OXFORD
BROOKES
UNIVERSITY

PAY GAP REPORT 2021

Introduction

I am pleased to share this report on our **Pay Gap data for 2021** and related actions.

With the development of our new **University Strategy 2035** Oxford Brookes University commits to changes in culture, behaviours and action to further advance equality, diversity and inclusion (EDI). We have made **Inclusivity** an explicit guiding principle within our new strategy to foreground and embed proactive approaches across the institution.

As an employer and service provider, we actively seek to model and learn from good practice in the higher education sector and beyond, to integrate diversity and promote inclusivity in all aspects of the day to day life of the University community.

The University takes an evidence-based approach to EDI and uses data to drive change and set priorities. We seek to minimise pay inequalities across all protected characteristics through the operation of fair and transparent pay systems. We also carry out and act on regular **equal pay audits** and will conduct our next audit in 2022.

The following data and contextual information are presented in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

In addition to mandatory reporting on gender, we are also including data around our ethnicity and disability pay gaps. This will assist us in further work to reduce pay gaps in respect of these characteristics, and in addressing the intersectional factors relating to pay and progression within our University.

This report on 2021 data shows fluctuations in our progress. While the overall mean gender pay gap was unchanged from 2020, the median widened slightly. This was due to an increase in both mean and median gender pay gaps for salaried staff, against the downward trend since 2017.

Our overall ethnicity and disability pay gaps reduced from 2020, maintaining the trend from 2018.

We will seek to ensure our actions focus on positive intersectional impact by connecting work through our People and Culture Strategy and across the equality charters.

I confirm that the gender pay gap data contained in this report for Oxford Brookes University is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Advisory, Conciliation and Arbitration Service (Acas).

Professor Alistair Fitt
Vice-Chancellor

Gender...
Keeping gender on the agenda

Oxford Brookes University has a well-established track record in embedding gender equality across the institution. The University has been an active member of the **Athena Swan Charter** since 2009, achieving our first institutional award in 2012, and our current award under the expanded gender equality charter in 2016.

We are currently undertaking a review of our progress to renew our institutional **Athena Swan award** and set forward priorities for gender equality for 2022 to 2027 as part of our Institutional Gender Equality Plan.

Well over half (60%) of our workforce are women[1], which is above the sector average. We are proud that this is reflected in increasing representation of women in leadership positions, with women making up **48% of senior staff and 48% of our professoriate in 2021**.

Following a positive downward trend since 2017, our 2021 data show that relatively small changes in the profile of men and women at lower grades led to a **widening of both mean and median gender pay gaps for salaried staff**. Our upcoming **Equal Pay Audit in 2022** will enable closer examination of any contributing factors within specific grades or other aspects of the pay system.

As University Gender Equality Champion and lead for our institutional Athena Swan work, I am personally fully committed to ongoing targeted actions to identify and remove barriers to gender equity in career progression. Our approach seeks to support sustainable structural and culture changes, recognising issues for different career levels and job specialisms. This work is increasingly informed by insights from innovative research activity led by our **Centre for Diversity Policy Research and Practice**, which is funded by a number of EU Horizon 2020 grants.

We will ensure our actions to reduce the gender pay gap take account of intersecting inequalities across other protected characteristics to benefit women and colleagues of all genders within our University.

Linda King

Professor Linda King
Pro Vice-Chancellor for Research and Global Partnerships

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1   This report uses the terminology of **women and men** in relation to the gender pay gap analysis, recognising that historic data has been drawn from data sets disaggregated on the basis of sex. We enable self-identification of gender and the option to identify beyond the binary categories of sex (expressed as 'Female', 'Male', 'Other') within our HR Staff Portal for self-reporting diversity data.

Race and ethnicity…
Bringing pay and ethnicity into focus

As Chair for our **Race Equality Steering Group** I am pleased to see the inclusion of our ethnicity pay gap data to inform our commitment to transparency and purposeful actions linked to the **Advance HE Race Equality Charter**.

We see positive progress in the overall representation of our **salaried staff identifying as from a black, asian or other minority ethnic (BAME[2]) background, increasing to 14.6% in 2021**, compared to 13.2% in 2020. Our overall mean and median ethnicity pay gaps continued a downward trend from 2018. However, the gaps for salaried staff widened between 2020 and 2021.

The examination of racial disparities through the lens of pay distribution across the University provides a useful tool to scrutinise the effectiveness of our current actions and forward plans and open up the conversation on race equity.

Going forward, it will be valuable to also examine the variations in ethnicity pay gaps disaggregated by specific ethnic groups, and to ensure our actions across different protected characteristics adopt an intersectional approach to achieving equitable impact.

As we embark on our work focused on the **Race Equality Charter**, we will be reviewing the ambitions set out in our **Race Equality Strategy**, particularly to increase ethnic diversity at more senior levels in our staff community and better reflect, enhance and support diversity within our student body.

Anne-Marie Kilday

Professor Anne-Marie Kilday,
Pro Vice-Chancellor Student Experience and University Community

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2   This report uses the term **'BAME'** as an umbrella category for staff identifying as from Black, Asian or other minority ethnic backgrounds as distinct from White backgrounds and the sub-categories within the White group. This aligns with HESA classifications and terminology to enable comparisons with national data sets where applicable. We acknowledge the inadequacy and contested nature of these terms in relation to the self-definitions of people from racially minoritised backgrounds, and the limitations of the usefulness of analysis at the level of the 'BAME' umbrella group.

Gender Pay Data - 2021
Workforce by gender at 31 March 2021
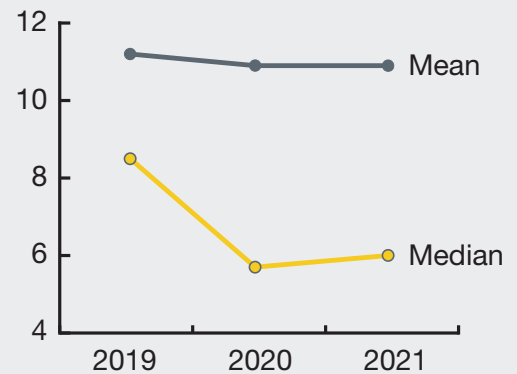
Headcount of relevant full-pay[3] staff

Men
1,035
39.4%

Women
1,588
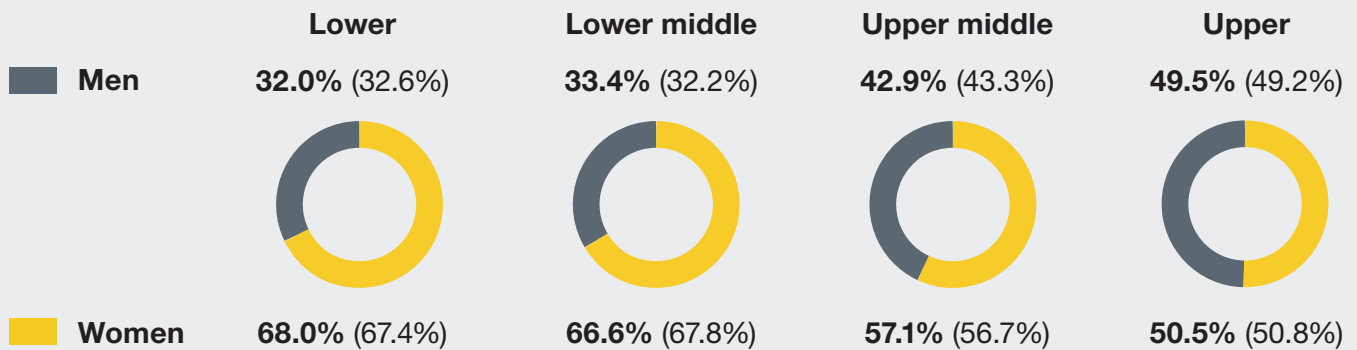60.4%

Total 2,627[4] (2,735 in 2020)

Gender pay gap - gross pay

The **mean** average gross hourly gender pay gap is **10.9%** (10.9% in 2020 and 11.2% in 2019)

The **median** average gross hourly gender pay gap is **6.0%** (5.7% in 2020 and 8.5% in 2019)

Mean

Median

2019   2020   2021

Proportion of men and women in each hourly rate quartile band 2021 (2020 figures)

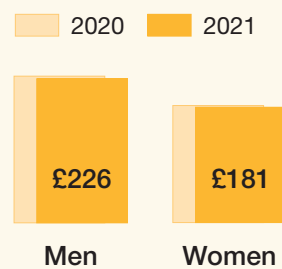|	Lower	Lower middle	Upper middle	Upper
Men	**32.0%** (32.6%)	**33.4%** (32.2%)	**42.9%** (43.3%)	**49.5%** (49.2%)
Women	**68.0%** (67.4%)	**66.6%** (67.8%)	**57.1%** (56.7%)	**50.5%** (50.8%)

Gender pay gap - bonuses[5]

The University paid bonus payments to **335[6] people** in the year ending 31 March 2021 (244 in 2020)

The percentage of relevant employees who received bonus pay was **6.8% for men** (4.6% in 2020) and **8.2% for women** (4.7% in 2020)

Men

4.6%   6.8%
95   119
2020   2021

Women

4.7%   8.2%
149   215
2020   2021
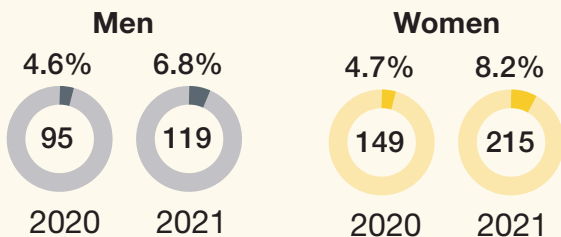
The mean bonus gender pay gap is **20.2%** (20.3% in 2020)

2020   2021

£226   £181
Men   Women

The median bonus gender pay gap is **0%** (25% in 2020)

£75   £75
Men   Women

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3   This means that employees who are receiving less than their usual rate of pay on the snapshot date e.g. due to sickness or family leave, are excluded from the calculations.

4   Staff identifying as 'Other' gender are excluded from the Gender Pay Gap calculations

5   Bonus Pay covers Long Service Awards, ACE (Achievement, Contribution and Excellence) Scheme Awards, and other Recognition Awards.

6   Three men and three women received two types of bonus and one person who identified as Other gender received a bonus payment.

Ethnicity Pay Data - 2021
Workforce by ethnicity at 31 March 2021

Headcount of relevant full-pay[7] staff

- **Ethnicity unknown**
- **White** 2,031 77%
- **BAME** 412 16%

Total 2,627 (2,735 in 2020 and 2,741 in 2019).[8]

Ethnicity pay gap - gross pay

The **mean** average gross hourly ethnicity pay gap is **12.3%** (12.8% in 2020 and 14.2% in 2019)

The **median** average gross hourly ethnicity pay gap is **4.9%** (8.4% in 2020 and 16.2% in 2019)

Mean
Median

2019 2020 2021

Proportion of White and BAME staff in each hourly rate quartile band 2021 (2020 figures) (excluding unknown ethnicity)

	Lower	Lower middle	Upper middle	Upper
White	**77.4%** (76.7%)	**81.2%** (82.9%)	**86.0%** (86.4%)	**87.9%** (87.9%)
BAME	**22.6%** (23.3%)	**18.8%** (17.1%)	**14.0%** (13.6%)	**12.1%** (12.1%)

Ethnicity pay gap - bonuses[9]

The University paid bonus payments to **335 people** in the year ending 31 March 2021 (244 in 2020).

White
6.0% — 211 — 2020
9.9% — 297 — 2021

BAME
3.2% — 23 — 2020
3.5% — 23 — 2021

The bonus ethnicity pay gap is in favour of BAME staff and therefore expressed as a minus.

The percentage of relevant employees who received bonus pay was **9.9%** for white staff (6.0% in 2020) and **3.5%** for BAME staff (3.2% in 2020)

The mean bonus ethnicity pay gap is -61.1% (-52.3% in 2020)

2020   2021

£190 — White
£306 — BAME

The median bonus ethnicity pay gap is 0% (-166.7% in 2020)

£75 — White
£75 — BAME

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7   This means that employees who are receiving less than their usual rate of pay on the snapshot date eg. due to sickness or family leave, are excluded from the calculations.

8   Ethnicity is unknown for 7% of staff = 184 (7% = 185 in 2020)

9   Bonus Pay covers Long Service Awards, ACE (Achievement, Contribution and Excellence) Scheme Awards, and other Recognition Awards.
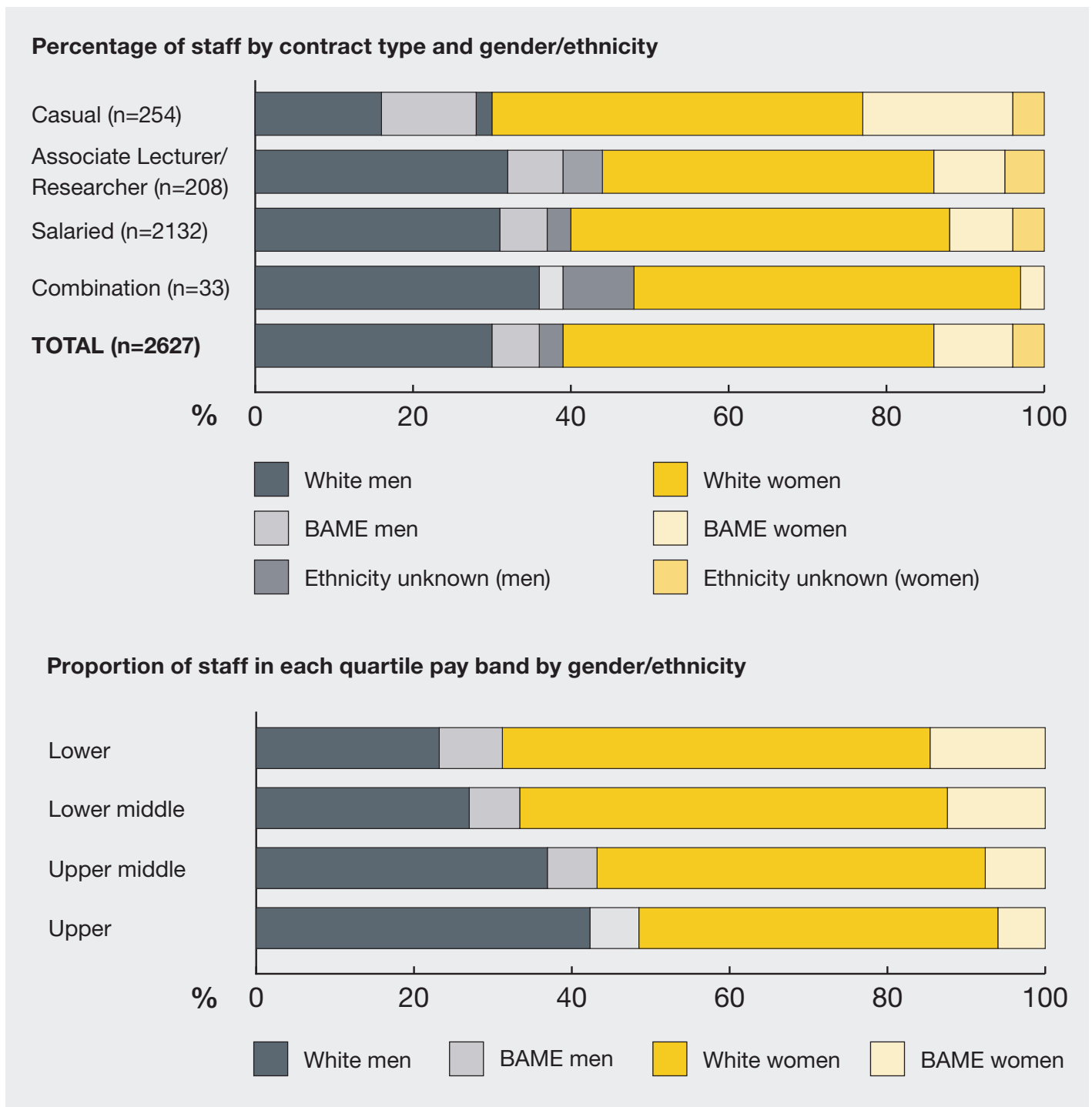
Intersectional Pay Gap Data
Gender and ethnicity

We include here some further data to highlight how gender and ethnicity intersect in the representation of staff across the institution and thereby evidence the wider differentials in average pay for BAME women in comparison to White women, BAME men and White men.

Further analysis has demonstrated that there is both a gender and an ethnicity pay gap, but has shown the absence of a multiplicative impact on pay based on gender and ethnicity together. It also highlights the relative over-representation of BAME women within lower paid grades in the workforce hierarchy and within hourly paid and casual contracts.

Gender/ethnicity pay gaps

Percentage of staff by contract type and gender/ethnicity

Legend:
- White men
- BAME men
- Ethnicity unknown (men)
- White women
- BAME women
- Ethnicity unknown (women)

Proportion of staff in each quartile pay band by gender/ethnicity

Legend: White men | BAME men | White women | BAME women

Mean and median pay gaps relative to White men - average hourly pay

	White men	BAME men	White women	BAME women
Mean	£21.65	£18.96	£19.43	£17.04
Mean gap to white men		12.4%	10.3%	21.3%
Median	£19.69	£18.03	£18.03	£16.51
Median gap to white men		8.5%	8.5%	16.1%

Change in pay gaps relative to White men 2020-21

KEY

● BAME men
—— Mean   - - - Median

■ White women
—— Mean   - - - Median

● BAME women
—— Mean   - - - Median

▢ BAME women sector mean

▢ BAME women sector median
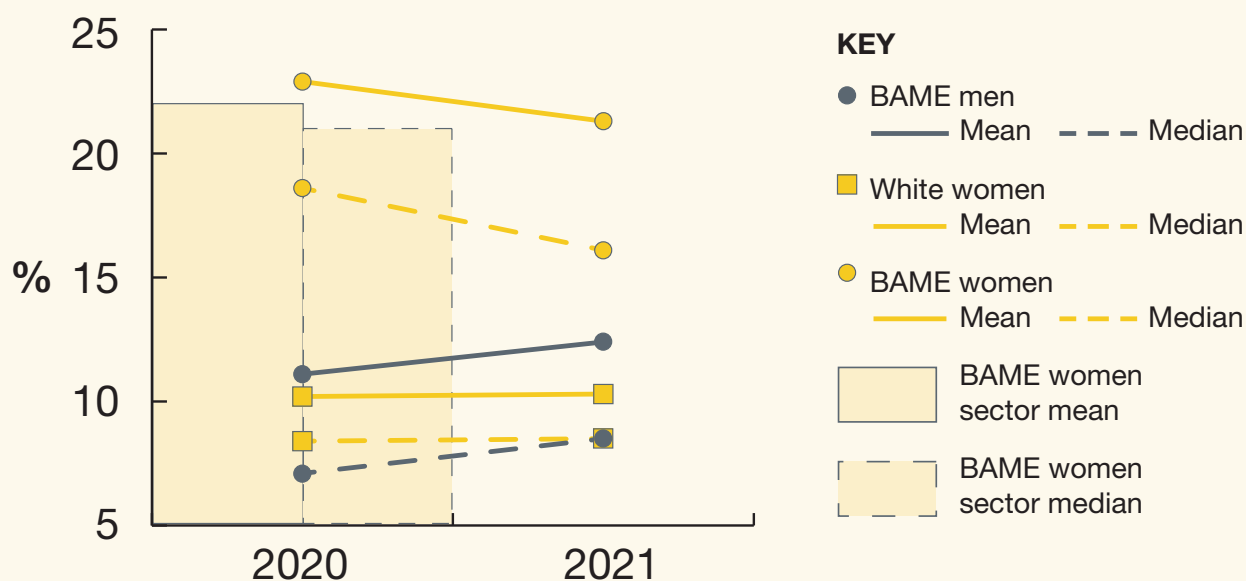
Benchmarking and sector data

The Universities and Colleges Employers Association (UCEA) conducted a survey to explore intersectional pay gaps relating to gender and ethnicity using 2020 data. In this sample the **HE Sector median gender pay gap was 14% and median ethnicity pay gap was 6%**.

Our overall gender and ethnicity pay gaps at Oxford Brookes are lower than the sector average. Our pay gaps between BAME women and White men are also lower than for the sector sample.

Further analysis of the UCEA survey data shows variation between ethnic groups. For Oxford Brookes, while the average median hourly pay gap for all ethnic minorities in 2020 in comparison to White staff was 8.4%, the gap ranged from 4.4% for Asian staff to 16.2% for Black staff and 17.9% for those identifying as Other Ethnicity.
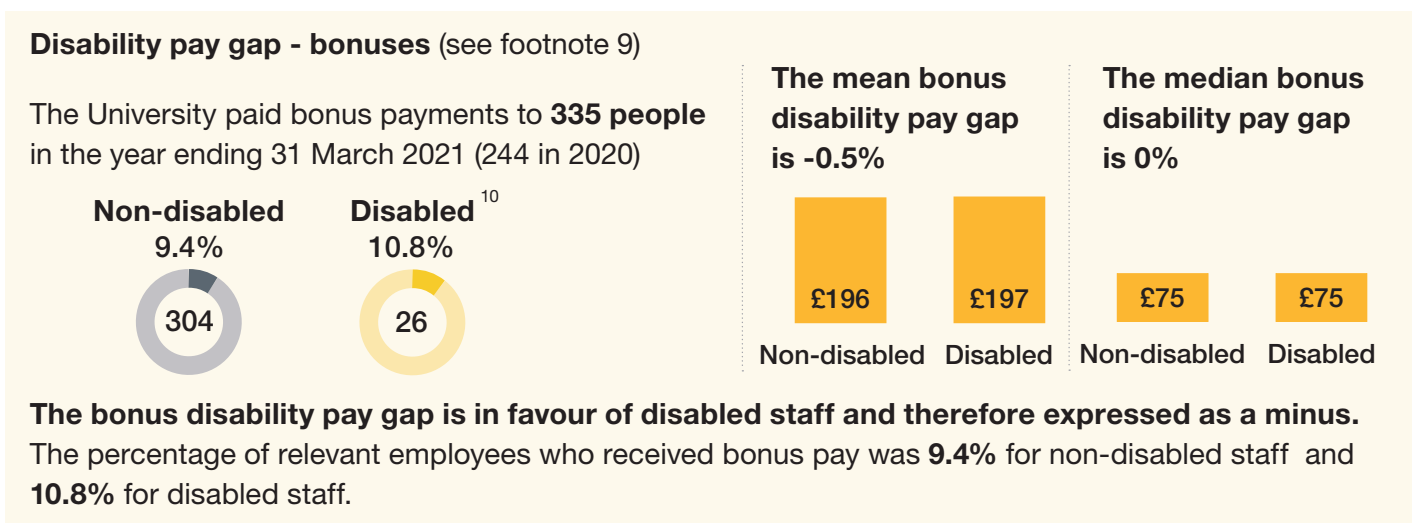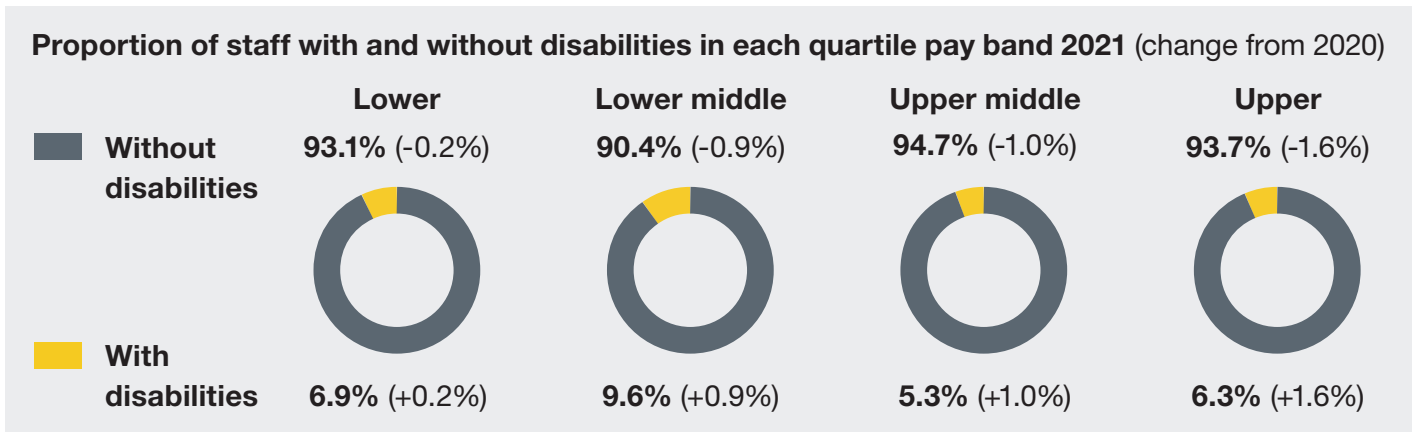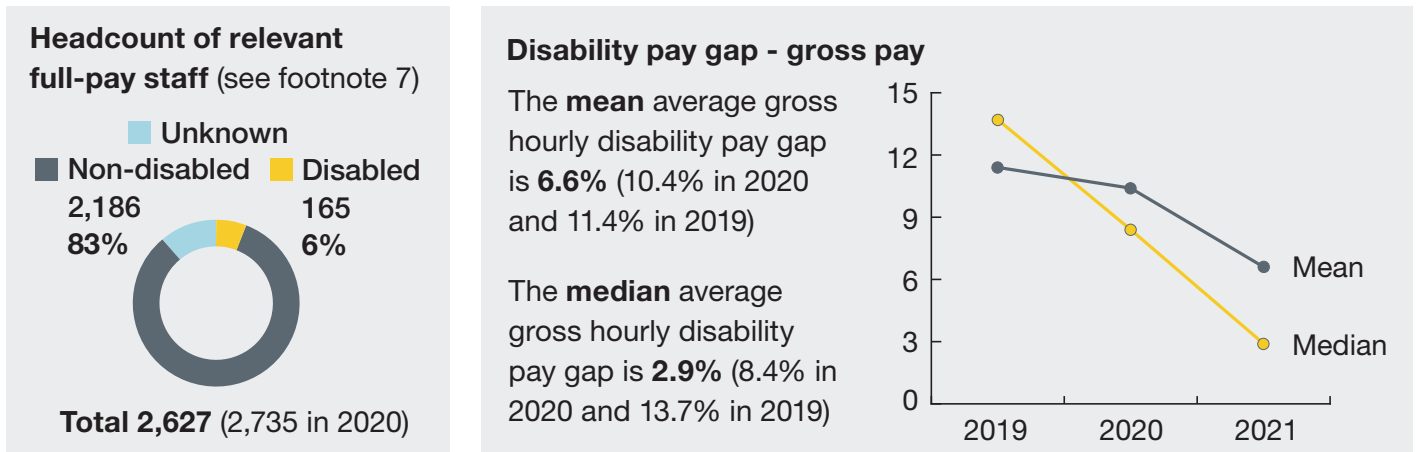
Disability Pay Data - 2021
Workforce by disability at 31 March 2021

Our initial analysis of the pay gap between staff who identify as disabled and those who identify as non-disabled is shown in the tables below.

Over the coming year we will seek to further understand the factors contributing to changes in the context of our commitment to the **Disability Confident Employer Scheme** and through our wider Equality Diversity and Inclusion work. We will ensure our actions on pay gaps address intersectional and specific issues relating to progression of disabled staff and those with long term health conditions.

Headcount of relevant full-pay staff (see footnote 7)

Unknown
Non-disabled   Disabled
2,186   165
83%   6%

Total 2,627 (2,735 in 2020)

Disability pay gap - gross pay

The **mean** average gross hourly disability pay gap is **6.6%** (10.4% in 2020 and 11.4% in 2019)

The **median** average gross hourly disability pay gap is **2.9%** (8.4% in 2020 and 13.7% in 2019)

Proportion of staff with and without disabilities in each quartile pay band 2021 (change from 2020)

	Lower	Lower middle	Upper middle	Upper
Without disabilities	**93.1%** (-0.2%)	**90.4%** (-0.9%)	**94.7%** (-1.0%)	**93.7%** (-1.6%)
With disabilities	**6.9%** (+0.2%)	**9.6%** (+0.9%)	**5.3%** (+1.0%)	**6.3%** (+1.6%)

Disability pay gap - bonuses (see footnote 9)

The University paid bonus payments to **335 people** in the year ending 31 March 2021 (244 in 2020)

Non-disabled   Disabled [10]
9.4%   10.8%
304   26

The mean bonus disability pay gap is -0.5%

£196 Non-disabled   £197 Disabled

The median bonus disability pay gap is 0%

£75 Non-disabled   £75 Disabled

The bonus disability pay gap is in favour of disabled staff and therefore expressed as a minus.
The percentage of relevant employees who received bonus pay was **9.4%** for non-disabled staff and **10.8%** for disabled staff.

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10   Five individuals received bonus payments who preferred not to say or where disability information was unknown.

Headlines from our data and analysis

There is an overall downward trend for our pay gaps for gender, ethnicity and disability over the past 3 years and our gaps are below the sector average. However, our gender pay gaps for salaried staff widened between 2020 and 2021.

Women make up the majority of our workforce (60%), with near to gender balance at 48% of senior staff and 48% of the professoriate.

Overall 29% of salaried staff work part-time, with 36% of women compared to 18% of men. While among senior staff, 11% of women and 10% of men work part-time.

Women are under-represented in IT Services, Estates and Campus Services and some areas of Technology, Design and Environment.

There is a greater proportion of BAME staff in lower salary grades, higher representation on hourly paid contracts and under-representation in senior and leadership roles.

There is potential for improved good practice to ensure equity and remove potential bias in starting salaries and decision-making on appointments above the bottom of the grade.

Intersectional data show a hierarchy of average hourly pay by gender and ethnicity, with the widest pay gaps between BAME women and White men.

Representation of BAME staff is close to the sector average at 14.6% among salaried staff, with incremental increase year on year.

Representation of disabled staff is above the sector average at 6.2%, but there may still be barriers to sharing disability information, and the need to look further at progression and intersectional factors.

There is evidence of lower levels of success for BAME applicants within the academic promotions process, with BAME academics less likely to make repeat applications.

BAME staff are under-represented within Humanities and Social Sciences, and a number of directorates including Estates and Campus Services and Learning Resources.

Actions to Close Pay Gaps

During 2022, our **Athena Swan/Gender Equality Steering Group** is leading our submission for renewal of our Athena Swan institutional bronze award, which will create an action plan for 2022-2027. This work will draw on our gender pay gap analysis, resources and insights from the **GEARING-Roles project** and related learning from research by the **Centre for Diversity Policy Research and Practice**.

Our work specific to the **ethnicity pay gap** is led by the **Race Equality Steering Group** and supported by our formal commitment to the **Race Equality Charter**. This will be taken forward by engaging a University-wide self-assessment team in a work programme to develop a submission and action plan for a Race Equality Charter Award.

We have established a **Disability Confident Steering Group** to support renewal of our Disability Confident Employer accreditation in 2022.

Actions outlined in our Pay Gap Report 2020 have been reviewed and refreshed based on our progress and analysis in 2021.

Areas of focus:

Diversifying attraction and inclusive recruitment, particularly for senior roles.	Supporting further innovations in flexible working and work-life balance solutions.
Understanding the barriers to leadership and academic promotion for BAME staff and taking action to increase access and success.	Increasing the opportunities for part-time working in management and senior roles to support gender equity in career progression.

Priority actions to continue in 2022:

Increase support for targeted actions to **diversify attraction and enhance inclusive recruitment practice**, and explore the use of positive action measures.

Ensure the potential for **part-time working and job-share is the default** and is explicit in all recruitment advertising, particularly in respect of senior roles.

Develop improved guidance for recruiting managers on **good practice in starting salaries**, which recognises intersectional and contextual factors relating to gender and ethnicity which may create barriers or bias in negotiating starting pay.

Improve confidence and consistency in line managers' approach to develop **flexible working solutions** and support for the particular needs of parents, carers and returners from family leave - utilising the Agile Working Pilot and related learning from working practices during the Covid-19 pandemic to test innovations.

Review and take forward recommendations from **consultation workshops** with BAME staff relating to career progression and recruitment and selection as part of our interventions within our **Race Equality Action Plan**.

Implement improvements in the **academic promotions process, guidance and feedback to ensure equity** and encourage and support applications from BAME academics and those working part-time.

Communicate a clear focus and guidance around **inclusive practice and behaviours and career progression discussions** in the context of the annual Performance and Development Review process.

Continue to sponsor **Aurora Women's Leadership Development** and **Diversifying Leadership** programmes for women and BAME staff, and the **Tech Talent Charter** for diversity in technical IT roles; support participants with access to mentors/sponsors and internal alumnae network and evaluate impact.

Take forward implementation of a targeted action plan relating to staff in technical professional services roles as part of engagement with the Technician Commitment.

Strengthen our evidence base and support decision-makers by making improvements to the availability of data at faculty level, and undertake further decomposition of factors underlying pay gaps, exploring intersectional analysis and disaggregation by ethnic group.

Encourage new and existing staff to **share diversity data** to ensure our monitoring and reporting base is robust and accurately reflects our workforce.

Undertake our next **Equal Pay Audit in 2022**.

www.brookes.ac.uk/staff/human-resources/equality-diversity-and-inclusion

www.brookes.ac.uk/staff/human-resources/equality-diversity-and-inclusion/
edi-at-brookes/gender-pay-gap