



Brunel
University
London

GENDER AND ETHNICITY PAY GAP REPORT 2018



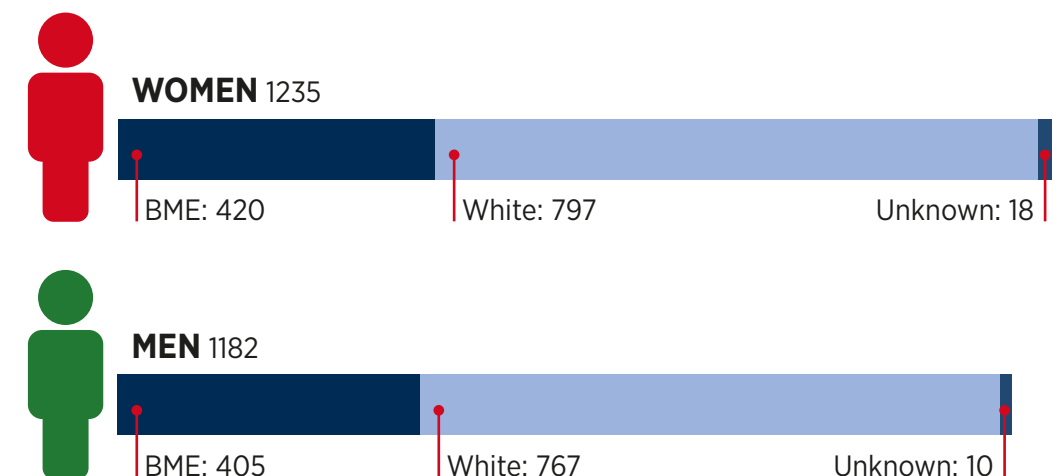
Introduction

All employers with 250 or more employees are required to publish their gender pay gap reports in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

DEFINITIONS

Mean	The average calculated by the sum of all values divided by the total number of values
Median	Once the values are listed in numerical order the median value is the one that appears in the middle of the list
Pay gap	A pay gap compares the difference between the average salaries across two groups of workers
Equal pay	Equal Pay compares men and women's salaries for doing the same/similar job role

Composition of Workforce



This diagram includes all staff who were paid in the March 2018 payslip as full pay relevant employees, this includes student temporary workers.



Gender pay gap key data

	2017			2018			Difference (2018–2017)
Mean Gender Pay Gap	20.04%			19.83%			-0.21%
Median Gender Pay Gap	23.58%			25.67%			3.09%
Mean Bonus Gender Pay Gap	47.28%			43.70%			-3.58%
Median Bonus Gender Pay Gap	33.3%			25.00%			-8.3%
Proportion of women receiving bonuses	2.78%			3.08%			0.3%
Proportion of men receiving bonuses	2.75%			3.21%			0.46%
Proportion of Men and Women staff in salary quartiles		Women	Men		Women	Men	
Lowest Pay Band (Q1)	Q1	63%	37%	Q1	63%	37%	
Lower Middle Pay Band (Q2)	Q2	58%	42%	Q2	57%	43%	
Upper Middle Pay Band (Q3)	Q3	49%	51%	Q3	48%	52%	
Highest Pay Band (Q4)	Q4	38%	62%	Q4	36%	64%	

This table illustrates the key data from March 2017 and 2018 and shows the difference between average earnings by men and women employed by the university. For information on how these calculations were carried out please visit gender-pay-gap.service.gov.uk

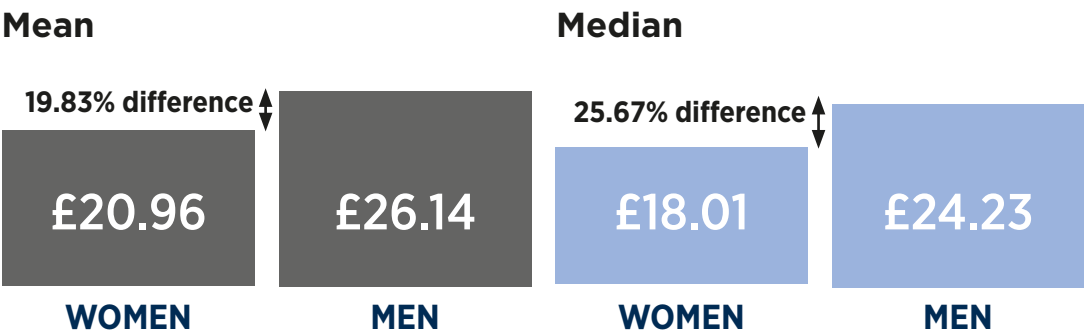
Who is included in these calculations?

All staff employed by the University are included if they are full pay relevant employees. This includes all academic staff, professional, clerical, maintenance, ancilliary, and student job shop workers. This data allows us to calculate the average hourly salary for different staff populations.

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.

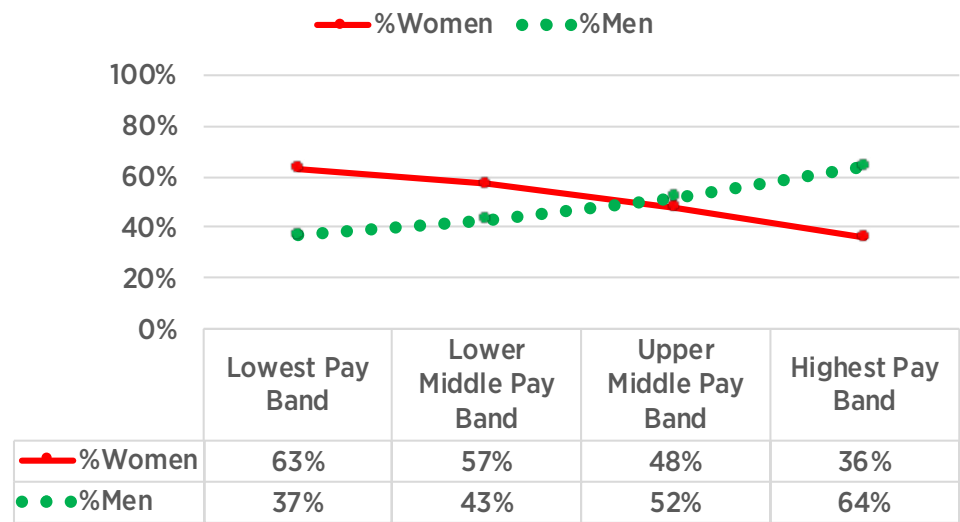
Average hourly salary by gender



Brunel specialises in subjects that are traditionally male-dominated, such as engineering, and this contributes to a higher proportion of men than women in senior academic and senior leadership roles, even though we pay men and women the same salary for doing the same job.

Proportion of men and women in each pay quartile

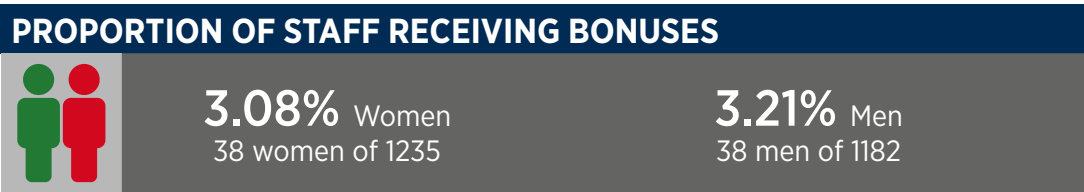
The graph below shows the proportion of men and women in each pay quartile, from the lowest to the highest.



This shows that there are fewer women in more senior roles compared with men. This distribution has not changed since last year.

Proportion of staff receiving bonuses

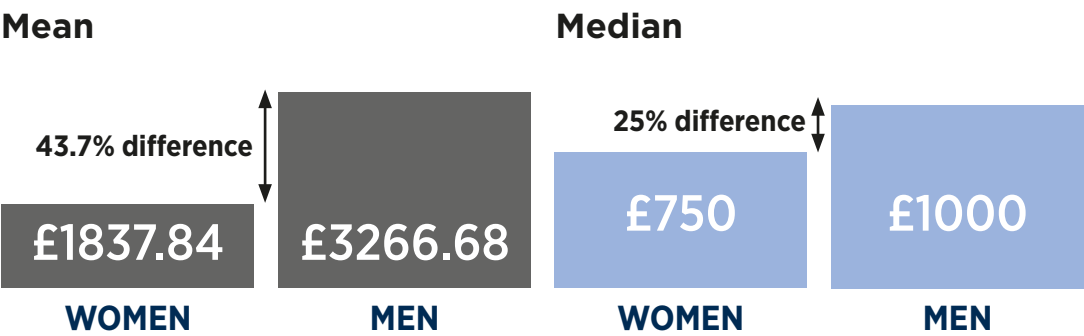
We have calculated the proportion of women and men staff receiving bonuses. The figures below show that there is a relatively equal number of men and women receiving bonuses.



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.



The average bonus received by men was higher than women.



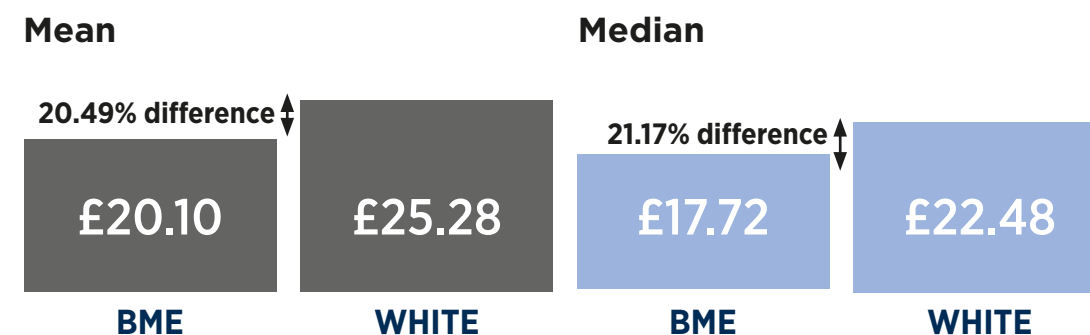
Ethnicity pay gap

We have chosen to publish this data proactively. This has been challenging as there is no existing guidance on how ethnicity groups should be categorised. In order to begin investigation into ethnicity we have used two very simple categories.

Using the same data set as the gender pay gap and identical calculations, the purposes of identifying the ethnicity pay gap 'White' is all staff who have identified as 'White caucasian' and 'BME' includes staff identifying as any other ethnic category.

Disclosing ethnicity is not mandatory at Brunel.

Average hourly salary by ethnicity



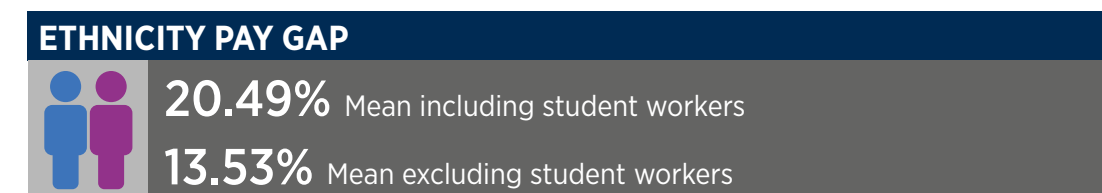
Our ethnicity pay gap shows the average hourly salary is higher for the population of white staff compared to BME Staff.

This does not mean that all white staff are being paid more than BME staff, but that as a population there are more white staff in more senior roles. This can be seen when we look at the proportion of staff across each pay quartile. We are committed to ensuring that equality and diversity is incorporated in all our 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 Diversifying Leadership Programme to address under-representation of BME staff in more senior roles. We collaborate with other universities to celebrate and encourage BME early career researchers to stay in academia.

Why might we have an ethnicity pay gap?

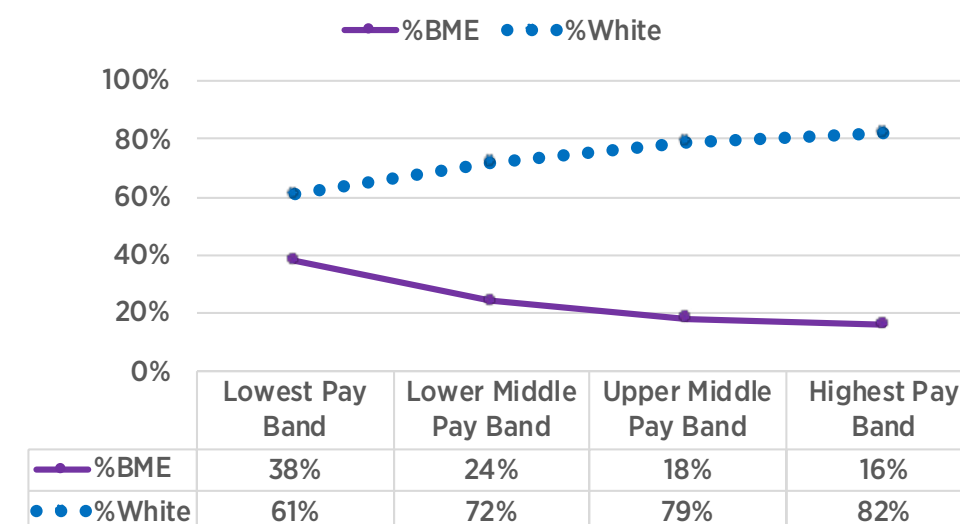
There have not been many public sector organisations that have published their BME pay gap the Government guidance is due shortly. It would therefore be too early to draw any firm comparisons. However, we note that there are particular nuances when evaluating ethnicity pay gaps. For example, here at Brunel we see that pay gap data varies considerably when analysing by ethnicity rather than collectively.

Furthermore, pending the guidelines from the Government, we have included in our data the hourly salaries of our student workers (n=422). Student workers at Brunel are able to take on part time employment in roles such as student research assistants, administrators or tutors. The nature of this work attracts a lower salary and the student workers themselves would not be promoted into more senior roles whilst undertaking their studies with us. Brunel is a particularly diverse community and 68% of our currently enrolled students come from BME backgrounds.



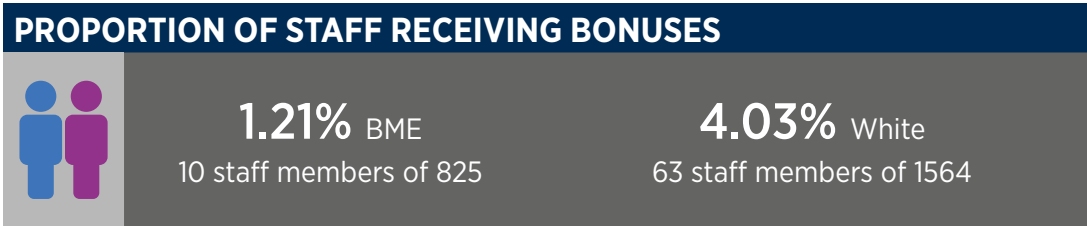
Brunel provides valuable work experience for student workers allowing them to gain employment during their studies. We are proud to support them with paid opportunities to improve their employability.

Proportion of 'white' versus 'BME' in each pay quartile



We can see there is a lower overall percentage of staff from BME backgrounds compared to white at all levels, but that the gap between the populations is larger towards the higher end of the salary scale.

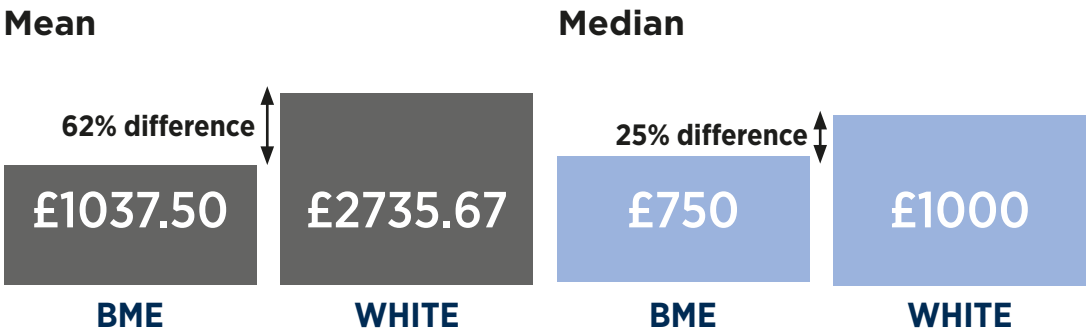
Proportion of staff receiving bonuses



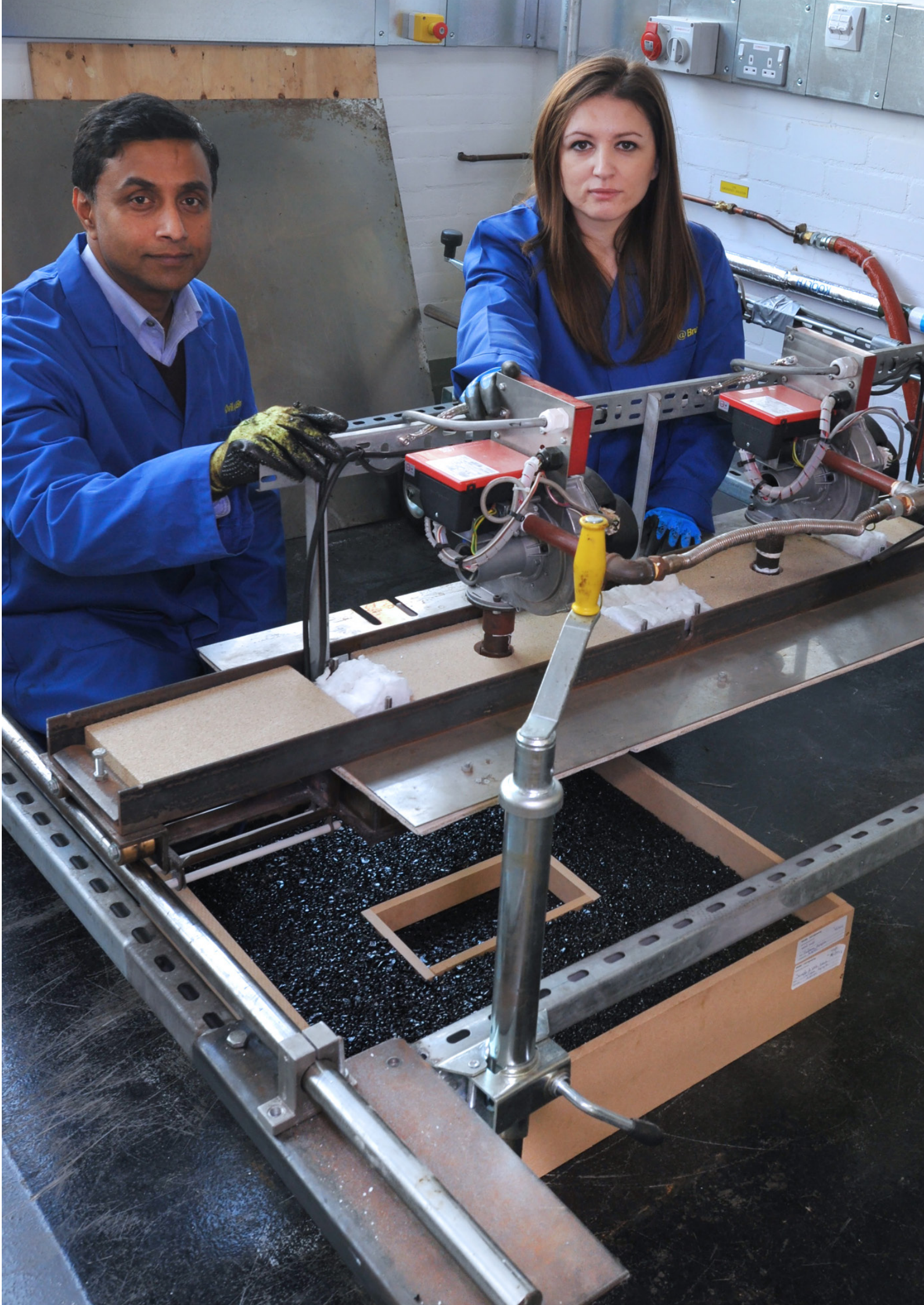
There was a higher proportion of white staff receiving a bonus this year.

Mean and median bonus pay gap

The data below shows the average amounts received by White and BME staff.



On average the bonus amount for white staff was higher.
We have launched a new recognition and reward cheme and hope to close this gap over the next few years.



What action are we taking?

The actions we take will be considered for both gender and ethnicity as our approach is to mainstream equality and diversity in all employment-related practices including recruitment, promotion, career development, retention, reward, procurement and all HR policies and procedures. We will also carry out equal pay audits for gender and ethnicity at each grade in order to ensure staff at the same level are being paid the same.

Equality impact assessments

- 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 reviews.

How do we ensure our recruitment and talent retention is fair and transparent?

- We use structured interviews for recruitment and promotions so we can be as objective as possible.
- We advertise salary ranges where possible to support transparent salary negotiation.
- We use job evaluation and benchmarking data when setting salary ranges.
- We use skills-based assessment tasks, where appropriate in recruitment as we know this allows candidates to demonstrate their competencies.
- We aim to make sure our selection panels are as diverse as possible by actively encouraging and monitoring gender.
- We will review our recruitment methods to expand our talent pool's diversity by trialling advertising jobs outside of specific academic websites and forums.

How do we encourage staff to progress in their careers?

- We have developed our own targeted promotions workshops for under-represented groups at senior level. These workshops focus on providing tools and support for those applying.
- We collaborate with other universities to celebrate and encourage BME early career researchers to stay in academia. We have developed our own targeted promotions workshops for under-represented groups at senior level. These workshops focus on providing tools and support for those applying.
- We have introduced transparency to promotion processes and outcomes.
- We ensure that staff on promotion panels have had Unconscious Bias training.
- Some departments are running 'buddy' schemes for those applying for a promotion.
- We will carry out a historic review of progression and success by diversity characteristics.
- We will continue to run 'Aurora' and 'Springboard' leadership programmes for women in Higher Education and champion women's development through female promotion workshops for academics.
- More widely, as a university we can have a positive impact upon society and we will continue to support the 'Women in Engineering' early careers mentoring scheme and 'Girls who Code' initiatives.
- We will continue to support the national Diversifying Leadership Programme to address under-representation of BME staff in more senior roles.
- Through the Staff Development Centre, we offer mentoring and coaching available to all staff, both academic and professional.
- We have staff-led network groups to provide a safe space for discussion and to let us know how we can improve our culture.



How does Brunel celebrate diversity?

We have had an Equality and Diversity Strategy in place since 2015. We report and publish Student and Employee equality data annually. Our vision places equality and diversity at the heart of all we do. We will be reviewing our Equality and Diversity Strategy this year with a particular focus on addressing pay gaps (brunel.ac.uk/about/administration/equality-and-diversity/home).

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

The University Athena SWAN Bronze award was achieved in 2012 and renewed in 2017. The Department of Maths, Clinical, Life and Computer Sciences hold Athena SWAN Bronze awards. We hold an annual Athena SWAN Lecture given by a high profile academic woman each year and provide Athena SWAN Research Awards to women returning from maternity leave.

We are proud sponsors of Daphne Jackson Fellowships, realising the potential of scientists and engineers returning to research following a career break.



We work together with the Union of Brunel Students to celebrate a calendar of events including LGBT History Month, Disability History Month, International Women's Day and Black History Month.

Brunel holds a European Commission HR Excellence in Research award for its commitment to supporting its researchers.

Our sector-leading disability and dyslexia support service is also award-winning. In 2015, we were awarded the University Disability Standards Award for our work on training and support for staff relating to disability equality. We continue to meet our "Disability Confident" people commitments as an employer and were, yet again, awarded the Disability Confident in 2017.

We support a range of staff and student equality networks that contribute effectively to the University's equality and diversity agenda on issues relating to gender, LGBT, ethnic minorities, disability and religion/beliefs. In addition, we have developed effective mentoring programmes for women and BME staff.

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.



Declaration

As Director of Human Resources at Brunel University London, I am authorised to confirm that the information published in this report in respect of gender pay is in accordance with regulation 2 of the Equality Act 2010 (Gender Pay Gap Information) Regulations is correct.

Jane Drysdale

Director of Human resources

March 2019



GENDER AND ETHNICITY PAY GAP REPORTING 2018