



Brunel
University
London

2019

PAY GAP REPORT



Brunel University London – 2019 Pay Gap Report

Brunel University London has the privilege of being one of the most diverse universities in the UK. We are committed to ensuring that all our students and employees reach their full potential. For this reason, our 2019 pay gap report includes analysis not only for gender but also for ethnicity and disability.

The University’s pay gap calculations for March 2019 are shown in table 2 overleaf and confirm 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 will highlight some of our key challenges and share some of the actions we are taking at Brunel to close the gap.

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.

The 2019 analysis for the University has been carried out on the following protected characteristics covered by the Equality Act:

- Gender – a statutory reporting requirement;
- Ethnicity – which we started reporting in 2018, although this is not yet a statutory reporting requirement;
- Disability we are taking a further proactive step and introducing disability pay gap analysis in this year’s report.

This data is not yet required by the government reporting and if we are to publish then we will be one of the first Universities to publish our gender, ethnicity and disability gaps.

Table 1 - Statutory calculations for the gender pay gap

Gender Pay Gap Statutory Figures 2681 members of staff (1398 Women and 1283 Men) were included in the calculations as Full Pay Relevant (See Appendix 1 for inclusion criteria and calculation details)

Gender pay gaps	2017			2018			2019			Difference (2019–2018)
Mean	20.04%			19.83%			18.48%			-1.35%
Median	23.58%			25.67%			21.52%			-4.15%
Mean bonus	47.28%			43.70%			45%			+1.30%*
Median bonus	33.3%			25.00%			34%			+9.00%*
Proportion of women receiving bonuses	2.78%			3.08%			2.43%			-0.65%*
Proportion of men receiving bonuses	2.75%			3.21%			6.24%			+3.03%*
Proportion of men (M) and women (W) staff in salary quartiles		W	M		W	M		W	M	% diff (W)
Lower quartile (Q1)	Q1	63%	37%	Q1	63%	37%	Q1	61%	39%	-2%
Lower middle quartile (Q2)	Q2	58%	42%	Q2	57%	43%	Q2	61%	39%	+4%
Upper middle quartile (Q3)	Q3	49%	51%	Q3	48%	52%	Q3	49%	51%	+1%
Upper quartile (Q4)	Q4	38%	62%	Q4	36%	64%	Q4	38%	62%	+2%

*RIS bonuses included in 2019 calculations

This year we have been able to improve bonus pay gap analysis as improvements to coding in HR reporting system (CHIME) over the past year allow for more detailed breakdown of Research Incentive Scheme payments, which can be paid as salary or into research accounts. We now have a full tax year on CHIME and our ongoing work have led to better visibility and understanding on how to report this.

The bonus gap analysis for 2019 shows a higher gender pay gap compared with 2018 due to the higher proportion of men receiving this Research Incentive Scheme bonus compared with women. The University has now closed the Research Incentive Scheme for new awards and payments under the scheme existing staff are being phased out.

Table 2 – Ethnicity pay gap

Using the same dataset as above and methods for calculations. For the purposes of this calculation ‘Non-BME’ is all staff who had identified as ‘White/Caucasian’ and ‘BME’ includes staff identifying any other ethnicity category.

Ethnicity pay gaps	2018			2019			Difference (2019–2018)
Mean	20.49%			20.03%			-0.19%
Median	21.17%			22.01%			+0.84%
Mean bonus	62%			27.76%			34.24%
Median bonus	25%			11.76%			-13.24%
Proportion of non-BME receiving bonuses	4.03%			4.45%			+0.42%
Proportion of BME receiving bonuses	1.21%			2.88%			+1.67%
Proportion of Non-BME and BME staff in salary quartiles		Non BME	BME		Non BME	BME	% BME change
	Q1	47%	51%	Q1	46%	54%	+3%
	Q2	64%	33%	Q2	65%	35%	+2%
	Q3	69%	29%	Q3	71%	29%	0%
	Q4	76%	22%	Q4	73%	27%	+5%

There have not been many public sector organisations that have published their BME pay gap and the government has not yet published their guidance. It would, therefore, be too early to draw any firm conclusions, but it would be prudent when looking at actions to reduce the gender pay gap to see if they would be suitable actions for reducing the BME pay gap also. We are currently working on a more in-depth granular analysis of this data and taking an intersectional approach to understanding our pay gaps.

Table 3 – Disability pay gap

Using the same dataset as above and methods for calculations. For the purposes of this calculation ‘Non-disabled’ is all staff who have not declared a disability and ‘disabled’ includes staff declaring any type of disability.

Disability pay gaps	2019			
Mean	10.53%			
Median	7.96%			
Mean bonus	n/a			
Median bonus	n/a			
Proportion of non-disabled receiving bonuses	n/a			
Proportion of disabled receiving bonuses	n/a			
Proportion of non-disabled and disabled staff in salary quartiles		non-disabled	disabled	unknown
	Q1	93%	3.6%	3.4%
	Q2	86%	5.2%	12.8%
	Q3	89%	4.5%	6.5%
	Q4	67%	2.4%	30.6%

The current disability pay gap for all employees stands at 15.5% (In London is 13.5%). Employment gap (source the Labour Force Survey, 2018-2019).

Staff proportions

The figures below show the proportion of the 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)

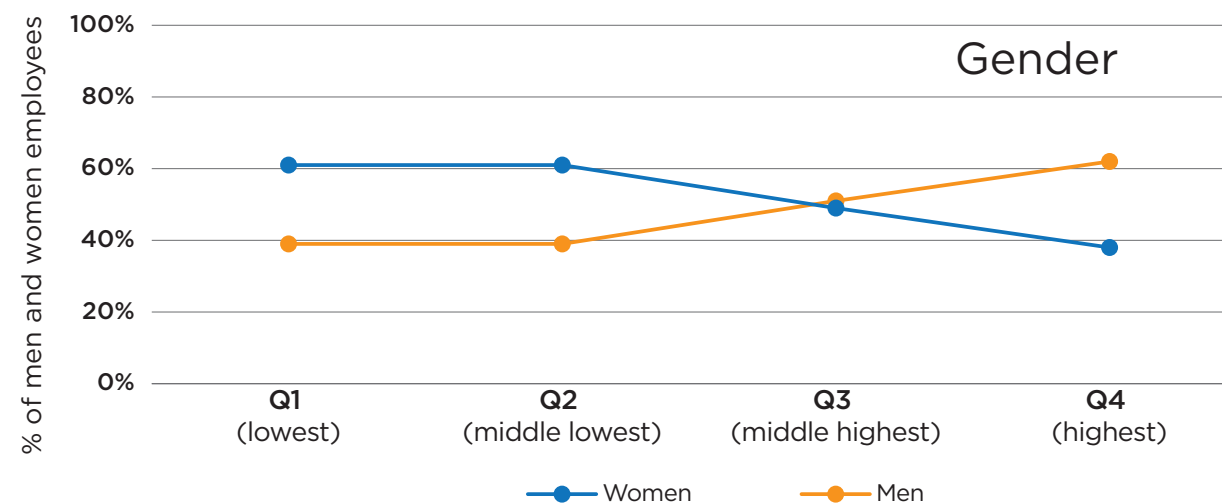
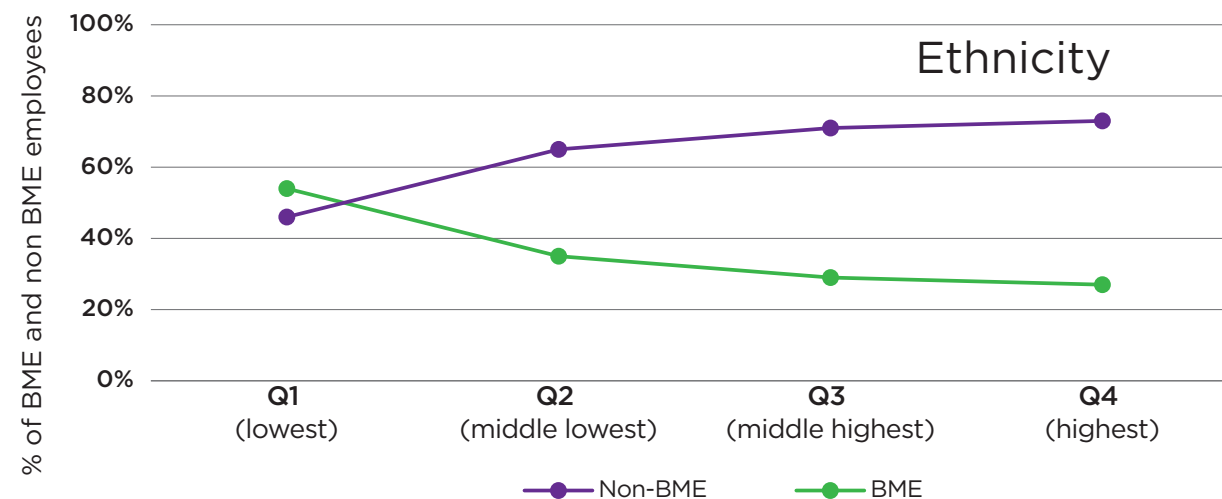


Figure 2 – the % proportions of BME and non BME staff in each pay quartile from the lowest (Q1) to the highest (Q4)



These figures show us that the population by gender and ethnicity in the lower paid roles is substantially different to the population at the highest end of the pay scale in the more senior roles. This shows that we need to work on our opportunities for progression, promotion and retention. We will also need to further review our recruitment processes to ensure that they are fair and objective. The proportion of women and BME staff in the highest paid quartile has increased slightly since last year (+2% for women and +5% for BME) but the disparity between gender and ethnicity at this level is still substantial.

Challenges

The challenge for the University, and across the sector, is to eliminate any gender pay gaps. The University's specific challenges are that:

- we have a higher proportion of women and BME employees in non-academic support, domestic roles and lower paid roles;
- we have a higher proportion of men in academic related roles;
- we have fewer women than men in our senior and management roles;
- we have few BME staff in senior academic positions;
- we have more women working part time than men;
- a higher number of men than women receive bonuses.

Our pay gap also reflects that as a University with a large engineering faculty, we have more men than women in some of our senior academic roles. This is something that we actively seek to address in both our staff and student populations. These challenges are addressed in our project plan overleaf (Table 4).

Equal Pay

In line with the University's Equality and Diversity Inclusion 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, based on objective criteria and free from bias. We use the HERA (Higher Education Role Analysis) system to assist with determining salary grades, and utilise 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 ability to attract, recruit and retain employees. The University primarily uses UCEA data, enabling comparisons across roles within our sector, and we are reviewing these internally with consideration to protected characteristics, currently mainly gender and BAME.

The University is committed to ensuring that it:

- maintains a systematic role analysis scheme which supports the principles of equal pay;
- is 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;
- provides guidance for managers involved in decisions about recruitment, pay, benefits and promotions;
- works in partnership with trade union representatives to ensure equality in role evaluation, pay and benefits;
- responds promptly to any complaints in relation to equal pay

By following these principles the University seeks to avoid unfair discrimination and reward.

What are we doing to address our pay gaps?

Through our data analysis and collaborative discussions we have identified some key challenges that as a University we will aim to address.

Key issues	Theme	Specific actions at Brunel	Moving forward:
Issues identified from data analysis			
Our gaps have only improved very slightly	Policies and practices	<p>At Brunel we are taking the issue of closing pay gaps seriously and looking at gender and ethnicity balance at each stage of the employee lifecycle.</p> <p>We are also conducting equal pay audits and contributing to external charters such as Athena SWAN a gender equality charter.</p>	<p>Ongoing: We will continue to identify and target specific areas of inequity that we can address, monitor and report on.</p>
Our workforce shows that we have occupational segregation	Recruitment practices	<p>This means that in some areas of the university there are more likely to be one gender or the other in a role.</p> <p>We have realised we need to diversify our recruitment practices to address this and make sure that people are being recruited fairly. We have taken many steps to address this including</p> <ul style="list-style-type: none">• Include multiple women in shortlists for recruitment• Use skill-based assessment tasks in recruitment• Use structured interviews• Diversify our recruitment channels	<p>Action: We currently focusing on gender at this stage and we need to make sure we include ethnicity in our practices at these levels.</p>
There is a lower proportion of women and BME staff in senior highly paid roles.	Supporting development and progression	<p>Supporting Development and Progression for women and BME staff specifically, we champion career progression with bespoke promotions workshops for women and other under-represented groups.</p> <p>We encourage women to attend national Aurora Women in Leadership and Springboard Women’s Development Programmes here at the University.</p> <p>We also support and fund employees to attend the Diversifying Leadership Programme, which is aimed at BME staff.</p>	<p>Action: We are carrying out a longitudinal survey of those who have attended to capture the benefits of attendance and share this more widely to encourage uptake.</p> <p>Ongoing: We will continue to support and fund places for development programmes.</p>

Key issues	Theme	Specific actions at Brunel	Moving forward:
Issues identified from data analysis			
A higher proportion of men receive bonuses than women.	Reward and recognition	<p>We realise that the current incentive scheme structure favours male academic staff and we have decided to phase out this historic scheme in order to make the pay structures in research fairer.</p> <p>This year we have launched a new strategy around rewards.</p>	<p>Action: We are phasing out the research incentive scheme.</p> <p>Action: We recently introduced new recognition schemes, we need to monitor the uptake by protected characteristic.</p>
Women are more likely to be in part time roles than men	Policies and practices	<p>Our data shows that of our working women 34% are part time whereas only 9% of men are on part time contracts (excluding Hourly paid lecturers and student workers).</p> <p>We need to improve our working culture for men and women by improving our flexible working offering. This year we reviewed and updated our flexible working policy.</p> <p>We also recognised the need to update our family leave policies to be more inclusive for partners and men. This year we updated all our family leave policies to include adoption, surrogacy, IVF and we extended our paternity/partner leave policy 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>Actions: We will share new policies along with case studies and examples of good practice.</p> <p>Action: We will monitor uptake of new policy measures.</p> <p>Action: We will develop a campaign around flexible working that highlights the benefits to an inclusive and productive workplace.</p> <p>Ongoing: We will continue to implement this award and provide support in application and access to women about to go on family leave.</p>
Perceptions of Equal Pay are different by gender and ethnicity	Networking Engagement	<p>We have staff lead network groups to provide a space for discussion and let us know how we can improve our culture.</p> <p>We carry out a bi-annual staff survey and compare the results by gender and ethnicity in order to identify areas where engagement and inclusion can be improved.</p>	<p>Action: We will consult on this year’s data with the staff network groups.</p> <p>Action: We will identify and report on the key areas of difference comparing gender and ethnicity</p>

Key issues	Theme	Specific actions at Brunel	Moving forward:
Issues identified from data analysis			
We will increase transparency and visibility of our key challenges by developing a communications strategy.	Communica-tions	We have spaces on our intranet site around processes and pay. We have consulted with the staff network leads. We publish our data on our webpage.	Action: We will also create a ‘what does this mean for me? Guidance document’. We will create a page on the shared network with all the information in one place
How do we make sure pay is transparent and fair?	Policy	We have a structured pay scale in terms of grades that uses external benchmarking from the nationally recognised external benchmarking scheme. Scheme. An equality impact assessment is a process designed to ensure that a policy, a project or scheme does not discriminate against any disadvantaged or protected population. We carry out these assessments on all University policies and practises including pay scale structures and review.	Ongoing: We will conduct Equality Impact Assessments on an ongoing basis and ensure they are reviewed every three years..
Ethnicity and disability reporting are not currently mandatory and there are no specific guidelines on how best to analyse this data.	Reporting and guidance	We are being proactive in our approach to understanding the ethnicity pay gap here. We recognise that grouping ethnicity categories together is not ideal in terms of understanding the issues we face here at Brunel.	Action: We will contribute to ongoing discussion around ethnicity and disability pay reporting. Action: We will conduct further analysis to compare pay gaps by ethnicity category.
Pay gap identified but what happens next?	Equality team	We have a University Equality, Diversity and Inclusion team and a dedicated member of staff for the pay gap analysis.	Action: We will present any issues arisen from this report at our Staff Network Action: We presented our pay gap data and key strategic priorities at the Vice Chancellor’s meeting to senior staff on the 11th March 2020.

Key issues	Theme	Specific actions at Brunel	Moving forward:
Issues identified from data analysis			
Only two genders are used in the current reporting system	Reporting and data	We currently use the data on gender as collected for use by the HMRC. Our new reporting system however includes the capability to self-identify as non-binary. This year we are currently in the consultation stages of our new staff gender transition policy and alongside this, we plan to run a campaign to encourage self-declaration. We are committed to providing a safe and inclusive environment for our LGBT+ employees and are working closely with Stonewall to ensure our policies are non-discriminatory and use inclusive language.	Action: We will work with our HR Systems team in order to make sure our internal reporting categories are in line with current inclusive practices around gender reporting and self-declaration.

Appendix 1.

Data from Payroll and HR Systems March Payslip 2019 used to calculate hourly pay rates.

Inclusion criteria

- All full-pay relevant employees March 2019.
- 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 excluded if they were a one-off payment for piece work (for example a visiting speaker).
- Yearly bonuses paid within the reporting period (March 31st 2018-19) 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 2019. It is 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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