

# Brunel University London

## 2020 Pay Gap Report



## Brunel University London – 2020 Pay Gap Report

A range of improvements to how the University rewards and recognises staff were introduced over the course of 2019-2020. With the phasing out of the historic Research Incentive Scheme and the implementation of the new Reward and Recognition Strategy that recognises outstanding contribution across all University activities, we have seen a more balanced use of bonuses that has positively impacted our gender and ethnicity bonus gaps.

Our ethnicity pay gap has also improved and the difference between the hourly wages of staff from different backgrounds compared to our non-Black, Asian and Minority Ethnic (BAME) or White population has decreased in part because the average salary of staff from Black, Asian and Minority Ethnic backgrounds has increased compared to last year.

There is clearly still more work to do to improve our gender pay gap and our figures this year show an increase in the difference between the average hourly pay of women and men because of a 7% increase in the lowest paid population of women with no change in the proportion of men and women in the higher salary ranges.

We are committed to addressing our pay gaps through the implementation of our Pay Gap Action Plan and our new Equality, Diversity and Inclusion Strategy. We recognise that some of the actions we are taking, such as those aimed at increasing the number of women in senior academic positions, may take some time to impact our pay gaps positively.

In order to determine the factors influencing our gender pay gap, we undertook an analysis by job family population to see whether there has been any substantial changes to the employee population since last year. A direct comparison has been created using the 2019 and 2020 data of the job family populations and the average salaries. This shows for gender that the average salary of women has not increased by as much as the average salary of men since 2019, contributing to a wider overall pay gap.

The University’s pay gap calculations for March 2020 are shown in table 1, which sets out the difference between the average earnings of men and women employed by the University. We can use these results to assess:

- **the levels of gender equality in our workplace;**
- **the balance of male and female employees at different levels;**
- **how effectively talent is being maximised and rewarded.**

We highlight in this report some of our key challenges and the actions we are taking to close these pay gaps.

## Our reporting responsibility

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.

**Table 1 – Gender pay gap\***

2,814 members of staff (1,492 women and 1,322 men) were included in the calculations as Full Pay Relevant (See Appendix 1 for inclusion criteria and calculation details).

Gender pay gaps	2017/18			2018/19			2019/20			2020/21			Difference (2020-2019)
Mean	20.04%			19.83%			18.48%			20.4%			+1.92%
Median	23.58%			25.67%			21.52%			27.9%			+6.38%
Mean bonus	47.28%			43.70%			45%			7.5%			-37.5%
Median bonus	33.3%			25%			34%			-2.9%			-36.9%
Proportion of women receiving bonuses:	2.78%			3.08%			2.43%			1.27%			-1.16%
Proportion of men receiving bonuses:	2.75%			3.21%			6.24%			4.61%			-1.63%
Proportion of women and men in salary quartiles:	W	M		W	M		W	M		W	M		% diff (W)
Lower quartile	Q1	63%	37%	Q1	63%	37%	Q1	61%	39%	Q1	68%	31%	Q1 +7%
Lower middle quartile	Q2	58%	42%	Q2	57%	43%	Q2	61%	39%	Q2	56%	43%	Q2 -5%
Upper middle quartile	Q3	49%	51%	Q3	48%	52%	Q3	49%	51%	Q3	49%	51%	Q3 0%
Upper quartile	Q4	38%	62%	Q4	36%	64%	Q4	38%	62%	Q4	38%	62%	Q4 0%

Year-on-year, our pay gaps were reducing slowly but steadily. Regretfully this year, we have seen our first increase since we began reporting. Our pay gap comparing the average salaries of men and women has increased to the level we saw in 2017/18. Looking at the employee composition we can see that there has been a 7% increase in our lowest paid population of women, with no change in the proportion of men and women in the higher salary ranges. This suggests that more focus is needed to address gender balance in our lowest quartile and to support women with career progress in our clerical and manual job families.

*\*These figures do not include staff who have not stated their gender.*



Table 2 – Ethnicity pay gap\*\*

For the purposes of this calculation, ‘White’ is all staff who had identified as ‘having a White background’ and ‘BAME’ includes staff identifying as any other ethnicity category.

Ethnicity pay gaps	2018		2019		2020		Difference (2020-2018)
Mean	20.49%		20.3%		12.41%		-7.89%
Median	21.17%		22.01%		11.02%		-10.99%
Mean bonus	62%		27.76%		-12.2%		-39.96%
Median bonus	25%		11.76%		27.7%		+15.94%
Proportion of staff from White backgrounds receiving bonuses:	4.03%		4.45%		3.2%		-1.25%
Proportion of staff from Black, Asian and Minority Ethnic backgrounds receiving bonuses:	1.21%		2.88%		2.19%		-0.69%
Proportion of staff from White and Black, Asian and Minority Ethnic backgrounds in salary quartiles:	White	BAME	White	BAME	White	BAME	%difference
Lower quartile	Q1 47%	51%	Q1 46%	54%	Q1 51%	44%	-10%
Lower middle quartile	Q2 64%	33%	Q2 65%	35%	Q2 59%	36%	+1%
Upper middle quartile	Q3 69%	29%	Q3 71%	29%	Q3 64%	33%	+3%
Upper quartile	Q4 76%	22%	Q4 73%	27%	Q4 68%	29%	+2%

Our ethnicity pay gaps show year-on-year improvement, with figures this year being our lowest so far. Our bonus ethnicity pay gaps have also improved significantly, from 27.7% in 2019 down to -12.2% in favour of employees from Black, Asian and Minority Ethnic backgrounds in 2020. For the first time this year, the average bonus amounts for our academics from Black, Asian and Minority Ethnic backgrounds was higher than for our academics from White backgrounds. This has resulted in a negative bonus pay gap for this type of payment, in favour of our employees from Black, Asian and Minority Ethnic backgrounds.

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.

Disability pay gaps	2019				2020				Difference (2019-2018)
Mean	10.53%				8%				-2.53%
Proportion of Disabled and Non-disabled staff in salary quartiles:	Quarter	Disabled	Non-disabled	Unknown	Disabled	Disabled	Non-disabled	Unknown	%difference
Lower quartile	Q1	3.6%	93%	3.4%	Q1	2.70%	55.48%	0.57%	-0.9%
Lower middle quartile	Q2	5.2%	86%	12.8%	Q2	4.13%	85.63%	0.43%	-1.7%
Upper middle quartile	Q3	4.5%	89%	6.5%	Q3	4.12%	85.80%	0.99%	-0.38%
Upper quartile	Q4	2.4%	67%	30.6%	Q4	2.70%	88.92%	2.13%	+0.3

The difference between the salary of declared disability employees and non-disabled employees is £2.22 an hour, giving an 8% mean pay gap in favour of non-disabled staff. The ONS reports the UK disability pay gap is 12% and our data is more favourable. However, the unknown or undeclared staff population is high, particularly amongst our student workers, and so we recognise that some care is needed with these figures.

\*\*These tables do not include numbers of staff who have not stated their ethnicity or disability.

Our reporting responsibility

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)

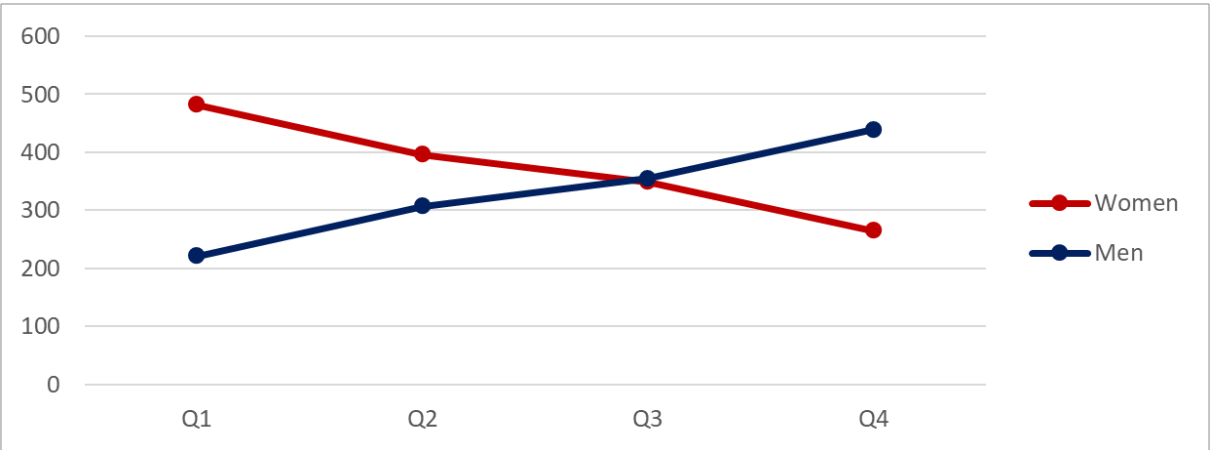
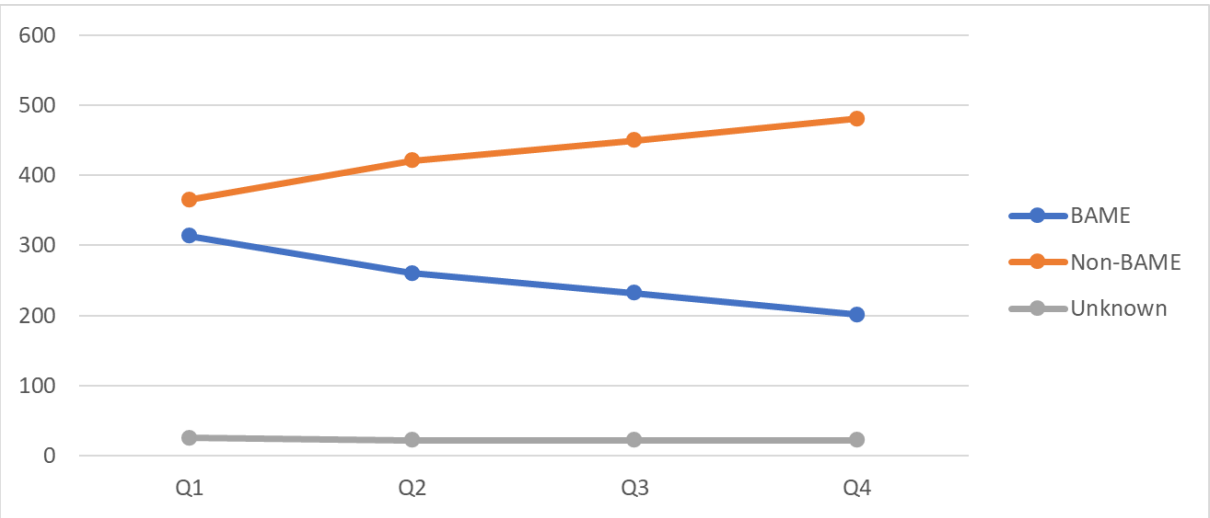


Figure 2 – the proportions of staff from Black, Asian and Minority Ethnic and staff from White backgrounds in each pay quartile from the lowest (Q1) to the highest (Q4)









## Challenges

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

- **A higher proportion of women and employees from Black, Asian and Minority Ethnic backgrounds in professional support, domestic lower paid roles;**
- **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;**
- **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.**

## Equal Pay

In line with the University's Equality, Diversity and Inclusion (EDI) aims, we support and promote equality of opportunity for all employees and believe as part of this ethos that employees should receive equal pay for the same or broadly similar work, regardless of their 'protected characteristic' under the Equality Act (2010). In order to achieve equal pay for staff doing equal work, we operate a pay 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 use the JNCHEs Framework pay spine 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 UCEA data, enabling comparisons across roles within our sector.

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.

## What are we doing to address our pay gaps?

Challenges	Themes	Actions already taken	Actions moving forward
We have a higher proportion of women and employees from Black, Asian and Minority Ethnic backgrounds in professional support, domestic lower paid roles (Q1)	Attraction and Recruitment	We use skills-based assessment and more structured interviews	To enhance our employer brand to attract talented and diverse candidate pools.
		We have diversified our recruitment channels and include our equality statement on job adverts	We will monitor equality data relating to appointments and panel composition.  We will be transparent around our recruitment and selection processes and prioritise areas where we identify the university is not meeting its own EDI commitments.  To review and implement career progression support, such as development programmes and apprenticeships, for colleagues in clerical and manual job roles.  To improve internal recruitment and promotion opportunities for staff in professional services' roles.
We have a higher proportion of men in academic related roles	Attraction and recruitment	We have provided unconscious bias and diversity training for all employees involved in recruitment and decision-making processes, and performance initiatives, for example, performance management.	We will deliver training on removing bias and discrimination in our recruitment and selection processes.
		We have more gender balanced selection panels.  We have more gender balanced long and short lists.	We will update the University's recruitment and selection training to ensure that inclusion runs as a thread through the training. We are also working towards making it mandatory for the chairs of all panels to have this training.



Challenges	Themes	Actions already taken	Actions moving forward
<b>We have fewer women than men in our senior and management roles</b>	<b>Career development and progression</b>	<p>We have provided career progression workshops for women and other under-represented groups.</p> <p>We are conducting a longitudinal review of those who have attended these workshops, to capture the benefits and impact.</p> <p>We engaged with head-hunters for senior roles to ensure our commitment to diversity was recognised in the recruitment process.</p>	<p>We will monitor the impact of these workshops and amend content based on feedback.</p> <p>We will review succession planning and career pathways, ensuring an integrated approach to role expectations, performance and career progression.</p> <p>We will monitor our annual academic promotion rounds by protected characteristics and put measures in place where discrepancies occur.</p> <p>We will produce equality data for College and Department management boards so that there is a regular breakdown of their staffing profile to enable them to see and plan to address any local discrepancies.</p>
<b>We have few staff from Black, Asian and Minority Ethnic backgrounds in senior positions</b>	<b>Career development and progression</b>	<p>As above</p> <p>We have broken down the data into ethnicity categories for cross comparisons and to highlight where we need to focus our improvement actions.</p>	<p>As above</p> <p>We will work with our staff networks to identify and implement interventions to improve representation at senior levels.</p> <p>We will work with our newly established anti-racism working group to identify necessary actions to tackle any institutional racism that exists.</p> <p>We will develop a range of positive action initiatives that will target under-represented groups to address attraction, development, and career/promotion opportunities.</p>

Challenges	Themes	Actions already taken	Actions moving forward
<b>We have more women working part-time and in lower paid positions than men</b>	<b>Inclusive culture/flexible working</b>	<p>We have updated our flexible working policy to improve our flexible working offering.</p> <p>We have updated our family leave policies to include adoption, surrogacy, IVF and we extended our paternity/partner leave to be a week longer and more flexible.</p> <p>We offer funding to academic women in order to support them with their return to work after maternity or caring leave through our Athena SWAN awards.</p>	<p>We will continue to share new policies along with case studies and examples of good practice and monitor uptake of new policy measures.</p> <p>We will develop and run a campaign around flexible working that raises awareness and highlights the benefits to an inclusive and productive workforce.</p> <p>We will introduce a diversity KPI for all staff as part of improving our performance review process.</p>
<b>We have salary progression for women increasing at a slower rate than men</b>	<b>Pay and reward</b>	<p>We have introduced a new reward scheme which has had a positive impact on our gender and ethnicity bonus gaps compared to last year.</p>	<p>We will continue to strive for transparency, consistency and fairness in the application of pay policies with due regard for the principles of equal pay.</p> <p>We will review our salary progression framework and practice and make any necessary changes.</p>
<b>We have a high proportion of undeclared disability status</b>	<b>Workforce transparency</b>	<p>We have continued to improve our workforce data sets including intersectional analysis.</p>	<p>We will continue to develop intersectional equality data for staff around pay gap, recruitment and retention and present these in annual staff reports.</p> <p>We will take action to improve disability declaration rates to improve our data sets.</p>



## Appendix 1

Data from Payroll and HR Systems March Payslip 2020 used to calculate hourly pay rates.

### Inclusion criteria:

- All full-pay relevant employees March 2020.
- 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) and if they did not disclose their gender.
- Payments were excluded 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.
- Yearly bonuses paid within the reporting period (31 March 2019-20) were divided by 12 and added to the March pay in order to calculate their value pro-rate for the purposes of accurately determining the monthly pay.
- Hourly pay is calculated using Staff Full Time Equivalent (FTE) and their pay for the month of March 2020, calculated by dividing their monthly pay amount by their FTE multiplied by 154 (the number of working hours in March).
- The relevant staff hourly pay was used to calculate the mean and median pay gaps for gender and ethnicity.







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