

Pay Gap Report **2022**

(Gender, Ethnicity
and Disability)





Introduction

All employers with 250 or more employees are required to publish their gender pay gap figures in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. In addition to our statutory obligations Brunel University London also reports and publishes pay gap calculations for ethnicity and disability.

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year referred to as the 'snapshot date.' The results must be published on the government portal and on the University's external website within one calendar year of the annual census date of 31 March.

This year our pay gender gap figures have been calculated after USS (Universities Superannuation Scheme) pension salary sacrifice has been removed. In 2022 we see a 1.6% and 6.63% reduction in our mean and median gender pay gap respectively, compared to last year which is the lowest it has been since we began reporting. We recognise that even though there has been an improvement, there is still work to do to eliminate the pay gap.

Our ethnicity pay gap has improved compared to last year sitting at 13.32%, although the gap has reduced, it is still higher than it was in 2020/21. Brunel recognises that there is more work to do to address our ethnicity pay gap and will work towards closing the gap. In addition to our pay gap, which only measures average pay, our report also includes an equal pay analysis, which relates to the pay women and men receive for undertaking similar jobs or work of equal value.

We can use the pay parity calculations to assess:

- **the levels of gender, ethnicity and disability equality in our workplace**
- **the balance of workforce diversity at different levels**
- **how effectively talent is being maximised and rewarded.**

This report also highlights some of our key challenges and the measures we will put in place to close these gaps.

We are committed to equality on all fronts and are obligated through our charter awards; Athena SWAN Bronze Award and Disability Confident Leader status. Brunel intend to commit to the Race Equality Charter in spring 2023.

Table 1 – Gender pay gap

2,815 members of staff (1,474 women and 1,341 men) were included in the calculations as ‘full-pay Relevant’. See appendix 1 for inclusion criteria and calculation details.

										After salary sacrifice			Before salary sacrifice		
Gender pay gap	2018/19		2019/20		2020/21		2021/22		2022/23		Difference (2021-22)	2022/23		Difference (2021-22)	
Mean	19.83%		18.48%		20.40%		16.68%		15.04%		-1.64%	15.63%		-1.05%	
Median	25.67%		21.52%		27.90%		20.08%		13.45%		-6.63%	17.81%		-2.27%	
Mean bonus	43.70%		45%		7.50%		-3.78%		-19.20%		-15.42%	-19.20%		-15.42%	
Median bonus	25%		34%		-2.90%		-157.90%		-39.44%		118.46%	-39.44%		118.46%	
Proportion of women receiving bonuses	3.08%		2.43%		1.27%		0.64%		2.65%		2.01%	2.65%		2.01%	
Proportion of men receiving bonuses	3.21%		6.24%		4.61%		2.88%		5.74%		2.86%	5.74%		2.86%	
Proportion of women and men in salary quartiles	W		M		W		M		W		M		% diff (W)		
	Q1	63%	37%	61%	39%	68%	31%	68%	32%	67%	33%	-1%	67%	33%	-1%
	Q2	57%	43%	61%	39%	56%	43%	54%	46%	53%	47%	-1%	51%	49%	-3%
	Q3	48%	52%	49%	51%	49%	51%	51%	49%	49%	51%	-2%	51%	49%	0%
	Q4	36%	64%	38%	62%	38%	62%	39%	61%	41%	59%	2%	40%	60%	1%

In April 2021, the university amended the basis of its membership of the USS pension scheme to introduce salary sacrifice, where members were automatically enrolled into the salary sacrifice scheme, with the choice to opt out. In accordance with the regulations, the ‘pay’ figure should be taken after the deduction has been made for the salary sacrifice scheme. This may create an artificially low hourly rate for organisations that operate salary sacrifice schemes.

In this report, we have included our gender pay gap data with and without salary sacrifice as this is the first time we have reported in light of salary sacrifice.

After salary sacrifice

Since reporting last year, and after the deductions have been made for the salary sacrifice scheme, we have seen a reduction in our mean gender pay gap by 1.64%, from 16.68% to 15.04%, when comparing the average hourly rate of men and women. Our median gender pay gap has also reduced, by 6.63%, and now sits at 13.45%.

Before salary sacrifice

We see a reduction in our mean gender pay gap by 1.05%, from 16.68% to 15.63%, when comparing the average hourly rate of men and women. Our median gender pay gap has also reduced, by 2.27%, and now sits at 17.81%. These figures are more indicative of the current position if we compare like-for-like against last year’s figures.

Looking at our employee composition data, before and after salary sacrifice, we can see that there has been little or no change in the proportion of women in our lowest-paid quartile, however, we continue to see a slight increase in the proportion of women in the higher salary ranges and a decline across the other three areas of the pay quartile. Further work is required to continue to improve our gender pay gap.

Additional bonuses breakdown

The median bonus gender pay gap has reduced markedly in the past year, from -157.90% in 2021/22 to -39.44% in 2022/23. Last year’s exceptionally high figure in favour of women was due to a small number of women securing comparatively large research-related bonuses. This was in contrast to a much larger group of men who secured comparatively smaller bonuses.

This year’s figure is calculated on a broader range of bonuses, that include market supplements and payments to honorary staff as well as research-related bonuses. The figure still favours women due again to a small number of women securing some higher value research-related bonuses compared to their male colleagues, but this year the scale of the difference is less.

Table 2 – Ethnicity pay gap

White is all staff who had identified as having a white background and for the breakdown of Black, Asian and Minority Ethnic backgrounds *please see appendix 1*.

									After salary sacrifice			Before salary sacrifice			
Ethnicity pay gap	2018/19		2019/20		2020/21		2021/22		2022/23		Difference (2021-22)	2022/23		Difference (2021-22)	
Mean	20.49%		20.30%		12.41%		16.25%		13.32%		-2.93%	14.23%		-2.02%	
Median	21.17%		22.01%		11.02%		17.78%		15.10%		-2.68%	15.46%		-2.32%	
Mean bonus	62%		27.76%		-12.20%		-94.43%		-29.21%		65.22%	-29.21%		65.22%	
Median bonus	25%		11.76%		27.70%		-44.66%		23.11%		67.77%	23.11%		67.77%	
Proportion of staff from White backgrounds receiving bonuses	4.03%		4.45%		3.20%		1.95%		3.92%		1.97%	3.92%		1.97%	
Proportion of staff from Minority Ethnic backgrounds receiving bonuses	1.21%		2.88%		2.19%		1.46%		4.14%		2.68%	4.14%		2.68%	
Proportion of staff from White and Minority Ethnic backgrounds in salary quartiles	White	BAME	White	BAME	White	BAME	White	BAME	White	BAME	% diff	W	M	% diff	
	Q1	47%	51%	46%	54%	51%	44%	48%	49%	46%	54%	5%	46%	54%	5%
	Q2	64%	33%	65%	35%	59%	36%	59%	37%	62%	38%	1%	60%	40%	3%
	Q3	69%	29%	71%	29%	64%	33%	64%	33%	63%	37%	4%	63%	37%	4%
	Q4	76%	22%	73%	27%	68%	29%	70%	26%	69%	31%	5%	70%	30%	4%

After salary sacrifice

Following last year’s increase in the ethnicity pay gap, and after the deductions have been made for the salary sacrifice scheme, we have seen a reduction in our mean ethnicity pay gap by 2.93%, from 16.25% to 13.32%. Our median ethnicity pay gap has also reduced, by 2.68%, to 15.10%.

Before salary sacrifice

We see a reduction in our mean ethnicity pay gap by 2.02%, from 16.25% to 14.23%. Our median ethnicity pay gap has also reduced, by 2.32%, and sits at 15.46%. Once again, these figures are more indicative of the current position if we compare like for like against last year’s figures.

Compared to last year, we have seen very little movement in the proportion of staff from Black, Asian and Minority Ethnic backgrounds in the salary quartile before and after salary sacrifice. We have seen a 5% increase in the number of Black, Asian and Minority Ethnic staff in the lower pay quartile and in the upper pay quartile. Brunel still has a long way to go to address the ethnicity pay imbalance and to support career progression for Black, Asian and Minority Ethnic staff.

Additional bonuses breakdown

In terms of the median bonus ethnicity pay gap, this has changed from -44.66% in 2021/22 to 23.11% in 2022/23. Last year’s figure favoured minority ethnic staff, due in large part to the success of a small number of men and women from Black, Asian and Minority Ethnic backgrounds. Bonus levels are smaller with fewer extra-large bonuses and this has favoured White staff, hence the reversal in direction of the median bonus ethnicity pay gap.

Additional bonuses breakdown (Ethnicity)

As outlined earlier, there has been decrease of 44% in the number of bonuses awarded between this year and last year. There was a 36% decrease in the number of Black, Asian and minority ethnic staff receiving a bonus and a 47% decrease for white staff. As with our gender calculations, the considerable differences in the value of bonuses awarded led to some erratic data when looking at our bonus pay gaps. The phasing out of the Research Incentive Scheme will continue for the next two years and so we anticipate this pattern will continue.

Table 3 – Disability pay gap

For the purposes of this calculation non-disabled includes all staff who have not declared a disability and disabled includes staff who have declared any type of disability. Unknown are those who have indicated that they would prefer not to say or for those whom we do not hold disability data.

										After salary sacrifice				Before salary sacrifice				
Disability pay gap	2019/20			2020/21			2021/22			2022/23			Diff (2021-22)	2022/23			Diff (2021-22)	
Mean	10.53%			8%			10.10%			-0.15%			-10.25%	0.43%			-9.67%	
Proportion of disabled and non-disabled staff in salary quartiles	D	ND	U	D	ND	U	D	ND	U	D	ND	U	% diff (D)	D	ND	U	% diff (D)	
Lower quartile	Q1	3.60%	93%	3.4%	2.70%	55.48%	0.57%	2.72%	60%	37.22%	2.99%	55.13%	41.88%	0.27%	2.70%	55.48%	41.82%	-0.02%
Lower middle quartile	Q2	5.20%	86%	12.8%	4.13%	85.63%	0.43%	3.63%	82%	13.90%	4.68%	75.18%	20.14%	1.05%	4.24%	75.11%	20.65%	0.61%
Upper middle quartile	Q3	4.50%	89%	6.5%	4.12%	85.80%	0.99%	4.38%	83%	12.69%	3.40%	80.14%	16.45%	-0.98%	4.43%	79.00%	16.57%	0.05%
Upper quartile	Q4	2.40%	67%	30.6%	2.70%	88.92%	2.13%	2.27%	88%	9.83%	3.70%	81.37%	14.94%	1.43%	3.40%	82.27%	14.33%	1.13%

Key: D = Disabled, ND = Non-disabled, U = Unknown

The figure of -0.15% is the mean pay gap between disabled/non-disabled employees in favour of non-disabled staff. We have seen a reduction in the disability pay gap by -10.25% after, and -9.67 before, salary sacrifice, which is a significant improvement against last year at 10%. The ONS (Office for National Statistics) reports the UK disability pay gap is 13.8% (ONS 2021).

We do not currently report median pay gap figures for disability as the number of staff who have declared a disability is particularly small and the median figures are therefore distorted.

Staff proportions

The figures below show the proportion of the staff population across four pay quartiles. Q1 is the lowest paid quartile and Q4 is the highest.

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

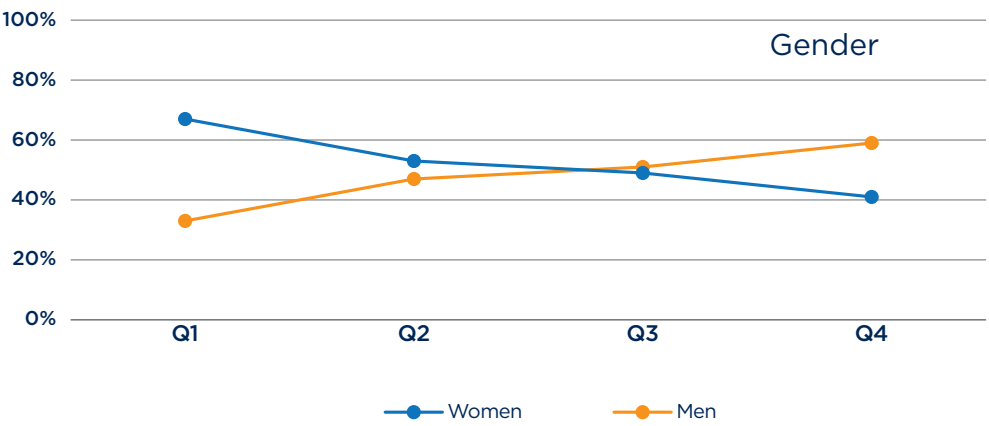


Figure 2 – the proportions of staff from Black, Asian, Minority Ethnic and white backgrounds in each pay quartile from the lowest (Q1) to the highest (Q4)



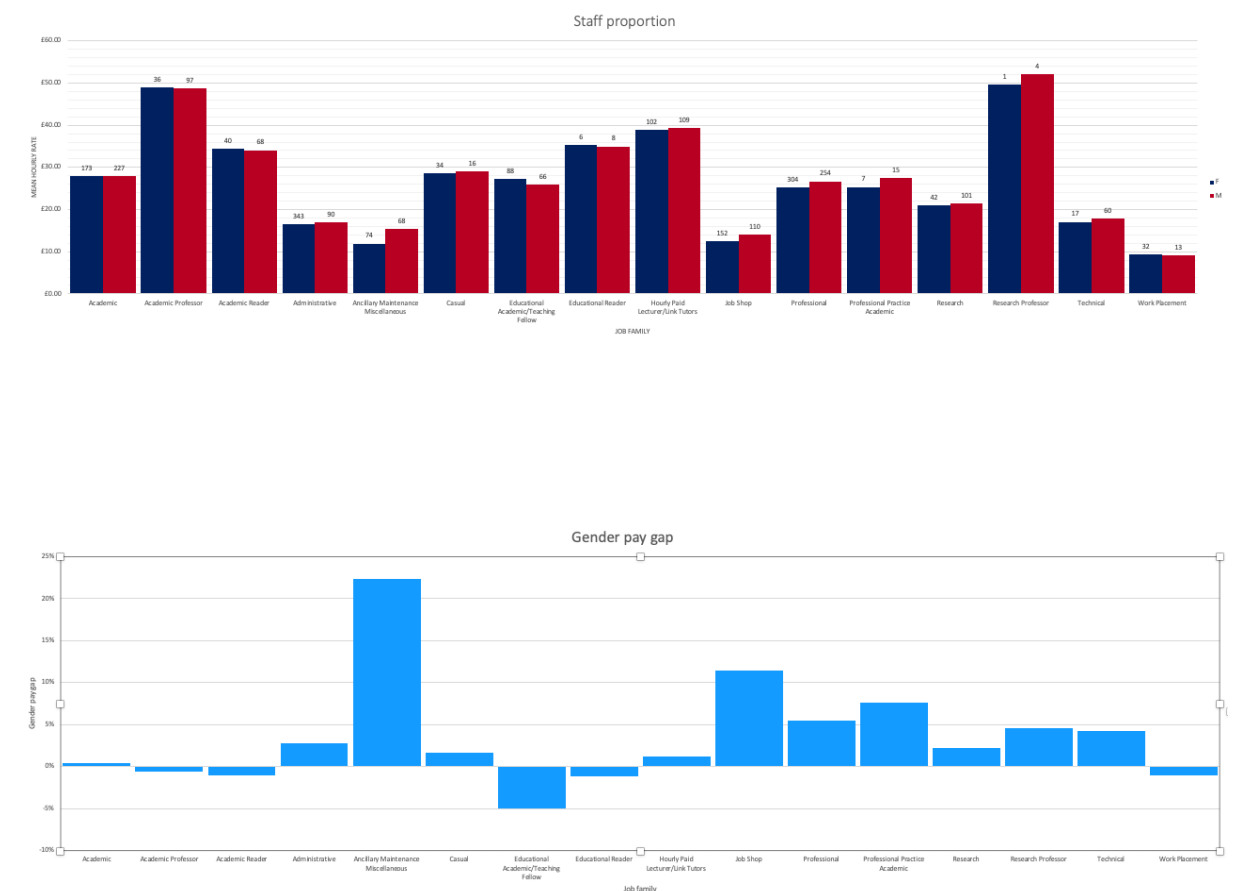


Equal pay analysis

In order to achieve equal pay, we operate a pay and grading system that is transparent and based on objective criteria. We use the HERA (Higher Education Role Analysis) job evaluation system to determine salary grades. We also participate in the Joint Negotiating Committee for Higher Education Staff (JNCHES) Framework for all graded roles below Senior Professional, Reader and Professorial roles.

For Senior Professional, Reader and Professorial roles, as well as roles with specialist requirements, the University benchmarks salaries to ensure fairness and equality whilst also ensuring our reward offering is competitive with the markets in which we seek to compete for the recruitment and retention of talented staff. The University primarily uses Universities and Colleges Employers Association (UCEA) data, enabling comparisons across roles within our sector.

Equal pay – Gender



Job family	Female	Male	Gender pay gap
Academic	£27.90	£28.02	0.43%
Academic Professor	£49.01	£48.73	-0.57%
Academic Reader	£34.46	£34.09	-1.07%
Administrative	£16.46	£16.94	2.83%
Ancillary Maintenance Miscellaneous	£11.92	£15.35	22.34%
Casual	£28.63	£29.10	1.60%
Educational Academic/Teaching Fellow	£27.23	£25.93	-5.02%
Educational Reader	£35.39	£34.99	-1.15%
Hourly Paid Lecturer/Link Tutors	£38.83	£39.30	1.20%
Job Shop	£12.45	£14.06	11.48%
Professional	£25.24	£26.69	5.43%
Professional Practice Academic	£25.36	£27.45	7.62%
Research	£20.93	£21.40	2.22%
Research Professor	£49.67	£52.06	4.59%
Technical	£17.09	£17.85	4.25%
Work Placement	£9.28	£9.18	-1.02%

The information presented above shows that for doing the same or similar roles, men and women are relatively equally paid. Overall compared to last year the gap has reduced, however, there are still some roles where there is a notable difference in hourly pay:

- Our largest pay gap in favour of men, is for ancillary and maintenance staff* at 22.3% slightly down 2% compared to last year.
- Male job shop (student) workers receive a larger hourly rate than their female equivalent with a gap of 11.48%.
- We have a 7.62% pay gap in favour of professional practice male academics.
- We see a 5.43% pay gap in favour of men within our professional roles.

*Ancillary and maintenance staff covers a range of roles. To help provide a more like for like comparison of staff doing similar roles within this category, we have included additional data that breaks down staff by position, by number of staff and by pay grade hourly rate.

Pay grade vs position	
S1	Housekeeping Assistant, Housekeeping Assistant (Residences) Security Officer
S2	Buildings and Facilities Assistant (Residences), General Assistant/Waiter, Hotel General Assistant, Hotel General Assistant/Waiter, Property Maintenance Operative, Retail Assistant
S3	Assistant Kitchen Chef, Facilities Maintenance Operative, Fitness Instructor, Handyperson, Handyperson - Mechanical, Security Supervisor, Senior Retail Assistant
S4	Advanced Electrician, Carpenter, Distribution Centre Assistant, Gardener/Groundsperson, Housekeeping Supervisor, Painter
S5	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)
S6	Building Services Controls Supervisor, Network Technician, Security Support Manager, Security Systems Co-ordinator, Service Desk Analyst, Systems Engineer, Systems Officer, Technical Support Engineer

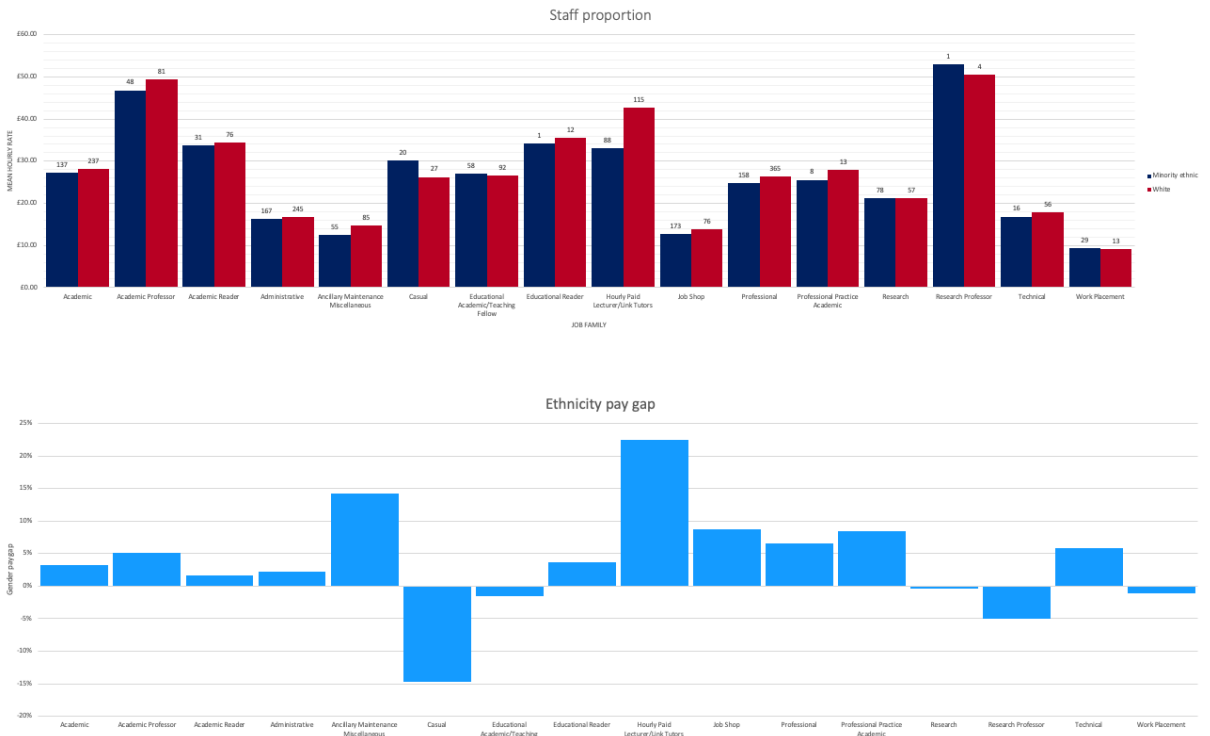
Pay grade vs number of staff

	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

	Average hourly rate (Female)	Average hourly rate (Male)	Pay gap (in favour of men)
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%

Equal pay – Ethnicity



Job family	Minority ethnic	White	Pay gap
Academic	£27.34	£28.24	3.19%
Academic Professor	£46.84	£49.39	5.17%
Academic Reader	£33.84	£34.41	1.68%
Administrative	£16.34	£16.71	2.21%
Ancillary Maintenance Miscellaneous	£12.56	£14.64	14.21%
Casual	£30.12	£26.27	-14.67%
Educational Academic/Teaching Fellow	£26.96	£26.55	-1.55%
Educational Reader	£34.23	£35.54	3.68%
Hourly Paid Lecturer/Link Tutors	£33.11	£42.71	22.47%
Job Shop	£12.63	£13.84	8.74%
Professional	£24.71	£26.44	6.54%
Professional Practice Academic	£25.60	£27.96	8.46%
Research	£21.29	£21.19	-0.43%
Research Professor	£52.95	£50.44	-4.97%
Technical	£16.85	£17.88	5.79%
Work Placement	£9.29	£9.18	-1.12%

Like gender, our ethnicity equal pay analysis shows that for doing the same or similar role, white, Black, Asian and Minority Ethnic staff are relatively equally paid. Although we have seen a reduction against last year’s figures, the exceptions for further review are:

- 14.25% pay gap in favour of white staff in ancillary and maintenance roles.
- 22.47% pay gap in favour of white staff in hourly-paid roles, such as hourly-paid Lecturers/Link Tutors*.
- 8.74% pay gap in favour of white job shop (student) workers.
- 8.46% in favour of white professional practice academics.
- 6.54% pay gap in favour of white staff working in professional roles.
- 5.79% in favour of white staff in technical roles.

*This year, link tutors were not included in the calculation as they did not fall into the category for March pay. For these purposes, this group composed of following group of staff: Hourly paid lecturers, graduate teaching assistants/demonstrators, support staff helping those with learning disability and disability.

Challenges

Challenges in addressing pay gaps at Brunel include that we have:

- A higher proportion of women in professional and domestic lower-paid roles.
- A higher proportion of employees from Black, Asian and Minority Ethnic backgrounds applying for roles, but a lower proportion of the same group in the staff composition.
- A higher proportion of men in academic-related roles.
- Fewer women than men in our senior and management roles.
- Fewer staff from Black, Asian and Minority Ethnic backgrounds in senior positions in both academic and professional staff roles.
- More women working part-time and in lower-paid positions than men.
- A gender imbalance in our lower salary grades.

Brunel is committed to the following actions:

- Introduce positive action to improve career progression for gender and ethnicity.
- Continue reviewing pay and reward policies and practices, using equality impact assessments to ensure fairness of pay and reward.
- Provide further guidance and training for managers involved in decisions about recruitment, pay, benefits and promotions.
- Explore the reasons for the gap between job application to appointment for candidates from Black, Asian and Minority Ethnic backgrounds.
- Investigate why colleagues from Black, Asian and Minority Ethnic backgrounds are less successful in academic promotions than their white colleagues and implement positive action to redress the disparity.

Appendix 1: Data from payroll and HR (Human Resources) systems March 2022 payslip used to calculate hourly pay rates.

Inclusion criteria:

- All full-pay relevant employees in March 2022.
- 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 2022 were prorated and added to the individual's hourly rate.

Black, Asian and minority ethnic staff breakdown:

- Black or Black British - Caribbean
- Black or Black British - African
- Other Black background
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Asian or Asian British - Bangladeshi
- Chinese
- Other Asian background
- Mixed





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