

# GENDER PAY GAP 2017



# INTRODUCTION

Oxford Brookes University is committed to the advancement of equality, diversity and inclusion (EDI). It seeks, through all its policies and actions, to be a genuinely inclusive organisation, and draws on good practice in the higher education sector and wider economy with a view to integrating the principles of equal treatment and the promotion of diversity into all aspects of the University's day-to-day life. This is articulated in our Equality, Diversity and Inclusion Policy.

The University takes an evidence-based approach to EDI and uses data to drive change and set priorities. Consistent with our culture and ethos, we seek to minimise pay inequalities resulting from an individual's gender (or other protected characteristic) through the operation of fair and transparent pay systems. We have also carried out and acted 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.

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 Arbitration and Conciliation Service (Acas).



**PROFESSOR ALISTAIR FITT**  
Vice-Chancellor

# DATA

## Workforce by gender at 31 March 2017

Headcount of relevant full-pay staff



**Men**  
1127 (39.3%)



**Women**  
1743 (60.7%)

**Total 2870**

## Gender pay gap – gross pay

The **mean** average gross hourly pay gap is

**11.9%**

The **median** average gross hourly pay gap is

**13.7%**

The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees. The figure is expressed as a percentage of the male employee's earnings.

## Proportion of men and women in each mean hourly rate quartile band

Lower (1)



**Male**  
32.6%

**Female**  
67.4%

Lower middle (2)



**Male**  
31.8%

**Female**  
68.2%

Upper middle (3)



**Male**  
44.0%

**Female**  
56.0%

Upper quartile (4)



**Male**  
48.7%

**Female**  
51.3%

## Gender pay gap – bonuses

The University paid 9 bonus payments in the year ending 31 March 2017.

**The mean bonus pay gap is zero**

**The median bonus pay gap is zero**

The percentage of female employees who received bonus pay was **0.2%** and the percentage of male relevant employees who received bonus pay was **0.1%**.

## Number receiving bonus



**Men: 3**

Mean bonus: £225  
Median bonus: £225



**Women: 6**

Mean bonus: £225  
Median bonus: £225

## OUR FINDINGS

Oxford Brookes has been working towards gender equality over a number of years. Most recently we have focussed on supporting the recruitment and progression of women into the higher levels within the organisation.

Women hold, or have held, many of our most senior positions: the current Chancellor, Chair of the Board of Governors, and four of our pro vice-chancellors are women. 54% of members of our Board of Governors are female, 60% of the Vice-Chancellor's Group are female, and 47.7% of our senior staff are female (up from 38% in 2012). We have also made good progress in areas where women are often underrepresented, increasing the proportion of female professors to 47.5% and employing a female Head of School for Engineering, Mathematics and Computing.

In order to close the gender pay gap we will need to achieve a more balanced male:female distribution across the pay quartiles.

The majority (51.3%) of jobs in the upper quartile of the pay distribution are held by women. Whilst this is a strong position, it not yet reached a position of proportional representation. To achieve this we will need to continue our efforts to attract female staff and support their career

development. We also need to explore in more detail the impact of parenting and part-time working on career progression.

Women predominate in our lower pay quartiles. We need to ensure that early and mid-career women are supported by our career development work alongside our aspiring leaders. Of note is that a significant number of those in the lowest pay quartile are students undertaking casual work, many of whom are women (reflecting the fact that 59% of our student population is female).

### To close the gender pay gap we will focus our efforts in four main areas:

- Career development
- Recruitment and selection
- Leadership and influence
- Data and Monitoring



### Career Development

- Continuing to promote and encourage participation in the Springboard development programme which is aimed at women at early and mid-career.
- Sponsoring aspiring future female leaders (both academic and professional services) to participate in the Aurora Programme which is designed to encourage more women to move into leadership positions in Higher Education.
- Improving the transparency and understanding of academic promotion pathways and processes by running roadshows with female role models.
- Providing mentoring for those seeking promotion to Professor, Reader or Principal Lecturer Student Experience, paying particular attention to part-time staff.
- Identifying actions to support the career development of part-time women and men at all levels of the organisation.

### Recruitment and selection

- Ensuring that the images and language we use in recruitment materials reflect our aim to increase diversity and inclusion, and increase the number of applications from underrepresented groups.
- Ensuring that our training and practice in recruitment and selection, as well as promotion, are fair, transparent and avoid unconscious bias.
- Promoting and improving awareness of our family-friendly policies and services.

### Leadership and influence

- Extending and deepening our institutional commitment and action in support of the HE sector Athena SWAN initiative, with all faculties working towards an Athena award.
- Continuing to host an annual Athena SWAN lecture with a high-profile female leader from other industries and sectors sharing their experiences.
- Ensuring that key decision-making bodies have gender-balanced membership.

### Data and monitoring

- Keeping our reward policies and practices under review so that pay decisions are transparent and equitable.
- Conducting and publishing the results of biennial equal pay audits.
- Monitoring the outcomes of our recruitment and promotions processes and taking action to address any differences identified.



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