

# PAY GAP REPORT 2022



# Introduction from the Vice-Chancellor



Welcome to this latest annual report on pay gaps at Oxford Brookes University. Alongside data to fulfil our statutory **gender pay gap reporting requirements**, we also voluntarily publish a commentary and look at pay gaps relating to other protected equality characteristics. We examine pay gaps by gender, ethnicity, disability and, for the first time this year, sexual orientation.

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

The report also references our most recent **Equal Pay Audit**, a further component of our data-driven approach to minimising pay inequalities across all protected characteristics, and underlining our commitment to the operation of fair and transparent pay systems.

Our pay gap data assists us to consider some of the intersectional effects of the representation and distribution of our employees through the lens of pay. This has led to us identifying actions to support the progression of Black, Asian and minority ethnic women as being a particular focus for our work on race and gender equity. During 2022 the University renewed its Athena Swan award and the accompanying five-year action plan gives increased emphasis to an intersectional and holistic approach to gender equity.

I am pleased to see an overall trend towards reducing pay gaps, while recognising that progress is incremental and small changes from year to year can impact these percentages. Our University has good levels of declaration rates for staff sharing their diversity data, which provides confidence for our analysis, however there is more we can do to encourage this to ensure a more complete and accurate picture of our workforce.

The University has recently invested in new senior level posts to lead and drive our Equality, Diversity and Inclusion (EDI) work. The renewed focus of our specialist team combined with the efforts of colleagues engaged in equality charters and related initiatives within faculties and directorates will enable us to accelerate progress. A new overarching EDI Strategy will be developed during 2023, using our data insights and wider evidence to inform priorities. This will ensure our resources and energy are deployed to maximum benefit to address gaps and disparities, and enhance equity in opportunity and outcomes for our whole community.

A handwritten signature in black ink, appearing to read 'A. Fitt', written in a cursive style.

**Professor Alistair Fitt**  
**Vice-Chancellor**

# Background

As an employer with more than 250 employees it is a legal requirement for the University to publish statutory calculations on its gender pay gap every year, based on the “snapshot date” of 31 March. The gender pay gap is a measure of the difference between men’s and women’s<sup>1</sup> average earnings across the University.

In addition to mandatory reporting on gender, we also voluntarily publish data on our ethnicity<sup>2</sup>, disability<sup>3</sup> and, for the first time this year, sexual orientation<sup>4</sup> 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.

The statutory guidance requires us to publish data on the gaps in mean and median pay:

- The mean hourly rate is calculated by adding all of the hourly rates together and dividing by the number of individuals in the data set.
- The median hourly rate is calculated by arranging the hourly rates of all individuals in the data set in numerical order to identify the middle (or median) hourly rate. 50% of individuals will earn more than this hourly rate and 50% will earn less.

Pay gaps are different to equal pay. A pay gap is a measure of the difference between the average earnings of different demographic groups across the University. Equal pay ensures we are paying the same level of pay to those who are performing the same work, or work assessed as being of equal value as determined by an analytical job evaluation scheme which looks at the skills and requirements of the job.

As well as publishing its statutory annual pay gap report, the University also conducts an Equal Pay Audit every three years. The last Equal Pay Audit, conducted in 2022, concluded that overall there is no evidence of any unexplained pay gaps, suggesting that the requirement of equal pay for work of equal value is being achieved. However, it made some recommendations for actions, summarised later in this report, to ensure that areas that are potentially problematic are well-managed and to embed best practice<sup>5</sup>.

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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. In this report staff identifying as ‘Other’ gender are excluded from the Gender Pay Gap calculations. From 2022 reporting will be drawn from our People XD data sets disaggregated on the basis of binary sex, in line with Advance HE Guidance on the Collection of Diversity Monitoring Data (2022).

2 Ethnicity data is known for 95% of staff in scope with 5% unknown (n = 149).

3 Disability data is known for 91% of staff in scope with 9% unknown (n = 184).

4 Sexual orientation data is known for 84% of staff in scope with 16% unknown (n=451).

5 The full results of the 2022 Equal Pay Audit are published at: [www.brookes.ac.uk/staff/working-at-brookes/equality-diversity-and-inclusion/reports/annual-reports](http://www.brookes.ac.uk/staff/working-at-brookes/equality-diversity-and-inclusion/reports/annual-reports)

# Gender Pay Data - 2022

## Workforce by gender at 31 March 2022

### Headcount of relevant full-pay staff<sup>6</sup>

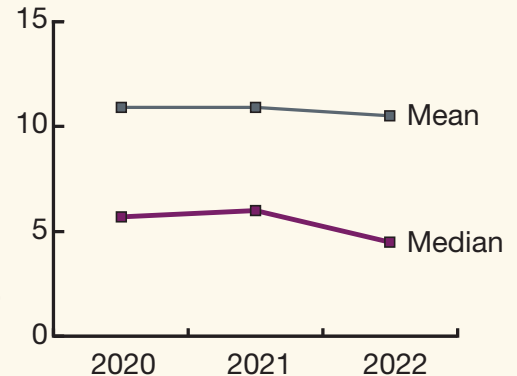


Total 2,761<sup>7</sup> (2,627 in 2021)

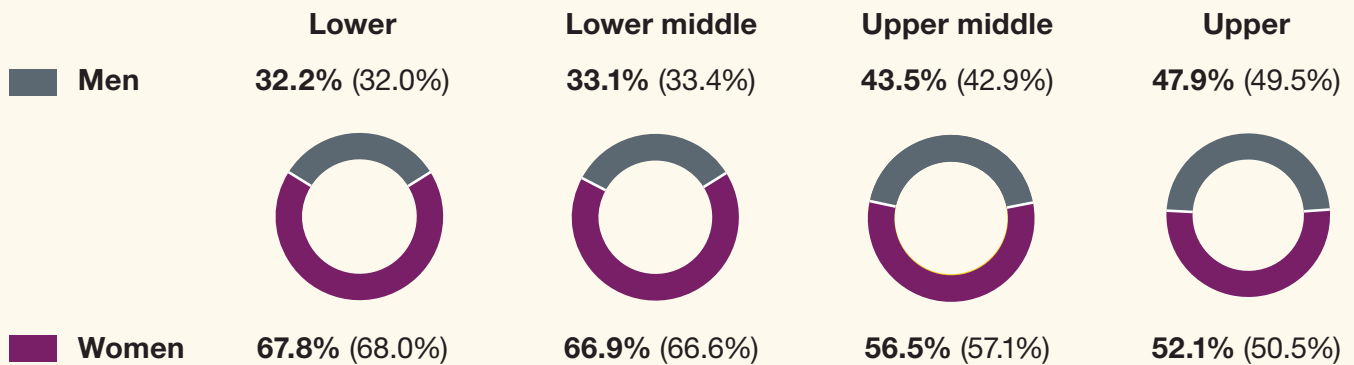
### Gender pay gap - gross pay

The **mean** average gross hourly gender pay gap is **10.5%** (10.9% in 2021 and 10.9% in 2020)

The **median** average gross hourly gender pay gap is **4.5%** (6% in 2021 and 5.7% in 2020)



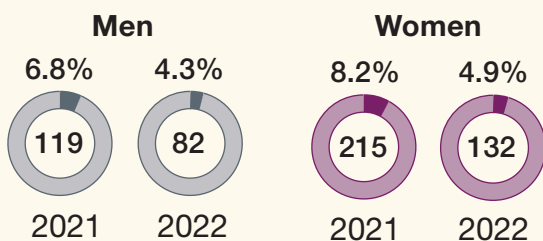
### Proportion of men and women in each hourly rate quartile band 2022 (2021 figures)



### Gender pay gap - bonuses<sup>8</sup>

The University paid bonus payments to **214 people** in the year ending 31 March 2022 (335 in 2021)

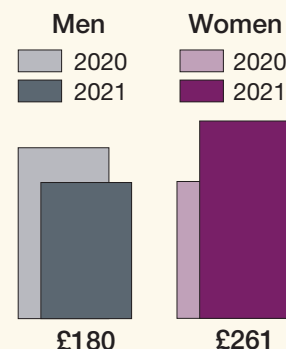
The percentage of relevant employees who received bonus pay was **4.3% for men** (6.8% in 2021) and **4.9% for women** (8.2% in 2021)



The bonus gender pay gap is in favour of women and therefore expressed as a minus.

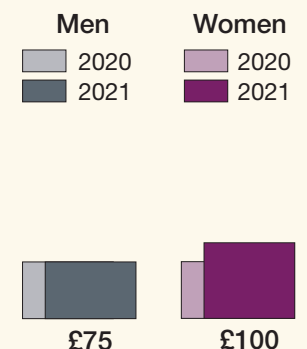
The **mean bonus gender pay gap is -44.4%** (20.2% in 2021)

#### Mean bonus payment



The **median bonus gender pay gap is -33.3%** (0% in 2021)

#### Median bonus payment



6 Full pay: 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.

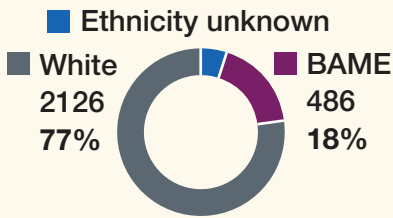
7 Total 2761 - footnote: Staff identifying as 'Other' gender are excluded from the Gender Pay Gap calculations

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

# Ethnicity Pay Data - 2022

## Workforce by ethnicity at 31 March 2022

### Headcount of relevant full-pay staff

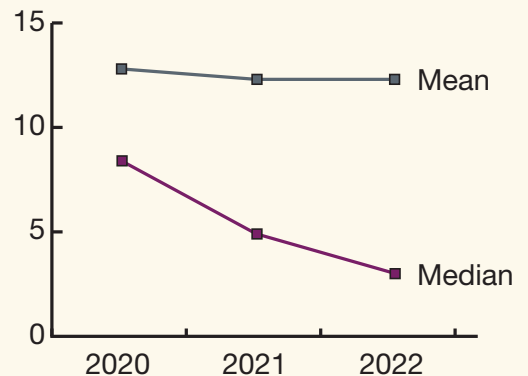


Total 2,761 (2,627 in 2021 and 2,735 in 2020).

### Ethnicity pay gap - gross pay

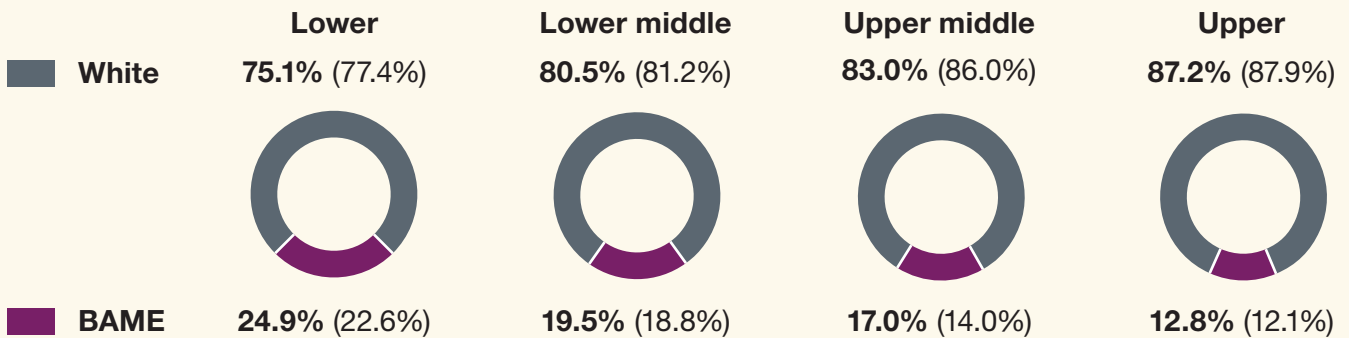
The **mean** average gross hourly ethnicity pay gap is **12.3%** (12.3% in 2021 and 12.8% in 2020)

The **median** average gross hourly ethnicity pay gap is **3.0%** (4.9% in 2021 and 8.4% in 2020)



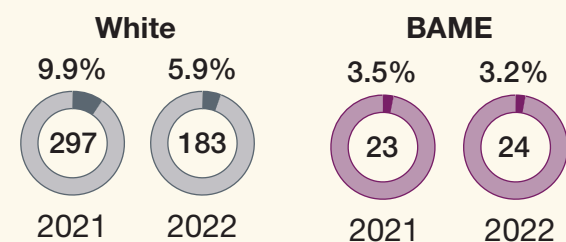
### Proportion of White and BAME<sup>9</sup> staff in each hourly rate quartile band 2022 (2021 figures)

(excluding unknown ethnicity)



### Ethnicity pay gap - bonuses

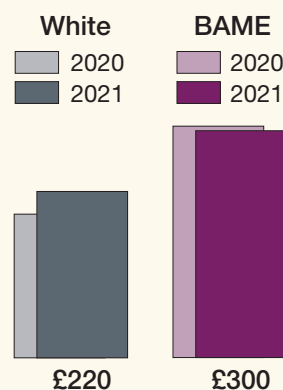
The University paid bonus payments to **214 people** in the year ending 31 March 2022 (335 in 2021).



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

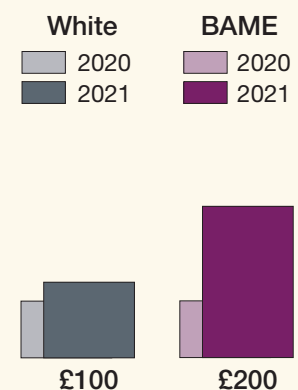
### The mean bonus ethnicity pay gap is -36.4% (-61.1% in 2021)

#### Mean bonus payment



### The median bonus ethnicity pay gap is -100% (0% in 2021)

#### Median bonus payment

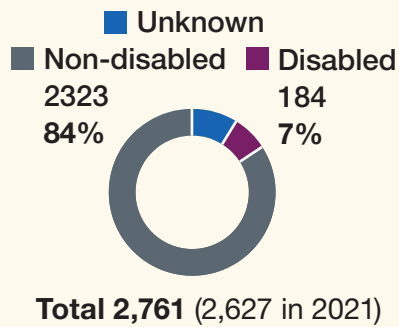


9 This report uses the term 'BAME' as an umbrella category for staff identifying as from Black, Asian or other minority ethnic backgrounds as distinct from White backgrounds and the sub-categories within the White group. This aligns with HESA classifications and terminology to enable comparisons with 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.

# Disability Pay Data - 2022

## Workforce by disability at 31 March 2022

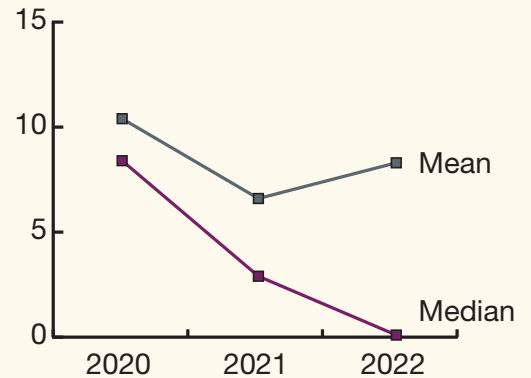
### Headcount of relevant full-pay staff



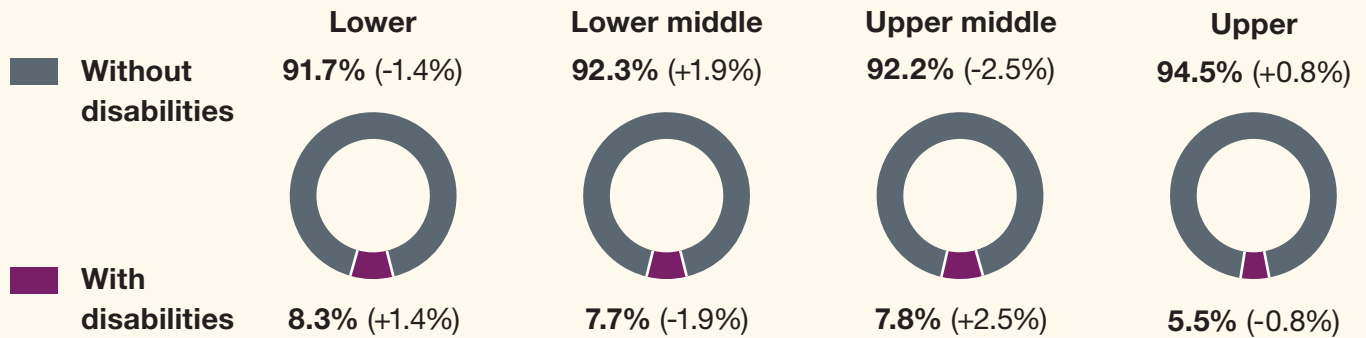
### Disability pay gap - gross pay

The **mean** average gross hourly disability pay gap is **8.3%** (6.6% in 2021 and 10.4% in 2020)

The **median** average gross hourly disability pay gap is **0.1%** (2.9% in 2021 and 8.4% in 2020)

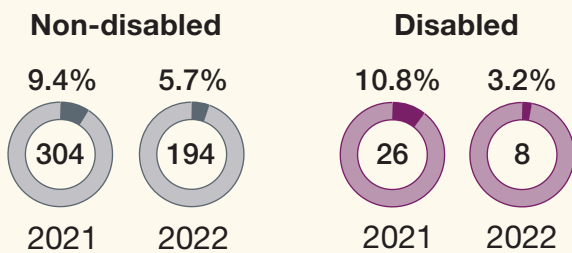


### Proportion of staff with and without disabilities in each quartile pay band 2022 (change from 2021)

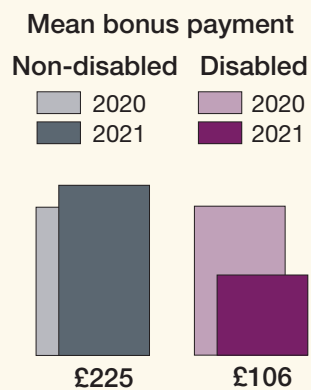


### Disability pay gap - bonuses

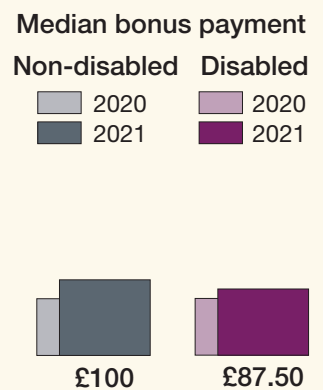
The University paid bonus payments to **214 people** in the year ending 31 March 2022 (335 in 2021)



The **mean** bonus disability pay gap is **52.8%**



The **median** bonus disability pay gap is **12.5%**

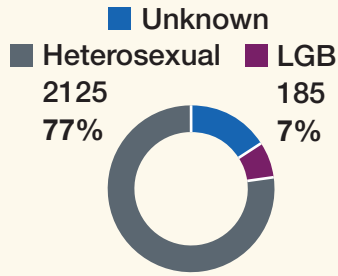


# Sexual Orientation Pay Data - 2022

## Workforce by sexual orientation at 31 March 2022

Our sexual orientation pay gaps have been calculated for the first time this year. The headline figures are presented here for information, and to inform discussion about how analysis by sexual orientation should be incorporated in future.

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

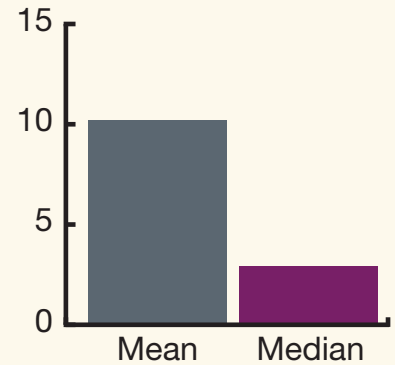


Total 2,761 (2,627 in 2021)

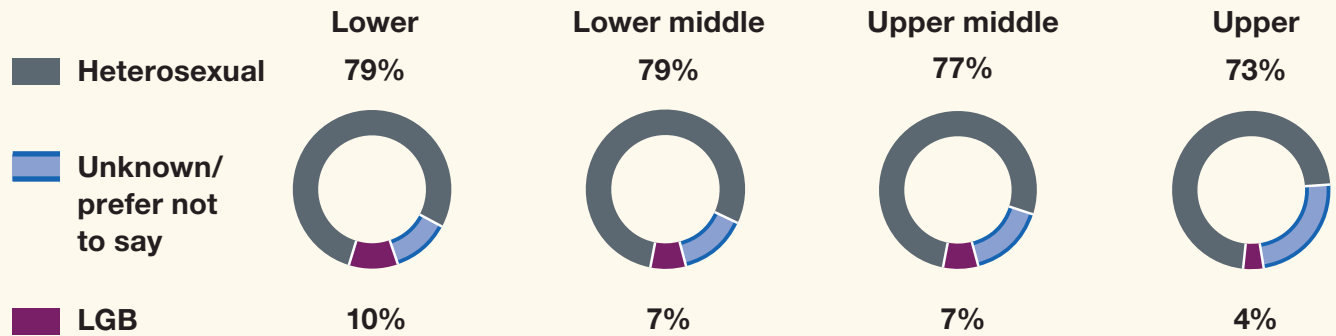
### Sexual orientation pay gap - gross pay

The **mean** average gross hourly sexual orientation pay gap is **10.2%**

The **median** average gross hourly sexual orientation pay gap is **2.9%**

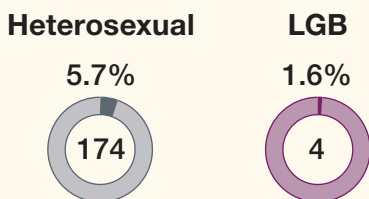


### Proportion of staff who are heterosexual, LGB or unknown/prefer not to say in each quartile pay band 2022



### Sexual orientation pay gap - bonuses (see footnote 9)

The University paid bonus payments to **214 people** in the year ending 31 March 2022 (335 in 2021)



The bonus sexual orientation pay gap is in favour of LGB staff and therefore expressed as a minus.

### The mean bonus sexual orientation pay gap is -29.8%

Mean bonus payment  
Heterosexual LGB



### The median bonus sexual orientation pay gap is -25%

Median bonus payment  
Heterosexual LGB

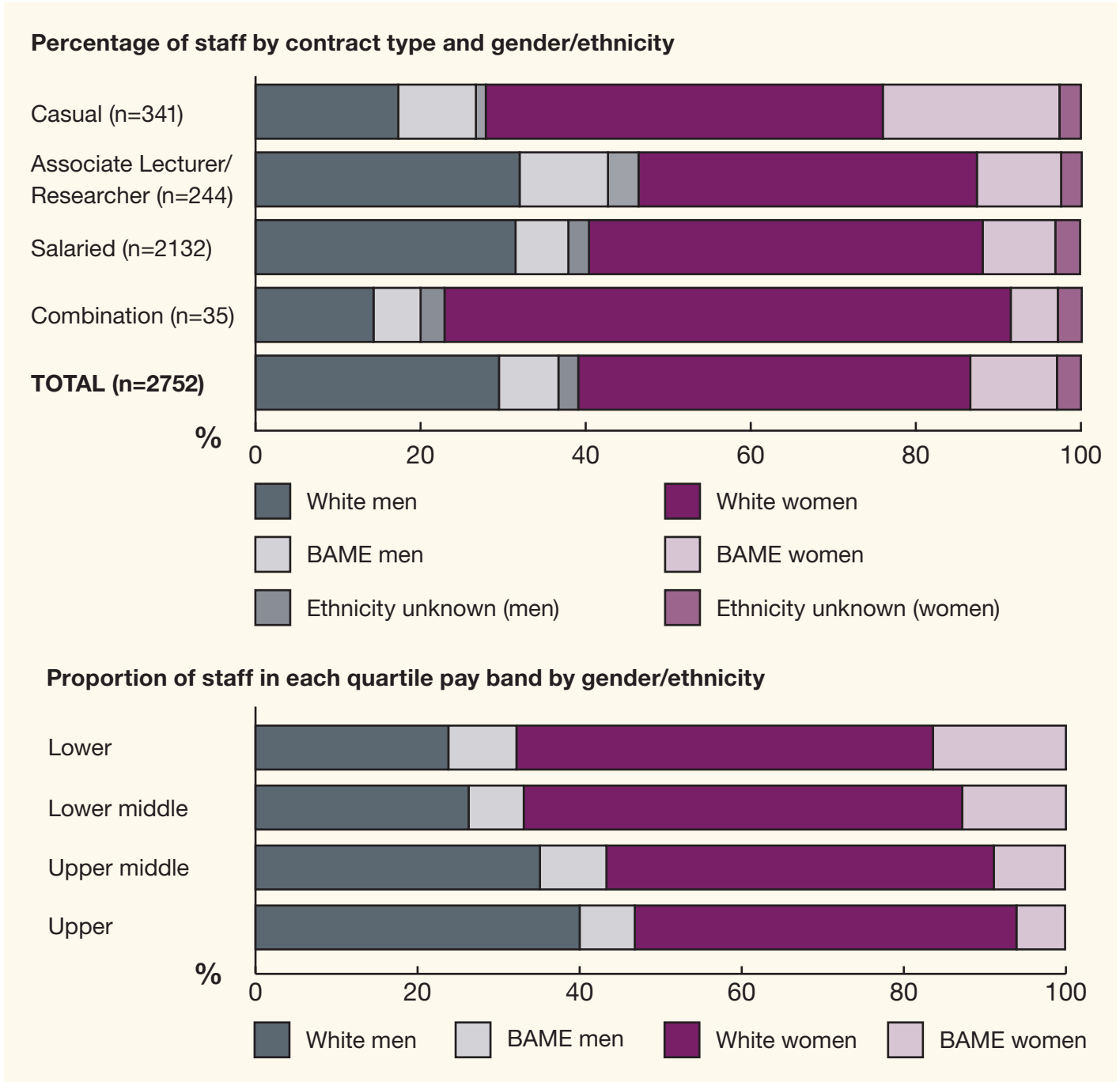


# Intersectional Pay Gap Data

## 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.

### Gender/ethnicity pay gaps



### Benchmarking and sector data

Sector pay gap benchmarking data from UCEA is available for 2021/22:

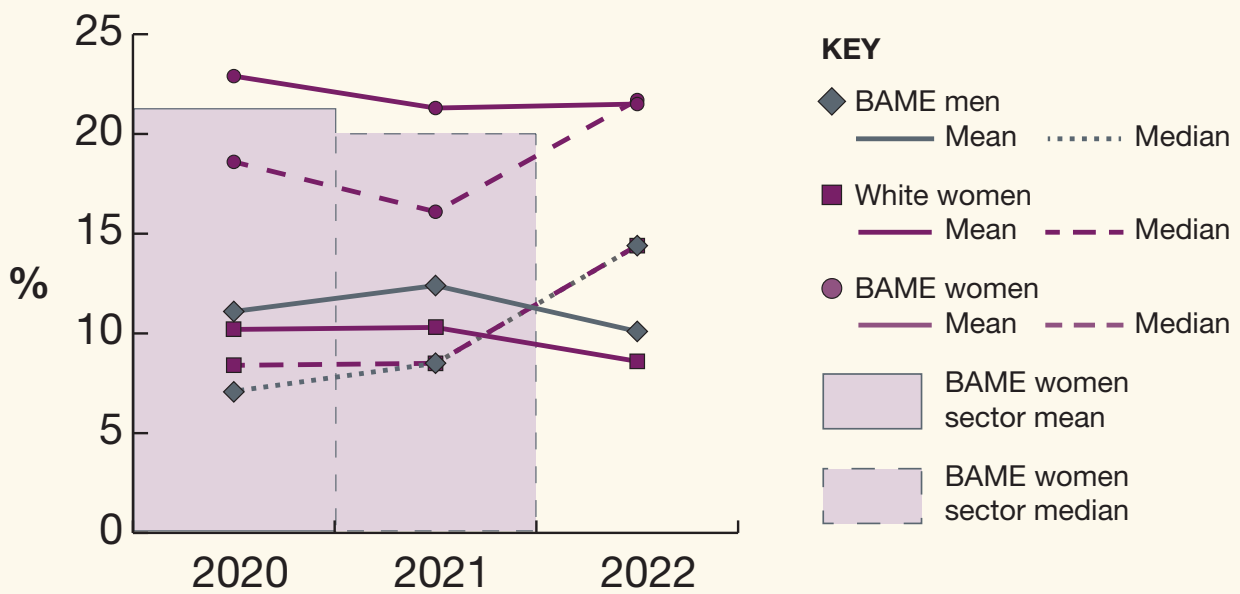
- The mean gender pay gap was 15.4% and the media gender pay gap was 12.2%
- The mean ethnicity pay gap was 5.6% and the median ethnicity pay gap was 3.9%



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

	White men	BAME men	White women	BAME women
Mean	£21.39	£19.22	£19.54	£16.78
Mean gap to white men		10.1%	8.6%	21.5%
Median	£19.48	£18.30	£18.30	£16.75
Median gap to white men		14.4%	14.4%	21.7%

### Change in pay gaps relative to White men 2021-22



# Summary of data and trends

The total number of individuals paid in March 2022 was 2,761, 5% higher than in March 2021. This was primarily driven by an increase in the number of active casual staff, likely due to student recruitment activity increasing with the relaxing of Covid-19 restrictions. There was also an increase in the number of hourly paid academic staff, whilst the number of salaried staff did not change significantly.

## Gender pay gaps – all staff

The 2022 mean and median gender pay gaps are slightly narrower than in 2021. Both the mean (10.5%) and the median pay gaps (4.5%) compare favourably to the sector benchmarks of 15.4% (mean) and 12.2% (median)<sup>10</sup>. As observed in previous years, the mean pay gap tends to be larger than the median gap due to the large range of salaries in the upper quartile, which exert a greater influence on the mean than on the median.

There were no significant changes to the gender grade profile and both the male (£21.29) and female (£19.05) mean hourly rates were almost unchanged from 2021. The median hourly rate for men increased by 0.2% to £19.15, whilst the median hourly rate for women increased by 1.8% to £18.30. In terms of salary scales, the male median reduced slightly, from spine point 33 in 2021, to point 32 in 2022. Small increases in the number of men in lower grades and small reductions in the number of men in higher grades were enough to bring about this effect. The female median was unchanged, remaining at spine point 31.

## Salaried staff gender pay gaps

When we look at salaried staff only, the picture is slightly different. For salaried men the mean hourly rate increased by 1.2% to £22.99 and for salaried women the mean hourly rate increased by 2.6% to £20.87. A reduction in the number of men at senior grades, combined with a small increase in the number of women at those grades narrowed the mean pay gap from 10.5% to 9.2%.

The median gap widened from 10.3% to 13.2%. The median hourly rate for salaried men increased by 4.8% to £21.71 whilst for women the rate increased by 1.5% to £18.84. In terms of spine points, the male median rate moved from point 36 to point 37, whilst the female median was almost unchanged at around point 32. For men, there was a small reduction in the number of salaried staff at lower grades, along with an increase in the number of individuals at grades 9, 10 and 11. For women, there was a small increase in the number of individuals at lower grades and a small increase in the number of individuals at higher grades but the overall profile did not change as much.

## Ethnicity, disability and sexual orientation pay gaps

- The mean ethnicity pay gap was unchanged at 12.3% whilst the median gap narrowed from 4.9% to 3.0%. This compares to sector benchmarks of 5.6% (mean) and 3.0% (median).
- The mean disability pay gap widened from 6.6% to 8.3% whilst the median gap narrowed from 2.9% to 0.1%.
- There continued to be large gaps of 21.5% (mean) and 21.7% (median) from BAME women to White men.
- Sexual orientation pay gaps have been calculated for the first time this year. The mean sexual orientation pay gap was 10.9% and the median was 2.9%.

## Bonus pay gaps

Bonus payments include long service awards, recognition awards and lump sum Achievement, Contribution and Excellence (ACE) awards. Between April 2021 and March 2022, 214 people received bonus pay. The proportion of men and women receiving bonus pay was roughly the same while White staff, people without a disability and

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10 Source: UCEA, 2021/22

heterosexual staff were more likely than BAME staff, people with a disability and LGB+ employees to do so.

The value of both mean and median bonus payments was higher for women than men, BAME staff than White staff and LGB+ staff than heterosexual staff. However, the value of both mean and median payments was higher for people without a disability than for people with a disability.

A higher percentage of men received awards for 10 and 15 years service, the lowest value awards, whilst women were more likely to receive the higher value awards for 20 and 25 years service, as well as recognition and lump sum ACE awards. The numbers of BAME staff, staff with a disability and LGB+ staff are too small to allow for meaningful analysis of trends.

Discretionary bonus payments (excluding long service awards) were made to 74 people.

Analysis by gender shows:

- 1.1% of men and 1.9% of women received a discretionary bonus
- The mean bonus payment was £487 for men and £517 for women (-6.2%)
- The median bonus payment was £200 for both men and women (0%)

Analysis by ethnicity shows:

- 1.9% of white staff and 1.7% of BAME staff received a discretionary bonus
- The mean bonus payment was £510 for white staff and £487 for BAME staff (4.4%)
- The median bonus payment was £200 for both white and BAME staff (0%)

The numbers of staff who disclosed a disability or who identified as LGB+ were less than 5, making any analysis by those characteristics unreliable.

## Conclusions and actions

There has been a general reduction in almost all pay gaps since reporting commenced, with some annual variations. This is primarily due to above average sector increases for lowest paid staff and work within the University to improve pay for staff on the lowest grades. The University introduced the Oxford Living Wage in April 2022 which is likely to continue this trend.

The two gaps which have not decreased are the median ethnicity pay gap for salaried staff, which has remained the same (8.4%), and the median gender pay gap for salaried staff, which rose to its highest level this year (13.2% from 12.1% in 2017). As this had previously declined, it is too early to say whether this is a trend or an annual anomaly.

The pay gaps outlined in this report are caused by differences in representation across different grades and occupational groups. Women continue to be over-represented in the casual grades (primarily at grade 3) and at grades 6, 7 and 8, where a large percentage of our workforce is employed. Among BAME, disabled and LGB+ staff, there is a decrease in representation from the lower to upper pay quartiles.

There are also intersections between different groups: BAME women have a larger pay gap in relation to White men than BAME men or White women. This is partly because representation of BAME women in the student casual staff population is higher than in other groups. Given the importance of these opportunities to support students to fund their studies in a flexible way, this is not necessarily an imbalance that we will seek to address.

Actions focused on inclusive recruitment and equitable career progression are being taken forward through our engagement with **Athena Swan**, the **Race Equality Charter**, the **Stonewall Workplace Equality Index** and **Disability Confident**.

The University's Athena Swan action plan has a particular focus on addressing the under-representation of BAME women who, amongst salaried staff, represent only 5% of staff in the

upper quartile, compared with 11% in the lower quartile. Actions include:

- Developing improved interventions and support to redress the inequality in promotion of BAME women academics;
- Reviewing the findings of the faculty approaches to inclusive recruitment and supporting the mainstreaming of successful interventions;
- Supporting participation in positive action career development programmes and evaluating the effectiveness of these;
- Revising and communicating Promotions Criteria and Guidance for academic staff to reflect new career pathways and key transition points.

These priorities are also reflected in our Race Equality Action Plan with actions relating to attraction and recruitment, progression, recognition and reward.

These complement actions from the 2022 equal pay audit:

- Ensure that any changes to the policy around starting salaries are made with diversity considerations in mind. Consider establishing a regular review of starting salaries by protected characteristic.
- Ensure that regular monitoring is embedded into reward schemes.
- Continue to ensure that changes to reward schemes are undertaken with diversity considerations in mind and underpinned by equality impact assessments.
- Review documentation relating to additional payment schemes, ensuring that the criteria for making additional payments and method of calculating payments is clear.
- Consider publishing central guidance on when additional payments are appropriate and how they should be determined.

- Complete the review of the market supplementation framework and guidelines. Implement a process of regular monitoring and review.
- Monitor the long service scheme in light of length of service and turnover to ensure that all staff benefit equitably from it.

A new overarching EDI Strategy will be developed in 2023.



[www.brookes.ac.uk/staff/human-resources/equality-diversity-and-inclusion](http://www.brookes.ac.uk/staff/human-resources/equality-diversity-and-inclusion)

[www.brookes.ac.uk/staff/working-at-brookes/equality-diversity-and-inclusion/  
reports/gender-pay-gap](http://www.brookes.ac.uk/staff/working-at-brookes/equality-diversity-and-inclusion/reports/gender-pay-gap)