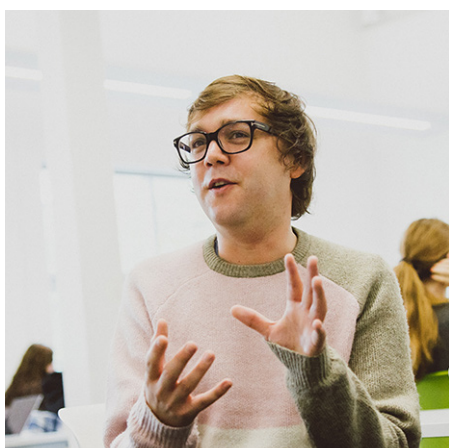


PAY GAP REPORT 2024



Introduction from the Vice-Chancellor



Welcome to our latest annual report on pay gaps at Oxford Brookes University.

It is pleasing to see further annual decreases in most pay gaps, as the diversity of the OBU workforce steadily increases, continuing the trend of a narrowing of all of our mean and median pay gaps since we first started reporting. Most notably, our median disability pay gap was eliminated completely for the first time this year.

In the last year we have published our EDI Strategy 2024-2029, which provides us with an overarching framework to guide and further strengthen OBU's work to promote equality, diversity and inclusion. As we work towards the ambitions set out in the Strategy, we expect to see a further positive influence on our pay gaps.

Our largest pay gap is our mean ethnicity pay gap at 11.8%, reflecting the low proportions of Black, Asian and minority ethnic staff at senior grades. We have put renewed focus on race equality in the last year, through work to develop an application to the Race Equality Charter. This process has provided us with a framework to develop a new five-year race equality action plan, which is intended to accelerate progress in this area.

The report fulfils our statutory gender pay gap reporting requirements and we voluntarily publish data on our ethnicity, disability and sexual orientation pay gaps, as well as intersectional data.

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

Alongside the Pay Gap Report, we publish an annual Equality, Diversity and Inclusion Report, which provides more detailed information about the actions that we have taken in the last year. I encourage you to read this to learn more about the steps that we are taking towards our EDI goals. We will also publish our triennial equal pay report later in the year.

A handwritten signature in black ink, appearing to read 'A. Fitt', with a stylized flourish at the end.

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’s¹ average earnings across the University.

In addition to mandatory reporting on gender, we also voluntarily publish data on our ethnicity², disability³ and sexual orientation⁴ 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 years⁵.

1 This report uses data that is disaggregated by sex and uses the terminology of women and men, in line with Advance HE Guidance on the Collection of Diversity Monitoring Data (2022). 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.

2 Ethnicity data is known for 95% of staff in scope with 5% unknown (n=158).

3 Disability data is known for 90% of staff in scope with 10% unknown (n=268).

4 Sexual orientation data is known for 84% of staff in scope with 16% unknown (n=453), increasing to 21% unknown for staff in the upper pay quartile. Improving this response rate would increase our level of confidence in the data.

5 The 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/

Gender Pay Data - 2024

Workforce by sex at 31 March 2024

Headcount of relevant full-pay staff⁶

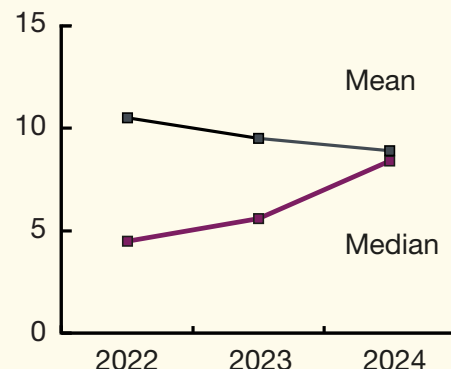


Total 2,829 (2,746 in 2023)

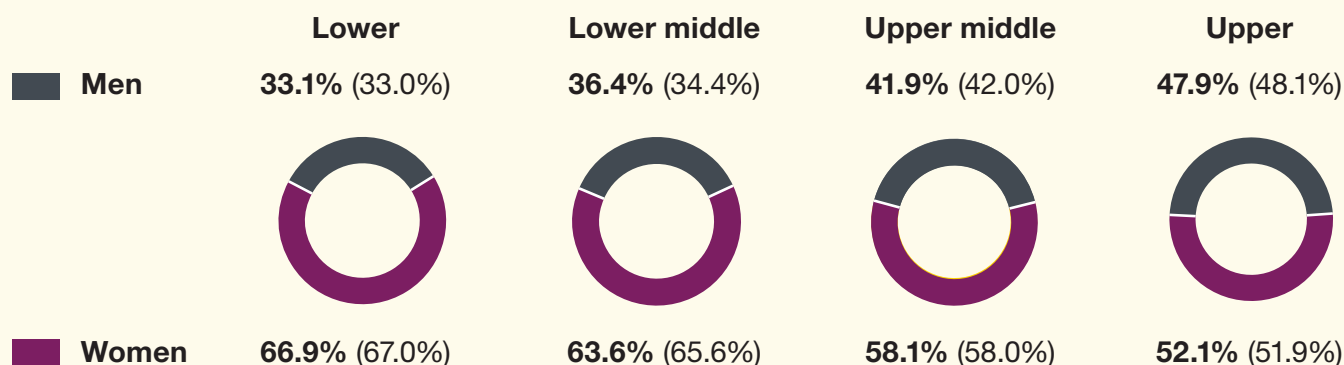
Gender pay gap - gross pay

The **mean** average gross hourly gender pay gap is **8.9%** (9.5% in 2023 and 10.5% in 2022)

The **median** average gross hourly gender pay gap is **8.4%** (5.6% in 2023 and 4.5% in 2022)



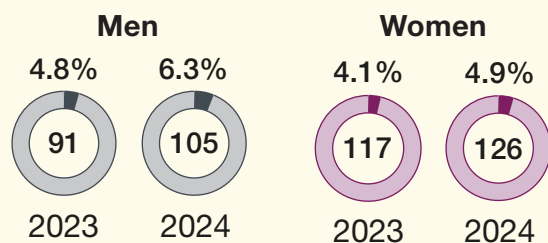
Proportion of men and women in each hourly rate quartile band 2024 (2023 figures)



Gender pay gap - bonuses⁷

The University paid bonus payments to **231 people** in the year ending 31 March 2024 (208 in 2023)

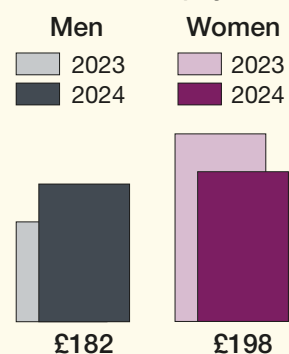
The percentage of relevant employees who received bonus pay was **6.3% for men** (4.8% in 2023) and **4.9% for women** (4.1% in 2023)



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

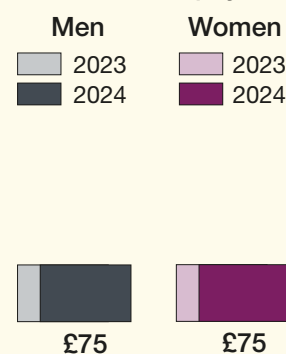
The **mean** bonus gender pay gap is **-8.5%** (-88.2% in 2023)

Mean bonus payment



The **median** bonus gender pay gap is **0%** (0% in 2023)

Median bonus payment

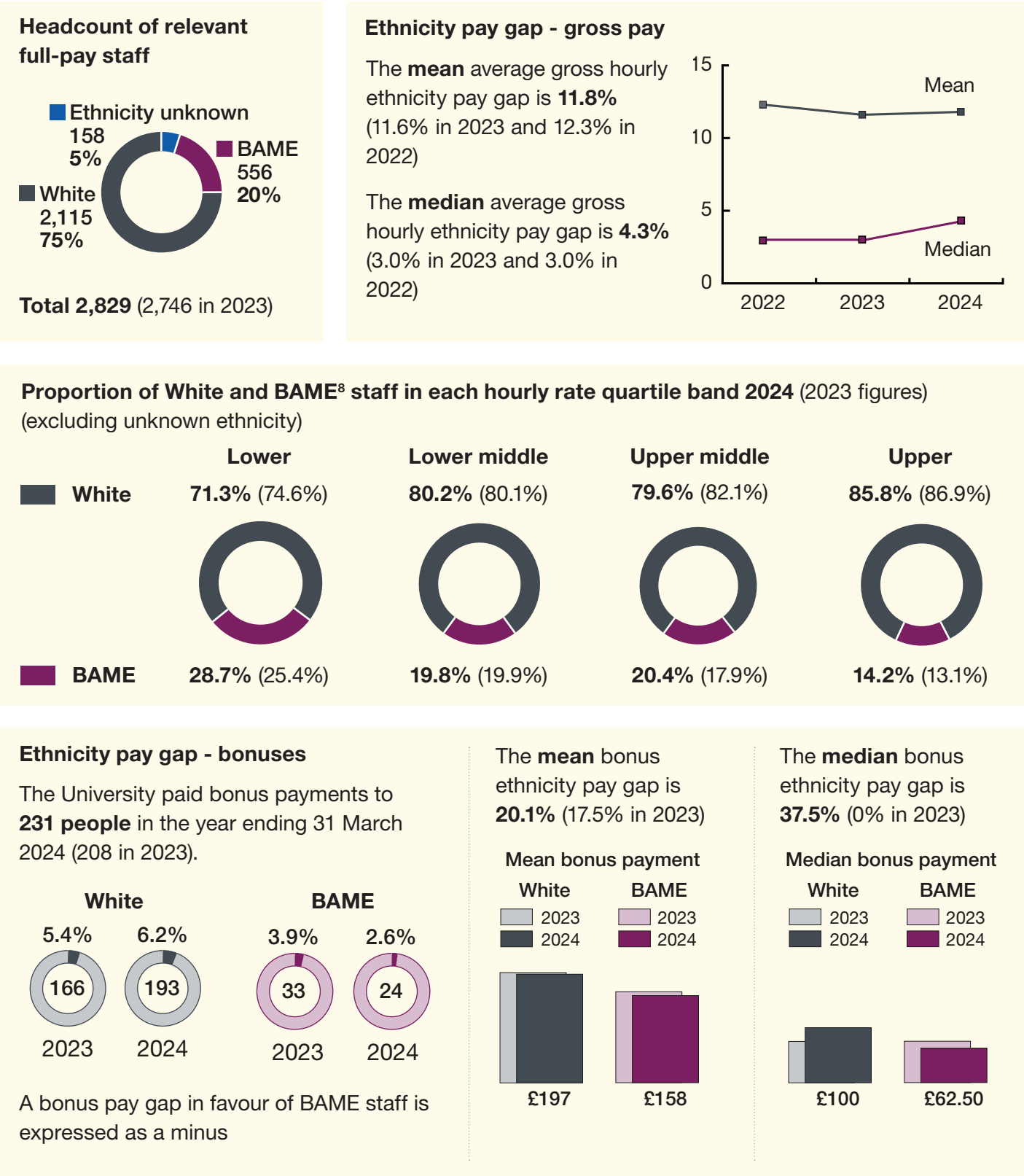


6 Employees who are receiving less than their usual rate of pay on the snapshot date, e.g. due to sickness or family leave, are excluded from the calculations.

7 Bonus pay includes long service awards (74% of all bonus payments) and Achievement, Contribution and Excellence (ACE) Scheme awards.

Ethnicity Pay Data - 2024

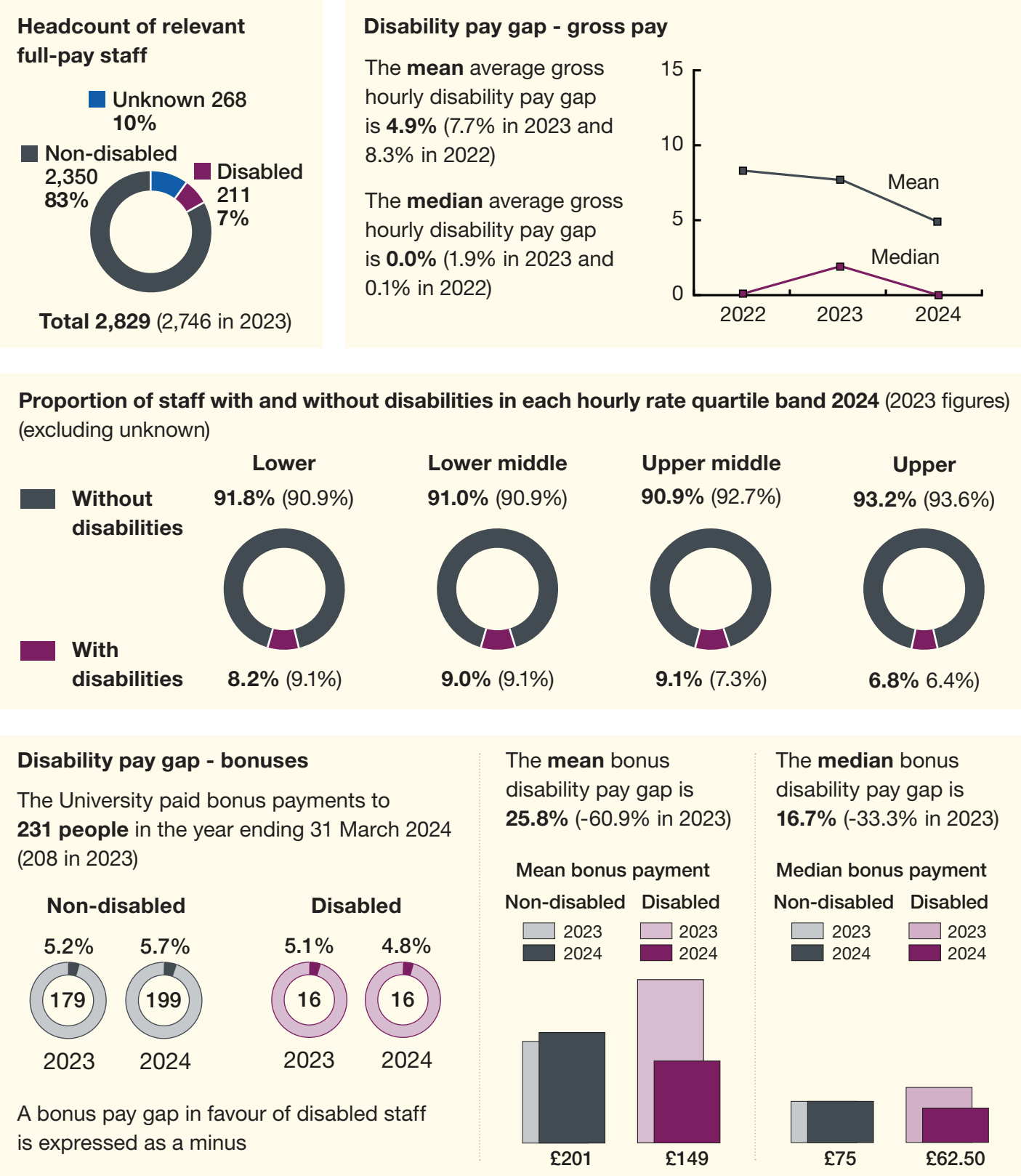
Workforce by ethnicity at 31 March 2024



8 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. This aligns with HESA classifications and terminology to enable comparisons with national data sets where applicable. We acknowledge the contested nature of these terms in relation to the self-definitions of people from racially minoritised backgrounds, and the limitations of analysis at the level of the ‘BAME’ umbrella group.

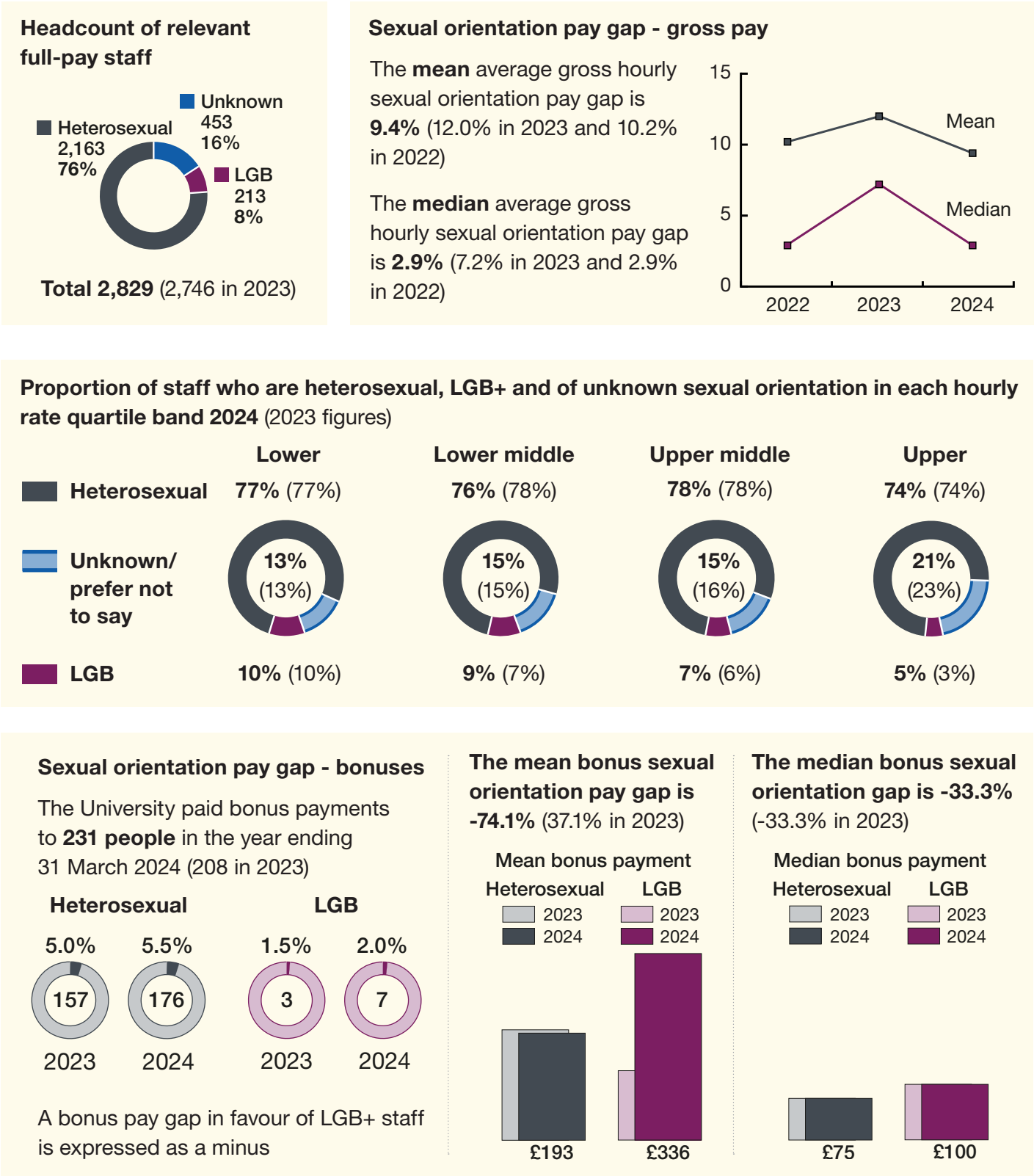
Disability Pay Data - 2024

Workforce by disability at 31 March 2024



Sexual Orientation Pay Data - 2024

Workforce by sexual orientation at 31 March 2024

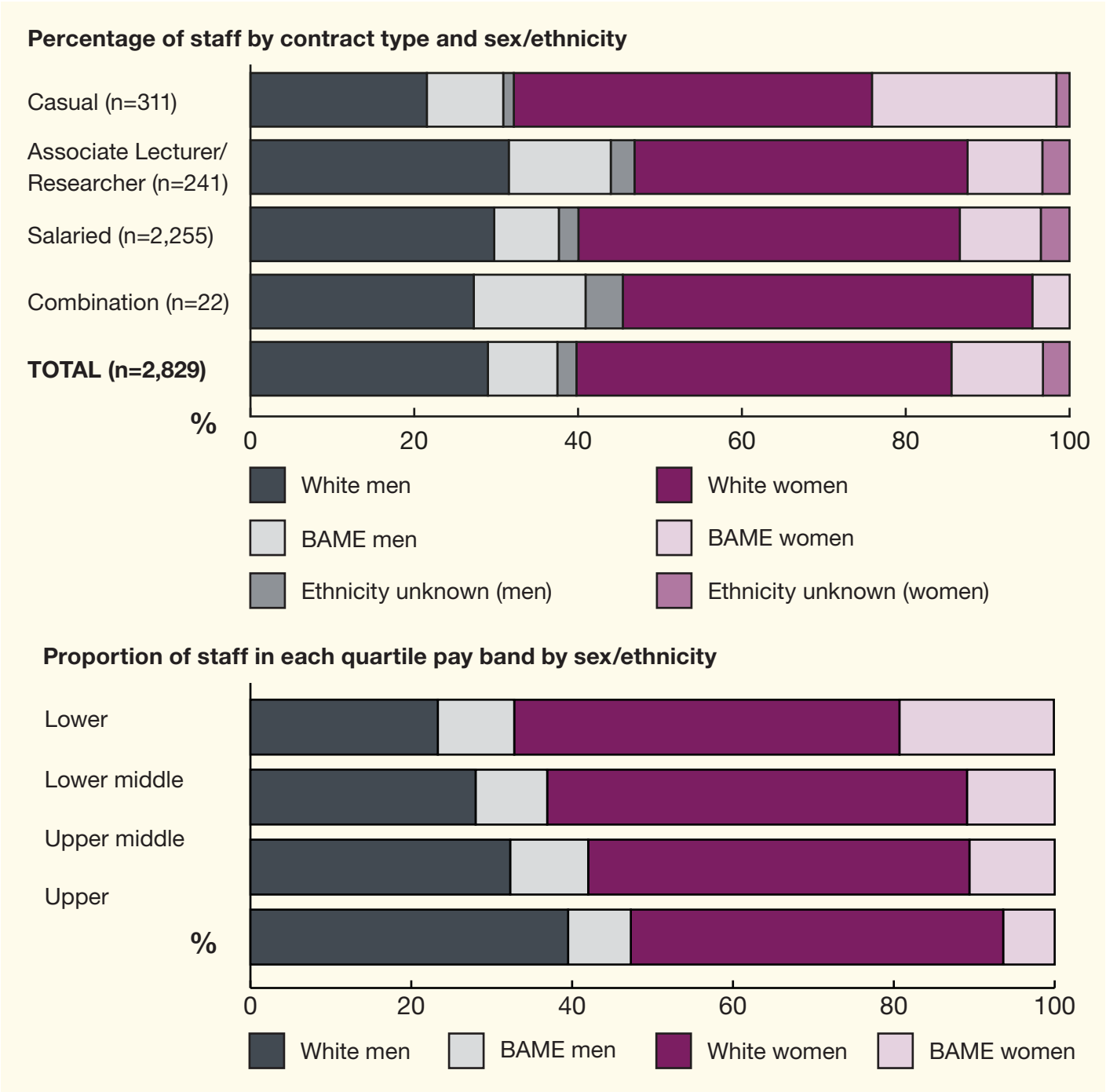


Intersectional Pay Gap Data

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.

Gender/ethnicity pay gaps

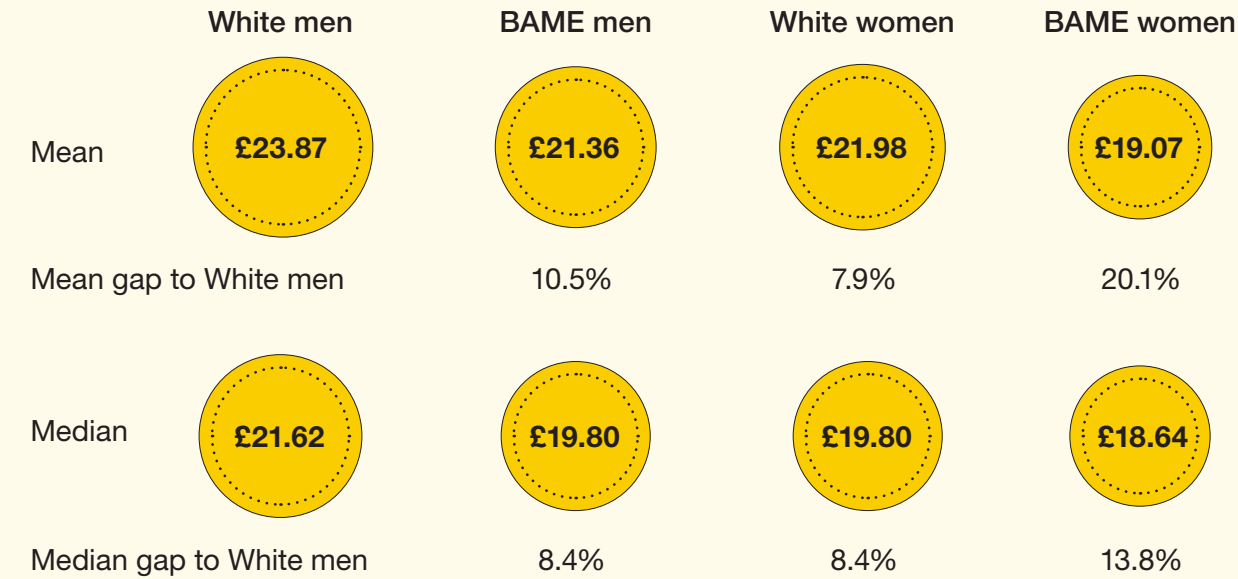


Benchmarking and sector data

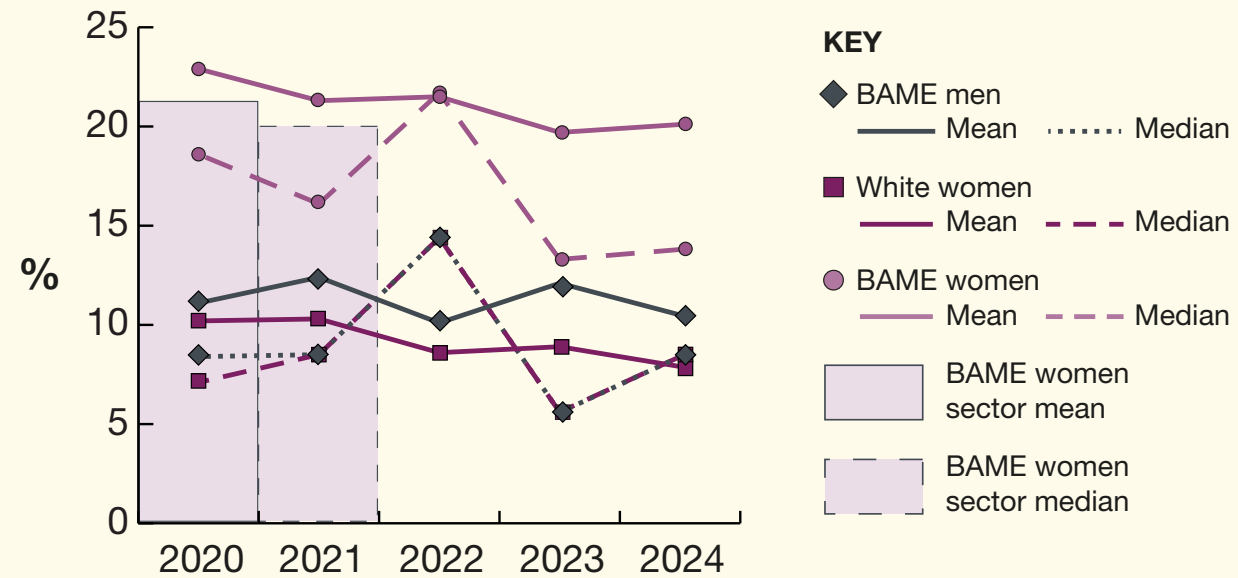
Sector pay gap benchmarking data from UCEA is available for 2022/23:

- The mean gender pay gap was 14.8% and the median gender pay gap was 12.3%
- The mean ethnicity pay gap was 4.7% and the median ethnicity pay gap was 2.6%

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



Change in pay gaps relative to White men 2020-2024



Summary of data and trends

The total number of individuals paid in March 2024 was 2,829, an increase of 83 from the number of staff paid in March 2023 (2,746). An increase of 67 in the number of salaried staff accounted for the majority of this increase, and there was also an increase of 25 in the number of casual staff. The number of associate lecturers and associate researchers decreased by a very small amount.

Gender pay gaps

The mean gender pay gap reduced from 9.5% in 2023 to 8.9% in 2024 whilst the median gap increased from 5.6% in 2023 to 8.4% in 2024. 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 8.5%.

Between 2023 and 2024 the mean hourly rate for women increased by £0.92 (4.5%) to £21.44, whilst the mean hourly rate for men increased by £0.87 (3.8%) to £23.54. 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 decrease in the proportion of women at grades 5 and 6, and an increase in the proportion of women at senior grades.

The median hourly rate for women increased by £0.44 (2.3%) to £19.80, whilst the median hourly rate for men increased by £1.11 (5.4%) to £21.62, resulting in a wider median pay gap. This was driven by small increases in the number of men at grades 10 to 12, which lifted the male median.

Ethnicity, disability and sexual orientation pay gaps

- The mean ethnicity pay gap widened very slightly from 11.6% to 11.8% whilst the median gap widened slightly from 3.0% to 4.3%.
- The mean pay gap between BAME women and White men widened slightly from 19.7% to 20.1% and the median widened slightly from 13.3% to 13.8%.

- The mean disability pay gap narrowed from 7.7% to 4.9% whilst the median gap closed to 0.0%.
- The mean sexual orientation pay gap, calculated for the third time this year, narrowed from 12.0% to 9.4% whilst the median gap narrowed from 7.2% to 2.9%, returning to its 2022 level.

Bonus pay gaps

Between April 2023 and March 2024, 236 bonus payments were made to 231 individuals:

- 6.3% of men and 4.9% of women.
- 6.2% of White staff and 2.6% of BAME staff.
- 5.7% of people without a disability and 4.8% of people with a disability.
- 5.5% of heterosexual employees and 2.0% of LGB+ employees.

The mean bonus payment was:

- £182 for men and £198 for women (-8.5%).
- £197 for White staff and £158 for BAME staff (20.1%).
- £201 for people without a disability and £149 for people with a disability (25.8%).
- £193 for heterosexual colleagues and £336 for LGB+ colleagues (-74.1%).

The median bonus payment was:

- £75 for both men and women (0%).
- £100 for White staff and £62.50 for BAME staff (37.5%).
- £75 for people without a disability and £62.50 for people with a disability (16.7%).
- £75 for heterosexual staff and £100 for LGB+ staff (-33.3%).

Long service awards paid after 10, 15, 20 and 25 years of service represented 174 (74%) of the bonus

payments. These are governed by policy and have no discretionary element to them. Sixty-two bonus payments were discretionary recognition and lump sum Achievement, Contribution and Excellence (ACE) awards.

A higher percentage of men received the lowest value long service award, whilst women were more likely to receive the higher value lump sum ACE awards. This resulted in a small 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.

Conclusions and actions

In recent years, we have seen higher percentage pay awards for lower grades, which has contributed to a narrowing of our mean pay gaps. The 2023 pay award was more complex, with part of the award paid early in February 2023 and the remainder paid in August 2023. Lower paid staff received a higher percentage increase in February 2023 and a lower percentage increase in August. The 2023 pay gap data is based on pay in April 2023, when the February 2023 increase had already taken effect. This means that between the 2023 and 2024 pay gap data sample dates, the pay award that was made did not result in larger percentage increases for lower paid staff.

The pay gaps outlined in this report are caused by differences in representation across grades and occupational groups. The proportion of women in senior grades has increased this year, but women also continue to be over-represented among casual staff, and at grades 6 and 7, where a large percentage of our workforce is employed. Men are over-represented at senior lecturer grades, grade 12 and senior grades. While women represent 60% of our overall workforce, they represent 66.9% of the lower pay quartile and 52.1% of the upper pay quartile.

There are similar trends in relation to ethnicity. While there have been increases in the proportion of BAME staff at grades 10 and 11, and hence in the upper pay quartile, there is also strong representation of BAME

staff in the casual workforce and at lower grades. This has led to a slight widening of both the mean and median ethnicity pay gaps.

BAME women have a larger pay gap in relation to White men than BAME men or White women. There is a notable decline in the proportion of BAME women in the upper pay quartile (6.4%) as compared to the lower quartile (19.2%). In comparison, the proportions of BAME men and White women are much more evenly distributed across the pay quartiles, while the proportion of White men increases (from 23.3% to 39.5%).

While 11% of all staff are BAME women, this rises to 23% of casual staff. As we have observed previously, although the over-representation of BAME women in the student casual workforce influences our pay gaps, we also recognise the importance of these employment opportunities to support students to fund their studies in a flexible way.

The small numbers of disabled staff, and of lesbian, gay and bisexual 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. They are both also influenced by gaps in our data. However, it was pleasing to see all gaps narrow this year, and for the median disability pay gap to be eliminated altogether.

We continue to use our engagement with equality charter marks such as **Athena Swan**, the **Race Equality Charter**, the **Stonewall Workplace Equality Index** and **Disability Confident** to identify actions to increase the diversity of our workforce and ensure equitable career progression opportunities. Across all protected characteristics, our primary goal is to increase the diversity of staff in our most senior grades.

In the last year, our work has focused particularly on developing an application to the Race Equality Charter, and an accompanying five-year race equality action plan. We have also undertaken reviews of our promotions and recruitment processes through a race equality lens, and will implement the recommendations coming out of these over the coming year.



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)