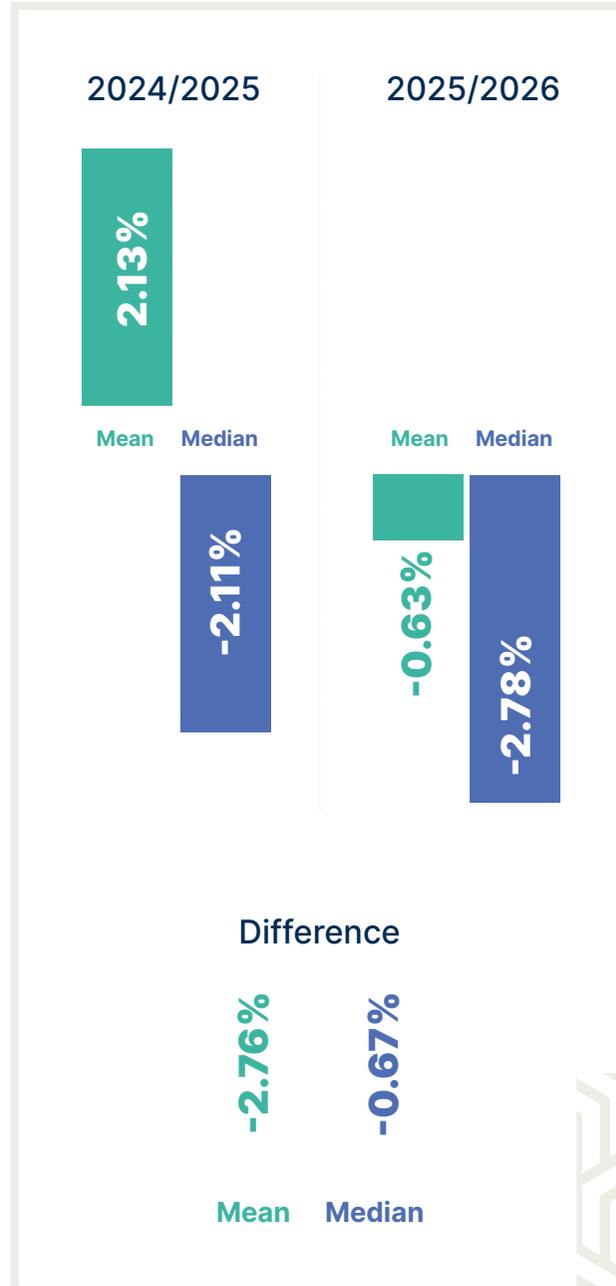
As a result, no bonus data has been included in this year's pay gap calculations. This year, we received one bonus payment, which was a one-off award received by a colleague from a White background.

As there are no other comparators, we are unable to report bonus data for 2025/26.

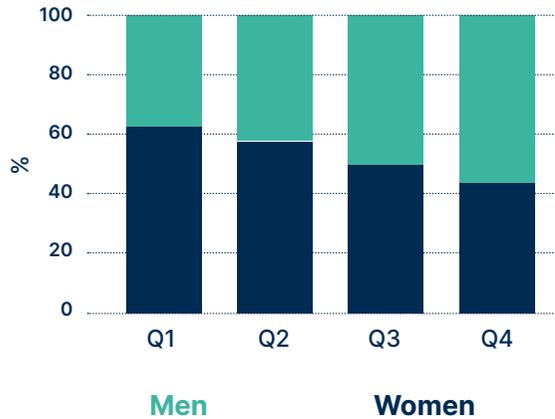


Disability Pay Gap Analysis

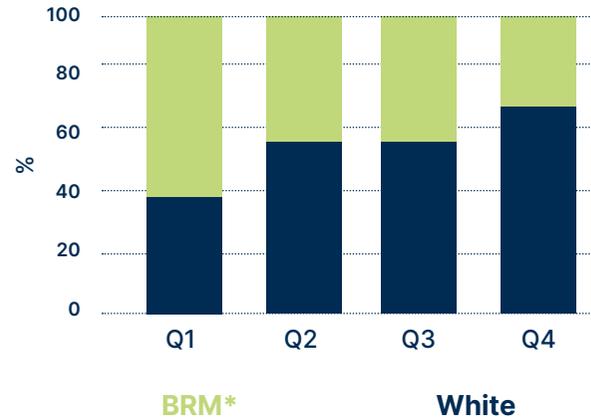
Disability Pay Gap: The Mean shifted from (2.13%) in 24/25 to (-0.63%) in 25/26, a difference of (-2.76%). The Median shifted from (-2.11%) to (-2.78%) a difference of (-0.67%).



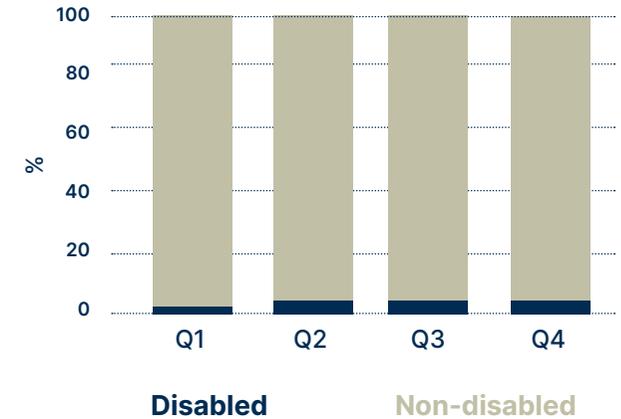
Gender representation by pay quartile



Ethnicity representation by pay quartile



Disability representation by pay quartile



Gender: Women remain overrepresented in lower quartiles and underrepresented in upper quartiles.

Ethnicity: Black and Racially Minoritised* colleagues are concentrated in lower quartiles, while White colleagues are concentrated in the upper quartiles.

Disability: Representation of disabled colleagues has increased across all quartiles.



Addressing the Pay Gap: A commitment to Change and Improvement

The University is committed to reducing gender and ethnicity pay inequalities in line with its duties under the Equality Act 2010, including the Public Sector Equality Duty to eliminate discrimination, advance equality of opportunity, and foster good relations. The University aims to achieve sustained year-on-year reductions in pay gaps, with the objective of aligning outcomes with, or exceeding, sector benchmarks, which currently stand at 12% for gender and 6.4% for ethnicity (*UCEA, Intersectional Pay Gaps in Higher Education 2022–23*).

Actions to address pay disparities are set out in this report and are aligned to the broader actions within the University's **Equity Strategy and Delivery Plan**, underpinned by the University's **values**. These actions are implemented through annual delivery cycles with defined milestones, governance oversight, and clear accountability. Progress is monitored through linked performance indicators and supported by ongoing improvements to workforce data quality, analysis, and transparency, ensuring a robust, evidence-based approach to achieving sustainable reductions in pay gaps.



Brunel University of
London Uxbridge UB8 3PH

[brunel.ac.uk](https://www.brunel.ac.uk)

ACTION	PURPOSE / IMPACT
Target underrepresentation in senior roles	Introduce inclusive recruitment, sponsorship, and leadership development programmes for women, Black and Racially Minoritised (BRM), and disabled colleagues to address gaps in higher grades and senior academic posts. Supports progress towards aligning our pay gaps more closely or below sector gender (12%), ethnicity (6.4%) pay gaps.
Strengthen progression and career development	Build transparent career pathways and ensure fair access to promotions. Implement mentoring schemes to support progression, particularly for BRM and disabled colleagues concentrated in lower or middle quartiles. Contributes to narrowing progression-related pay gaps in line with sector averages.
Review recruitment and pay practices	Conduct regular equal pay audits and standardise starting salaries. Monitor recruitment processes to reduce bias and ensure equitable pay from entry-level roles through to senior positions. Aims to achieve year-on-year alignment of pay gaps with or below sector levels.
Increase disclosure and data collection	Encourage colleagues to disclose protected characteristics to improve accessibility and accuracy of EDI datasets for key stakeholders. Increased disclosure will reduce the “prefer not to say” category, strengthening dataset quality for pay gap monitoring.
Promote disclosure and inclusion	Create a safe and supportive culture around disclosure, particularly for disability, through visible role models and improved data collection. Builds confidence in sharing equity data, leading to richer insights for targeted actions.
Embed inclusive working practices	Expand flexible working and review workload models. Ensure policies address barriers that disproportionately affect women, BRM, and disabled colleagues. Review and provide reasonable adjustments during recruitment processes where appropriate, helping to reduce inequalities that contribute to pay gaps.
Enhance EDI dataset accessibility for decision-making	Improve accessibility of EDI datasets for key stakeholders. Target outcome: survey results indicate 70%+ satisfaction rate among line managers and decision-makers on ease of access to equity datasets.