

Pay Gap Report 2024

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Introduction

In the UK employers with 250 or more colleagues are required to share their gender pay gap details in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Although there is no statutory requirement to publish, Brunel University London have voluntarily chosen to publish pay gap calculations for ethnicity and disability. As reporting is currently voluntary there is limited data available to allow us to compare to other organisations

The gender pay gap represents the difference in average earnings (either mean*1 or median**2) between men and women within a workforce. These calculations are based on payroll data collected on a specific date each year called the 'snapshot date.' The results must be published on both the government portal and the University's external website within one year from the annual census date of 31 March.

The pay parity calculations can be utilised to evaluate:

- The extent of gender, ethnicity, and disability equality within our workplace.
- The distribution of workforce diversity across various levels.
- The effectiveness of talent utilisation and recognition.

For the purpose of this report, we categorise ethnicity as either "Black, Asian, and Racially Minoritised" or "White" and use 'male or female' to label tables and graphs as this reflects how we collect and aggregate data. We acknowledge the limits of these terms and will continue to enhance our use of more inclusive language.

It is important to note that the disability, ethnicity and gender pay gap is not the same as equal pay.

- Equal pay is the right for women and men to be paid the same for like work or work of equal value. Even when pay is equal, there may still be a gender pay gap.
- The gender pay gap is an equality measure that shows the difference in average earnings between women and men.
- The 'ethnicity pay gap' is the difference in average earnings between ethnic groups

The gender pay gap is based on a snapshot of pay data from March 2024, a period that coincides with a potential decline in recruitment. This reduction in hiring may have impacted the results, as recruitment serves as a key mechanism for improving gender pay equality. With fewer opportunities to address disparities through new hires, progress in closing the gender pay gap may have been slowed.

¹ *The mean is the average of a set of numbers. It is calculated by adding up all the values in a data set and then dividing by the total number of values.

² **The median is calculated by ordering all the values in a data set from lowest to highest and identifying the middle value.

3038 members of colleagues (1630 women and 1408 men) * were included in the calculations as 'full-pay relevant'. See the appendix for inclusion criteria and calculation details.

Total No. of colleagues	No. of positions	Total no. employment spells
2924	1	2924
51	2	102
4	3	12
2979		3038

*Our staff headcount for this year is 2,979, comprising 2,924 individuals with one position, 51 with two positions, and 4 with three positions. While this is lower than last year, this year's calculation accounts for different spells of employment to more accurately reflect the job family.

Table 1 – Gender pay gap

Gender pay gaps	2023/2024			2024/2025			Difference (2024-2025)	
Mean	13.47%			13.98%			0.51%	
Median	14.29%			17.76%			3.47%	
Mean bonus	-14.06%			-4.44%			9.62%	
Median bonus	-57.67%			5.51%			63.18%	
Proportion of women receiving bonuses	1.96%			1.57%			-0.39%	
Proportion of men receiving bonuses	4.28%			2.05%			-2.23%	
Proportion of women and men in salary quartiles	W		M	W		M	diff in % (W)	
Lower Quartile	Q1	63.7%	36.3%	Q1	64.9%	35.1%	Q1	1.23%
Lower middle quartile	Q2	56.3%	43.7%	Q2	56.7%	43.3%	Q2	0.40%
Upper middle quartile	Q3	49.7%	50.3%	Q3	50.9%	49.1%	Q3	1.17%
Upper Quartile	Q4	42.4%	57.6%	Q4	42.2%	57.8%	Q4	-0.22%

In 2024 the mean gender pay gap increased by 0.51%, from 13.47% to 13.98%, compared to last year, indicating that on average, women earned 13.98% less than men.

The median gender pay gap rose by 3.47%, from 14.29% to 17.76%. This indicates a widening gap at the middle of the pay distribution, which shows that women in the mid-range salary levels are being paid less compared to their mid-range men counterparts.

Bonus breakdown

For both gender and ethnicity, the bonus gap data is highly variable due to the differing types and amounts of bonuses awarded each year. Incentive payments for research contributions and market supplements fluctuate annually, leading to inconsistencies in the figures. Additionally, as bonuses are awarded to a relatively small group of employees, even a few individuals receiving significantly higher payments can disproportionately impact the overall gap, creating notable fluctuations in the data.

The Mean bonus gap decreased by 9.62%, narrowing the gap from -14.06% to -4.44%, meaning women received slightly higher bonuses than men on average.

The Median bonus gap decreased moving from -57.67% to 5.51% (a change of 63.18%). This suggests improvements in bonus fairness, with more women receiving comparable or higher median bonuses than men. However, it's important to highlight that the numbers concerned are small.

The proportion of both women and men receiving bonuses declined, with a -0.39% reduction for women and a -2.23% decrease for men. Once again, the numbers concerned are small.

Proportion in salary quartile breakdown

The proportion of women in the lower quartiles (Q1 and Q2) increased, with 1.23% in Q1 and 0.40% in Q2, suggesting more women are concentrated in lower-paying roles.

The upper quartiles (Q3 and Q4) saw little change compared to last year, with an increase in Q3 (1.17%) but a decrease in Q4 (-0.22%), indicating persistent challenges in moving women into higher-paying roles.

Table 2 – Ethnicity pay gap

Ethnicity pay gaps	2023/2024			2024/2025			Difference (2024-2025)	
Mean	16.01%			16.90%			0.89%	
Median	17.72%			21.59%			3.87%	
Mean bonus	38.97%			22.68%			-16.29%	
Median bonus	38.49%			3.24%			-35.25%	
Proportion of staff from White backgrounds receiving bonuses	4.06%			2.13%			-1.93%	
Proportion of staff from Minority Ethnic backgrounds receiving bonuses	2.51%			1.89%			-0.62%	
Proportion of staff from White and Minority Ethnic backgrounds in salary quartiles	White Min.ethnic.			White Min.ethnic.			diff in % (min. ethnic.)	
Lower Quartile	Q1	43.3%	56.7%	Q1	37.2%	62.8%	Q1	6.12%
Lower middle quartile	Q2	56.2%	43.8%	Q2	54.9%	45.1%	Q2	1.30%
Upper middle quartile	Q3	61.7%	38.3%	Q3	58.1%	41.9%	Q3	3.59%
Upper Quartile	Q4	68.9%	31.1%	Q4	68.4%	31.6%	Q4	0.47%

Compared to last year, the mean ethnicity pay gap increased by 0.89%, rising from 16.01% to 16.90%, meaning colleagues from Black and Minoritised Ethnic backgrounds earned 16.90% less on average compared to their White counterpart.

The Median EGP widened by 3.87%, from 17.72% to 21.59%, indicating a sharper divide at the middle of the pay scale for Black and Minoritised Ethnic colleagues compared to White colleagues.

Bonus breakdown

The Mean bonus gap decreased by 16.29%, from 38.97% to 22.68%, suggesting that although there is still a gap, bonus payments are becoming more equitable.

The Median Bonus Gap decreased by 35.25%, dropping from 38.49% to 3.24%, reflecting progress toward bonus equality.

Both White and Black and Minoritised Ethnic colleagues saw a decline in the proportion receiving bonuses, with a -1.93% decrease for White colleagues and a -0.62% drop for Black and Minoritised Ethnic colleagues.

Proportion in salary quartile breakdown

Black and Minoritised Ethnic colleagues saw an increased presence in the lower quartiles (Q1 and Q2), with a 6.12% increase in Q1 and 1.30% in Q2.

In the upper quartiles (Q3 and Q4), their representation also increased, but to a lesser extent, with a 3.59% increase in Q3 and a 0.47% increase in Q4, showing some progress but still an underrepresentation in the highest-paying positions.

Table 3 – Disability pay gap

For the purpose of this calculation, the category 'non-disabled' encompasses all colleagues who have not disclosed any disability. On the other hand, the 'disabled' category includes colleague who have declared any type of disability. The 'unknown' category consists of those who have chosen not to disclose their status or for whom we lack disability-related data. For the disability band type, please refer to the appendix.

Disability pay gaps	2023/2024			2024/2025			Difference (2024-2025)	
Mean	-3.18%			2.13%			5.31%	
Proportion of Disabled and Non-disabled staff in salary quartiles	Disabled (%)	Non-disabled (%)	Unknown	Disabled (%)	Non-disabled (%)	Unknown	diff in % (disabled)	
Lower Quartile	1.88%	41.82%	56.30%	3.03%	88.16%	8.82%	Q1	1.15%
Lower middle quartile	4.02%	71.45%	24.53%	4.61%	91.70%	3.69%	Q2	0.59%
Upper middle quartile	4.02%	73.86%	22.12%	4.47%	91.32%	4.21%	Q3	0.45%
Upper Quartile	2.68%	77.32%	20.00%	3.82%	93.15%	3.03%	Q4	1.14%

The Mean DPG moved from a gap of -3.18% to a gap of 2.13% (a 5.31% change), suggesting that disabled colleagues, who were previously earning more on average than their non-disabled counterparts, now earn less.

The proportion of disabled colleagues has increased across all quartiles, particularly in the lower quartiles (Q1: 1.15% increase, Q2: 0.59%), indicating higher representation in lower-paying roles.

In the upper quartiles (Q3 and Q4), disabled colleagues also saw an increase (Q3: 0.45%, Q4: 1.14%), but there remains a gap between disabled and non-disabled colleagues in higher-paying roles.

Colleague proportions

The figures below show the distribution of colleagues across four pay quartiles. Q1 represents the lowest-paid quartile, while Q4 represents the highest.

Figure 1 illustrates the proportions of men and women within each pay quartile, from the lowest (Q1) to the highest (Q4).

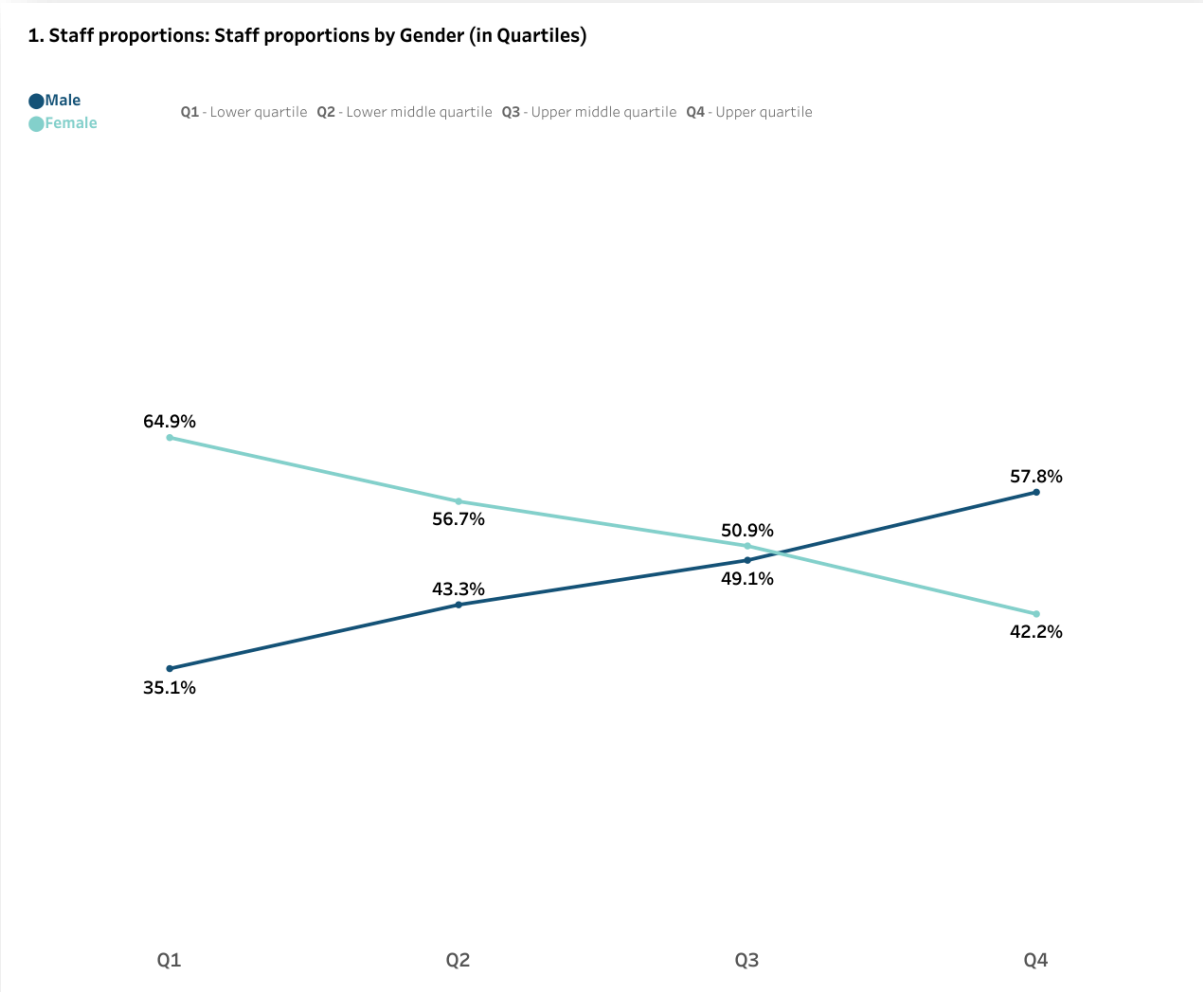


Figure 1

Pay Distribution at G10

An analysis of the highest pay grade (G10) within professional practice academics reveals a near-even gender distribution, with 11 females and 13 males. However, pay distribution within this grade is skewed towards men at the higher pay steps:

At the lower three pay steps (U046/47/48), there is a fairly even distribution, with 7 females and 6 males.

At the highest two pay steps, there are 4 females compared to 7 males, indicating a higher concentration of men at the top.

Within the Clinical pay grade (CDCONS), there is only one male employee, with an hourly rate of £59.04. This is significantly higher than the top G10 hourly rate of £36.90, further influencing pay disparities.

Pay Distribution at G8

At the G8 level, there are 22 staff members, of whom 17 are female and 5 are male. A greater proportion of women occupy the lower pay steps, which contributes to the overall gender pay gap within the professional practice academic job family. The disparity is not a result of women being paid less than men for the same roles but rather due to the higher concentration of women in lower-paying positions. This trend has been observed in previous gender pay gap calculations and is consistent with broader patterns in academic settings, where men are more prevalent in senior lecturer roles.

Professional Practice (Police) – G10 Pay Grade

Within Professional Practice (Police), the G10 pay grade (Senior Lecturer) is male dominated, with 12 men compared to 2 women. However, the gender pay gap in this group slightly favours women, with an hourly rate of £34.65 for female staff compared to £34.12 for male staff. This is due to the two female employees being positioned at the highest pay step (U049), whereas the male employees are more widely distributed across the pay scale.

The gender pay gap within professional practice academics is largely driven by the distribution of men and women across pay grades rather than direct pay inequality. A higher proportion of women occupy lower-paying roles, while men are more concentrated in senior and higher-paid positions. Additionally, in smaller staff groups, even a small number of highly paid individuals can significantly impact pay gap calculations.

Figure 2 illustrates the proportions of colleagues from Black and Racially Minoritised as well as White backgrounds, from the lowest (Q1) to the highest (Q4).

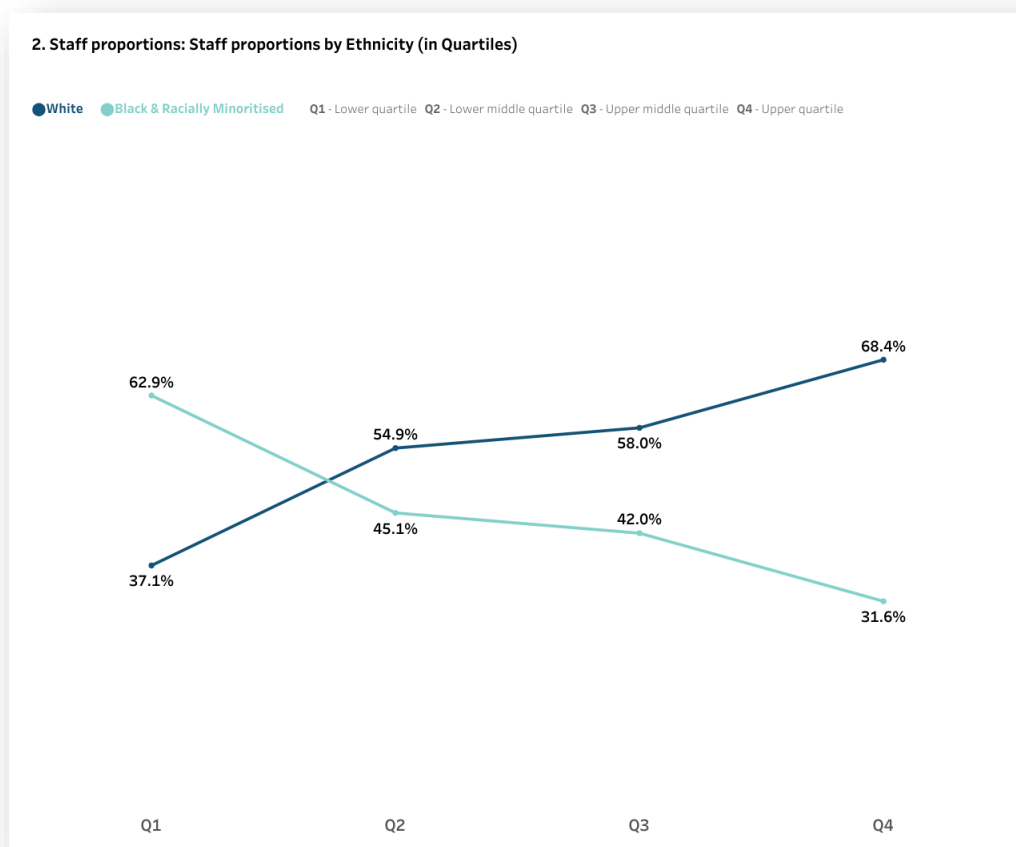


Figure 2

Academic staff on spinal salaries receive equal pay at the same pay point. However, the skew towards white colleagues in higher earnings is due to their greater representation at the upper pay levels.

For professional practice academics - G10 (Highest Pay Grade): 19 white colleagues vs. 5 Black and Racially Minoritised colleagues (79% white).

For clinical pay grade (CDCONS) - Only one white colleagues, no Black and Racially Minoritised colleagues (hourly rate £59.04, highest in scale).

G8 (Second-Highest Pay Grade) - Even distribution in lower five pay steps (6 Black and Racially Minoritised, 5 white). Upper five pay steps: 11 white colleagues, no Black and Racially Minoritised colleagues. 70% of white colleagues in G8 are at the top steps, while 100% of Black and Racially Minoritised colleagues remain in the lower steps.

For professional practice (Police) - G10 (Senior Lecturer Level) are 13 white colleagues, 1 Black and Racially Minoritised colleague.

White staff are overrepresented in higher pay scales, while Black and Racially Minoritised staff are concentrated in lower pay steps, highlighting disparities in career progression and pay advancement.

Equal Pay Analysis

To ensure equal pay for equal work, we use a transparent pay and grading system based on objective criteria. Salary grades are determined using the HERA (Higher Education Role Analysis) method, and for most roles, we adhere to the guidelines established by the Joint Negotiating Committee for Higher Education Colleagues (JNCHES). Senior roles such as Senior Professionals, Readers, and Professors are exceptions to this framework.

For these senior roles and positions with specialised requirements, we perform salary benchmarking to ensure fair and competitive remuneration. This approach aids in attracting and retaining skilled colleagues. Our primary benchmark for this process is data from the Universities and Colleges Employers Association (UCEA), enabling thorough comparisons across roles within the sector.

Equal pay – Gender

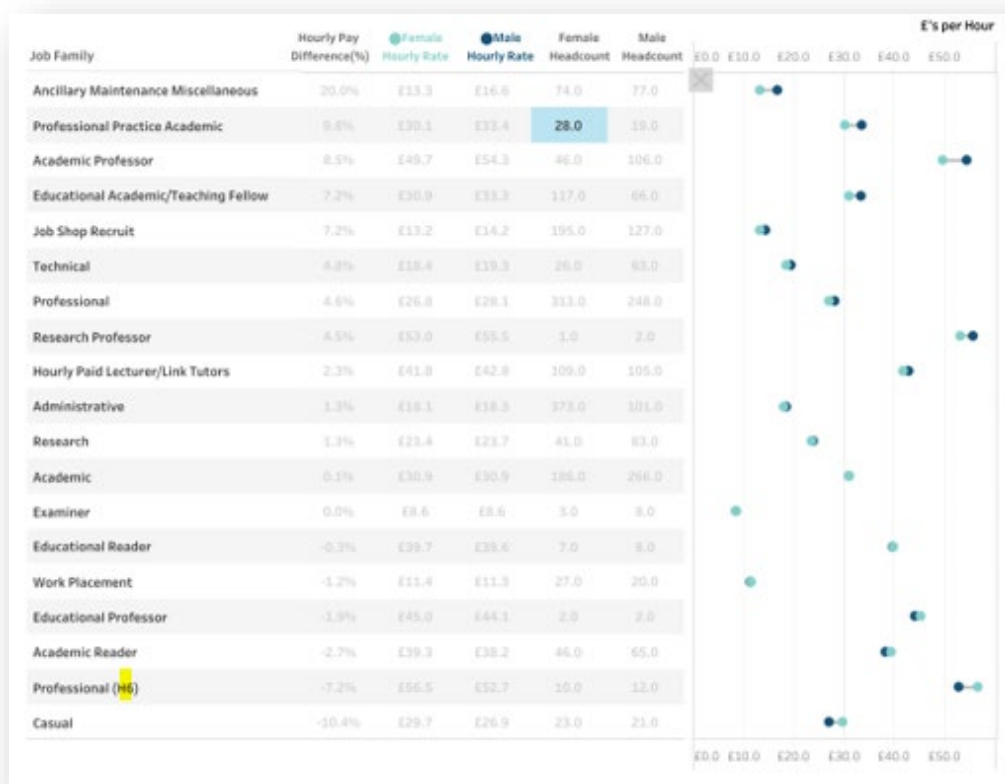


Chart 1 Pay difference and equal pay chart by gender

Chart 1 highlights disparities in hourly pay rates between men and women, generally favouring men, who tend to have higher hourly pay rates. However, there are notable exceptions:

- In Academic and Examiner roles, men and women receive the same hourly pay rate.
- In roles such as Readers on education only contracts, Work Placement, Educational Professors on education only contracts, Academic Reader, Professional (G11)* and Casual roles, women have a higher hourly pay rate than men. For casual roles, the main gap is therefore attributed to one-off payments, which, as in previous years, have been inconsistent, resulting in speakers receiving different amounts for guest

talks and lectures. ¹As part of the grading structure update, the H and S prefixes have been removed from all grades, which are now referred to simply as G for Grade).

Equal pay – Ethnicity

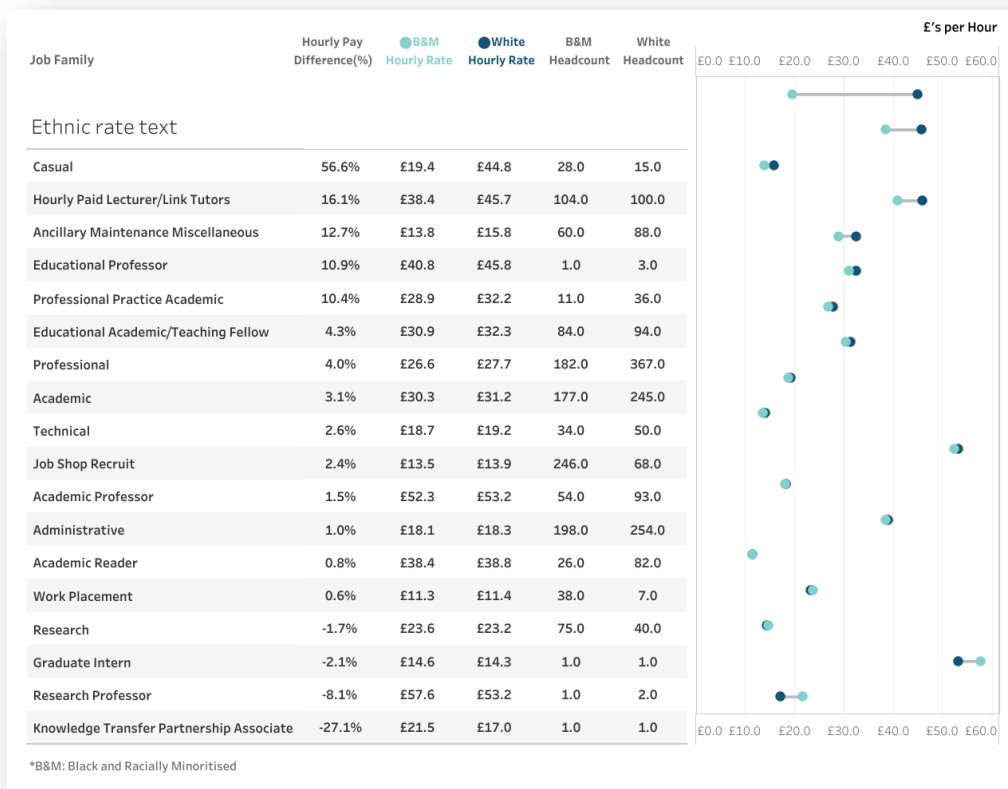


Chart 2 Pay difference and equal pay chart by ethnicity

Disparities in equal pay are evident across various job roles, with differences favouring White colleagues performing the same or similar roles. However, exceptions include Professors on academic only contracts, Research, Graduate Intern, Professors on research only contracts, and Knowledge Transfer Partnership Associate roles. In these instances, the headcounts of colleagues were typically limited to two or three, with the exception of the Academic Professor role, which had a higher number of colleagues.

The most significant percentage pay disparity is observed in casual roles, where the pay difference is 57% in favour of White colleagues. This gap is attributed to two men within a department. In this instance, a white man received a one-off payment of £150 for a one-hour guest talk, higher than the amount paid to his counterpart and Asian man, who received £200 for two separate two-hour guest lectures, equating to £50 per hour. Hourly paid lecturers/Link Tutors show a 16% pay difference, also favouring White colleagues.

Within the ancillary and maintenance colleague's category, roles vary significantly. To facilitate a more meaningful comparison among colleagues with similar responsibilities, we have provided additional data. This includes a breakdown of colleagues by specific roles, the number of individuals in each position, and their corresponding hourly pay grades.

Pay grade vs position	
G1	Housekeeping Assistant, Housekeeping Assistant (Residences), Security Officer
G2	Buildings and Facilities Assistant (Residences), General Assistant/Waiter, Hotel General Assistant, Retail Assistant
G3	Assistant Kitchen Chef, Brunel Gym Instructor, Fitness Instructor, Security Supervisor, Senior Retail Assistant
G4	Distribution Centre Assistant, Gardener/Grounds person, Gardener/Grounds person, Gym Team Leader, Housekeeping Supervisor, Infrastructure Operative, Infrastructure Shift Operative, Painter
G5	Distribution Centre Team Leader, Print Room Operator, Team Leader (Landscape)
G6	Advanced Electrician, Building and Facilities Supervisor, Building Services Controls Supervisor, Infrastructure Technician – Electrical, Infrastructure Technician – Fabric, Infrastructure Technician – Mechanical, Network Technician, Security Support Manager, Security Systems Co-ordinator, Service Desk Analyst, Systems Engineer, Systems Officer, Technical Support Engineer

Pay grade vs number of colleagues

Gender

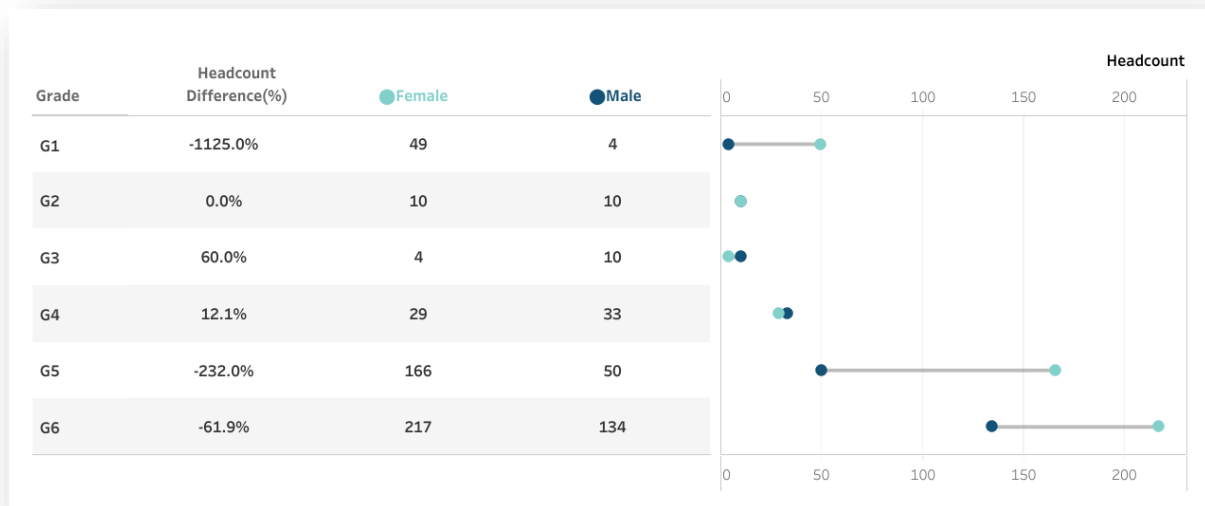


Chart 3 - Pay grade vs number of colleagues by gender

Ethnicity

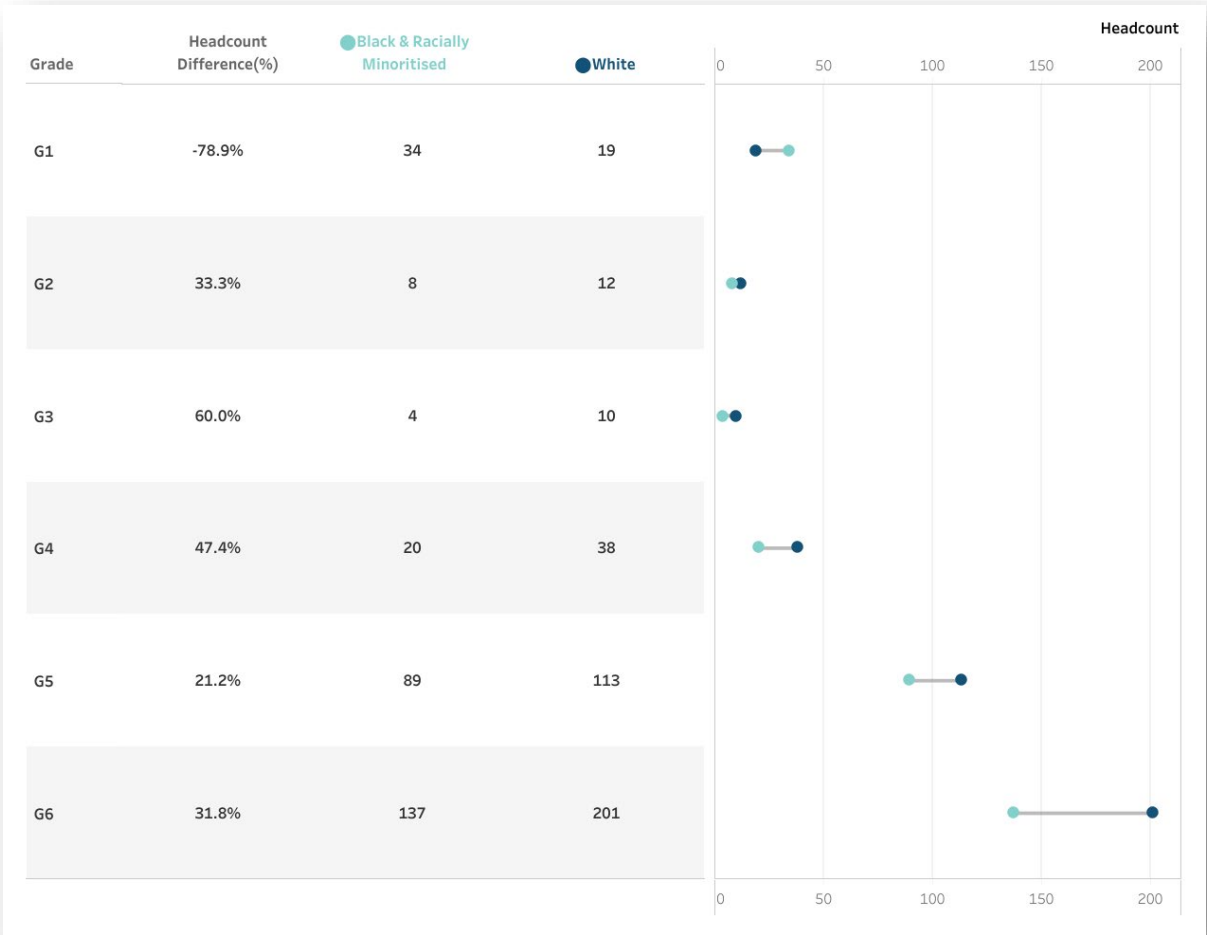


Chart 4 - Pay grade vs number of colleagues by ethnicity

Pay grade vs average hourly rate

Gender



Chart 5 - Pay grade vs average hourly rate by gender

Ethnicity



Chart 6 - Pay grade vs average hourly rate by ethnicity

Gender

We observe relatively minimal pay differences between men and women across G1 to G6, with two key exceptions:

- **G1 roles:** There is a 9% average hourly pay difference in favour of men, despite a higher proportion of women occupying these roles.
- **G5 roles:** There is no difference in hourly pay between men and women, demonstrating equality at this grade level.

Ethnicity

From G1 to G6, average hourly pay differences are relatively minimal, with the exception of G3, where there is a 15.5% average hourly pay difference in favour of White colleagues.

In G1 roles, which have a higher proportion of Black and racially minoritised colleagues, there is a smaller average hourly pay difference of 2.1% in favour of White colleagues.

Addressing the Pay Gap: A Commitment to Change and Improvement

Brunel is currently undergoing significant change management and reviewing its target operating model to establish a stable, sustainable future. This transformation aims to create a better and more rewarding working environment that develops our people, supports our students, and strengthens our partnerships. This period of change provides an excellent opportunity to address existing pay disparities and work towards greater equity.

Our key priority areas for improvement are as follows:

Collecting and utilising diversity data

We will enhance our collection and use of diversity data to inform evidence-based interventions and to monitor and measure progress effectively.

Fair recruitment and selection

We will implement strategies to widen our reach, ensuring we attract talent from the broadest possible pool and create a fair and inclusive recruitment process.

Equitable and transparent reward and progression

We are committed to adopting an equitable, transparent, and consistent approach to reward and progression. This will be underpinned by principles such as:

Objective job evaluation to ensure fairness.

- **Annual equal pay checks to monitor and address disparities.**
- **External and internal benchmarking to maintain competitive and fair remuneration structures.**
- **Accountability and leadership commitment**
- **Set measurable targets: We will define clear, measurable objectives to reduce the pay gap and track progress over time.**
- **Leadership accountability: Reducing the pay gap will be a priority for senior leaders, with performance metrics linked to diversity and equity goals.**
- **Engage employee networks: Employee resource groups will play a vital role in identifying barriers and co-creating solutions to ensure equitable practices.**

These actions reflect our dedication to fostering a more equitable workplace and addressing the root causes of the pay gap in a structured and meaningful way. By embedding accountability, transparency, and fairness into our practices, we aim to create an environment where all colleagues feel valued and supported.

Appendix

Data from payroll and HR (Human Resources) systems March 2024 payslip used to calculate hourly pay rates

Inclusion criteria:

- All full-pay relevant colleagues in March 2024.
- Colleagues includes all colleagues, academic, professional, domestic, casual, invigilators and contractors.
- Colleagues were excluded if they were not on full-pay, for example on long-term sick leave, or statutory maternity leave.
- Payments were included if they were a one-off payment for a piece of work, for example, a visiting speaker.
- Payments included the basic salary, plus the London Allowance and allowances paid for extra responsibilities, for example acting up allowance or Head of Department's allowance.
- The relevant colleagues hourly pay was used to calculate the mean and median pay gaps for gender and ethnicity.
- Bonuses paid in March 2024 include anything received over the past 12 months which is then pro-rated based on the type of payment.

Black, Asian and Minority Ethnic staff breakdown: Disability type bands:

- | | |
|--|---|
| • Arab | • No known disability |
| • Asian or Asian British – Bangladeshi | • A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches |
| • Asian or Asian British – Indian | • A mental health condition, such as depression, schizophrenia or anxiety disorder |
| • Asian or Asian British – Pakistani | • A long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy |
| • Black or Black British – African | • Blind or a serious visual impairment uncorrected by glasses |
| • Black or Black British – Caribbean | • Deaf or serious hearing impairment |
| • Chinese | • A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D |
| • Mixed White and Asian | • A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder |
| • Mixed White and Black African | • General learning disability (such as Down's syndrome) |
| • Mixed White and Black Caribbean | • Two or more impairments and/or disabling medical conditions |
| • Other Asian background | • No Known/Unknown - where colleagues have left the value blank |
| • Other Ethnic background | • Prefer not to say – where colleagues have preferred not to disclose an answer |
| • Other Mixed background | |

