



BUCKINGHAMSHIRE
NEW UNIVERSITY
EST. 1891

PAY GAPS REPORT

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

2025



BACKGROUND

1. In addition to the statutory requirement for gender pay gap reporting, we also report our ethnicity and disability pay gaps. The following information is based on the hourly pay of employees on the snapshot date of 31 March 2025.
2. Whilst BNU’s pay gaps compare favourably against sector averages, we are committed to persist in making steady progress towards closing all our gaps.
3. There is no bonus gap data to report as no bonuses were paid during the pay period ending 31 March 2025.

Pay Gaps

I. Gender Pay Gap 2025

	2022	2023	2024	2025
Mean BNU	13.4%	11.8%	9.8%	9.0%
Mean HE (UCEA)*	14.8%	14.2%	13.6%	Not yet known
Median BNU	5%	10.8%	2.2%	8.2%
Median HE (UCEA)*	12.3%	12%	11.5%	Not yet known

*Benchmark figures from UCEA Intersectional Pay Gap Reporting

Figure 1: Gender Pay Gap 2025

4. The Gender Pay Gap shows the difference between the mean and median hourly rate of pay for male and female colleagues. We have a male:female gender split of 41:59 overall, and this has remained fairly consistent since our pay gap recording began. Comparatively, females continue to be over-represented in the lower quartile and under-represented in the upper quartile.

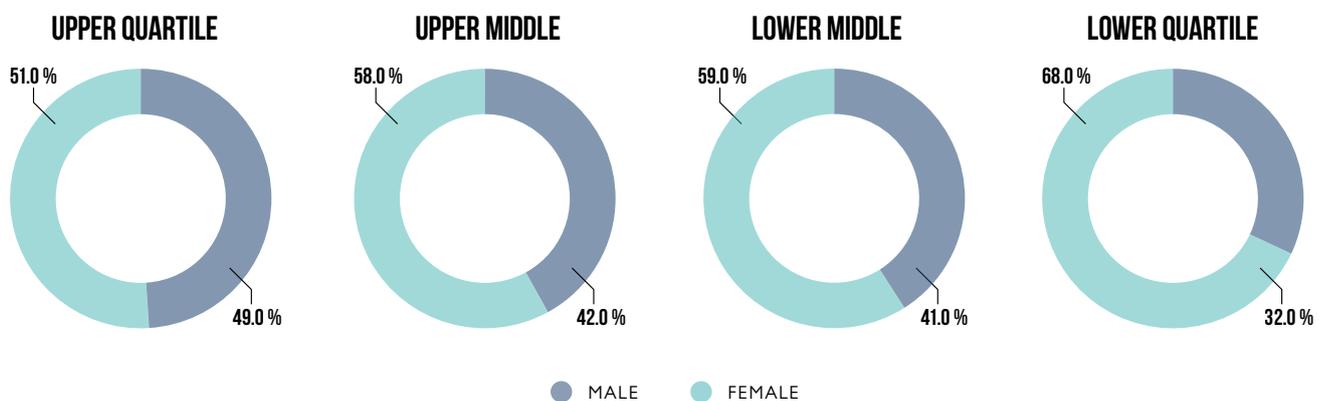


Figure 2: Gender distribution across pay quartiles



II. Ethnicity Pay Gap 2025

	2022	2023	2024	2025
Mean BNU	4.7 %	8.8 %	6.5%	3.3%
Mean HE (UCEA)*	4.7%	6.4%	7.7%	Not yet known
Median BNU	1.3%	0%	2.2%	1.7%
Median HE (UCEA)*	2.6%	3.9%	4.7%	Not yet known

Figure 3: Ethnicity Pay Gap 2025

- The Ethnicity Pay Gap shows the difference between the mean and median hourly rate of pay for Global Majority and White colleagues. Our mean ethnicity pay gap has decreased by a further 3.2 percentage points from 6.5% to 3.3% in 2025. Global Majority colleagues accounted for 31.3% of the population. The median remains low at 1.7%, down 0.5 percentage points from the previous year. There is greater representation of Global Majority colleagues in the upper middle and upper quartiles compared to the 2024 population (from 28% to 34% and 24% to 28% respectively).

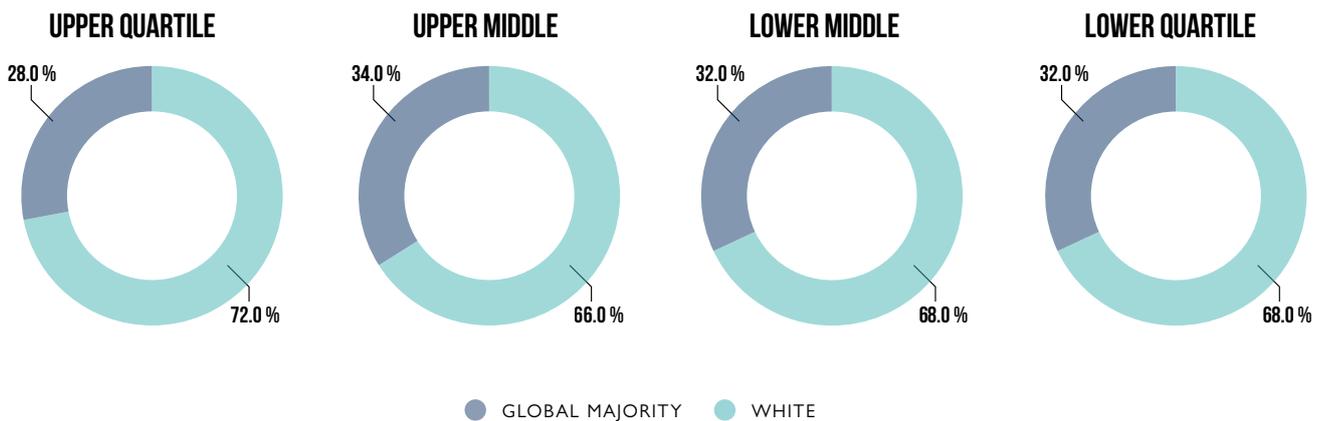


Figure 4: Distribution across pay quartiles by ethnic grouping

III. Disability Pay Gap 2025

	2022	2023	2024	2025
Mean BNU	7.8%	4.2%	3.8%	0.5%
Mean HE (UCEA)*		7.9%	8.3%	Not yet known
Median BNU	3.8%	0%	0%	0%
Median HE (UCEA)*		5.9%	8.2%	Not yet known

Figure 5: Disability Pay Gap 2025



- The Disability Pay Gap shows the difference between the mean and median hourly rate of pay between those who have declared a disability and those who have not. Our mean disability pay gap has decreased year on year and is now 0.5%. There is now greater representation of disabled staff in our top quartile, having increased from 14% to 17% between 2024 and 2025. The percentage of our workforce with a disclosed disability has increased from 13.5% to 16.3% between 2024 and 2025.

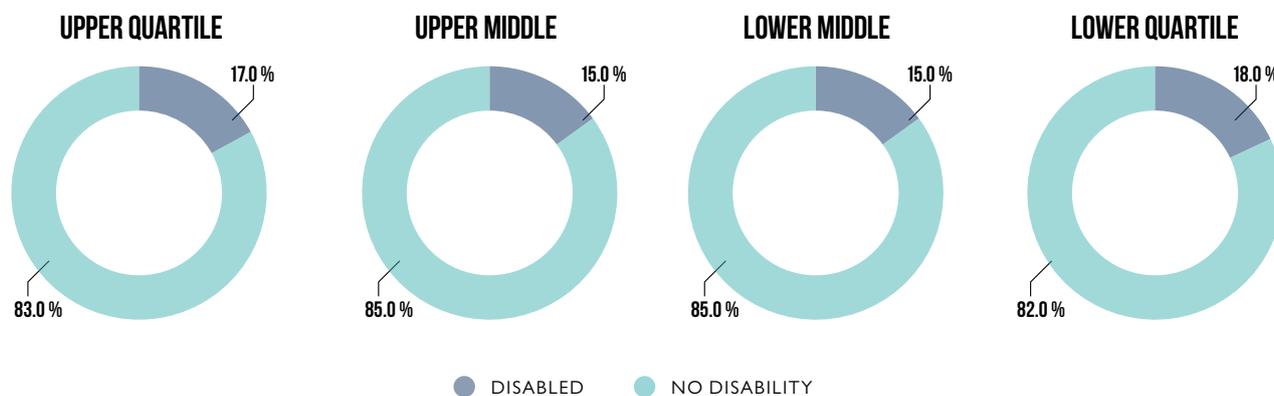


Figure 6: Distribution across pay quartiles by disabled status

IV. How have we made progress?

Below are the interventions and approaches BNU has taken to reduce pay gaps and amplify representation across the organisation in 2025:

- Inclusive Recruitment Strategy:** we further improved our inclusive recruitment initiatives to remove potential barriers to application, removing as much ambiguity as possible around requisite skills and experience for the role, salary, interview questions and accommodating individual requests where possible.
- Inclusive ways of working:** despite the widespread return to office working elsewhere, we have committed to continue hybrid and flexible working arrangements, as they have shown to be more beneficial to those with caring responsibilities, disabilities and working parents. We have introduced conversations about reasonable adjustments at several touchpoints (recruitment, onboarding, PDR) to ensure all staff have the support they need in the workplace (not just those with a disclosed disability).
- Development and progression:** We refreshed our PDR approach, training and guidance, introducing a stronger emphasis on development to increase confidence giving and receiving effective feedback and encouraging individuals to take control of their personal development journey. We also carried out reviews of our promotion processes for academic and PSE staff, including equality monitoring and listening exercises. The reviews led to further changes planned for the 2026 cycle to increase transparency and fairness and encourage early conversations and use of resources for development.
- Improved family leave:** We introduced a day one right to maternity, paternity, adoption and shared parental leave to enable those who are thinking about starting a family to remain mobile in the workforce.
- Employee voice:** We improved communication channels, ensuring employees have regular opportunities to catch up informally with members of the University Strategy Group in person or via a voice@ inbox, in addition to feedback via our affinity groups, employee forum and Trades Unions.



V. Action Plan

This year, as well as sustaining the approaches listed above, we are also making the following changes to continue our progress towards equity across the workforce:

- 1. Role redesign:** We are planning to undertake a review of all our role descriptors, defining them using success measures and allowing people flexibility to define the 'how' themselves, playing to their individual and team strengths.
- 2. Recruitment:** We are working on developing new talent pipelines to increase our talent pool, including care-experienced people, those with experience of the justice system and those with disabilities/neurodivergent conditions. We are working with our branding team to ensure our recruitment advertising appeals to a wide range of applicants and encourages applications from under-represented communities.
- 3. Promotion:** We will be implementing changes for our 2026 promotion rounds, including increased transparency of feedback at a local level in the application process.
- 4. Estates:** We have a renewed focus on improving the inclusivity of our estates, with plans to make our new buildings inclusive by design, making them more accessible and increasing our spaces to unwind, reflect, or for sensory self-regulation.
- 5. Addressing bias in the appointment process:** Following our Equal Pay Audit, we will be reviewing our process for agreeing starting salaries for new employees to ensure they are fair and consistent.
- 6. Development:** We will be introducing access to specialist coaching support for neurodivergent colleagues and those returning to work after an extended absence, benefiting new mothers, and those with long-term health conditions.



