

# PAY GAP REPORT 2023



# Introduction from the Vice-Chancellor



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

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

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

At OBU, we seek to ensure that our work on equality, diversity and inclusion is informed by data. Our pay gap data provides us with an additional lens through which to consider the representation and distribution of our employees.

We are pleased to see that there continues to be a general downward trend in most of our pay gaps. One of the main reasons for this is that recent pay awards have been weighted towards staff on the lowest pay scales. We also implemented the Oxford Living Wage in 2022, which has further reinforced this trend.

We can also see, however, that the proportion of women, Black, Asian and minority ethnic (BAME) staff, disabled staff and staff identifying as gay, lesbian or bisexual, declines between the lowest to highest pay quartiles. These differences are even more stark when viewed through an intersectional lens, which shows that the gaps in average pay widen for BAME women relative to White men.

The University's Athena Swan action plan has a particular focus on addressing the under-representation of BAME women. Our actions will be further reinforced as we develop new race equality and LGBTQ+ equality action plans in 2024.

Alongside the Pay Gap Report, we also 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 to address our EDI gaps.

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

**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’s<sup>1</sup> average earnings across the University.

In addition to mandatory reporting on gender, we also voluntarily publish data on our ethnicity<sup>2</sup>, disability<sup>3</sup> and sexual orientation<sup>4</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>5</sup>.

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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 94% of staff in scope with 6% unknown (n=171).

3 Disability data is known for 91% of staff in scope with 9% unknown (n=258).

4 Sexual orientation data is known for 84% of staff in scope with 16% unknown (n=455), increasing to 23% 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/](http://www.brookes.ac.uk/staff/working-at-brookes/equality-diversity-and-inclusion/reports/annual-reports/)

# Gender Pay Data - 2023

## Workforce by sex at 31 March 2023

### Headcount of relevant full-pay staff<sup>6</sup>

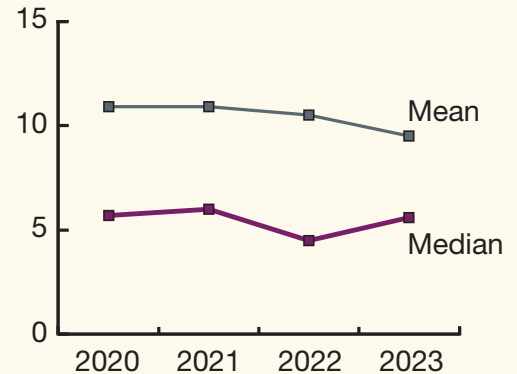


Total 2,746 (2,762 in 2022)

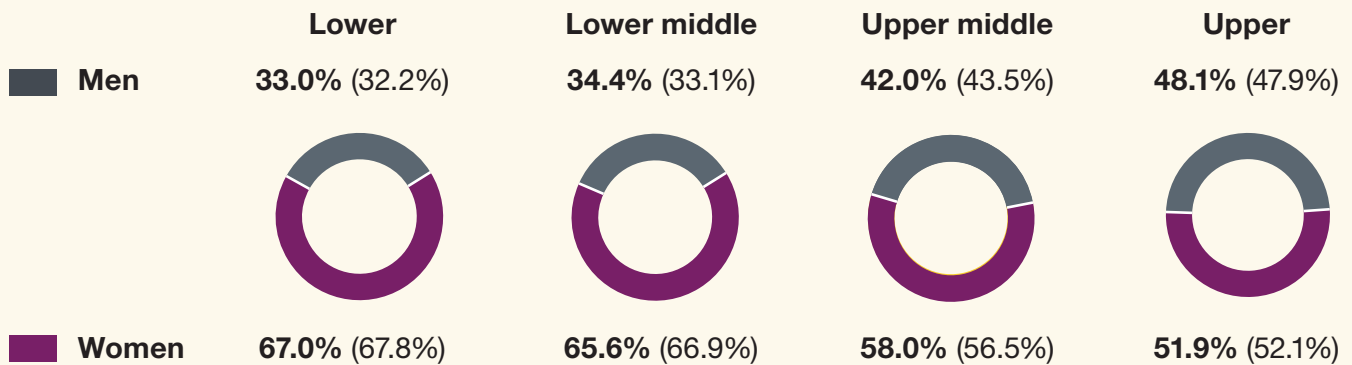
### Gender pay gap - gross pay

The **mean** average gross hourly gender pay gap is **9.5%** (10.5% in 2022 and 10.9% in 2021)

The **median** average gross hourly gender pay gap is **5.6%** (4.5% in 2022 and 6% in 2021)



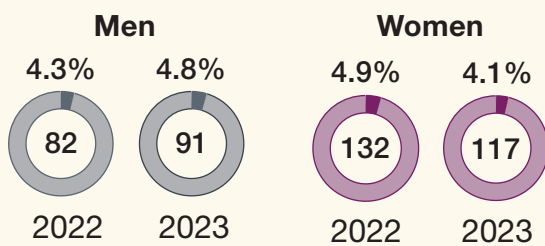
### Proportion of men and women in each hourly rate quartile band 2023 (2022 figures)



### Gender pay gap - bonuses<sup>7</sup>

The University paid bonus payments to **208 people** in the year ending 31 March 2023 (214 in 2022)

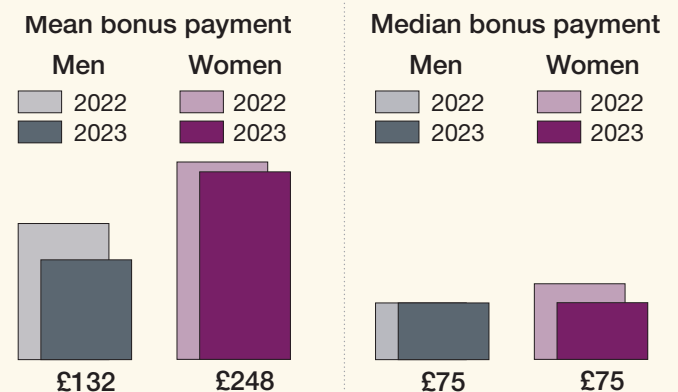
The percentage of relevant employees who received bonus pay was **4.8% for men** (4.3% in 2022) and **4.1% for women** (4.9% in 2022)



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

The **mean** bonus gender pay gap is **-88.2%** (-44.4% in 2022)

The **median** bonus gender pay gap is **0%** (-33.3% in 2022)



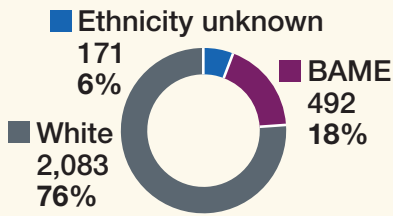
6 Employees who are receiving less than their usual rate of pay on the snapshot date, e.g. due to sickness or family leave, are excluded from the calculations.

7 Bonus pay includes long service awards (73% of all bonus payments) and Achievement, Contribution and Excellence (ACE) Scheme awards.

# Ethnicity Pay Data - 2023

## Workforce by ethnicity at 31 March 2023

### Headcount of relevant full-pay staff

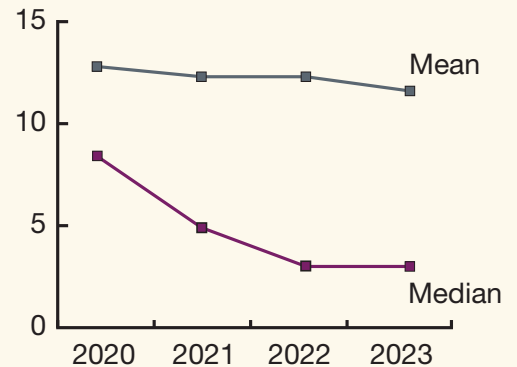


Total 2,746 (2,762 in 2022)

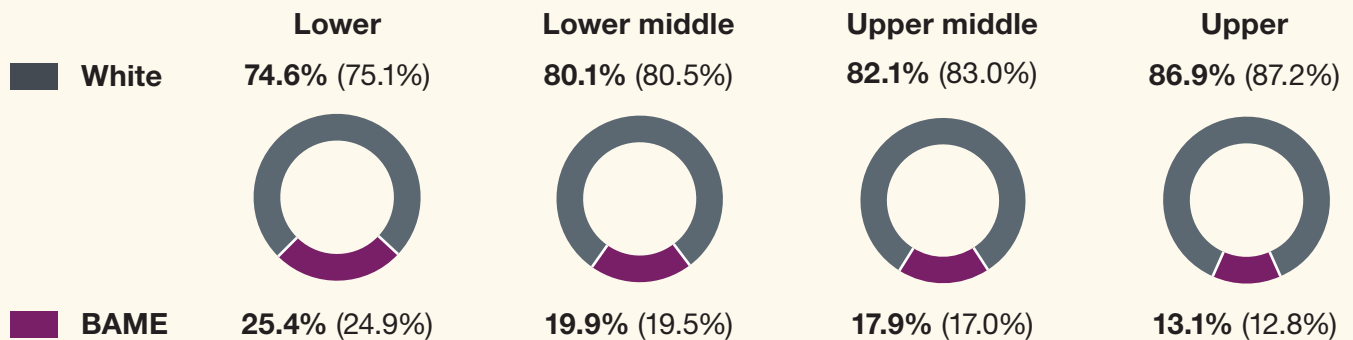
### Ethnicity pay gap - gross pay

The **mean** average gross hourly ethnicity pay gap is **11.6%** (12.3% in 2022 and 12.3% in 2021)

The **median** average gross hourly ethnicity pay gap is **3.0%** (3.0% in 2022 and 4.9% in 2021)

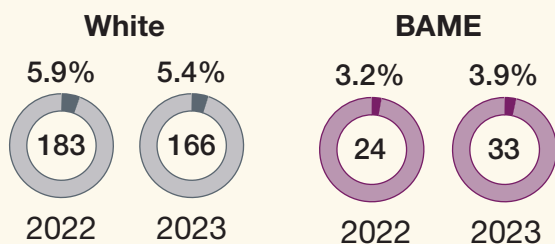


### Proportion of White and BAME<sup>8</sup> staff in each hourly rate quartile band 2023 (2022 figures) (excluding unknown ethnicity)



### Ethnicity pay gap - bonuses

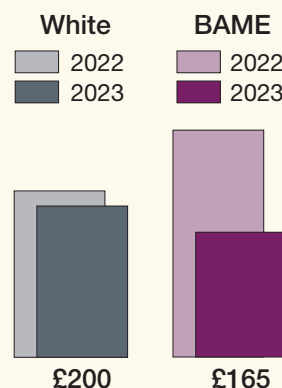
The University paid bonus payments to **208 people** in the year ending 31 March 2023 (214 in 2022).



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

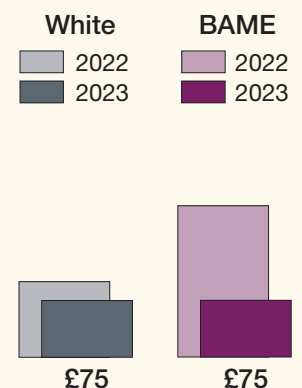
The **mean** bonus ethnicity pay gap is **17.5%** (-36.4% in 2022)

#### Mean bonus payment



The **median** bonus ethnicity pay gap is **0%** (-100% in 2022)

#### Median bonus payment

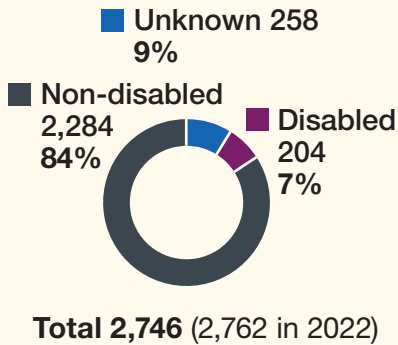


8 This report uses the term 'BAME' as an umbrella category for staff identifying as from Black, Asian or other minority ethnic backgrounds as distinct from White backgrounds. This aligns with HESA classifications and terminology to enable comparisons with national data sets where applicable. We acknowledge 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 - 2023

## Workforce by disability at 31 March 2023

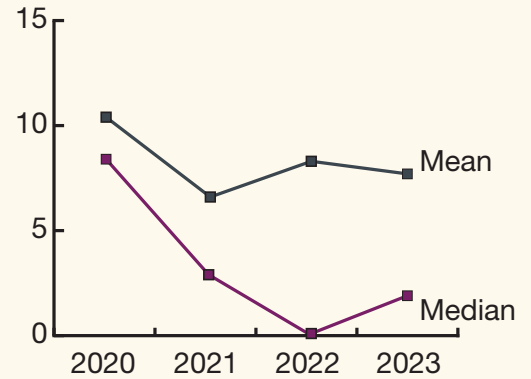
### Headcount of relevant full-pay staff



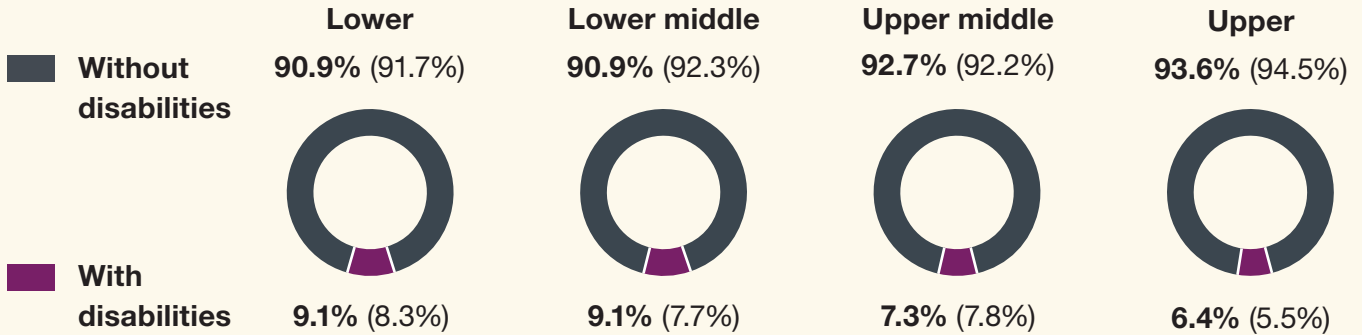
### Disability pay gap - gross pay

The **mean** average gross hourly disability pay gap is **7.7%** (8.3% in 2022 and 6.6% in 2021)

The **median** average gross hourly disability pay gap is **1.9%** (0.1% in 2022 and 2.9% in 2021)

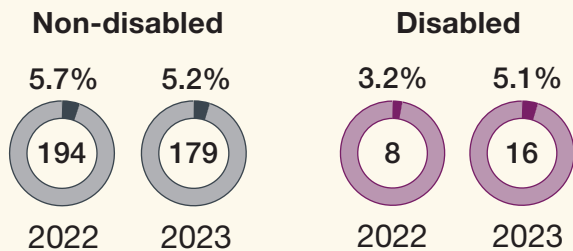


### Proportion of staff with and without disabilities in each hourly rate quartile band 2023 (2022 figures) (excluding unknown)



### Disability pay gap - bonuses

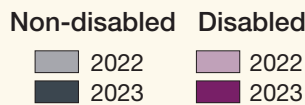
The University paid bonus payments to **208 people** in the year ending 31 March 2023 (214 in 2022)



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

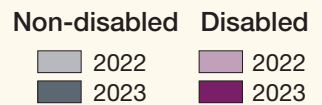
The **mean** bonus disability pay gap is **-60.9%** (52.8% in 2022)

#### Mean bonus payment



The **median** bonus disability pay gap is **-33.3%** (12.5% in 2022)

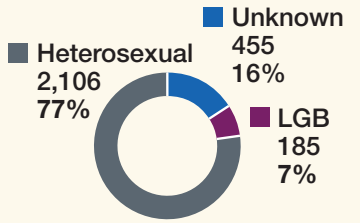
#### Median bonus payment



# Sexual Orientation Pay Data - 2023

## Workforce by sexual orientation at 31 March 2023

### Headcount of relevant full-pay staff

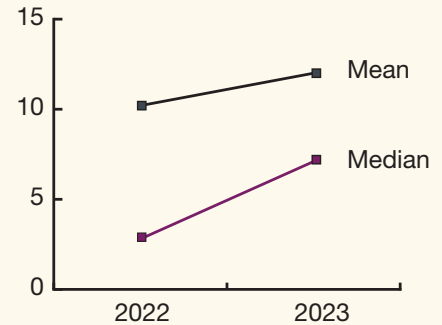


Total 2,746 (2,762 in 2022)

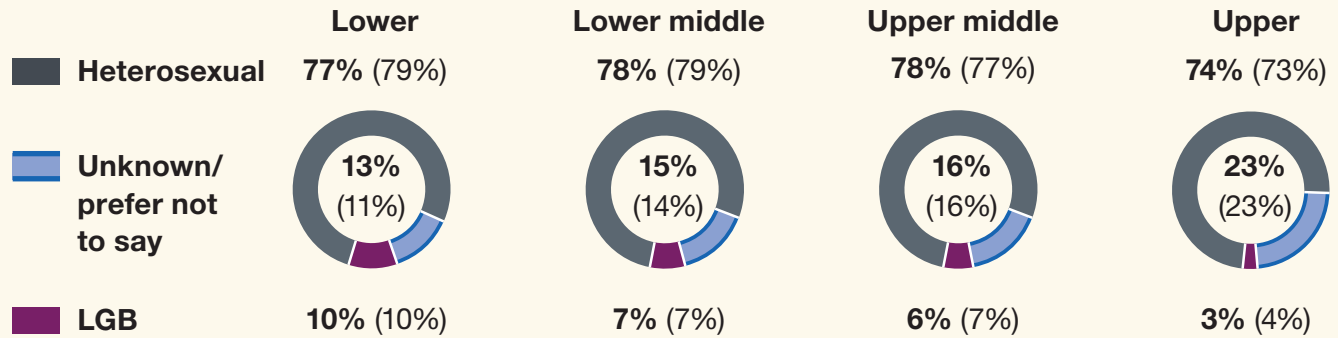
### Sexual orientation pay gap - gross pay

The **mean** average gross hourly sexual orientation pay gap is **12.0%** (10.2% in 2022)

The **median** average gross hourly sexual orientation pay gap is **7.2%** (2.9% in 2022)

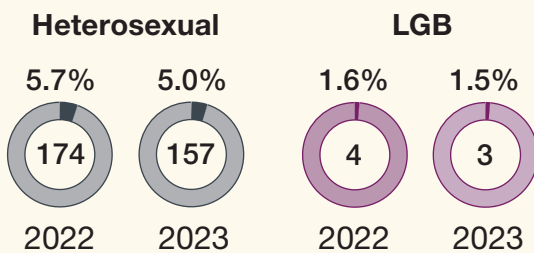


### Proportion of staff who are heterosexual, LGB+ and of unknown sexual orientation in each hourly rate quartile band 2023 (2022 figures)



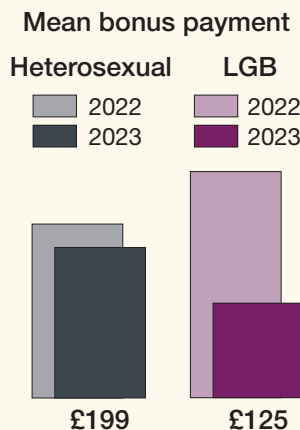
### Sexual orientation pay gap - bonuses

The University paid bonus payments to **208 people** in the year ending 31 March 2023 (214 in 2022)

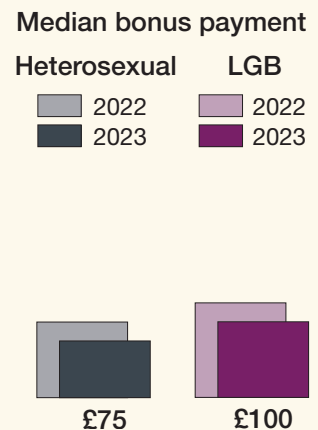


A bonus pay gap in favour of LGB+ staff is expressed as a minus

### The mean bonus sexual orientation pay gap is 37.1% (-29.8% in 2022)



### The median bonus sexual orientation gap is -33.3% (-25% in 2022)

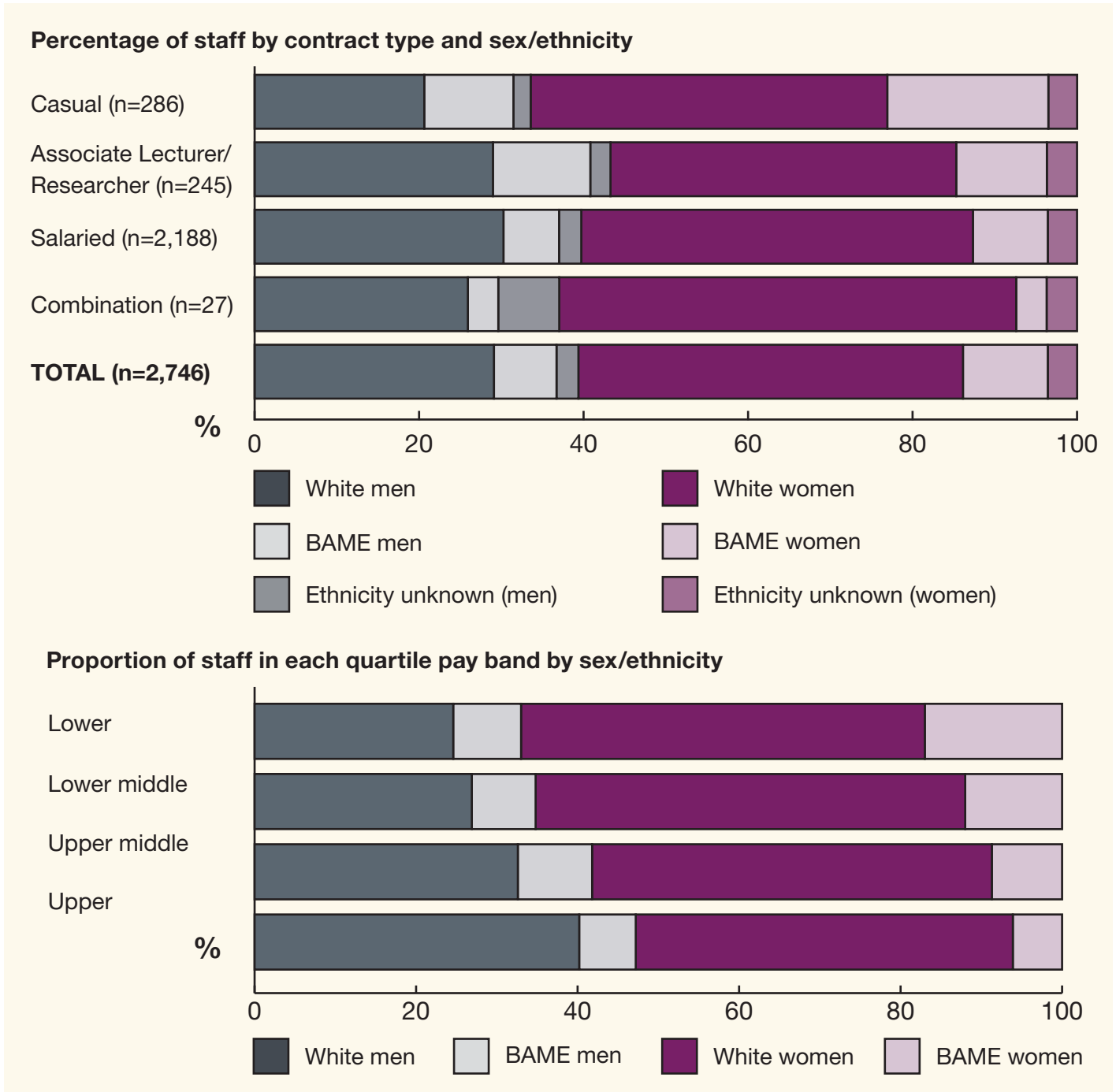


# Intersectional Pay Gap Data

## 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:

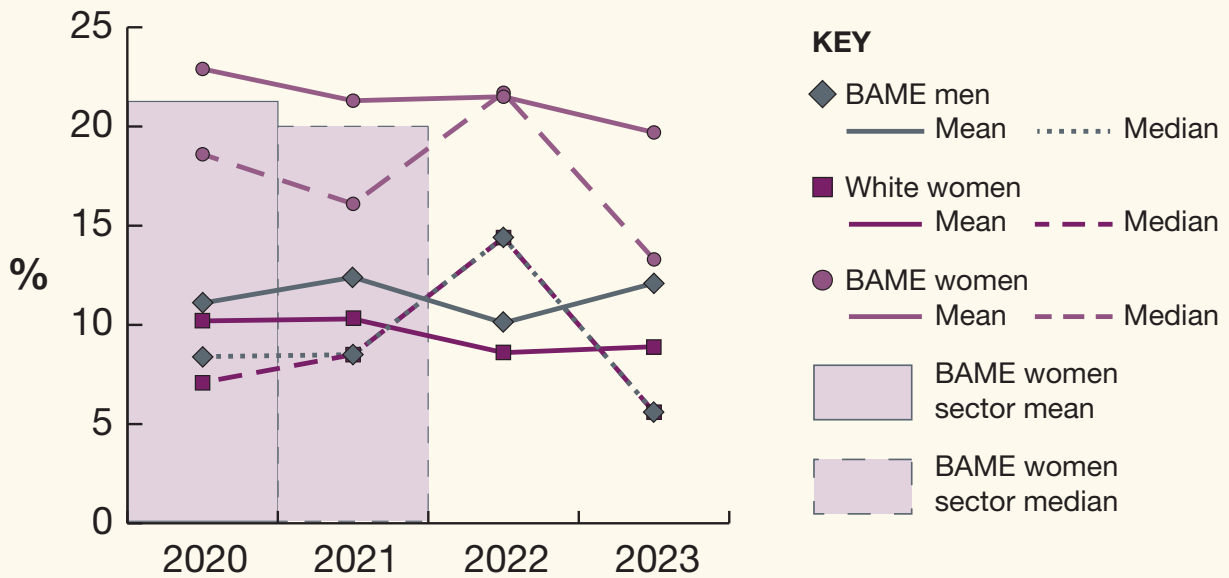
- The mean gender pay gap was 14.8% and the median gender pay gap was 12.3%
- The mean ethnicity pay gap was 4.7% and the median ethnicity pay gap was 2.6%



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

	White men	BAME men	White women	BAME women
Mean	£23.04	£20.25	£20.98	£18.50
Mean gap to White men		12.1%	8.9%	19.7%
Median	£20.51	£19.36	£19.36	£17.77
Median gap to White men		5.6%	5.6%	13.3%

### Change in pay gaps relative to White men 2020-2023



# Summary of data and trends

The total number of individuals paid in March 2023 was 2,746, almost identical to the number of staff paid in March 2022 (2,761). In March 2023 there were 58 fewer casual staff, 51 more salaried staff and the number of associate lecturers and associate researchers was unchanged.

## Gender pay gaps

The mean gender pay gap reduced from 10.5% in 2022 to 9.5% in 2023 whilst the median gap increased from 4.5% in 2022 to 5.6% in 2023. The mean gender pay gap has fallen steadily from 11.9% in 2017, when reporting began, whilst the median gender pay gap has stood at around 5-6%, with some annual fluctuations, since 2018. The mean pay gap tends to be larger than the median gap due to the large range of salaries in the upper quartile, which exert a greater influence on the mean than on the median.

Although there were very small increases in the numbers of female staff at grades 6 to 9, there were no significant changes to the overall gender grade profile in 2023. Between 2022 and 2023 the mean hourly rate for women increased by £1.47 (7.7%) to £20.52, whilst the mean hourly rate for men increased by £1.38 (6.5%) to £22.67. The median hourly rate for women increased by £1.06 (5.8%) to £19.36, whilst the median hourly rate for men increased by £1.36 (7.1%) to £20.51. Hourly rates were uplifted by two pay awards, in August 2022 and February 2023, which increased our average rates of pay by approximately 5.5%, weighted towards lower spine points.

## Ethnicity, disability and sexual orientation pay gaps

- The mean ethnicity pay gap narrowed slightly to 11.6% whilst the median gap remained unchanged at 3.0%.
- The mean disability pay gap narrowed from 8.3% to 7.7% whilst the median gap widened from 0.1% to 1.9%.

- We continue to see large gaps of 19.7% (mean) and 13.3% (median) from BAME women to White men, although this has narrowed from 21.5% and 21.7% respectively in 2022.
- The mean sexual orientation pay gap, calculated for only the second time this year, widened from 10.9% to 12.0% whilst the median gap widened from 2.9% to 7.2%.

For all three groups, there is a drop in representation from the lower to upper quartiles.

## Bonus pay gaps

Between April 2022 and March 2023, 208 people received bonus pay:

- 4.8% of men and 4.1% of women.
- 5.4% of White staff and 3.9% of BAME staff.
- 5.2% of people without a disability and 5.1% of people with a disability.
- 5.0% of heterosexual employees and 1.5% of LGB+ employees.

The mean bonus payment was:

- £132 for men and £248 for women (-88.2%).
- £200 for White staff and £165 for BAME staff (17.5%).
- £185 for people without a disability and £297 for people with a disability (-60.9%).
- £199 for heterosexual colleagues and £125 for LGB+ colleagues (37.1%).

The median bonus payment was:

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

154 (73%) of the bonus payments were long service awards paid after 10, 15, 20 and 25 years of service. Only 56 bonus payments were discretionary recognition and lump sum Achievement, Contribution and Excellence (ACE) awards.

A higher percentage of men received awards for 10, 15 and 20 years of service, the lowest value awards, whilst women were more likely to receive the higher value lump sum ACE awards. This resulted in a mean that was higher for women than for men, and a negative 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 are too small to allow for meaningful analysis of trends.

## Conclusions and actions

We continue to see a general reduction in almost all pay gaps, although with some annual variations. Reductions in the mean pay gaps, in particular, can primarily be attributed to pay increases weighted towards staff on the lowest grades. The University introduced the Oxford Living Wage in April 2022 which has continued this trend.

The pay gaps outlined in this report are caused by differences in representation across different grades and occupational groups. Women continue to be over-represented in the casual grades and at grades 6, 7 and 8, where a large percentage of our workforce is employed. Those employed on casual grades include student ambassadors, roles which provide opportunities to support students to fund their studies in a flexible way. Among BAME, disabled and LGB+ staff, there is a decrease in representation from the lower to upper pay quartiles.

There are also intersections between different groups: 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 (6.1%) as compared to the lower quartile (17.0%). The strong representation of BAME women in the student casual population contributes to this imbalance. In comparison, the proportions of BAME men and

White women decline much more steadily (from 8.4% to 7.0% and 50.0% to 46.7% respectively), while the proportion of White men increases (from 24.6% to 40.2%).

Actions focused on inclusive recruitment and equitable career progression are being taken forward through our engagement with **Athena Swan**, the **Race Equality Charter**, the **Stonewall Workplace Equality Index** and **Disability Confident**.

The University's Athena Swan action plan has a particular focus on addressing the under-representation of BAME women. Actions include:

- Developing improved interventions and support to redress the inequality in promotion of BAME women;
- Reviewing the findings of the faculty approaches to inclusive recruitment and supporting the mainstreaming of successful interventions;
- Supporting participation in positive action career development programmes and evaluating the effectiveness of these;
- Revising and communicating Promotions Criteria and Guidance for academic staff to reflect new career pathways and key transition points.

We intend to develop new race equality and LGBTQ+ equality action plans in 2024, and these will reinforce our priority areas for action.

We will also continue to take action to encourage staff to disclose and update their diversity data, so as to improve the levels of confidence in our data. The levels of disclosure are lowest in respect of sexual orientation.



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