



# **Brunel University London 2021 Pay Gap Report**







## 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. Gender pay gap 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. In addition to our statutory obligations, Brunel also publishes pay gap calculations for ethnicity and disability.

Our gender pay gap, comparing the average salary for all men and all women, has improved since last year and at 16.7% is now the lowest it has been since we began reporting. While it is encouraging to see an improvement, we understand that there is still work to do to improve the gap even further.

Regretfully, our ethnicity pay gap has widened since last year. After a considerable decrease of 7.9% last year, this year our gap widened for the first time since we started reporting by 3.74%. The data shows that staff from Black, Asian and minority ethnic communities are over-represented in our lowest salary quartile and under-represented in the higher quartiles. There is clearly more work to do to address our ethnicity pay gap and to improve representation at all levels of the University.

We are committed to addressing our pay gaps through the implementation of our Pay Gap Action Plan and our new Equality, Diversity and Inclusion (ED&I) Strategy. We recognise that some of the actions we are taking may take some time to impact our pay gaps positively.

In addition to our pay gaps, which only measure average pay, our report also includes 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 highlights some of our key challenges and the measures we'll put in place to close these gaps.





Table 1 – Gender pay gap

2,648 members of staff (1,401 women and 1,247 men) were included in the calculations as ‘full-pay relevant’. (See Appendix 1 for inclusion criteria and calculation details)

Gender pay gaps		2018/19		2019/20		2020/21		2021/22		Difference (2020-21)
Mean		19.83%		18.48%		20.40%		16.68%		-3.72%
Median		25.67%		21.52%		27.90%		20.08%		-7.82%
Mean bonus		43.70%		45%		7.50%		-3.78%		-11.28%
Median bonus		25%		34%		-2.90%		-157.90%		-155%
Proportion of women receiving bonuses:		3.08%		2.43%		1.27%		0.64%		-0.63%
Proportion of men receiving bonuses:		3.21%		6.24%		4.61%		2.88%		-1.73%
Proportion of women and men in salary quartiles:		W	M	W	M	W	M	W	M	% diff (W)
Lower quartile	Q1	63%	37%	61%	39%	68%	31%	68%	32%	0%
Lower middle quartile	Q2	57%	43%	61%	39%	56%	43%	54%	46%	-2%
Upper middle quartile	Q3	48%	52%	49%	51%	49%	51%	51%	49%	2%
Upper quartile	Q4	36%	64%	38%	62%	38%	62%	39%	61%	1%

Since reporting last year, our mean gender pay gap has reduced by 3.72%, from 20.40% to 16.68%, when comparing the average hourly rate of men and women. Our median gender pay gap has also reduced, by 7.82%, and now sits at 20.08%.

Looking at our employee composition data, we can see that there has been no change in the proportion of women in our lowest paid quartile, but we have seen a small increase in the proportion of women in the higher salary ranges. Although we have seen a more favourable result compared to previous years, we recognise that further work is required to continue to improve our gender pay gap.

Additional bonuses breakdown (Gender)

There has been a widening in both the mean and median bonus pay gaps in favour of women. This could in part be attributed to the change of the bonus population data as the number of bonuses awarded reduced by 44% compared to last year. The number of employees receiving a Research Incentive Scheme bonus continues to reduce year on year as we phase out the scheme. We have seen a 53% decrease in the number of women receiving a bonus and 41% decrease in the number of men receiving a bonus. While the number of women who received a bonus reduced, the value of their bonus payments on average was higher than the bonus payments men received. The average bonus payment for a woman was c£6,000 and for men c£3,000. There are some extreme differences between the highest awarded and lowest awarded bonus in the male bonus population. These circumstances have led to some erratic data, particularly when looking at our median bonus pay gap.

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*

Ethnicity pay gaps		2018/19		2019/20		2020/21		2021/22		Difference (2020-21)
Mean		20.49%		20.30%		12.41%		16.25%		3.84%
Median		21.17%		22.01%		11.02%		17.78%		6.76%
Mean bonus		62%		27.76%		-12.20%		-94.43%		-82.23%
Median bonus		25%		11.76%		27.70%		-44.66%		-72.36%
Proportion of staff from White backgrounds receiving bonuses:		4.03%		4.45%		3.20%		1.95%		-1.25%
Proportion of staff from Black, Asian and Minority Ethnic backgrounds receiving bonuses:		1.21%		2.88%		2.19%		1.46%		-0.73%
Proportion of staff from White and Black, Asian and Minority Ethnic backgrounds in salary quartiles:		White	BAME	White	BAME	White	BAME	White	BAME	% difference
Lower quartile	Q1	47%	51%	46%	54%	51%	44%	48%	49%	-3%
Lower middle quartile	Q2	64%	33%	65%	35%	59%	36%	59%	37%	0%
Upper middle quartile	Q3	69%	29%	71%	29%	64%	33%	64%	33%	0%
Upper quartile	Q4	76%	22%	73%	27%	68%	29%	70%	26%	2%

*\*This table does not include numbers of staff who have not stated their ethnicity*

Since we first reported our ethnicity pay gap figures in 2018/19, we have seen a steady annual reduction in our pay gaps with a considerable reduction last year. While this year we have seen our first widening of our ethnicity pay gap, the overall trend over the three-year period is still showing progress. This year our mean ethnicity pay gap rose by 3.84%, and our median rose by 6.76%. We have seen a 5% increase in the number of Black, Asian and minority ethnic staff in the lower pay quartile and a 3% decrease in the upper pay quartile. At the same time, we have seen a 3% decrease in the number of white staff in the lowest quartile and a 2% increase in the upper quartile. We recognise that a greater focus is required to address the ethnicity imbalance and to support with career progression.

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.

Disability pay gaps		2019/20			2020/21			2021/22			Difference (2019-2018)
Mean		10.53%			8%			10.10%			2.10%
Proportion of disabled and non-disabled staff in salary quartiles:		Disabled	Non-disabled	Unknown	Disabled	Non-disabled	Unknown	Disabled	Non-disabled	Unknown	%difference
Lower quartile	Q1	3.60%	93%	3.40%	2.70%	55.48%	0.57%	2.72%	60%	37.22%	0.02%
Lower middle quartile	Q2	5.20%	86%	12.80%	4.13%	85.63%	0.43%	3.63%	82%	13.90%	-0.50%
Upper middle quartile	Q3	4.50%	89%	6.50%	4.12%	85.80%	0.99%	4.38%	83%	12.69%	-0.26%
Upper quartile	Q4	2.40%	67%	30.60%	2.70%	88.92%	2.13%	2.27%	88%	9.83%	-0.43%

The difference between the salary of declared disability employees and non-disabled employees is £2.71 an hour, giving a 10% mean pay gap in favour of non-disabled staff which is up by 2% against last year. The ONS reports the UK disability pay gap is 12% (ONS 2018). We are above the national figure for disability pay gap. However, the unknown or undeclared staff population is high, particularly amongst our student workers, so we recognise that some care is needed with these figures. We have some way to go in ensuring that staff are confident in declaring their disability.

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)

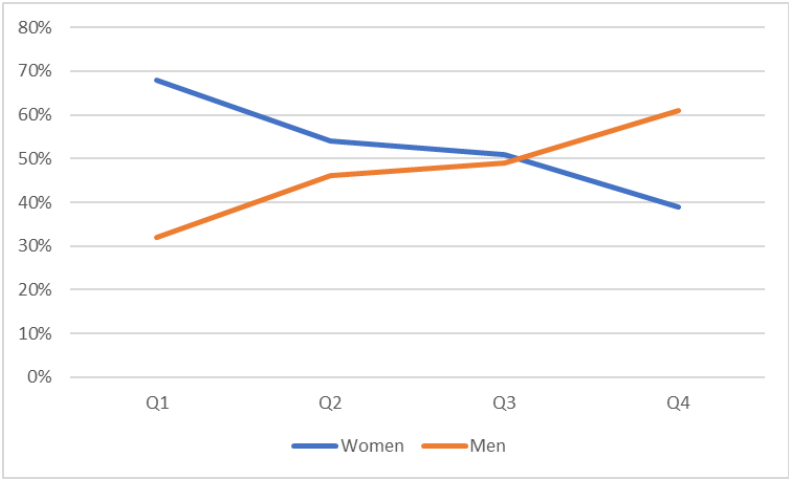
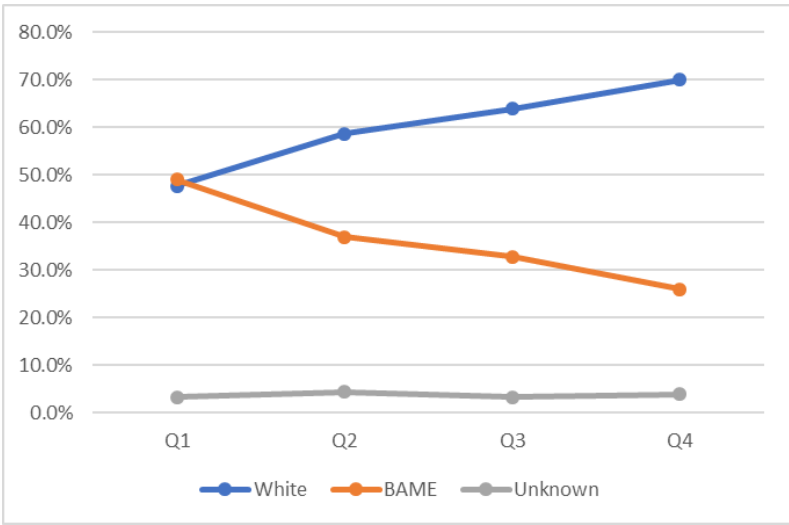


Figure 2 – the proportions of staff from Black, Asian, minority ethnic and white backgrounds in each pay quartile from the lowest (Q1) to the highest (Q4)



These charts show that we have a higher proportion of women and Black, Asian and minority ethnic staff in lower paid roles compared with men and white staff. While this is not the case across all roles and job families, the difference shows us that we are likely to have vertical and horizontal occupational segregation.

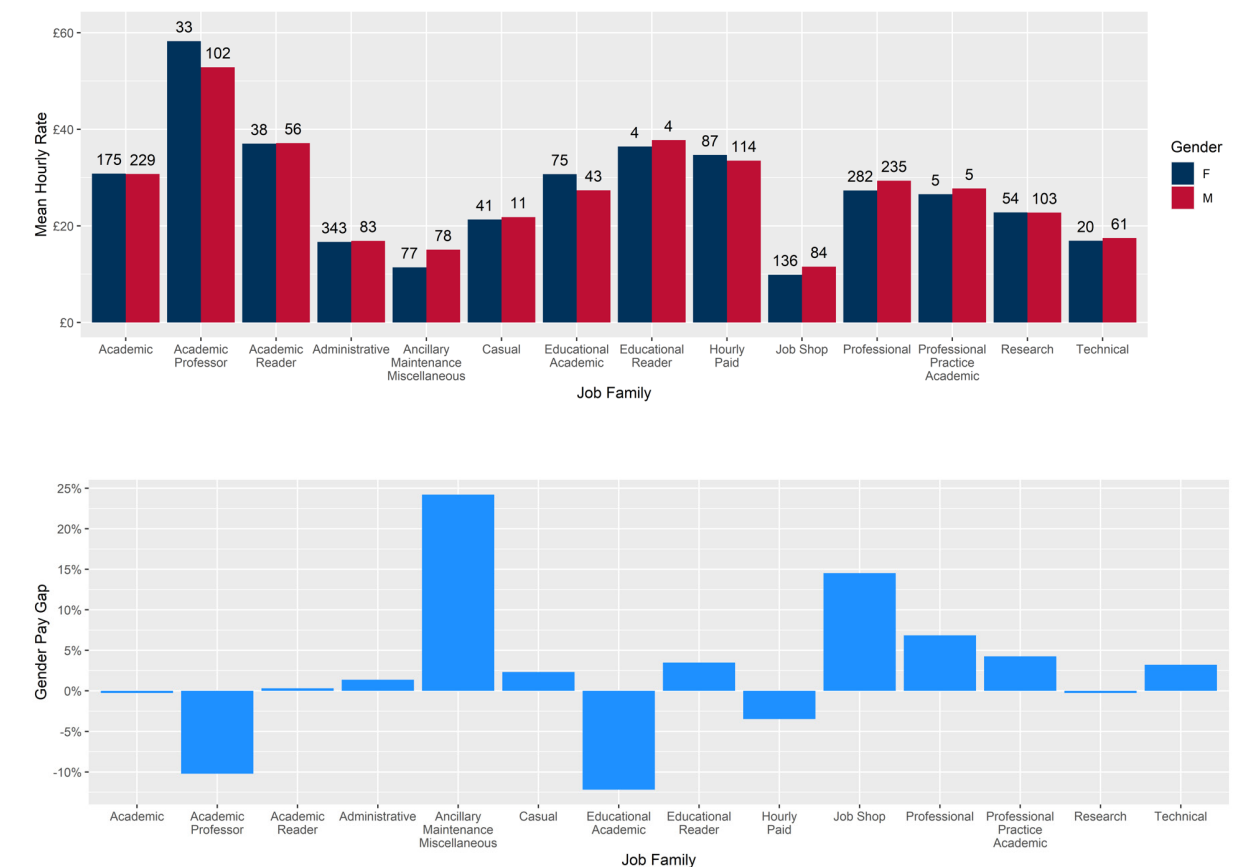




## Equal pay analysis

In line with the University's ED&I Strategy, we are committed to supporting and promoting equality of opportunity for all staff, with equal pay for the same or broadly similar work, regardless of protected characteristic(s) under the Equality Act (2010). 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 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



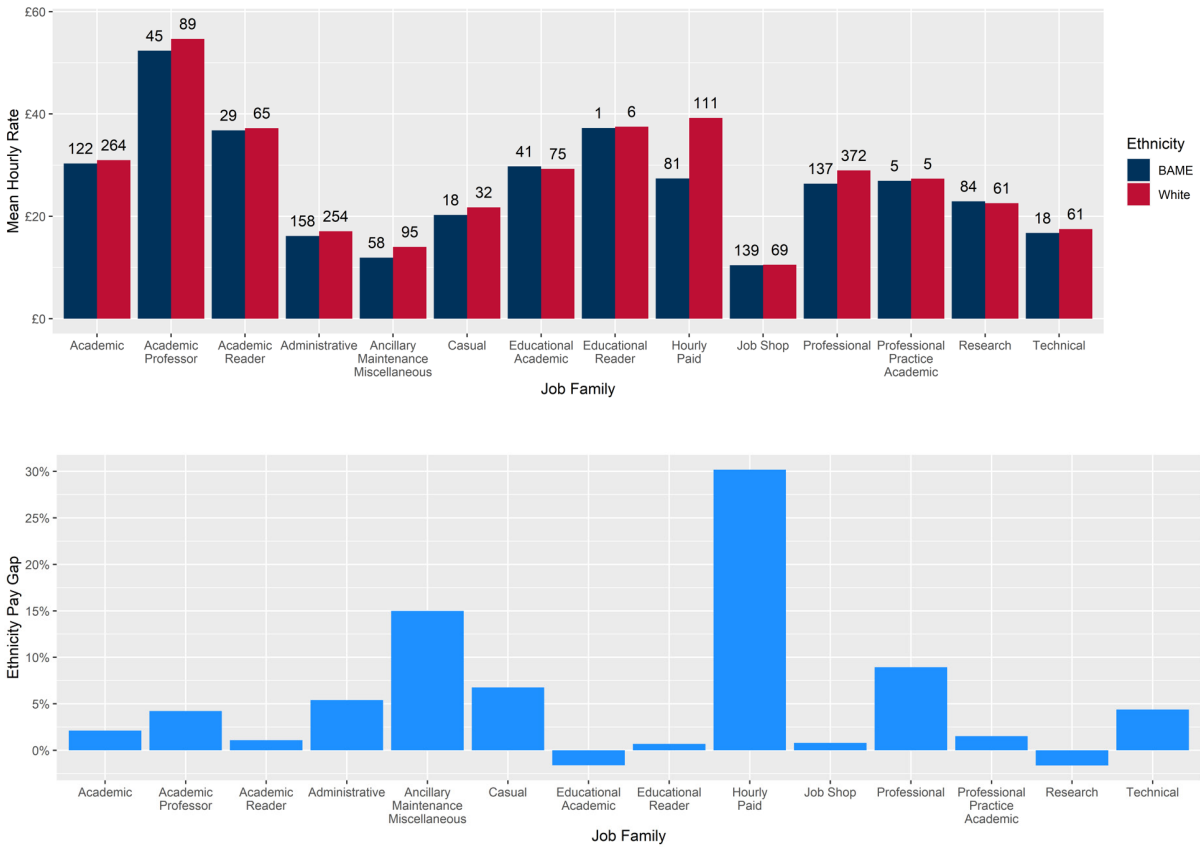


Gender	Academic	Academic Professor	Academic Reader	Administrative	Ancillary Maintenance Miscellaneous	Casual	Educational Academic	Educational Reader	Hourly Paid	Job Shop	Professional	Professional Practice Academic	Research	Technical
Women	£30.82	£58.25	£37.02	£16.67	£11.41	£21.31	£30.70	£36.43	£34.67	£9.87	£27.34	£26.55	£22.80	£16.91
Men	£30.74	£52.85	£37.14	£16.90	£15.06	£21.82	£27.37	£37.75	£33.51	£11.55	£29.35	£27.74	£22.74	£17.48
Gaps	-0.3%	-10.2%	0.3%	1.4%	24.2%	2.3%	-12.2%	3.5%	-3.5%	14.5%	6.9%	4.3%	-0.3%	3.2%

The information presented above shows that for doing the same or similar roles, men and women are relatively equally paid. However, there are some roles where there is a notable difference in hourly pay:

- female professors collectively receive a larger hourly rate than male professors with a gap of 10.2%
- we have a 12.2% pay gap in favour of women within our education focused lecturers
- our largest pay gap, in favour of men, is for ancillary and maintenance staff at 24.2%
- we have a 14.5% pay gap, in favour of men, for our job shop (student) workers
- we have a smaller gap of 6.9% in favour of Men amongst our professional roles.

Equal pay – Ethnicity



Ethnicity	Academic	Academic Professor	Academic Reader	Administrative	Ancillary Maintenance Miscellaneous	Casual	Educational Academic	Educational Reader	Hourly Paid	Job Shop	Professional	Professional Practice Academic	Research	Technical
Black, Asian & minority ethnic	£30.33	£52.36	£36.81	£16.16	£11.93	£20.28	£29.75	£37.26	£27.39	£10.44	£26.37	£26.94	£22.93	£16.74
White	£30.99	£54.67	£37.21	£17.08	£14.03	£21.75	£29.28	£37.52	£39.24	£10.53	£28.96	£27.35	£22.56	£17.50
Gaps	2.1%	4.2%	1.1%	5.4%	15%	6.8%	-1.6%	0.7%	30.2%	0.8%	8.9%	1.5%	-1.6%	4.4%

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. The exceptions for further review are:

- 15% pay gap in favour of white staff in ancillary and maintenance roles
- 30.2% pay gap in favour of white staff in hourly paid roles (such as hourly paid Lecturers)
- 8.9% pay gap in favour of white staff working in professional roles
- 6.8% in favour of white staff amongst our casual workers.





# 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
- we have a gender imbalance in our lower salary grades
- salary progression for women increasing at a slower rate than men.

**The University is committed to:**

- maintaining a systematic role analysis scheme that supports the principles of equal pay
- reviewing pay and reward policies and practices, taking input through the equality impact assessment to ensure actions are supporting the fairness of pay and reward
- providing guidance for managers involved in decisions about recruitment, pay, benefits and promotions
- working in partnership with trade union representatives to ensure equality in role evaluation, pay and benefits
- responding promptly to any complaints in relation to equal pay.

By following these principles, the University seeks to avoid discrimination.

# Actions

We will:

- monitor equality data using it to inform our ED&I strategy and decisions as well as appointments and panel composition
- develop intersectional equality data for staff around pay gap, recruitment and retention and present these in annual staff reports and improve our data sets
- launch a campaign to encourage staff to update their diversity data via employee self-service
- increase transparency around our recruitment and selection processes and prioritise areas where we identify the university is not meeting its ED&I commitments, provide training and review advertising media
- review career progression processes and support measures
- work with our anti-racism working group to identify necessary actions to tackle any institutional racism that might exist.





## Appendix 1: Data from payroll and HR systems March Payslip 2021 used to calculate hourly pay rates

Inclusion criteria:

- all full-pay relevant employees March 2021
- 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 piece work (for example a visiting speaker)
- payments included the basic salary, plus the London weighting allowance and allowances paid for extra responsibilities (for example acting up allowance or Head'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 2021 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





Brunel University London  
Kingston Lane, Uxbridge  
Middlesex, UB8 3PH

**brunel.ac.uk**

 bruneluniversity  @bruneluni  bruneluni