



BUCKINGHAMSHIRE
NEW UNIVERSITY
EST. 1891

Being you at BNU



Pay Gaps at BNU

2023

[BNU.AC.UK](https://www.bnu.ac.uk)

Background

1. In addition to the statutory requirement for gender pay gap reporting, we introduced ethnicity and disability pay gap reporting in 2020. The following information is based on the hourly pay of employees on the snapshot date of 31 March 2023. Advance HE figures are based on the contract salary for members of staff at institutions on 31 July in the reporting period, or the end date of the contract if earlier.
2. Whilst pay gaps are concerning and unacceptable, our Equal Pay report shows that overall colleagues are paid equally for doing equivalent jobs across the university. The main factor that influences our pay gaps, is a lack of proportionate representation in senior roles and subsequently, overrepresentation of minoritised colleagues in lower pay grades.

Pay Gaps

Gender Pay Gap 2023

	2021	2022	2023
MEAN BNU	11.3%	13.4%	11.8%
Mean UK (Advance HE)	14.8%	14.8%	Not yet known
Median BNU	5%	5%	10.8%
Median Advance HE	8.5%	12.3%	Not yet known

Figure 1: Gender Pay Gap 2023

3. The Gender Pay Gap shows the difference between the mean and median hourly rate of pay for male and female colleagues. This year our median pay gap has increased. This is because in 2023 there has been an increase in female members of staff in the lower pay quartiles. During this period, the proportion of female staff was 59.6%

Ethnicity Pay Gap 2023

	2021	2022	2023
MEAN BNU	9.8%	4.7 %	8.8 %
Mean UK (Advance HE)	5.5%	4.7%	Not yet known
Median BNU	7.2%	1.3%	0%
Median Advance HE	3.9%	2.6%	Not yet known

Figure 2: Ethnicity Pay Gap 2023

4. The Ethnicity Pay Gap shows the difference between the mean and median hourly rate of pay for known Global Majority (GM) and known non-GM colleagues. Our mean ethnicity pay gap has increased and we are pleased to note the reduction in median to 0%. The mean pay gap increase is due to an increase in the proportion of GM staff in the lower pay quartiles. During this period, the proportion of GM staff is 26.6% vs 5.5% not disclosed and 67.9% identified as white.

Disability Pay Gap 2023

	2021	2022	2023
MEAN BNU	5.8%	7.8%	4.2%
Mean UK (Advance HE)	9.5%	10.4%	Not yet known
Median BNU	2.4%	3.8%	0%
Median Advance HE	8.4%	8.7%	Not yet known

Figure 3: Disability Pay Gap 2023

5. The Disability Pay Gap shows the difference between the mean and median hourly rate of pay for disabled colleagues and colleagues with no known disability. Our mean disability pay gap has decreased since 2022; this is because there is a larger proportion of staff with a disclosed disability in the top pay quartile, compared to 2022. Within this period of reporting, disabled staff made up 13.9% of our workforce.

So what?

- We have updated our academic career pathways to ensure all academic staff can pursue their chosen academic career path, fully supported by the university. This includes opportunities for mentoring, reverse mentoring and drop-in sessions with members of the University Executive Team. We have also introduced a Higher Education networking hub, The Being You Network, which aims to support underrepresented individuals in HE with career advice and progression.
- We will investigate and explore the impact of continuous service, career breaks, maternity/carer leave may have on the paygaps and solutions to address this. We will also undertake further intersectional analysis of the data we collect from our new starter questionnaires and exit surveys to consider any significant patterns or trends.
- In order to critically address the gender pay gap at BNU, across the sector and other industries, we need to address the wider issue of how we create and sustain flexible and dynamic senior roles; BNU workforce surveys in the last few years have revealed that flexible and dynamic working is particularly attractive and an incentive for women in the workplace.
- Our new Inclusive Recruitment process has been in place for over 6 months and this year we will measure its impact on recruitment and retention of staff (particularly in leadership and managerial positions) from underrepresented groups at BNU.
- We will continue to review our probation and induction processes and look at ways to take regular 'pulse feedback', which can also help us build a more insightful picture about staff intersectionality at BNU.



BUCKINGHAMSHIRE
NEW UNIVERSITY
EST. 1891

Being you at BNU



High Wycombe Campus
Queen Alexandra Road
High Wycombe
Buckinghamshire
HP11 2JZ

Aylesbury Campus
59 Walton Street
Aylesbury
Buckinghamshire
HP21 7QG

Uxbridge Campus
106 Oxford Road
Uxbridge
Middlesex
UB8 1NA

BNU based at
Pinewood Studios

Pinewood Studios
Pinewood Road
Iver Heath
Buckinghamshire
SL0 0NH

Telephone: 01494 522 141
Email: advice@bnu.ac.uk

 [@BuckinghamshireNewUniversity](https://www.facebook.com/BuckinghamshireNewUniversity)

 [@_BNUni](https://twitter.com/_BNUni)

 [@_BNUni](https://www.instagram.com/_BNUni)

 [@_BNUni](https://www.youtube.com/_BNUni)

 [@_BNUni](https://www.tiktok.com/_BNUni)

This publication was produced by Buckinghamshire New University in April 2024.

© Buckinghamshire New University.