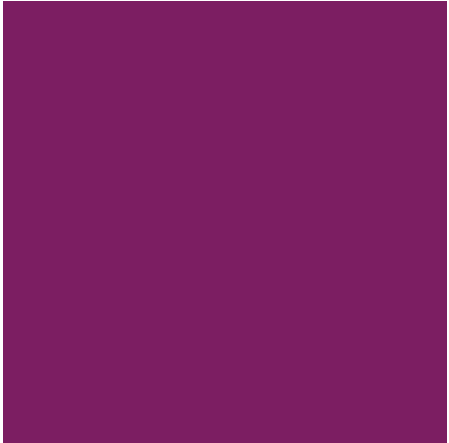


# PAY GAP REPORT 2025



# Introduction

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<sup>1</sup>. The gender pay gap is a measure of the difference between men’s and women’s<sup>2</sup> average earnings across the University.

In addition to mandatory reporting on gender, we also voluntarily publish data on our ethnicity<sup>3</sup>, disability<sup>4</sup> and sexual orientation<sup>5</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<sup>6</sup>.

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1 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.

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2 This report uses data that is disaggregated by sex and uses the terminology of women and men. We also enable self-identification of gender identity and the option to identify beyond the binary categories of sex (expressed as ‘Female’, ‘Male’, ‘Other’) within our HR Staff Portal.

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3 Ethnicity data is known for 96% of staff in scope with 4% unknown (n=113).

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4 Disability data is known for 92% of staff in scope with 8% unknown (n=209).

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5 Sexual orientation data is known for 85% of staff in scope with 15% unknown (n=389).

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6 Our equal pay audits 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

## Workforce by sex at 31 March 2025

### Headcount of relevant full-pay staff

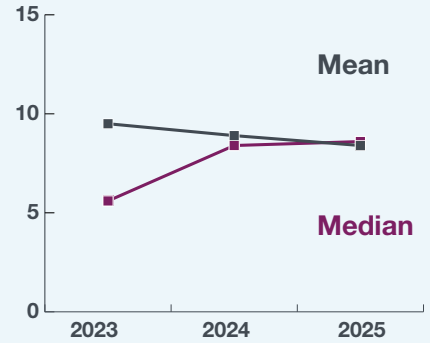


Total 2,619 (2,829 in 2024)

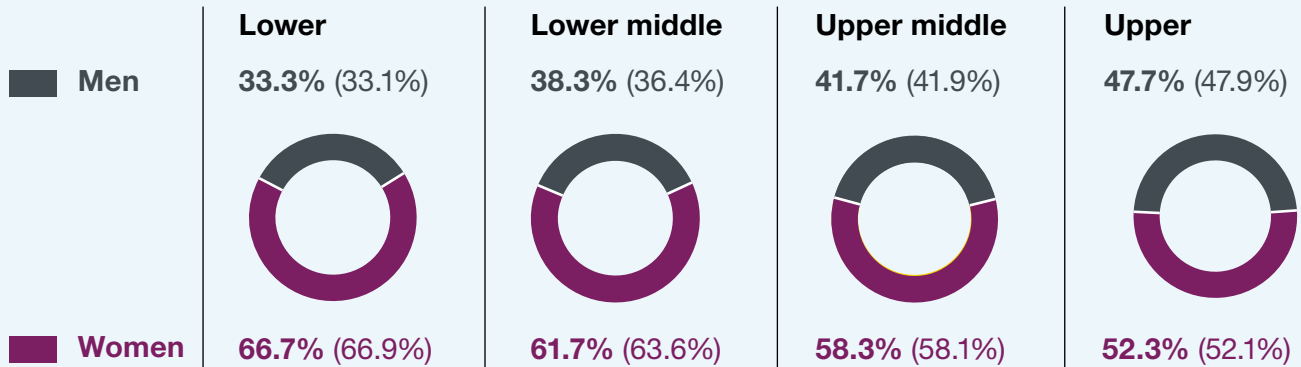
### Gender pay gap – gross pay

The **mean** average gross hourly gender pay gap is **8.4%** (8.9% in 2024 and 9.5% in 2023).

The **median** average gross hourly gender pay gap is **8.6%** (8.4% in 2024 and 5.6% in 2023).



### Proportion of men and women in each hourly rate quartile band 2025 (2024 figures)



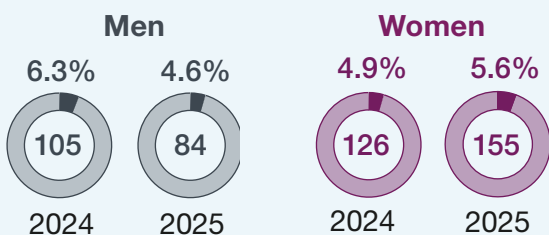
### Gender pay gap – bonuses

Bonus pay includes long service awards (93% of all bonus payments) and discretionary recognition awards. The University's Achievement, Contribution and Excellence (ACE) Scheme was suspended in 2024/25.

The University paid bonus payments to **239 people** in the year ending 31 March 2025 (231 in 2024).

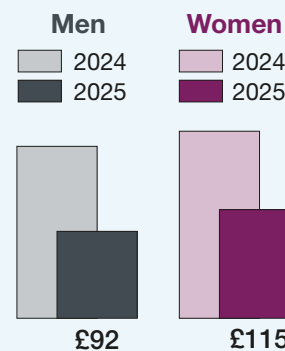
The percentage of relevant employees who received bonus pay was **4.6% for men** (6.3% in 2024) and **5.6% for women** (4.9% in 2024).

A bonus pay gap in favour of women is expressed as a minus.



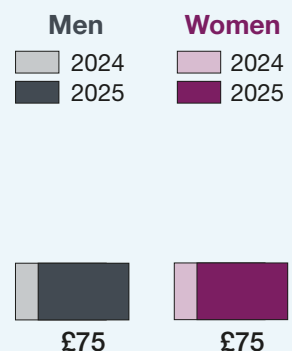
### Mean bonus payment

The **mean** bonus gender pay gap is **-24.4%** (-8.5% in 2024).



### Median bonus payment

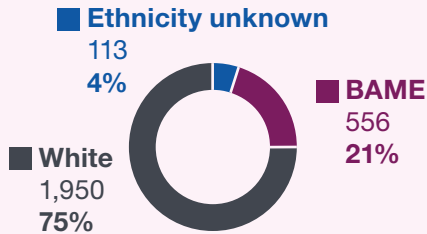
The **median** bonus gender pay gap is **0%** (0% in 2024).



# Ethnicity Pay Data

Workforce by ethnicity at 31 March 2025

## Headcount of relevant full-pay staff

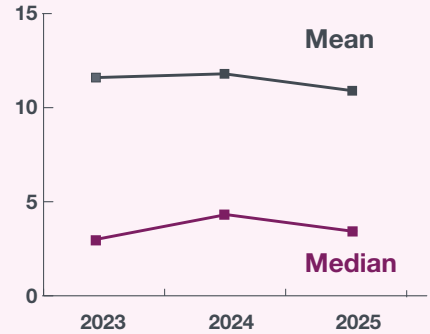


Total 2,619 (2,829 in 2024)

## Ethnicity pay gap – gross pay

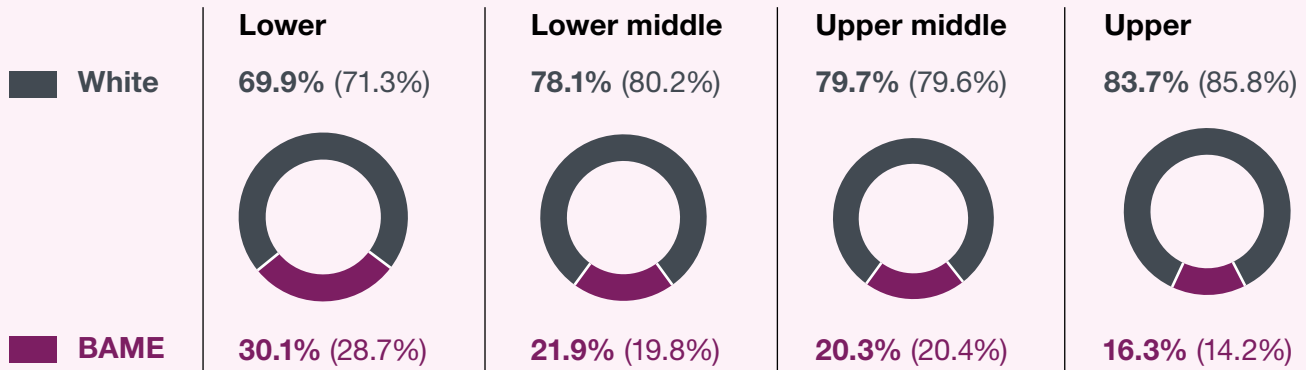
The **mean** average gross hourly ethnicity pay gap is **10.9%** (11.8% in 2024 and 11.6% in 2023).

The **median** average gross hourly ethnicity pay gap is **3.4%** (4.3% in 2024 and 3.0% in 2023).



## Proportion of White and BAME staff in each hourly rate quartile band 2025 (2024 figures) excluding unknown

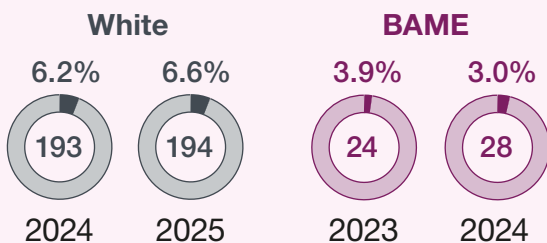
This report uses the acronym 'BAME' to refer to Black, Asian and minority ethnic staff. We acknowledge the contested nature of this term and use it in full cognisance of its limitations.



## Ethnicity pay gap – bonuses

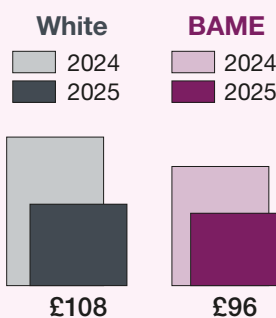
The University paid bonus payments to **239 people** in the year ending 31 March 2025 (231 in 2024).

A bonus pay gap in favour of BAME staff is expressed as a minus.



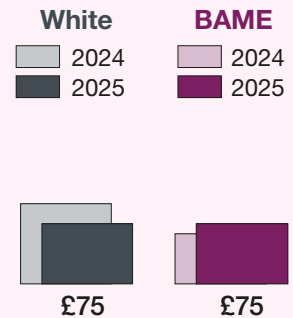
### Mean bonus payment

The **mean** bonus ethnicity pay gap is **10.8%** (20.1% in 2024).



### Median bonus payment

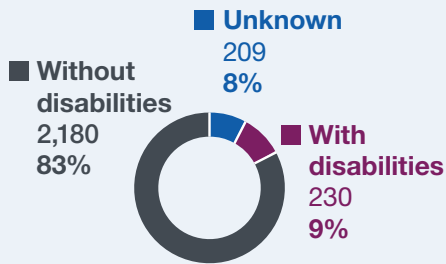
The **median** bonus ethnicity pay gap is **0%** (37.5% in 2024).



# Disability Pay Data

## Workforce by disability at 31 March 2025

### Headcount of relevant full-pay staff

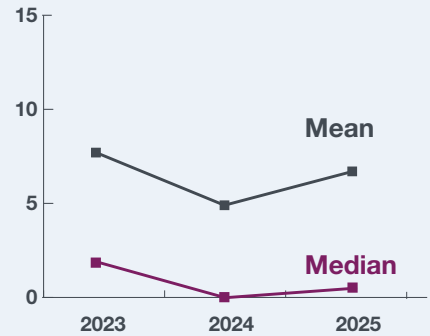


Total 2,619 (2,829 in 2024)

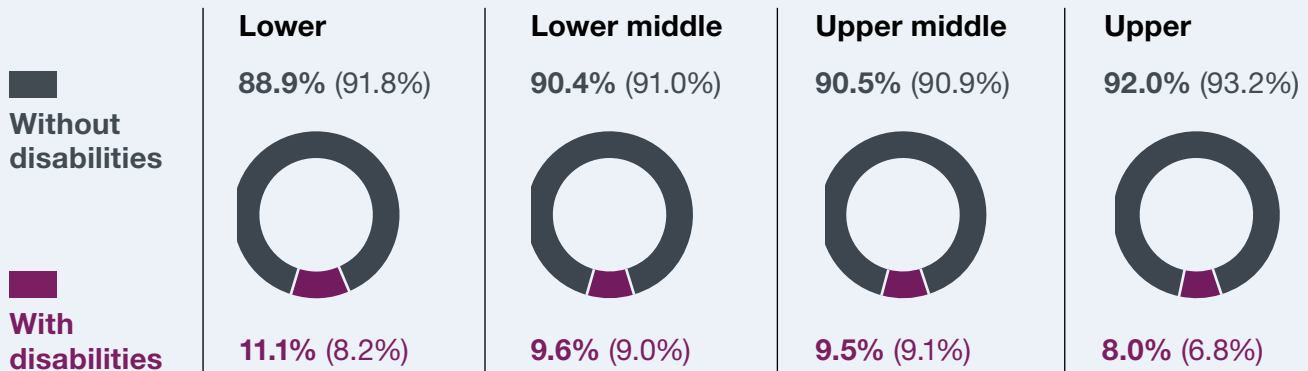
### Disability pay gap – gross pay

The **mean** average gross hourly disability pay gap is **6.7%** (4.9% in 2024 and 7.7% in 2023)

The **median** average gross hourly disability pay gap is **0.5%** (0.0% in 2024 and 1.9% in 2023)



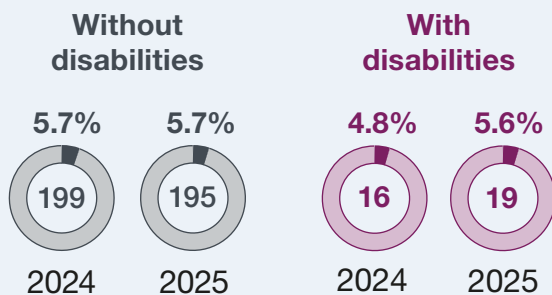
### Proportion of staff with and without disabilities in each hourly rate quartile band 2025 (2024 figures) excluding unknown



### Disability pay gap – bonuses

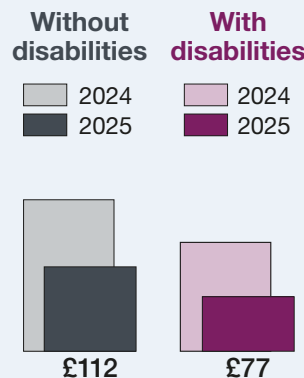
The University paid bonus payments to **239 people** in the year ending 31 March 2025 (231 in 2024).

A bonus pay gap in favour of disabled staff is expressed as a minus.



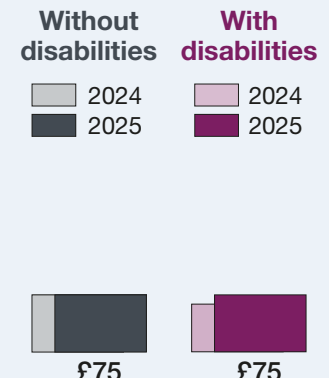
#### Mean bonus payment

The **mean** bonus disability pay gap is **30.6%** (25.8%)



#### Median bonus payment

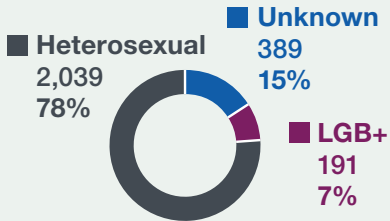
The **median** bonus disability pay gap is **0.0%** (16.7%)



# Sexual Orientation Pay Data

Workforce by sexual orientation at 31 March 2025

## Headcount of relevant full-pay staff

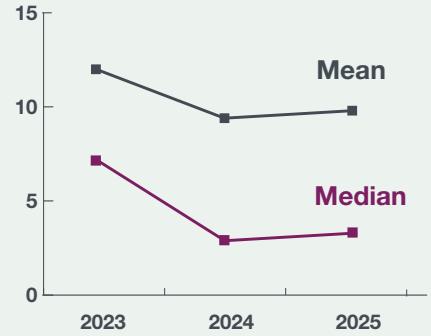


Total 2,619 (2,829 in 2024)

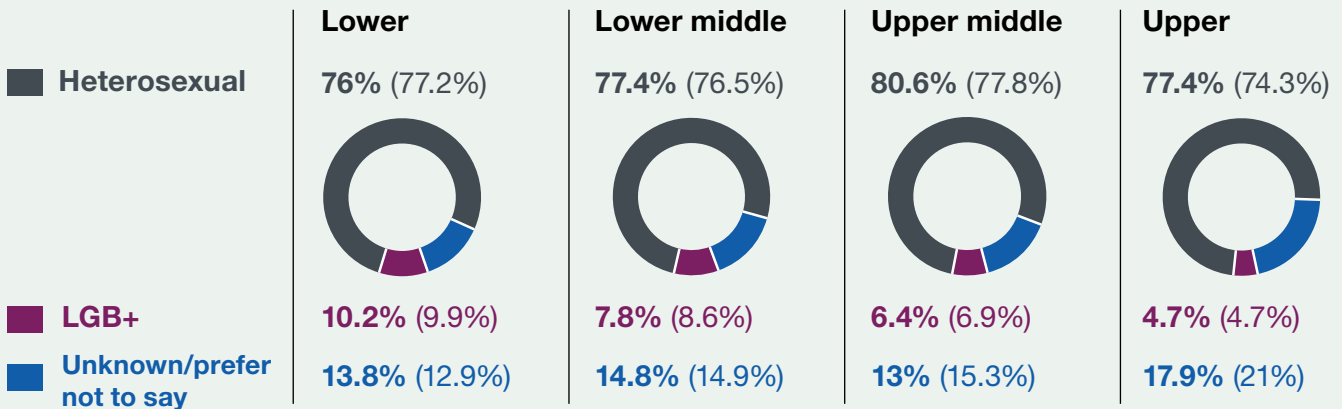
## Sexual orientation pay gap – gross pay

The **mean** average gross hourly sexual orientation pay gap is **9.8%** (9.4% in 2024 and 12.0% in 2023).

The **median** average gross hourly sexual orientation pay gap is **3.3%** (2.9% in 2024 and 7.2% in 2023).



## Proportion of staff who are heterosexual, LGB+ and of unknown sexual orientation in each hourly rate quartile band 2025 (2024 figures)



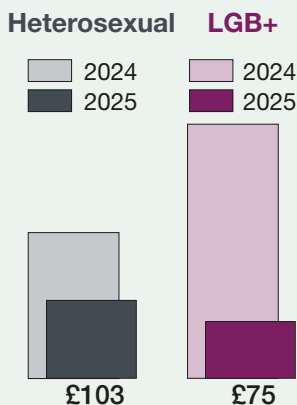
## Sexual orientation pay gap – bonuses

The University paid bonus payments to **239 people** in the year ending 31 March 2025 (231 in 2024).

A bonus pay gap in favour of LGB+ staff is expressed as a minus.

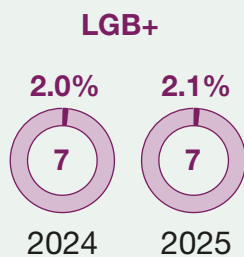
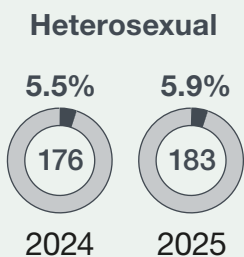
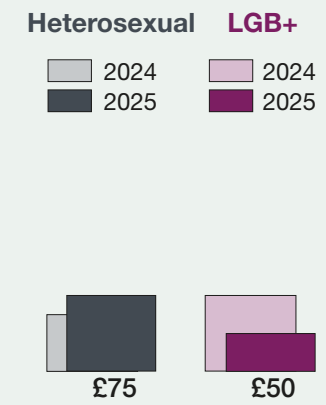
### Mean bonus payment

The **mean** bonus sexual orientation pay gap is **27.2%** (-74.1% in 2024).



### Median bonus payment

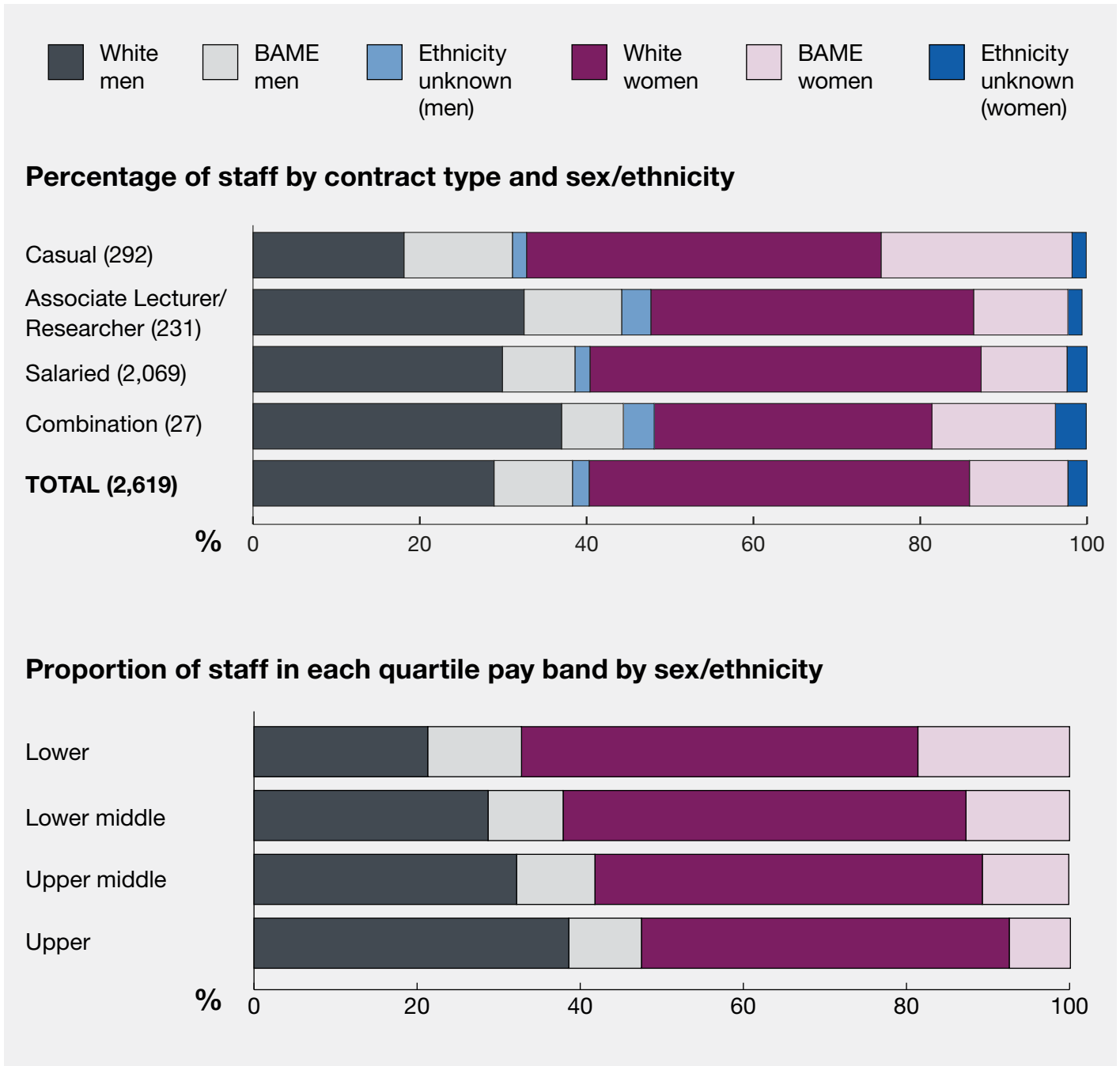
The **median** sexual orientation pay gap is **33.3%** (-33.3% in 2024).



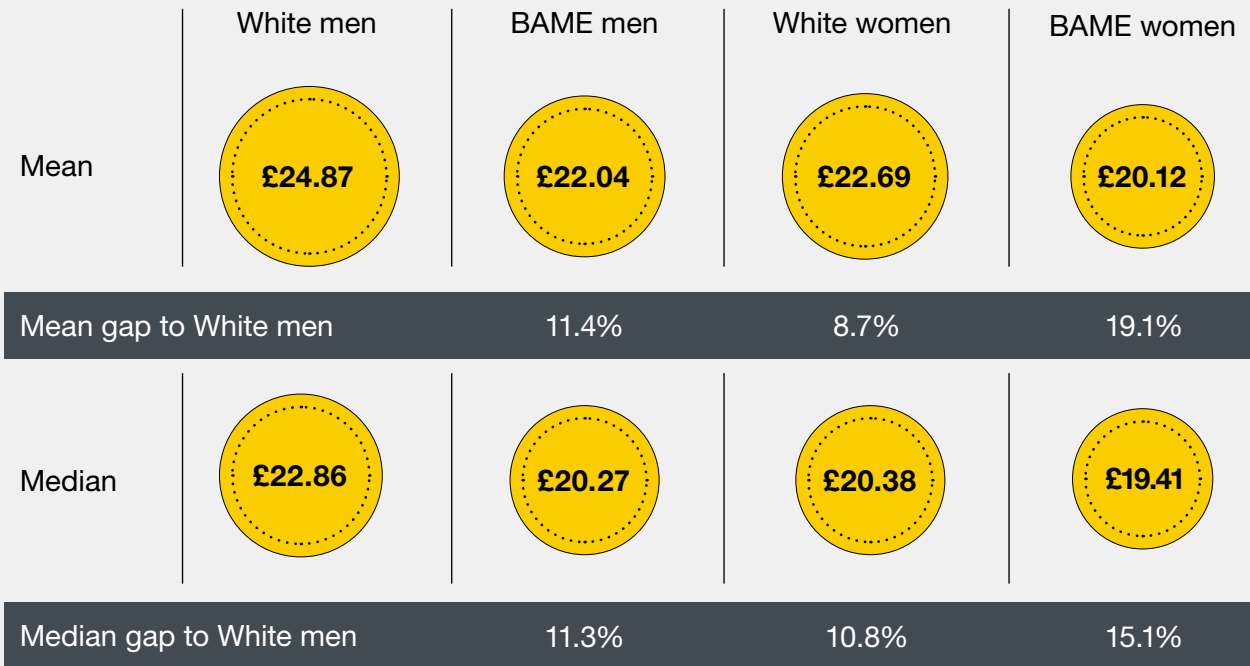
# Intersectional Pay Gap Data

## Sex and ethnicity

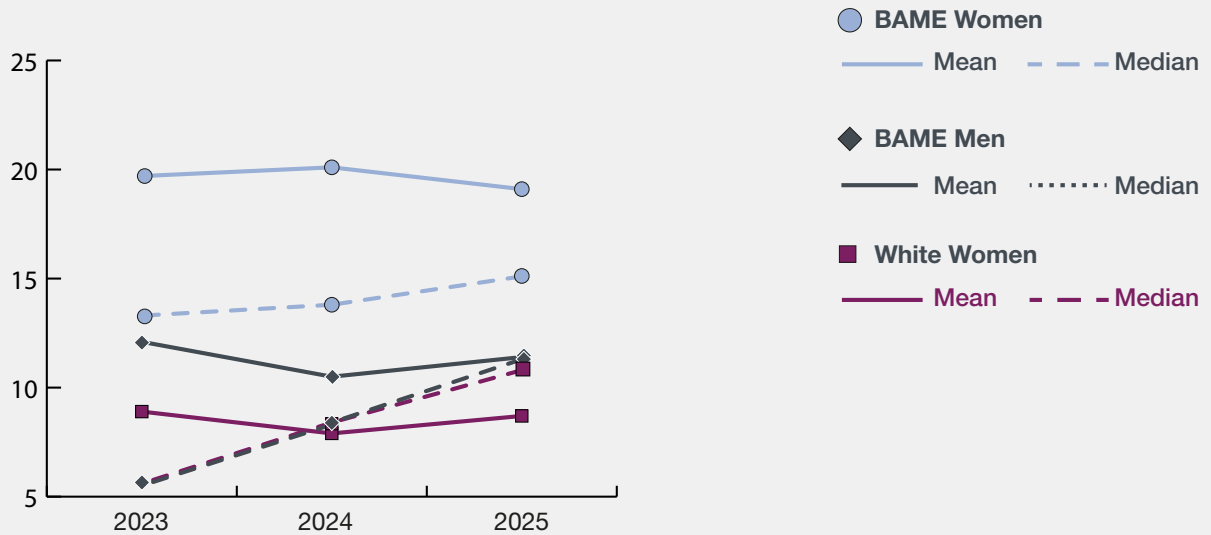
We include here some further data to highlight how sex and ethnicity intersect in the representation of staff across the institution and thereby evidence the wider differentials in average pay for BAME women in comparison to White women, BAME men and White men.



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



### Change in pay gaps relative to White men



### Benchmarking and sector data

Sector pay gap benchmarking data from UCEA is available for 2023/24:

- The **mean** gender pay gap was 13.6% and the **median** gender pay gap was 11.5%
- The **mean** ethnicity pay gap was 7.7% and the **median** ethnicity pay gap was 4.7%

# Summary of data and trends

The total number of individuals paid in March 2025 was 2,619, a decrease of 210 from the number of staff paid in March 2024 (2,829). A decrease of 186 in the number of salaried staff accounted for the majority of this contraction, and there were also decreases of 19 in the number of casual staff and ten in the number of associate lecturers and associate researchers.

## Gender pay gaps

The mean gender pay gap reduced from 8.9% in 2024 to 8.4% in 2025 whilst the median gap increased slightly from 8.4% in 2024 to 8.6% in 2025. The mean gender pay gap has fallen steadily from 11.9% in 2017, when reporting began, whilst the median gender pay gap has fluctuated between 4.5% and 8.6%.

Between 2024 and 2025 the mean hourly rate for women increased by £0.74 (3.5%) to £22.18, whilst the mean hourly rate for men increased by £0.68 (2.9%) to £24.22. The slightly higher increase in the mean hourly rate for women, and in turn the slight narrowing of the mean pay gap, was due to a small decrease in the proportion of women at grade 6, a slight increase in the proportion of women at grade 7 and a very small (0.4%) decrease in the number of men at senior grades.

The subtle nature of these changes is reflected in the distribution of women and men across the pay quartiles, which barely changed at all between 2024 and 2025, apart from in the lower middle quartile, where the proportion of women fell by 1.9%.

The median hourly rate for women increased by £0.51 (2.6%) to £20.31, whilst the median hourly rate for men increased by £0.60 (2.8%) to £22.22, resulting in a slightly wider median pay gap. This is also linked to very small changes in the distribution of women and men across pay grades.

## Ethnicity, disability and sexual orientation pay gaps

- The mean ethnicity pay gap decreased from 11.8% to 10.9% whilst the median gap decreased from 4.3% to 3.4%.
- The mean pay gap between BAME women and White men decreased slightly from 20.1% to 19.1% and the median widened from 13.8% to 15.1%.
- The mean disability pay gap widened from 4.9% to 6.7%, though still remaining below 2023 levels (7.7%) whilst the median gap widened slightly from 0.0% to 0.5%.
- The mean sexual orientation pay gap widened slightly from 9.4% to 9.8% whilst the median gap widened slightly from 2.9% to 3.3%.

The small numbers of disabled staff, and of LGB+ staff, mean that there can be greater variation in their distribution across grades from year to year, and correspondingly larger annual changes in the disability and sexual orientation pay gaps.

## Bonus pay gaps

Between April 2024 and March 2025, 249 bonus payments were made to 239 individuals:

- 4.6% of men and 5.6% of women.
- 6.6% of White staff and 3.0% of BAME staff.
- 5.6% of people without a disability and 5.7% of people with a disability.
- 5.9% of heterosexual employees and 2.1% of LGB+ employees.

The mean bonus payment was:

- £92 for men and £115 for women (-24.4%).
- £108 for White staff and £96 for BAME staff (10.8%).
- £112 for people without a disability and £77 for people with a disability (30.6%).
- £103 for heterosexual colleagues and £75 for LGB+ colleagues (27.2%).

The median bonus payment was:

- £75 for both men and women (0%).
- £75 for both White staff and BAME staff (0%).
- £75 for both people with and without a disability (0%).
- £75 for heterosexual staff and £50 for LGB+ staff (33.3%).

Long service awards paid after 10, 15, 20 and 25 years of service represented 232 (93%) of the bonus payments. These are lump sum payments - of £50, £75, £100 and £345 respectively - governed by policy and have no discretionary element to them. The remaining 17 bonus payments were discretionary recognition awards, which are lump sum payments of £200. The discretionary Achievement, Contribution and Excellence (ACE) awards scheme was suspended in 2024/25.

Overall, women were more likely than men to receive a bonus, and a slightly higher proportion of women than men received payments across all values of award, resulting in a negative mean bonus gap. For men and women the median bonus amount was £75, meaning that there was no gap.

The numbers of BAME staff, staff with a disability and LGB+ staff receiving bonus payments are too small to allow for meaningful analysis of trends. However, there is a strong correlation between length of service and bonus pay, and the lower proportion of BAME and LGB+ staff in receipt of a bonus is linked to the greater diversity amongst younger staff with shorter length of service. Diversity data is also less likely to be disclosed by staff with longer service length.



# Conclusions

The pay gaps outlined in this report are caused by differences in the demographic distribution of staff across grades and occupational groups. There were only very small changes to the composition of our workforce in 2025 and correspondingly small changes in our pay gaps. However, we were pleased to see a continuation of trends towards a gradual reduction in all pay gaps over time.

Where changes did occur, they were strongly influenced by cost-savings measures introduced during the previous year, including a voluntary severance scheme, which resulted in the departure of around 60 colleagues, a number of restructuring exercises and the introduction of a recruitment freeze. This is reflected in the 8% reduction in the number of salaried staff included in the 2025 pay gap calculations. The University's promotions round was also suspended in 2024/25, limiting opportunities for academic staff to progress to higher grades.

A secondary influence was the continued improvement to the completeness of the diversity data which we hold for staff. Typically, disclosure rates are lowest among staff with the longest length of service, many of whom joined the University before systematic data collection at the point of recruitment was introduced. A combination of targeted communications and staff turnover improved the reliability of data, although there are still some notable gaps, particularly in relation to disability and sexual orientation. We will continue to take action to reduce these gaps further.

Pay gaps are partially influenced by the demographics of staff at lower grades. There is a general trend for women, and BAME, disabled and lesbian, gay and bisexual (LGB+) staff to be over-represented in the lower pay quartile, and for representation to decrease with seniority.

The demographics of staff in the lower pay quartile is influenced by the inclusion of casual staff in our pay gap calculations. This category of staff, which represented 11% of all staff in 2025, includes a large number of student casual workers, and has far greater diversity than the wider workforce. In 2025: 67% of casual staff were women, 36%

were BAME, 14% were disabled and 14% were LGB+, compared to 60%, 21%, 9% and 7% of the overall populations, respectively. As we have noted previously, we believe that continuing to provide employment opportunities to support students to fund their studies in a flexible way is a greater priority than taking actions in relation to this group that might positively influence our pay gap data.

Similarly, while women and BAME staff continue to be over-represented at grades 6 and 7, where a large percentage of our workforce is employed, we believe that our focus should be on supporting career development and progression, rather than introducing actions to increase the numbers of White men employed at lower grades.

A strong focus of our work is to continue to improve diversity at senior grades through a combination of inclusive recruitment and fair and equitable career progression. In 2025, there was almost no change in the proportions of staff in the upper pay quartile by sex and by sexual orientation, while the proportions of BAME and disabled staff increased slightly. Any positive changes were largely influenced by the demographics of staff leaving the institution and by improved disclosure of diversity data.

While the recruitment freeze was in place and promotions processes were paused, there were limited opportunities to influence the composition of our workforce through more proactive measures. We did, however, conduct a thorough review of our academic promotions process and introduce changes intended to further reinforce transparency and equity. The University also submitted a successful application for a Bronze Race Equality Charter award, and developed a race equality action plan, which will be implemented over the next five years.



## Equality, Diversity and Inclusion

### **Working at Oxford Brookes**

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

### **Pay Gap Reports**

[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)