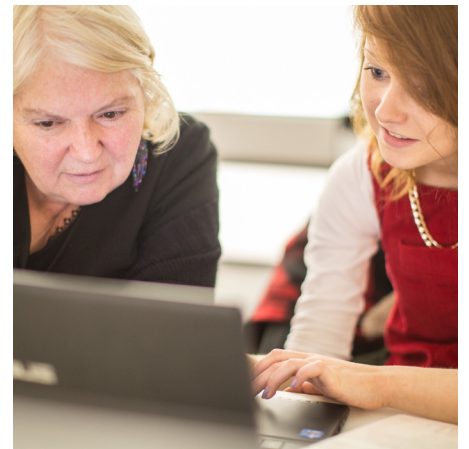


PAY GAP REPORT 2020



Introduction



I am pleased to share this report on our **Pay Gap data for 2020** 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**.

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, for the first time 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 2020 data shows **continued reduction in both our overall mean and median gender pay gaps**. Our **ethnicity and disability pay gaps also show a downward trend** over the past three years.

We will seek to ensure continued positive progress and focus our actions on 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).

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

Professor Alistair Fitt
Vice-Chancellor

Gender...

Keeping gender on the agenda

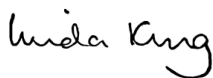


Oxford Brookes University has a well-established track record in embedding gender equality across the institution. The University has been an active member of the **Athena Swan Charter** since 2009, achieving our first institutional award in 2012, and our current award under the expanded gender equality 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 2021 to 2026 as part of our Institutional Gender Equality Plan.

Well over half (60%) of our workforce are women, 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 all senior staff in 2020**. Our professoriate also shows positive progress towards gender balance, with women holding **46% of these roles**, compared to 28% for the higher education sector (HESA 2019-20).

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.

Our actions will contribute to reducing the gender pay gap and take account of intersecting inequalities to benefit women and colleagues of all genders within our University.

A handwritten signature in black ink that reads "Linda King".

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

Race and ethnicity...

Bringing pay and ethnicity into focus

We are pleased to contribute to this report which includes specific details of our **ethnicity pay gap** for the first time.

As Chair for our **Race Equality Steering Group** and co-leads for our emerging **Race Equality Charter Self-Assessment Team**, we welcome this visibility to inform our commitment to transparency and purposeful actions. 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.

We are grateful for the voluntary commitment of colleagues in our **BAME Staff Network** in supporting and challenging the University to accelerate progress on race equity. Sharing this information on ethnicity and pay contributes to opening up this conversation.

As we begin work towards submission for the **Advance HE Race Equality Charter**, we are establishing clarity of our baseline position and the extent of recent progress in the representation and participation of colleagues from black and other racially minoritised backgrounds in all areas of our University.

With **13% of our salaried staff identifying as from a black, Asian or other minority ethnic (BAME) background in 2020**, we follow close to the average level of representation in the higher education sector at 14.3%¹. However, we have greater ambitions as set out in our **Race Equality Strategy**, and will keep working to increase ethnic diversity at more senior levels in our staff community and better reflect, enhance and support diversity within our student body.

Co-Chairs for the Oxford Brookes Race Equality Charter Self-Assessment Team



Professor Anne-Marie Kilday
Pro Vice-Chancellor for Student and Staff Experience



Professor Joe Tah
Pro Vice-Chancellor and Dean for the Faculty of Technology Design and Environment

1 HESA data 2019-20

Gender Pay Data - 2020

Workforce by gender at 31 March 2020

Headcount of relevant full-pay² staff

Men: 1075
39%

Women: 1660
61%

Total 2,735 (2,741 in 2019)

Gender pay gap - gross pay

The mean average gross hourly gender pay gap is **10.9%**

The median average gross hourly gender pay gap is **5.7%**

Year	Mean	Median
2019	11.2%	8.5%
2020	10.9%	5.7%

Proportion of men and women in each hourly rate quartile band 2020 (2019 figures)

	Lower	Lower middle	Upper middle	Upper
Men	32.6% (34.5%)	32.2% (30.7%)	43.3% (44.4%)	49.2% (49.4%)
Women	67.4% (65.5%)	67.8% (69.3%)	56.7% (55.6%)	50.8% (50.6%)

Gender pay gap - bonuses³

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

The **mean** bonus gender pay gap is **20.3%**

The **median** bonus gender pay gap is **25%**

The percentage of relevant employees who received bonus pay was **4.6%** for men and **4.7%** for women.

Men: 95
Mean bonus: £230
Median bonus: £100

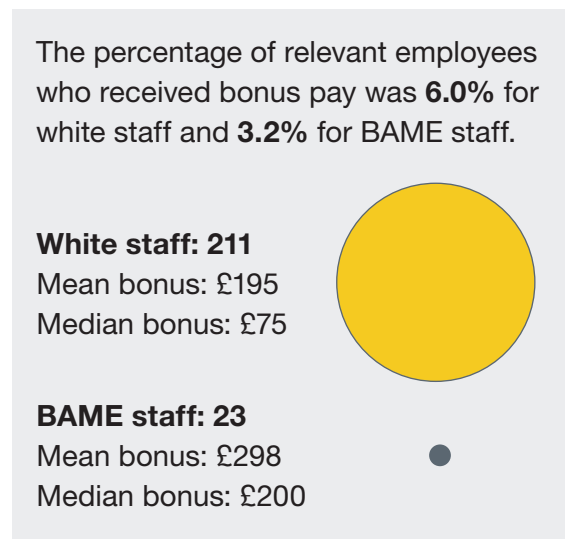
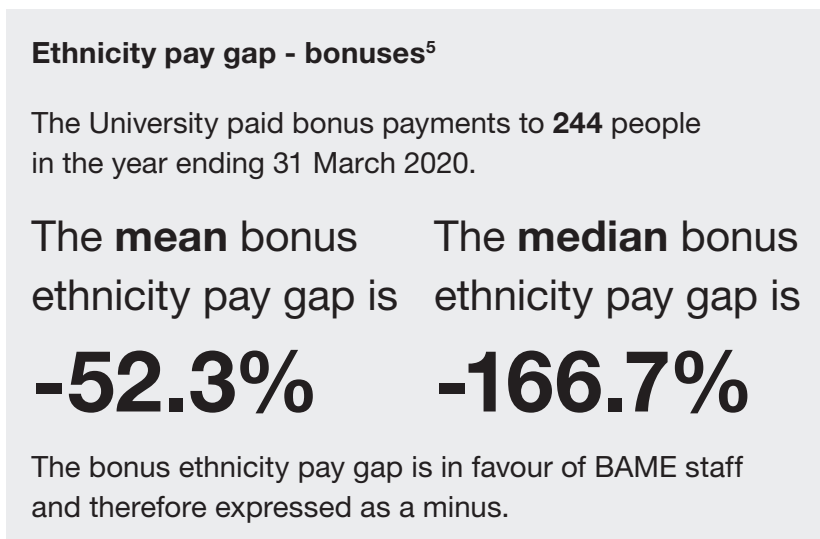
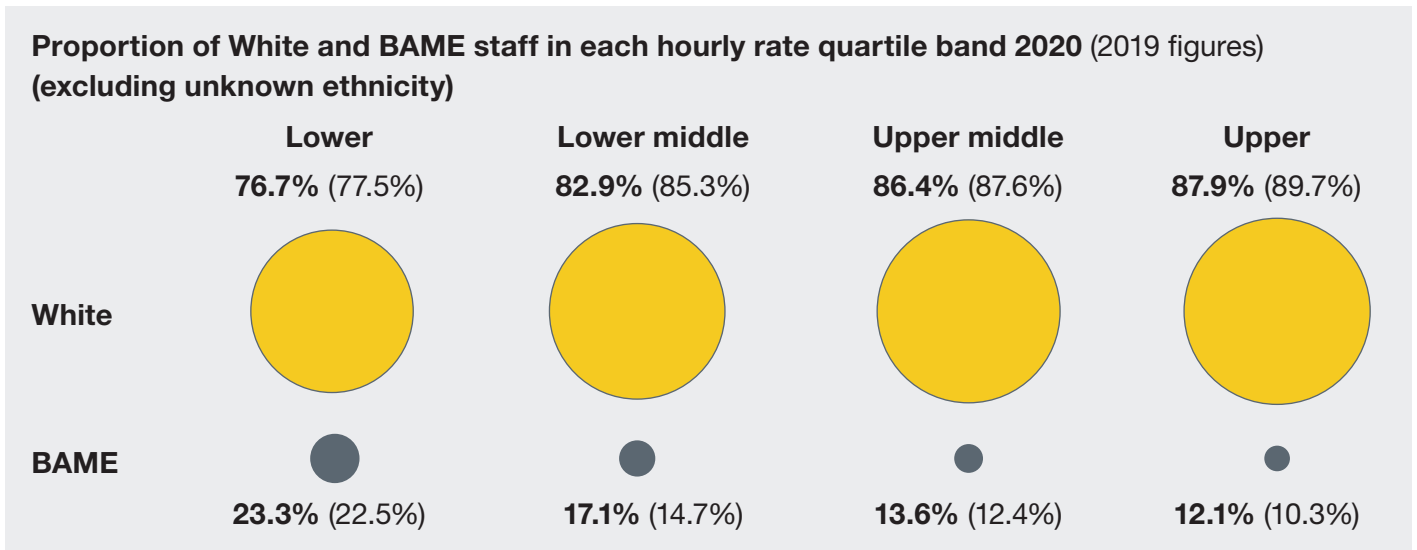
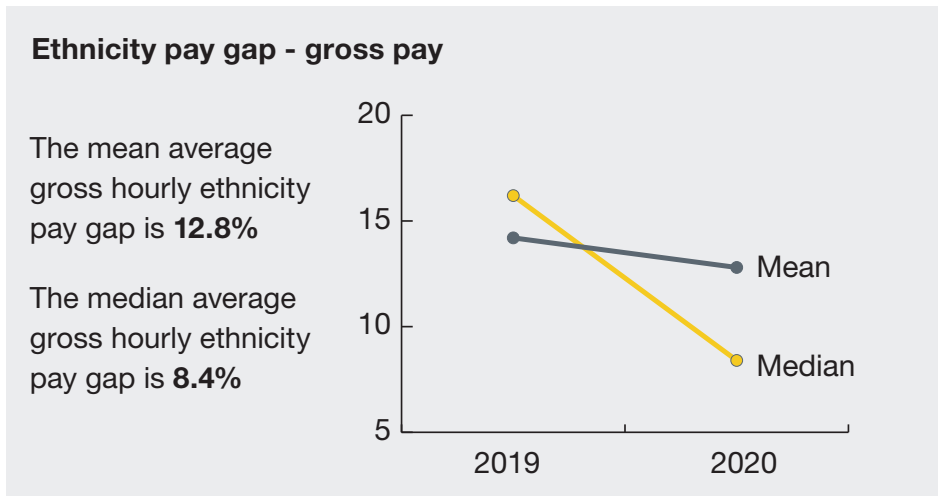
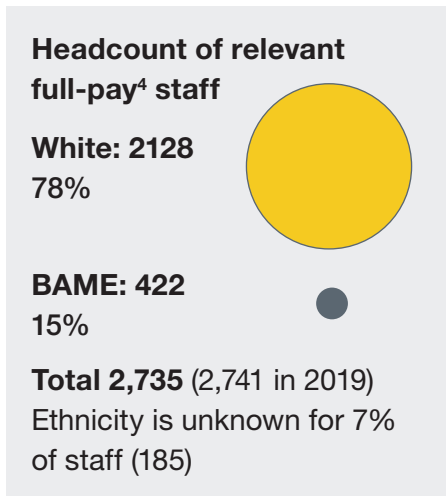
Women: 149
Mean bonus: £184
Median bonus: £75

2 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.

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

Ethnicity Pay Data - 2020

Workforce by ethnicity at 31 March 2020



4 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.

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

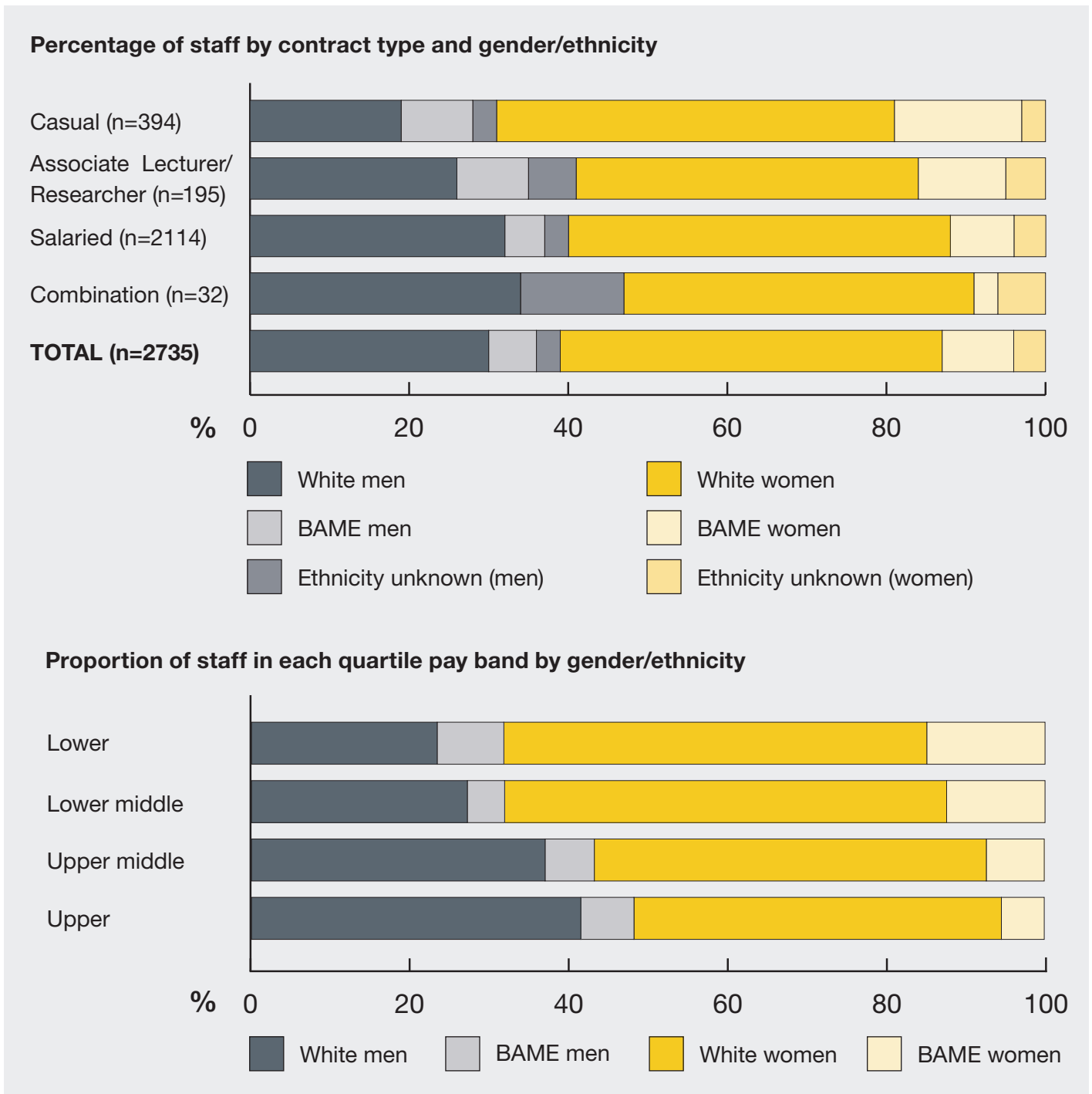
Intersectional Pay Gap Data

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 ethnic 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



Mean and median pay gaps relative to white men

	White men	BAME men	White women	BAME women
Mean	£20.91	£18.58	£18.77	£16.13
Mean gap to white men		11.1%	10.2%	22.9%
Median	£19.12	£17.77	£17.52	£15.56
Median gap to white men		7.1%	8.4%	18.6%

Disability Pay Data - 2020

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

Over the coming year we will seek to explore this data 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.

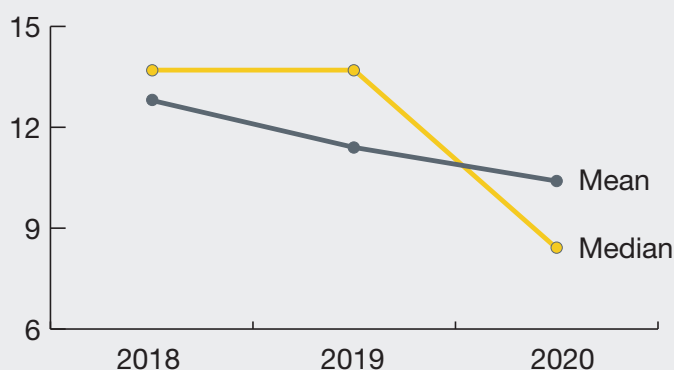
Disability pay gap

	2018	2019	2020
Mean pay gap	12.8%	11.4%	10.4%
Median pay gap	13.7%	13.7%	8.4%

Disability pay gap - gross pay

The mean average gross hourly disability pay gap is **10.4%**

The median average gross hourly disability pay gap is **8.4%**



Headlines from our data and analysis

Our pay gaps for gender, ethnicity and disability show a downward trend over the past 3 years. Our gender pay gap is below the average for the HE sector (15.5% in 2019).

Women make up the majority of our workforce (60%), with near to gender balance among senior staff at 48% and 46% of the professoriate.

40% of women work part-time compared to 20% of men, and part-time working in senior roles is limited and especially for senior academic managers.

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

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.

Representation of disabled staff is above the sector average at 5.8%, but there may still be barriers to sharing disability information, and the need to look further at progression and intersectional factors.

Representation of BAME staff is close to the sector average at 13% among salaried staff, with incremental increase over the past 3 years.

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.

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

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 2021/22, our **Athena Swan/Gender Equality Steering Group** will lead our submission for renewal of our Athena Swan institutional bronze award, which will create an action plan for 2022-2026. 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** will be 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 two year work programme to develop a submission and action plan for a Race Equality Charter Award.

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

Actions outlined in our Gender Pay Gap Report 2019 have been reviewed, particularly in view of the impacts of the Covid-19 pandemic. This has inevitably delayed progress on some areas of EDI work, while also providing context for new approaches and insights. We have therefore refreshed with new commitments and carried forward ongoing priorities.

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.

Current priorities from our Pay Gaps analysis and latest Equal Pay Audit are identified as:

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.

Conduct workshops with BAME staff to deepen understanding of experiences relating to career progression and recruitment and selection, and focus interventions within our **Race Equality Action Plan**.

Take further steps to ensure the **academic promotions process** is equitable and encourage and support applications, with a focus on the intersectional issues at senior lecturer level for women academics identifying as BAME and academic staff 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.

Develop and publish a targeted action plan relating to staff in technical professional services roles as part of engagement with the **Technician Commitment**.

We will **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.

We will 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](http://www.brookes.ac.uk/staff/human-resources/equality-diversity-and-inclusion/edi-at-brookes/gender-pay-gap)