



Brunel
University
London

Gender Pay Gap Report 2017



Brunel University London – Gender Pay Gap Report 2017

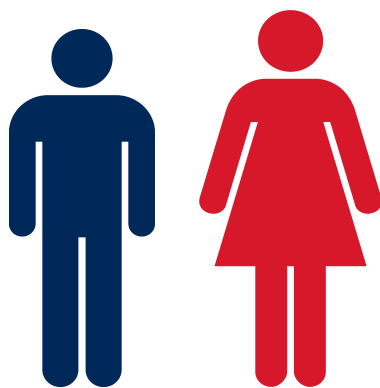
Brunel University London has the privilege of being one of the most diverse universities in the UK. We are committed to ensuring that all of our staff and students reach their full potential.

For this reason, we welcome the new requirement for all UK organisations employing 250 people or more to publish statutory calculations showing the pay gap between male and female employees. We regard publishing and the transparency it brings as a way of driving positive change.

Just over half of our workforce is female and women are represented at all levels of the university; 40% of our executives are women.

Our employee engagement survey tells us that the vast majority of our colleagues feel that we are committed to equality of opportunity and act fairly with regards to recruitment, career progression and promotion.

However our gender pay gap figure of 20% tells us that we need to do more to help women progress. We will continue to address inequality and pursue our equality and diversity agenda.



48% male 52% female

The percentage of male and female employees



The percentage of our executives that are women

Key data

% male/female employees	48% male 52% female
Median gender pay gap	23.6%
Mean gender pay gap	20.0%
Median bonus pay gap	33.3%
Mean bonus pay gap	47.3%
% males/females receiving a bonus payment	2.8% males 2.8% females
Upper quartile* (male/female %)	62.3% male 37.7% female
Upper middle quartile (male/female %)	51.2% male 48.8% female
Lower middle quartile (male/female %)	42.2% male 57.8% female
Lower quartile (male/female %)	37.1% male 62.9% female

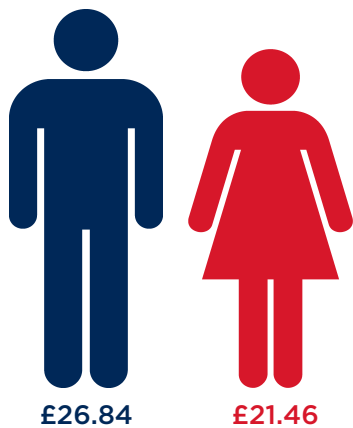
Gender pay gap

- The gender pay gap shows the difference in average pay between women and men. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

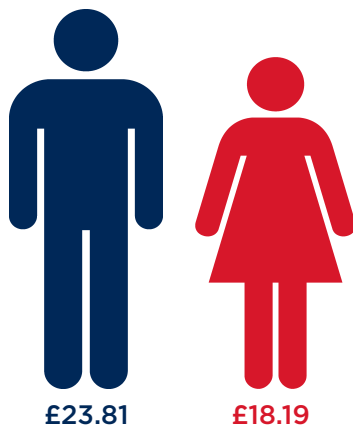


Mean and median gender pay gap

- The mean gender pay gap is the difference in average hourly rates of pay for all men and all women, expressed as a percentage of the average hourly rate for men.
- The median gender pay gap shows the difference between the median (middle) value of hourly pay rates (when ordered from lowest to highest) for all men in an organisation, and all women, expressed as a percentage of the median hourly rate for men.



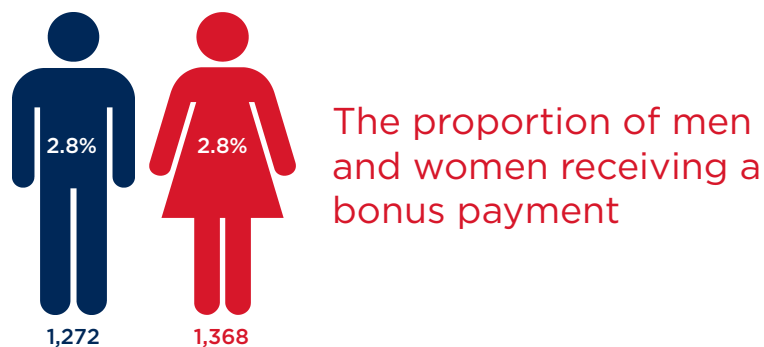
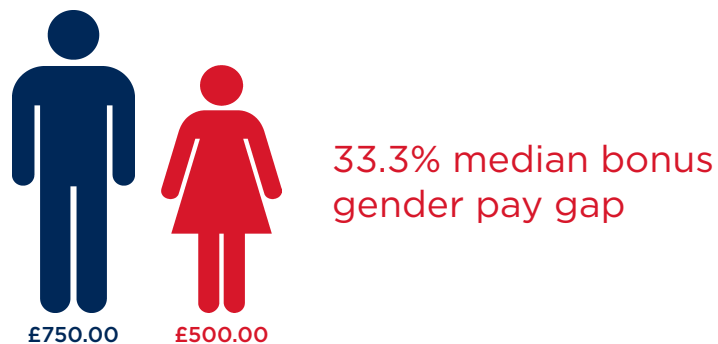
20% mean gender pay gap – based on hourly rate



23.6% median gender pay gap – based on hourly rate

Mean and median bonus pay gap

- The mean gender bonus gap is the difference between the average bonuses received by men and by women, expressed as a percentage of the average bonus for men.
- The median gender bonus gap is the difference between the median (middle) value of bonuses (when ordered from lowest to highest) received by men and by women, expressed as a percentage of the average bonus for men.



Why do we have a gap?

The principal reasons for our gender pay gap are:

- we have a higher proportion of women in non-academic support roles
- we have a higher proportion of men in academic related roles
- we have fewer women than men in our senior and management roles

Our gender pay gap is higher than national UK (18.1%) and the wider higher education sector (14.1%).

Our pay gap reflects that as a university with a bias towards engineering, we have more men in senior academic roles. This is unfortunately reflective of societal norms and is something that we actively seek to address in both our staff and student populations.

Our support and professional staff tend to be long serving and our workforce is stable. This has an impact upon progression for non-academic roles.

These show us that we need to do more to break down barriers by delivering on the key objectives of our Equality and Diversity Strategy 2015-2020. If we do this our gender pay gap will close.

We do not routinely pay bonuses. Our data shows that the proportion of men and women receiving bonuses whilst low is equitable. Our bonus gap is driven by an historic role related bonus plan. This is already in the process of being reviewed. When data for this plan is excluded from the gender bonus gap calculations, our mean bonus gap is zero.

What action are we taking?

We have had an Equality and Diversity Strategy in place since 2015. We report and publish Staff and Student equality data annually. Our vision places equality and diversity at the heart of all we do and inspires us to excel by working together to maximise the benefits of our diversity.

Our strategic agenda covers key areas of leadership, learning, staff experience and governance to encompass short term action plans and long term cultural change.

We aim to mainstream equality and diversity in all staff related practices including recruitment, promotion, career development, retention, reward, procurement and all human resources policies and processes:

- We will continue to support the national Aurora and Springboard leadership programmes for women in Higher Education. We will champion women's development through female only promotion workshops for academic staff.
- We will have gender balanced short-lists for senior roles
- We will increase transparency in reward through a reward and recognition strategy, communications and review of reward delivery.
- We will renew and increase our focus on staff and student diversity & inclusion since we were awarded the Athena SWAN institutional level Bronze Award in 2017.

More widely as a university we can have a positive impact upon society and we will continue to support in the 'Women in Engineering' early careers mentoring scheme and 'Girls who Code' initiatives.

We have an ambitious agenda but by working together we can ensure that the University's core values become the lived experiences of each and every member of Brunel's community.



As Director of HR of Brunel University London I am authorised to confirm that the information published in this report, in accordance with regulation 2 of the The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is correct. Jane Drysdale