

Equality and Diversity Annual Report 2017

Staffing

Introduction

The University of Birmingham is strongly committed to removing barriers to equality in the workplace. Our Equality Scheme for 2016-2020 - 'Advancing Equality, Valuing Diversity' - sets out the ambitious actions we are taking to embed equality at the heart of our vision and mission as a modern, global university.

As an institution whose core aim is to promote the growth and spread of knowledge, we recognise that we have a moral and ethical duty to ensure all members of our institution progress and thrive and that a diversity of leadership shapes and inspires the learning experience of our students.

The Equality Scheme 2016-2020 is built around four objectives:

- **Inclusion:** We provide an environment that is accessible, welcoming and safe
- **Attainment:** Everyone can flourish and succeed to the best of their abilities
- **Flexibility:** We support different ways of working and learning
- **Embedding:** The active promotion of equality informs our culture and behaviour

2017 has proven to be a productive year, in which we have engaged with partners from across the University and beyond in order to deliver on these objectives. The report below expands on our key activities and achievements for the year and our plans for 2018.

***Professor Una Martin,
Deputy Pro Vice-Chancellor (Equalities)***

Workforce composition

The University employs approximately 7500 staff: broadly, one third are academic staff, one third professional services staff in management grades, and one third professional services support staff. The services provided within the University are provided by University-employed staff ie the University does not outsource its facility services, such as cleaning, catering and security, to third parties.

The University is representative of wider society in that some of its disciplines have tended to attract men rather than women, both as members of staff and as students, for example, in Engineering. Some of these trends are beginning to change: students on the medical degree programme are now more likely to be female than male, and more likely to be from an ethnic minority; eventually these doctors will build their careers in the NHS and in research, and will help to achieve a balance of men and women staff, and staff from more varied ethnicities, teaching the medical programme.

The workforce includes 53% female staff and 20% black, Asian and minority ethnic (BAME) staff. 5% of staff have declared a disability; and the mean average age is 41.

Developing our staff networks

Networks are a key means of engaging with our staff. Developing the robustness of these groups has enabled us to consult with staff on issues of strategic importance, such as our Dubai campus development, the Race Equality Charter and the progression of women into senior leadership positions.

In addition to our Rainbow Network and Parents and Carers Network, during 2017 we have:

Established a Senior Women's Network

Following the success of the Making Space initiative in March, a Senior Women's Network has been established. The aim of the network is to be a consultation group on issues relating to female progression and representation at senior levels in the University. The network will also provide opportunities for sharing ideas, experiences and strategies amongst those in leadership positions.

Re-launched the Enabling Staff Network

The Staff Disability Network has been re-launched as the Enabling Staff Network. The new Network has 2 co-chairs, one of whom focuses on Mental Health, to reflect the increasing awareness and importance of mental wellbeing in the workplace. The Network was instrumental in supporting the University's Week of Wellbeing initiative in October 2017 and is providing input to Estates on several new buildings. The Network has initiated a monthly Network Coffee morning, which enables any member of staff to meet with Network members on an informal basis.

Established a BAME Staff Network

The first cohort of the University's Aditi BAME leadership development programme, have been instrumental in working with the University to establish a BAME Staff Network.

Celebrating the diversity of our community

As engagement with the Equalities agenda increases, so has our programme of activities, with 2017 offering the widest range of events to date, including:

The Making Space Project for International Women's Day

2017 saw a new initiative with the aim of recognising and celebrating female success at the University and encouraging open discussion of gender issues as part of our institutional culture.

The Making Space Project was instigated by the Vice-Chancellor. At the heart of the project is a series of group portraits of female staff by the artist Liz Hingley, chosen to reflect the breadth of female contribution to the University and beyond. The exhibition placed images of inspirational women at the heart of our campus – the Aston Webb building – acting as a counterpoint to the predominately white, male imagery that has historically existed in that public space. In addition to celebrating individual achievements, the project is designed to prompt discussion and action. One of the legacy projects from the exhibition is the development of the Senior Women's Network.

LGBT History Month

In February 2017, a series of events were held across campus to celebrate LGBT History Month. The opening event, in keeping with the History Month theme of Law and Citizenship, explored different perspectives on the legal and social obstacles faced by LGBT asylum seekers in the UK. Professor Nicola Mai from Kingston University London presented his short film, "Samira" and prominent actress Clare Summerskill talked about her recent play, "Rights of Passage".

Other events included the Rainbow Trail, a student-organised selection of objects in the University of Birmingham's Research and Cultural Collections, exploring the lives and communities of LGBTQIA+ people; a poster display of LGBT individuals, nominated by University Schools from across campus for their significant contributions to their academic field and a talk hosted by the Cadbury Research Library about Noel Coward and the Noel Coward Archive, followed by a screening of his film, 'The Italian Job.'

During 2017, we are proud to have also retained our place in the Stonewall Top 100 Employers index in recognition of our commitment to LGBT equality in the workplace.

Black History Month

The University hosted over 16 events for Black History Month in 2017, with the programme largely developed by our BAME Staff Network. This included a launch event at the Barber Concert Hall with the Black Voices Choir, Birmingham's foremost international *a capella* group, an exhibition celebrating the life of Samuel Coleridge-Taylor, film nights and talks exploring intersectionality.

Increasing our gender diversity

Athena SWAN Charter

Since 2011 we have been members of the Athena SWAN Charter and have made a commitment to the principles of increasing the recruitment, progression and retention of female staff. As part of this commitment we:

- Have compulsory training for all staff involved in recruitment and selection, including equality considerations and the impact of unconscious biases

- Actively encourage all staff to apply for senior roles, with promotions workshops held bi-annually in all 5 of our academic Colleges
- Run Emerging and Senior Leadership Development Programmes, with female staff accounting for 45.5% of attendees in 2014-2017
- Participate in the Aurora Leadership Programme, a national women-only programme aimed at developing leadership skills for women in Lecturer and Senior Lecturer posts

These initiatives are having an impact. Since committing to the principles of Athena SWAN, our senior female academic staff have increased, (female Readers increasing from 23% to 32% and female Professors increasing from 18% to 23%).

Recruits to our Birmingham Fellows scheme – which aims to attract outstanding researchers and provides five years of protected research time – were 45% female in 2016/17, providing these early career academics with an unrivalled start to their academic careers. 35% of women (and 19% of men) participating in our Senior Leadership Development Programme have subsequently been promoted.

Within our academic Schools, 22 of the 25 science, technology, engineering, mathematics and medicine (STEMM) Schools in the Colleges of Engineering and Physical Sciences, Life and Environmental Sciences and Medical and Dental Sciences hold Athena awards, in recognition of their individual work to create a culture of gender equality. Since the expansion of Athena to arts and humanities subjects, all Schools in our Colleges of Arts and Law and Social Sciences have active Athena SWAN teams consulting with their staff and students to identify and address barriers to equality.

Pay and reward

Whilst we are proud of the progress we are making on gender equality, we recognise that achieving gender parity at all levels of our institution is an ongoing and significant challenge. The greater number of men than women in senior roles, both in our academic Colleges and our Professional Services, has a direct impact on our pay data. The University's gender pay data will be available on the government website (<https://gender-pay-gap.service.gov.uk/Viewing/search-results>) by the end of March 2018.

Differences in gender pay are partly due to demographic reasons – the expectations of society of men and women (for example, students on Engineering degrees are largely male, whereas students on Nursing degrees are largely female) – and partly about the pay progression of female staff compared to male staff. The University is committed by its Royal Charter to equality of opportunity and to eliminating discrimination on grounds of gender and other characteristics, protected by law. It is therefore committed to pay equality for men and women and will implement action plans to achieve this objective

Whereas gender pay data shows the **difference in the average pay between all men and women in a workforce**, equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value**. The University of Birmingham grades jobs to ensure equal pay for work of equal value using the Hay job evaluation methodology.

Job evaluation helps us to ensure that:

- Our jobs can be benchmarked against jobs in other organisations to ensure our pay is competitive to attract and retain high calibre staff

- We are consistent and fair in grading and pay of staff to support staff engagement
- We comply with our legal obligations regarding equal pay for work of equal value;

The Hay methodology is the most well-established and widely used job evaluation scheme with high credibility in both the public and private sectors.

Our equal pay data show that we are broadly meeting our equal pay obligations.

How we are working to address gender pay

We are actively committed to a programme of sustainable change to address any imbalance in our structure and accelerate the rate of progress in closing the gap between the numbers of senior female and male academic and Professional Services staff. This will, in turn, help close the expected pay gap between women and men.

Actions we will take, or are taking, include:

Pay monitoring – broaden the monitoring of gender pay through the salary review processes

Gender targets – The University has introduced targets for senior academic and leadership roles, with the aim of achieving a minimum of 30% female representation in these posts. Progress against these targets will be included in the annual Equality Assurance report.

Equality Action Plans – Each of our Colleges will have a local action plan stating how they will achieve our gender equality objectives.

Accountability – A yearly, publically available audit report will be produced at School, College and University level on: appointments, promotions, pay and proportions of staff at different grades.

Consultation – Our Senior Women’s Network will continue to be utilised as experts and critical friends in developing our positive action strategy.

Athena SWAN – We have implemented a University-wide Athena SWAN review process to ensure that applications are well thought through and include robust action plans to develop a gender positive culture (see above for a more detailed report of these actions).

Professional and Personal Development – Our Emerging and Senior Leadership training will incorporate a module on Leadership in a Diverse organisation, in order to develop diversity competence at senior levels. We will continue to deliver and monitor the impact of our Senior and Emerging Leaders development programmes and the Aurora programme to support the long-term, development and career progression of our female staff.

Workload recognition – We are developing our mechanisms for recording academic workload with a view to ensuring equality, including for part-time staff (many of whom are women).

Increasing our ethnic diversity

The University has joined the sector-leading Race Equality Charter and is working towards receiving accreditation. This is a very thorough and challenging process that is intended to

effect real culture change and have a sustainable impact on the number of minority ethnic staff that we employ. To this end:

- A project steering group of senior stakeholders has been established, chaired by the Provost and the PVC for Education
- Three working groups have been set up to look at issues faced by staff and students and our relationship with the wider community
- The staff working group will look specifically at academic and professional staff progression
- The steering group anticipates submitting the Race Equality Charter application and associated action plan to the Equality Challenge Unit in 2019

The pilot of the **Aditi** programme for BAME leadership - funded by the Leadership Foundation for Higher Education - was runner up in the Learning & Organisational Development category for the University HR Awards 2017. This category is awarded for an initiative that achieved culture change and developed capacity to meet future challenges. The University has continued to support the Aditi programme after the expiry of external funding and a second cohort of aspiring BAME leaders has just been recruited.

Supporting staff who are parents and carers

Parents and Carers intranet resource

We have created a Parents and Carers intranet site following feedback to ensure our family-facing arrangements are accessible and in a single place. This site provides information on:

- Becoming a parent (pregnancy, adoption, IVF, surrogacy, maternity)
- Managing work and child care (return to work, remission of duties for academic staff, childcare vouchers, University nurseries, flexible working, parental leave, buying additional leave, career breaks)
- The University's Parents and Carers Network
- Caring for dependants (flexible working, compassionate leave, CAB on campus, staff counselling service, local carers resources)

In addition to this resource, HR continues to provide a dedicated face-to-face service for staff wishing to discuss their leave options.

Guidance on IVF and surrogacy

We are aware of the particular difficulties faced by staff who are considering IVF and have introduced 5 days paid leave for IVF treatment and specific guidance for staff becoming parents through surrogacy.

From Paternity Leave to Partner Leave

Following consultation with our LGBT Rainbow Staff Network, we have renamed paternity leave 'partner leave' to emphasise that it is inclusive of partners of all sexes. This change has been commended by Stonewall in their Workplace Equality Top 100 Employers index, (the University is currently ranked 75th).

Fixed Term Contracts and Maternity Leave

Where staff have contracts that expire during or immediately after their maternity leave, we have waived the requirement that they return to work for 3 months in order to qualify for enhanced University maternity pay. This requirement was having a disproportionate impact on early career staff, particularly in the College of Medical and Dental Sciences.

Embedding equality across our institution

We have reviewed our structure for managing and embedding equality and diversity at all levels of our institution and achieving real change. As a result, in 2018:

- Each College and Professional Service will commit to specific actions to contribute to achievement of the University's Equality Scheme objectives and publish action plans.
- Contribution to achieving equality and diversity objectives will form part of the PDR and job objectives for all managers.
- Job descriptions will include appropriate reference to responsibilities under equality and diversity.
- Appointment and promotion processes will include an appropriate means of testing an individual's knowledge and skills in relation to equality and diversity.

Demonstrating our leadership commitment

Members of the University Executive Board have taken on Equality Champion roles to advocate for and represent key equality strands at senior level:

- Race and religion (covering the protected characteristics of race, religion and belief) – Professor Kathy Armour
- Gender and family (covering the protected characteristics of sex, pregnancy and maternity and marriage and civil partnership) – Professor David Adams
- LGB&T (covering the protected characteristics of sexual orientation and gender reassignment) – Professor Robin Mason
- Disability (including mental health and wellbeing) – Professor Myra Nimmo

Developing partnerships

We have continued to develop ties with our academic centres of expertise. This informs our equality work as well as supporting research impact. Examples of the success of this approach are:

- The University was invited by Research Councils UK to host a joint conference on diversity in research. The conference, entitled 'Making Diversity Research Everybody's Business' was over-subscribed and featured the work of three of the University's research centres: Centre for Research in Ethnic Minority Entrepreneurship, MOSAIC Centre for Research on Multilingualism and Institute for Research Into Superdiversity.
- The Senior Women's Network provided a panel to discuss career development as part of the University's research conference in September 2017
- Dr Nicola Gale and Dr Nicki Ward were recognised as Stonewall Regional Role Models in 2017. This was a result of a submission by the Equalities team, highlighting the value of their Inclusive Curriculum research.

Transnational Education

There is a clear commitment for the University's Dubai campus to have equality and diversity considerations embedded within each of the work streams. Equality considerations within work streams will ensure the best opportunity for a detailed understanding of issues and support the implementation of practical plans to address cultural context and maximise inclusive practice.

In developing our work in Dubai, the University is working closely with Stonewall and utilising their 'embassy' model of overseas working, to ensure that, where there are differences between our institutional values and local laws and culture, the safety of staff is paramount and that staff at all University sites are treated fairly and equally.