Workforce Equality & Diversity Annual Report August 2019 – July 2020

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Introduction

The University has numerous statutory requirements to share information and data on a wide range of areas including gender pay gap and trade union facility time data. However, we aim to be as transparent as possible with our reporting, challenges and key priorities for equality, diversity and inclusion.

This report provides a statistical overview of Brunel's workforce data with particular reference to the three year period from **01 August 2017 to 31 July 2020** and to the most recent of these years, from **01 August 2019 to 31 July 2020.**

Equality, Diversity and Inclusion

- Improvements in reporting FTE calculations in this year's report has revealed an interesting trend in terms of the gender profile of our employees. Where before we reported an approximate 50:50 split for female/male in terms of headcount, this FTE analysis shows that only in 2019/2

Contract Type

- Brunel is committed to the responsible use of fixed term contracts and procedures are in place to convert colleagues on fixed term contracts of 4 years or more to permanent contracts. The data shows that the use of fixed term contracts continue to decline whereas the use of permanent contracts increases. As more HPLs are converted to permanent fractional contracts in the coming year we anticipate that the proportion of permanent contracts will increase further.

- The highest proportion of fixed term contracts continue to be used for research funded positions particularly in BCAST and the College of Engineering, Design and Physical Sciences.

- The use of Term Time Only contracts has declined year on year.

Turnover and Length of Service

- The majority of leavers over the past year did so due to resignation (264) followed by the expiry of fixed term contracts (113).

- The length of service in all years is decreasing and there is an increase in FTE for employees with less than 3 years service. The FTE of staff aged 60+ is also declining.

- There is a gender imbalance, in terms of leavers, with more female leavers than male. In 2019/20 this was especially so for administrative and support staff, as well as re 7 (2019/)-11.3 (20)-16 (t)-11.3 (51 rg/TT1 16l)--6.3 (at)-11.4-11.89/esalEmng male staff, 7 (2019 (of)-11.3 (es)-6 (s)-6 (i)-0.7 (a (l)-0.6 ( )-16 (and)0.6ad (m

PDR

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Talent Acquisition

- A partial recruitment freeze was introduced in March 2020 due to the financial uncertainty associated with the impact of the pandemic. Consequently the number of vacancies filled reduced from 82% in 2018/19 to 66% in 2019/20.

- Critical vacancies were advertised following consideration by a Recruitment Panel, chaired by the Vice-Chancellor. Where possible vacancies were advertised internally to minimise increased headcount while maximising opportunities for internal development and promotion. In the period October 2019 – September 2020 a total of 56 professional services roles were recruited to internally.

Employee Relations and Wellbeing

Casework

- We have seen a noticeable decrease in the number of employment relations cases this year with a total of 46 informal and 48 formal cases compared to 92 informal and 46 formal in 2018/19. In addition to increased HR Business Partnering capacity and training, it is also likely that the high prevalence of working from home necessary to support the pandemic response has impacted favourably the number of employment disputes. The majority of cases related to managing long term and short term sickness absence (34) followed by grievances (13), disciplinaries (11), performance management (8) and probation (7).

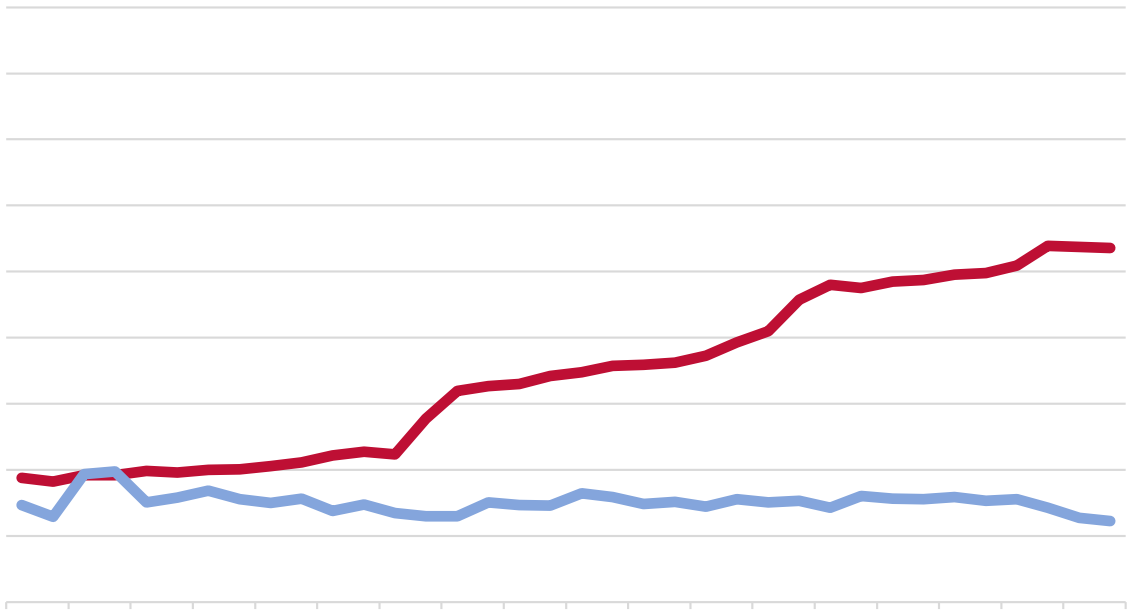
Trade Union Facility Time

- It is a statutory requirement to publish the time spent by trade union officials on union duties or 'facility time'. In the past reporting year, 22 employees undertook trade union duties. Time spent on trade union duties represented 0. reprte

1. Staff Composition

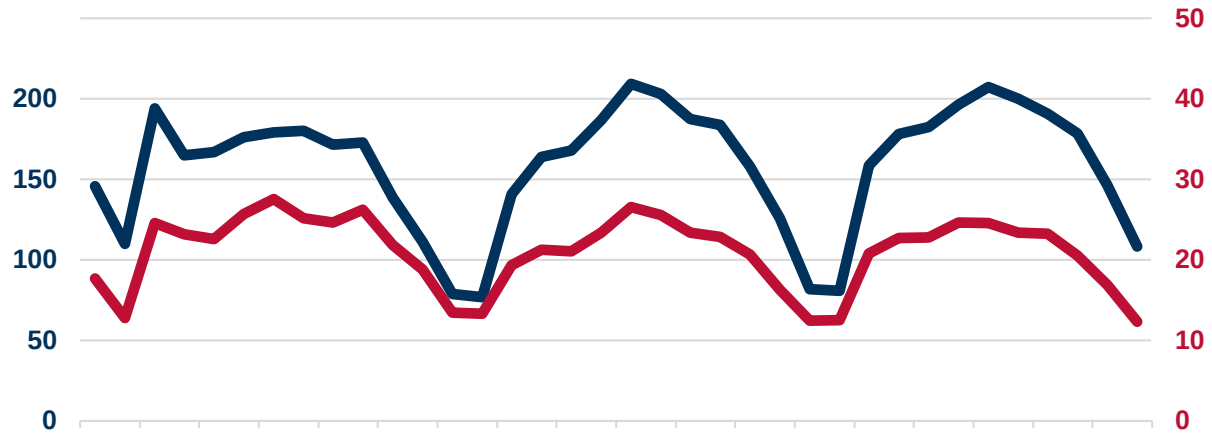
1.1 FTE and Headcount – All Employees

1.1.a Monthly FTE – Academic and Research



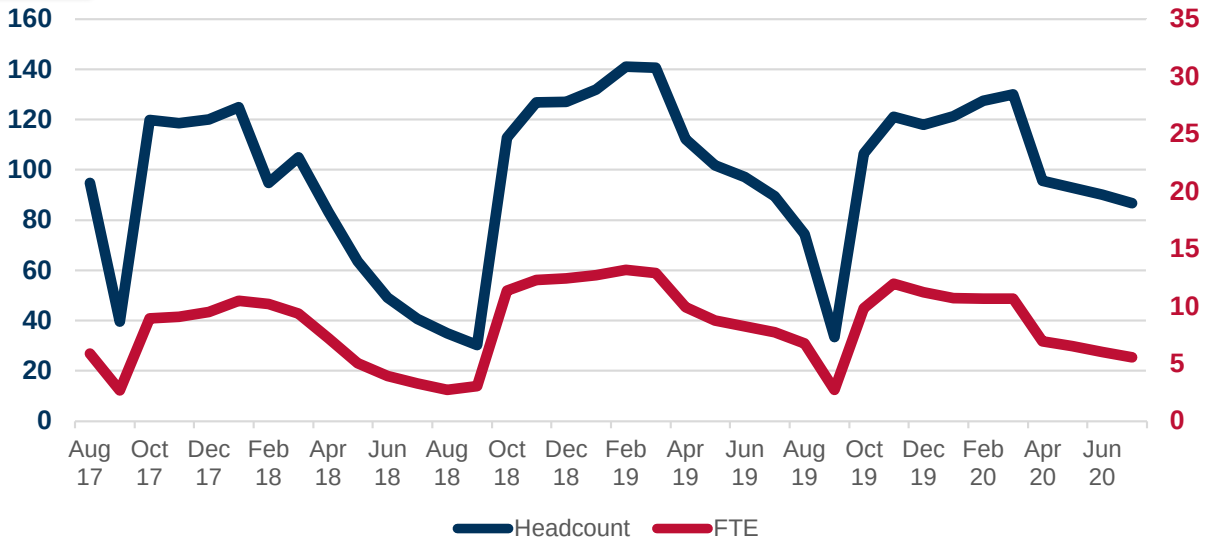
1.2 FTE and Headcount: Hourly Paid Lecturers

1.2.a Monthly Headcount and FTE : Hourly Paid Lecturers



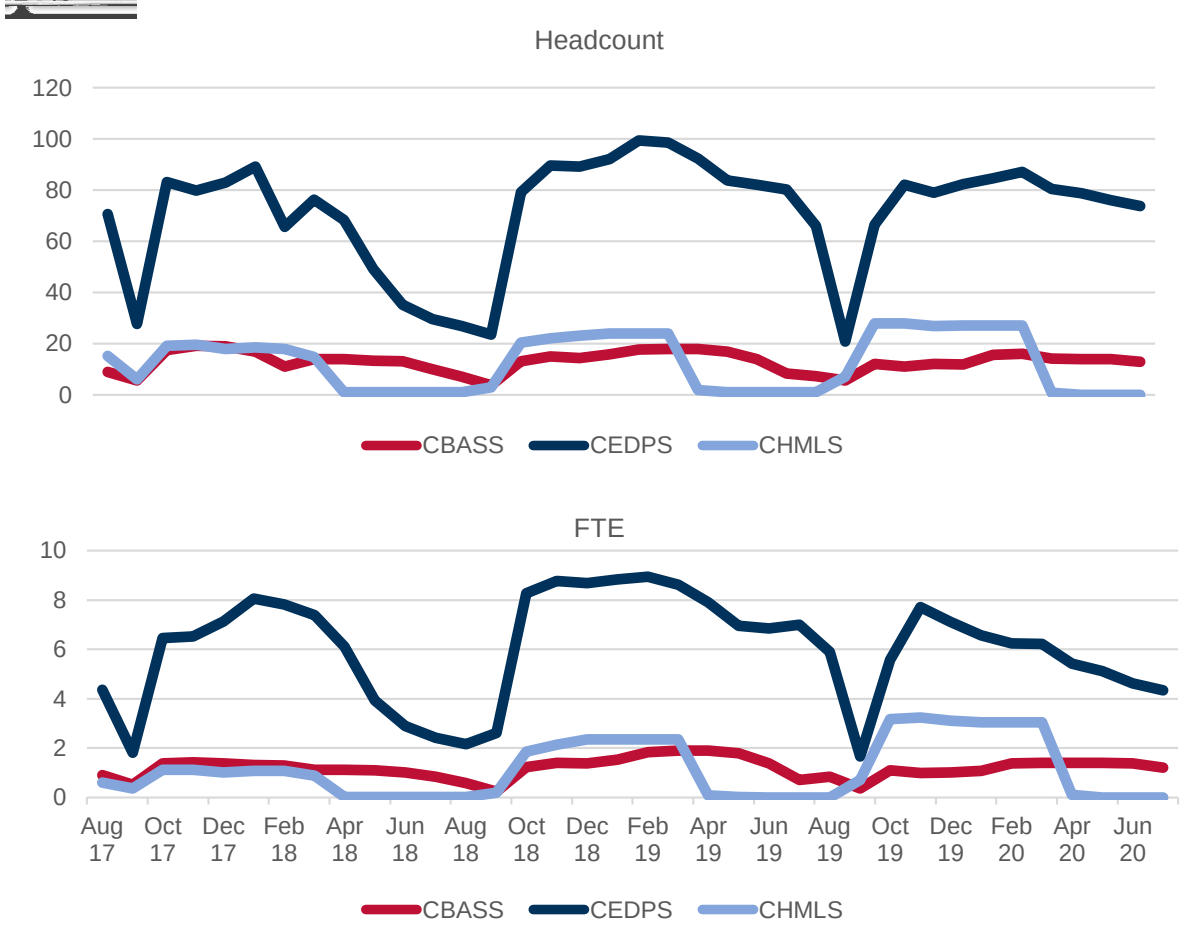
1.3 FTE and Headcount: Graduate Teaching Assistants (GTAs) and Demonstrators

1.3.a Monthly Headcount and FTE : GTAs and Demonstrators



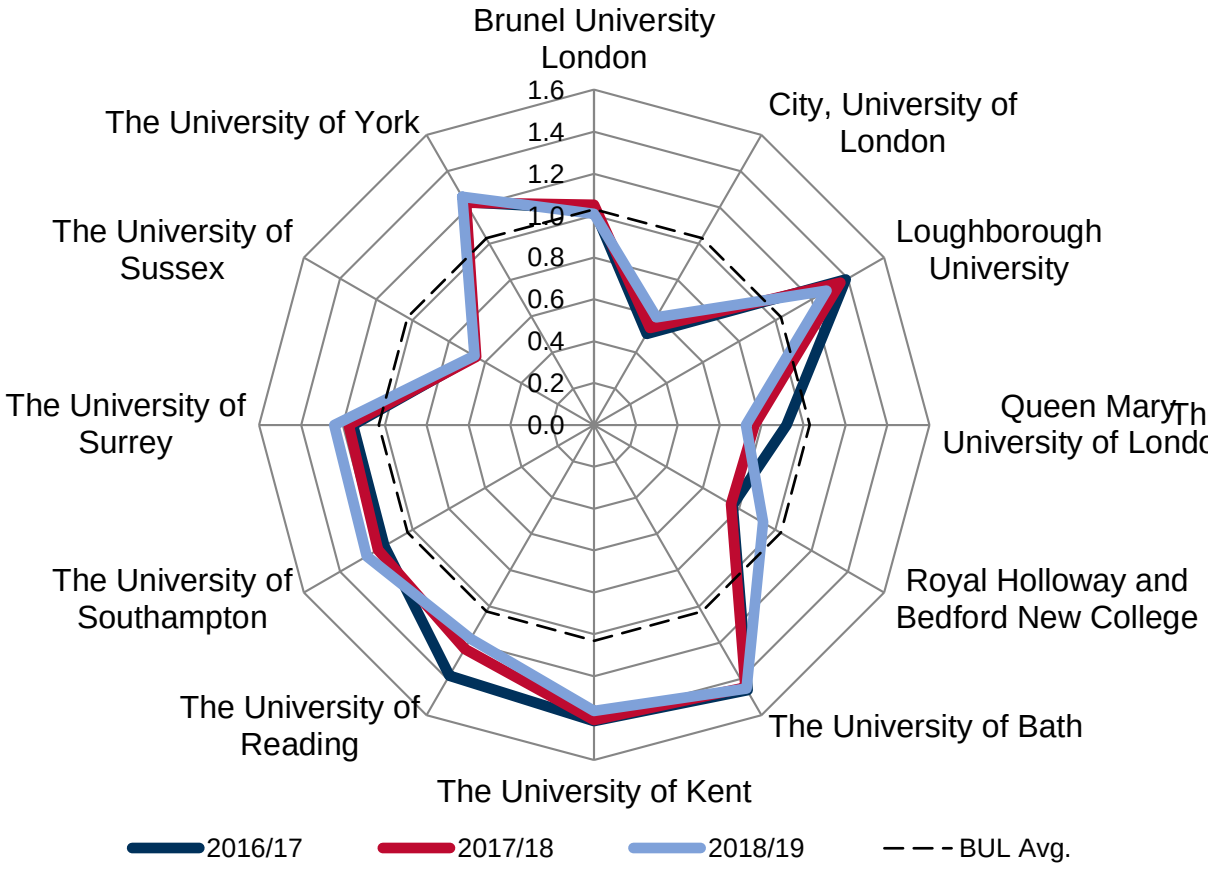
In a similar vein to Hourly Paid Lecturing, FTE for Graduate Teaching assistants and Demonstrators follows the academic cycle, with CBASS having the largest FTE and largest number of hourly paid staff employed.

1.3.b Monthly Headcount and FTE : GTAs and Demonstrators - by College

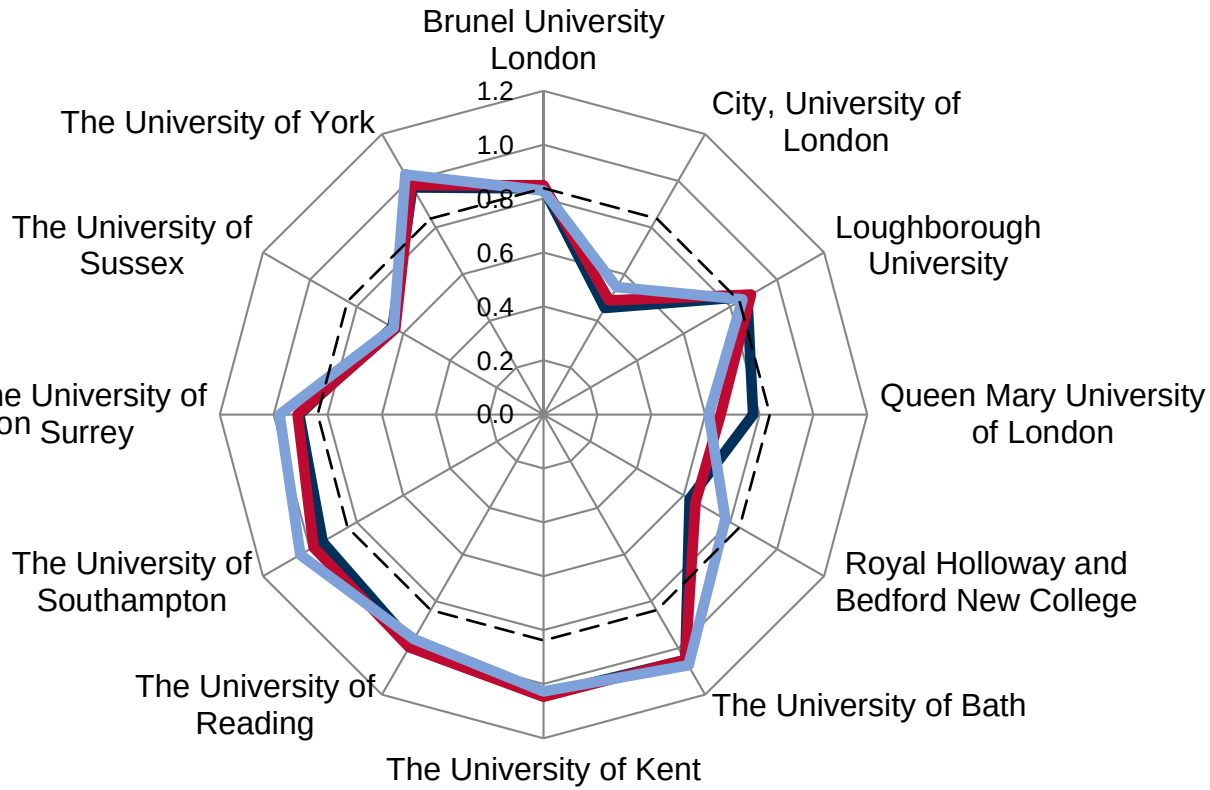


1.4 Employee Composition – Brunel vs. Comparator Group

1.4.a **Non-Academic FTE per 1 FTE Academic**



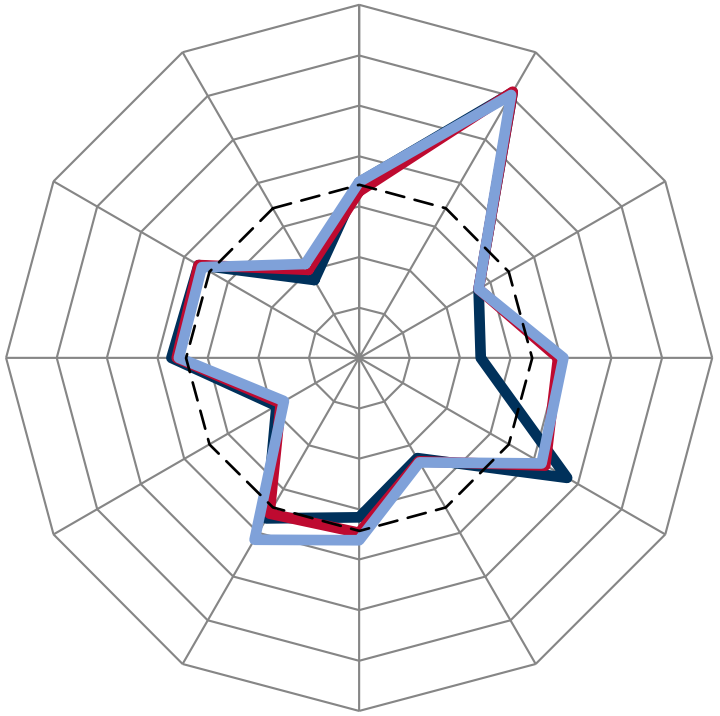
Support Staff FTE per 1 FTE Academic



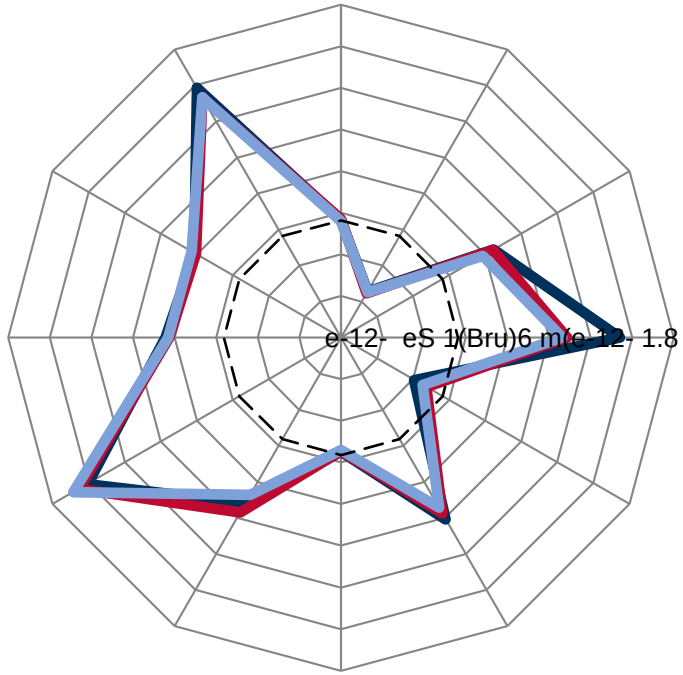
When compared to Brunel University London, Universities of York, Surrey, Southampton, Reading, Kent and Bath operate with a higher ratio of Non-academic and Support staff FTE to Academic FTE.

1.4.c

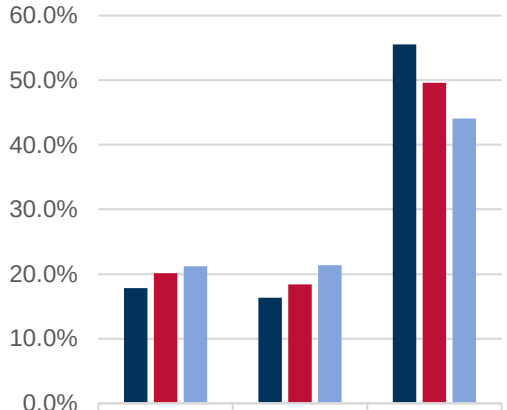
Teaching only as a % of Academic (FPE)



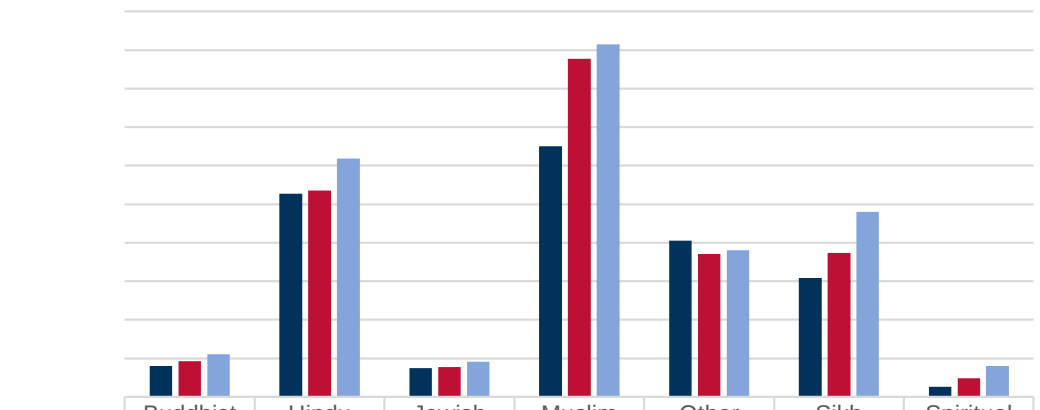
1.4.f Research Only as a % of Academic FPE



1.5.e Religious Belief



	Christian	None	Unknown
2017-18	17.8%	16.3%	55.6%
2018-19	20.2%	18.4%	49.6%
2019-20	21.2%	21.4%	44.0%

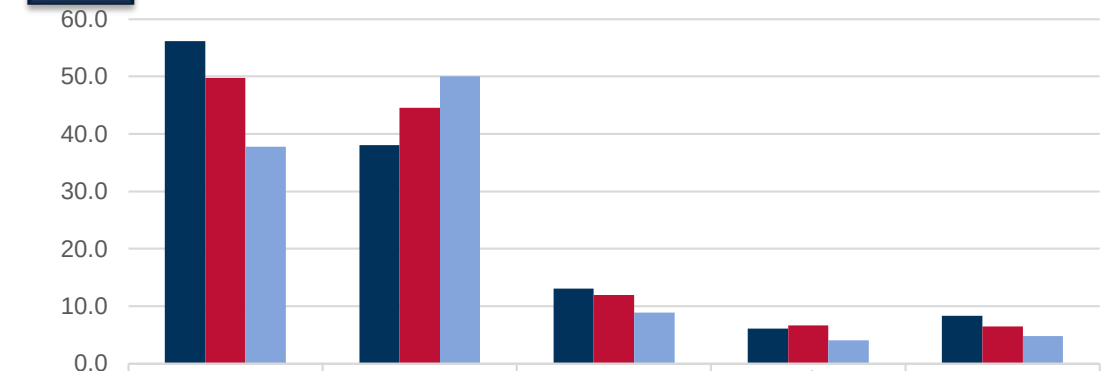


	Buddhist	Hindu	Jewish	Muslim	Other	Sikh	Spiritual
2017-18	0.4%	2.6%	0.4%				

1.5.f Disability Status

1.5.g Sexuality

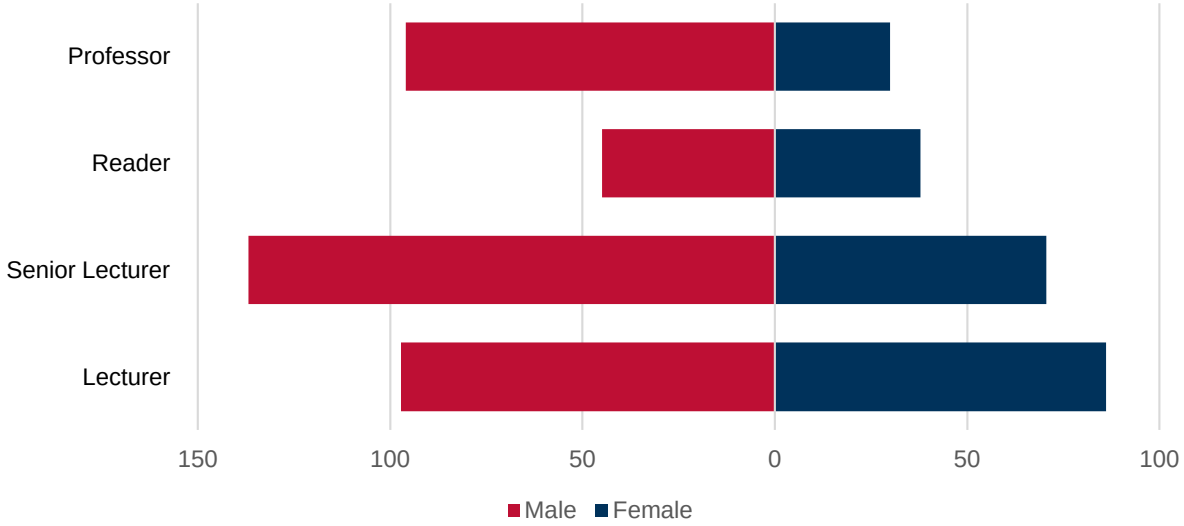
1.5.h Visa Status



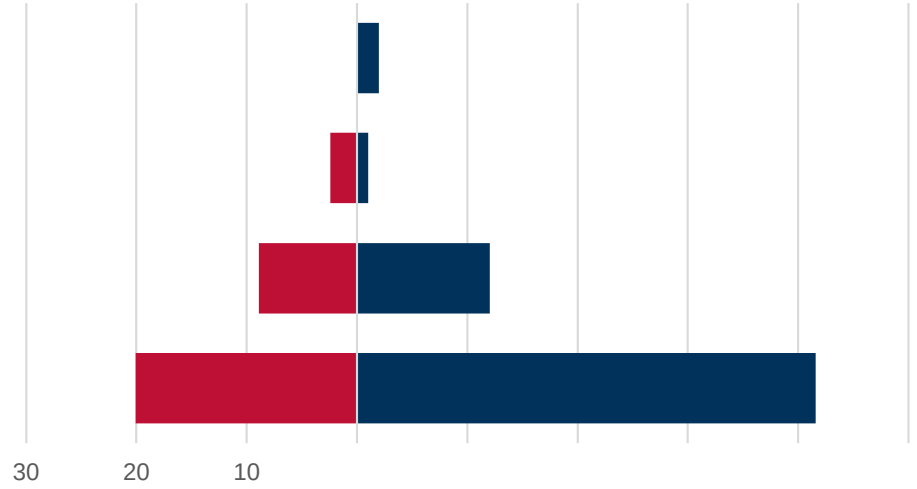
	Tier 2 / Turkish Worker	ILR	Family	Spouse/Partner LTR	Other
2017/18	56.2	38.0	13.1	6.1	8.3
2018/19	49.7	44.6	12.0	6.7	6.5
2019/20	37.7	50.0	8.9	4.1	4.8

1.6 Employee Composition – Gender Balance

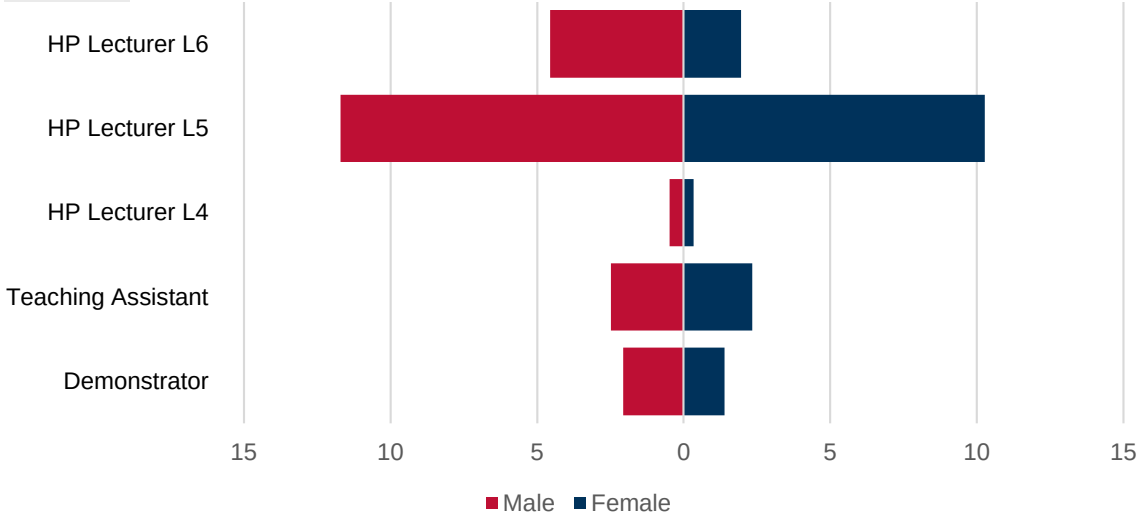
1.6.a Teaching and Research



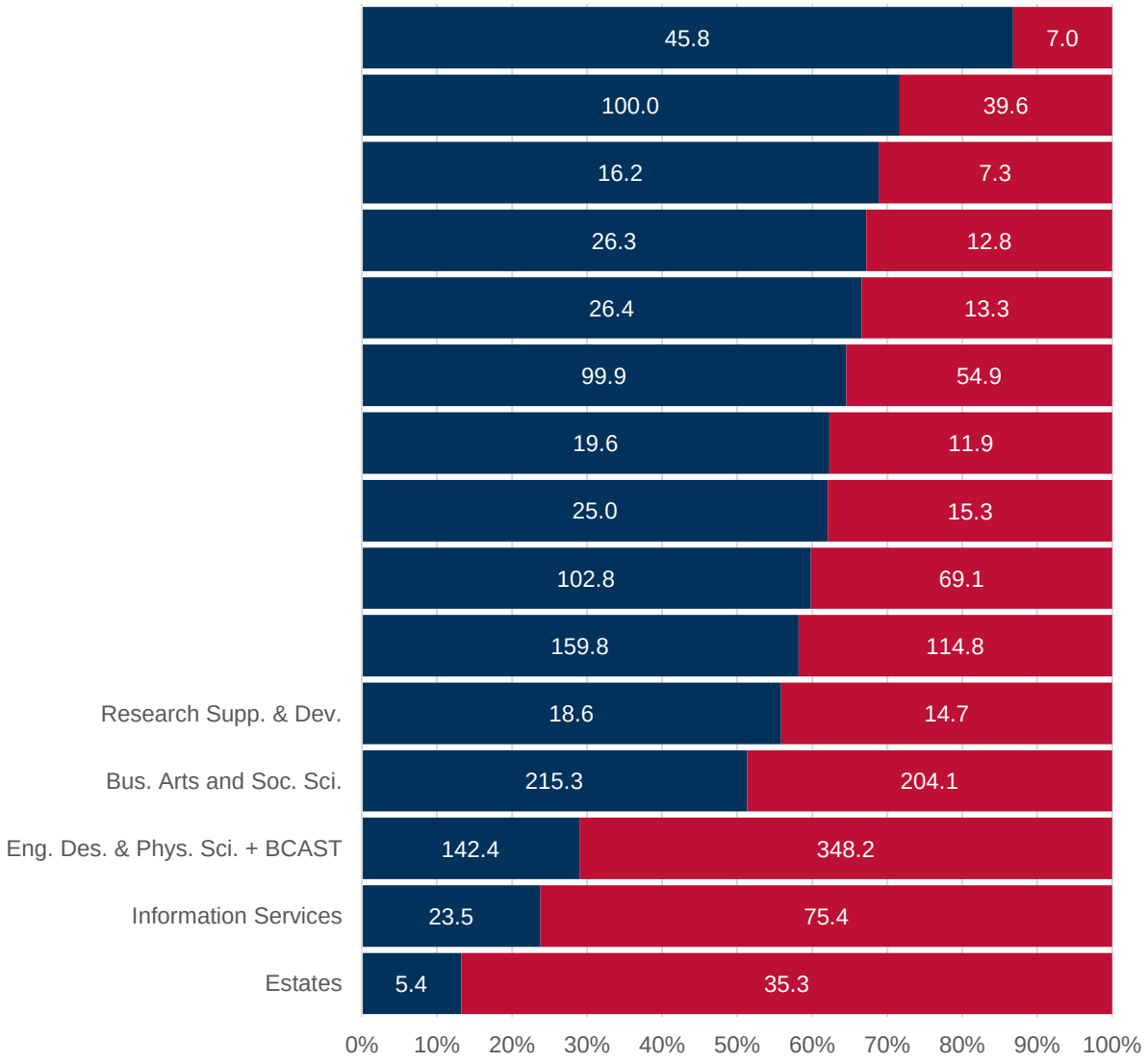
1.6.b Teaching only



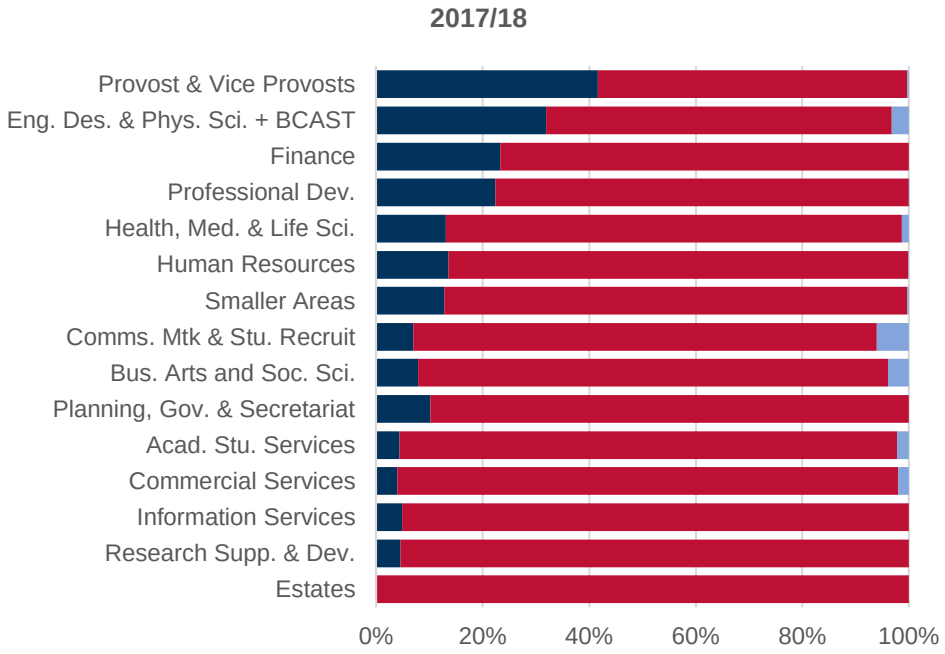
1.6.d Hourly Paid Teaching

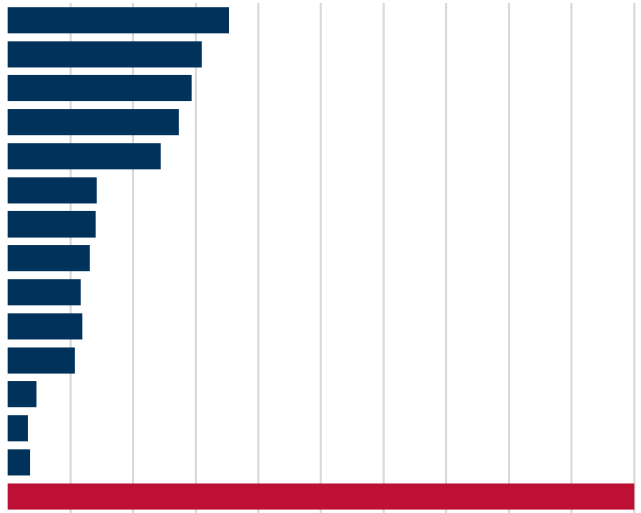


1.6.e Gender Balance by Directorate – 2019-20

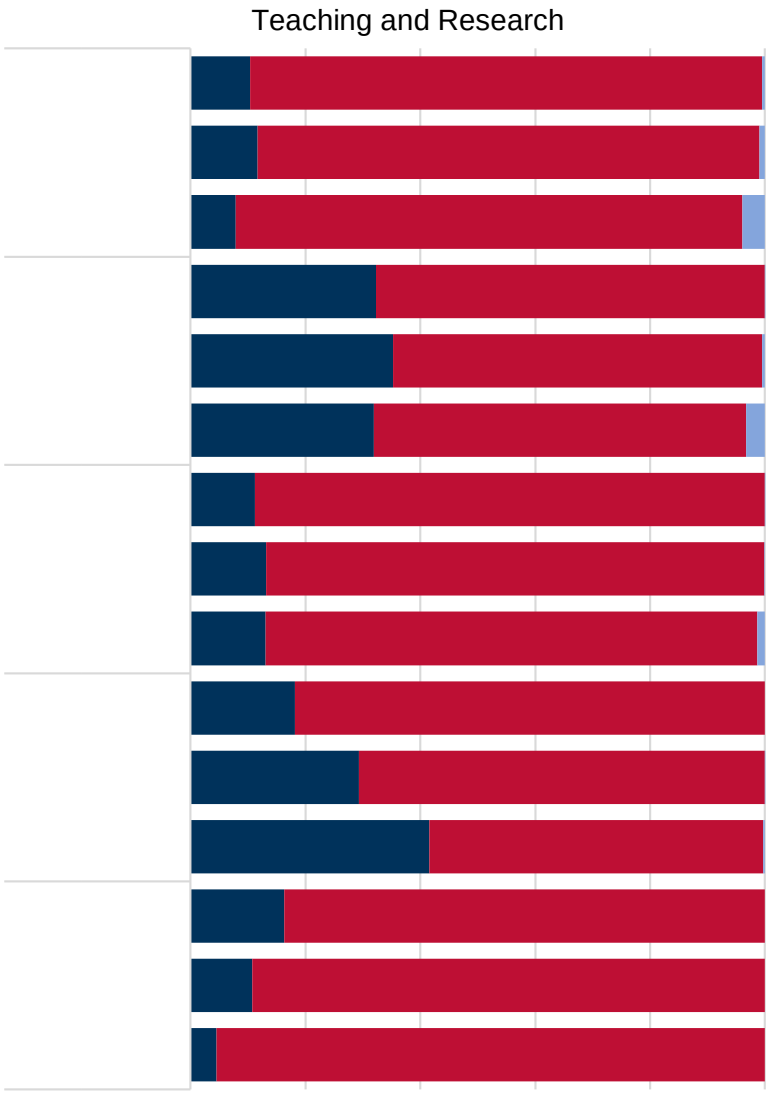


1.7.c Percentage of FTE under various Terms and Conditions by Directorate – *sorted by % fixed term contracts*





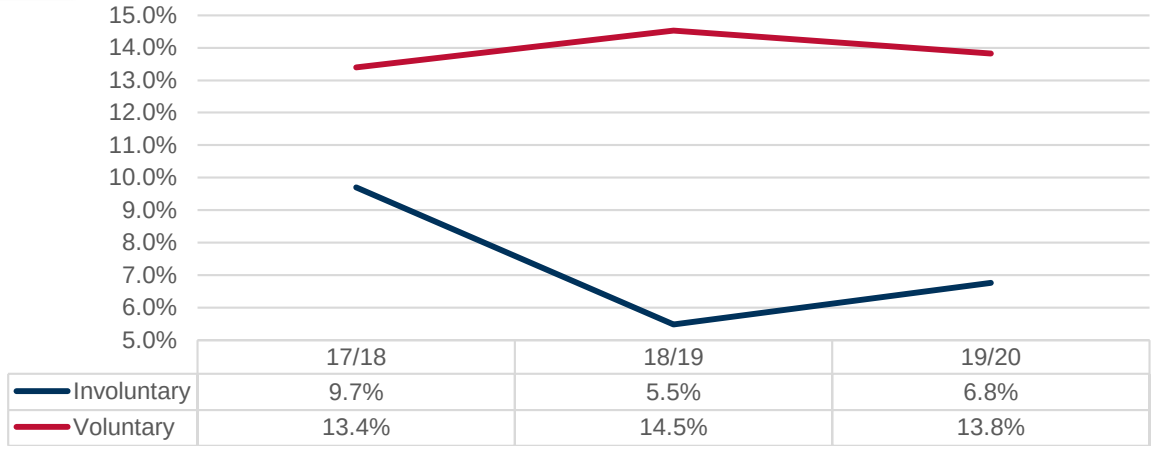
Percentage of FTE under various Terms and Conditions by Directorate – *grouped by year*



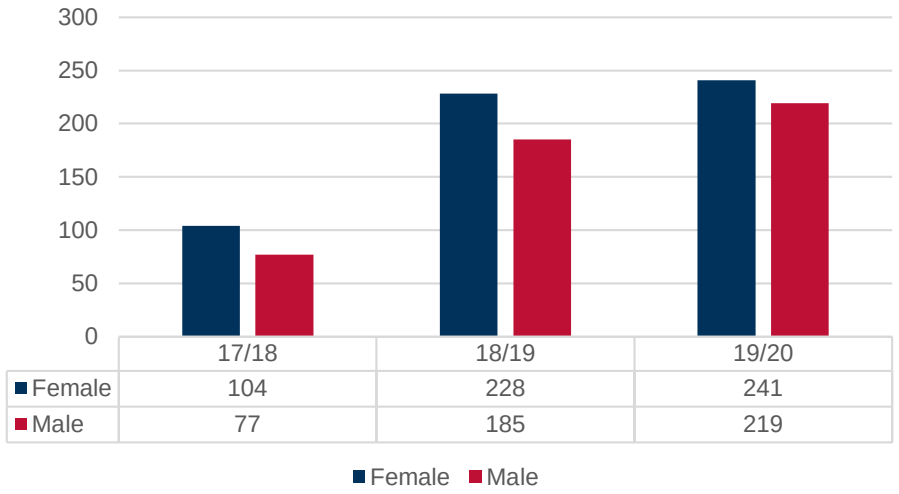
1.8.a FTE by Length of ServiceBJ21.3 72407 Tw m72407 TJ21.3 70 91. l0 9-21.3 7S54 459.43 Tm[1)-12.62(l)-0.7 (e.349(.a)]TJ0EMC /Arti1 (h)0.7 (of)9.6562]TJ0157702 26EMC84

The length of service in all years is decreasing and there is an increase in FTE for employees with less than 3 years service. The FTE of staff aged 60+ is also declining.

1.9.a Turnover Rates

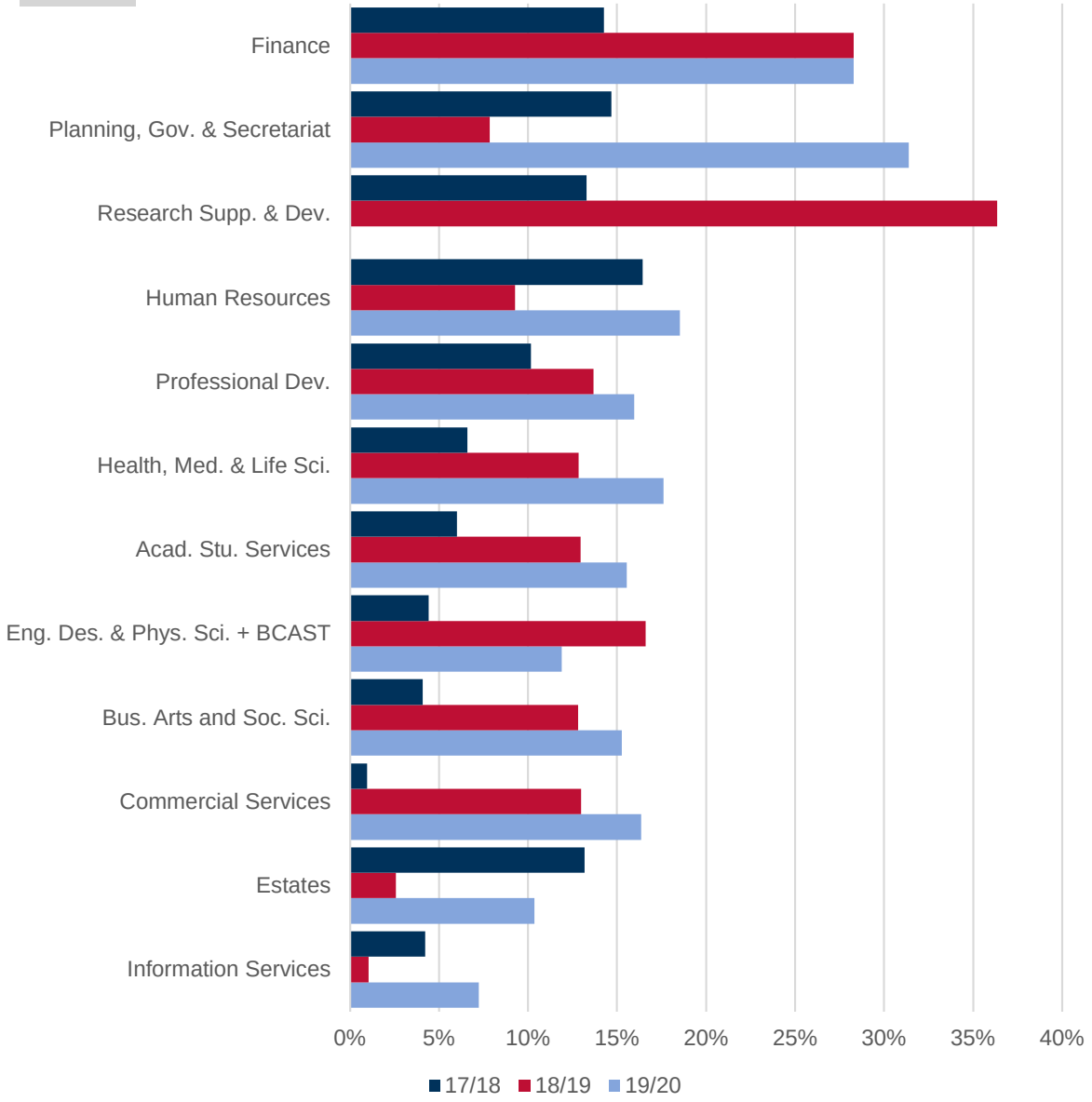


	17/18	18/19	19/20
Involuntary	9.7%	5.5%	6.8%
Voluntary	13.4%	14.5%	13.8%

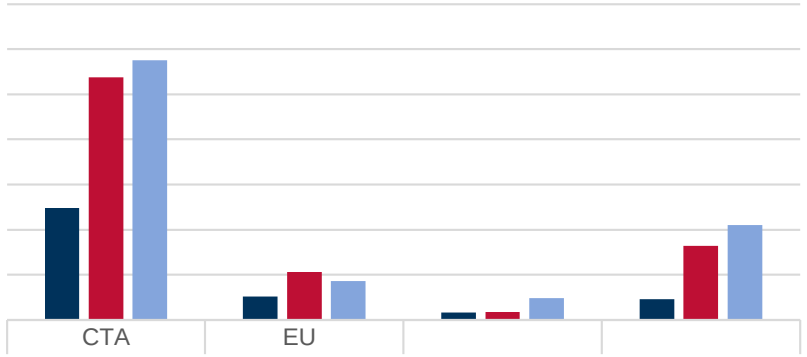


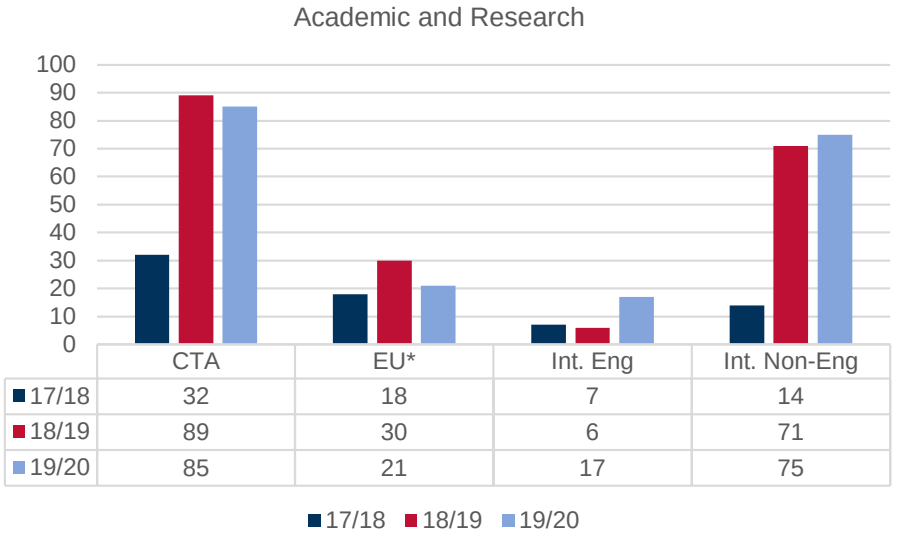
	17/18	18/19	19/20
Female	104	228	241
Male	77	185	219

1.9.b Percentage Turnover by Department



1.10.g Leavers by Nationality Group





2. Reward and Recognition

2.1 Gender Pay Gap

Gender Pay Gaps	2017/18	2018/19	2019/20	2020/21	Difference (2021-2020)
Mean	20.04%	19.83%	18.48%	**20.4%**	**+1.92%**
Median	23.58%	25.67%	21.52%	**27.9%**	**+6.38%**
Mean Bonus	47.28%	43.70%	45%	**7.5%**	**-37.5%**
Median Bonus	33.3%	25.00%	34%	**-2.9%**	**-36.9%**
Proportion of women receiving bonuses:	2.78%	3.08%	2.43%	**1.27%**	**-1.16%**
Proportion of men receiving bonuses:	2.75%	3.21%	6.24%	**4.61%**	**-1.63%**
Proportion of Men and Women staff in salary quartiles:	Women Men	Women Men	Women Men	**Women Men**	**diff (%W)**
Lower Quartile	Q1 63% 37%	Q1 63% 37%	Q1 61% 39%	**Q1 68% 31%**	**Q1 +7%**
Lower Middle Quartile	Q2 58% 42%	Q2 57% 43%	Q2 61% 39%	**Q2 56% 43%**	**Q2 -5%**
Upper Middle Quartile	Q3 49% 51%	Q3 48% 52%	Q3 49% 51%	**Q3 49% 51%**	**Q3 0%**
Upper Quartile	Q4 38% 62%	Q4 36% 64%	Q4 38% 62%	**Q4 38% 62%**	**Q4 0%**

Ethnicity Pay Gaps	2018	2019	2020	Difference (2019-2018)
Mean	20.49%	20.3%	**12.41%**	**-7.89%**
Median	21.17%	22.01%	**11.02%**	**-10.99%**
Mean Bonus	62%	27.76%	**-12.2%**	**-39.96%**
Median Bonus	25%	11.76%	**27.7%**	**+15.94%**
Proportion of non-BAME receiving bonuses:	4.03%	4.45%	**3.2%**	**-1.25%**
Proportion of BAME receiving bonuses:	1.21%	2.88%	**2.19%**	**-0.69%**
Proportion of BAME and non-BAME staff in salary quartiles:	Non-BAME BAME	Non-BAME BAME	**Non-BAME BAME**	**%difference BAME**
Lower Quartile	Q1 47% 51%	Q1 46% 54%	**Q1 51% 44%**	**-10%**
Lower Middle Quartile	Q2 64% 33%	Q2 65% 35%	**Q2 59% 36%**	**+1%**
Upper Middle Quartile	Q3 69% 29%	Q3 71% 29%	**Q3 64% 33%**	**+3%**
Upper Quartile	Q4 76% 22%	Q4 73% 27%	**Q4 68% 29%**	**+2%**

The difference between declared disability and non-disabled is £2.22 an hour, giving an 8% mean pay gap in favour of non-disabled staff. The ONS reports the UK disability pay gap is 12% so we are doing better than the national picture.

2.4 Equal Pay Analysis

2.4.a **Proportions of Man and Women within the Four Quartile Ranges**

2.4.b

- These figures show we have a higher proportion of women and BME staff in lower paid roles compared with men and non-BME staff.
- This is not the case across all job families, however it is substantial and shows us we are likely to have vertical and horizontal occupational segregation.