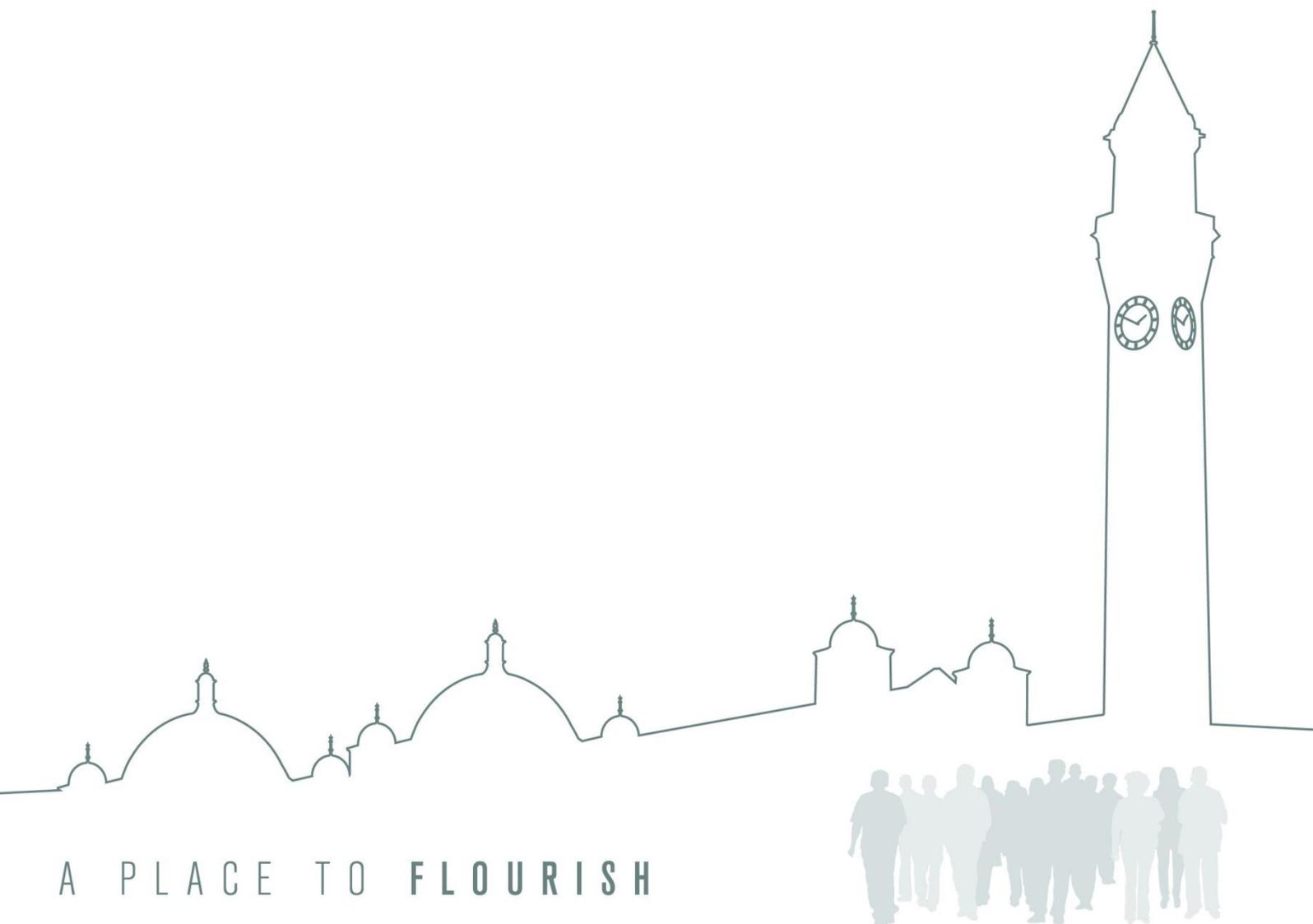




UNIVERSITY OF
BIRMINGHAM

GENDER PAY GAP REPORT 2018

March 2019



A PLACE TO FLOURISH

1. Introduction

1.1 Our context

As of 31 March 2018, the University of Birmingham employed approximately 8,075 staff, 52.6% of whom are female. Staff are employed across 5 academic Colleges and 10 Professional Services budget centres in a range of academic and professional staff roles.

Our academic roles encompass the full academic career pipeline, from early career post-doctoral researchers to professors undertaking world leading research. Our professional staff roles are diverse and include directors of budget centres, roles requiring professional qualifications, technical and administrative roles and the provision of essential services such as catering and cleaning. The University does not outsource its facilities services, such as cleaning, catering and security, to third parties. All University staff enjoy terms and conditions of employment considerably above the norm for the local economy, particularly in respect of holiday, pension and sick pay.

The University is representative of education and employment trends in wider society, in that some of its disciplines and job roles have tended to attract more men than women and vice versa. For example, disciplines in our College of Engineering and Physical Sciences have a much higher proportion of male students and staff than in our College of Medical and Dental Sciences. Roles in catering and cleaning are more likely to be held by women than men. As a general point, women are under-represented in the highest pay quartile, representing the most senior roles in the University, and are over-represented in the lowest pay quartile. However, we are challenging these trends through our commitment to programmes such as Athena SWAN – which focuses on the recruitment, retention and progression of female academic staff - and development activities such as our senior leadership programme, 50% of the most recent cohort being female. It is encouraging to see improvements as a consequence of these initiatives, prompting a fall in the overall gender pay gap since these data were first published.

1.2 Legal context

Since 6 April 2017, all employers in Great Britain with more than 250 staff are required to publish annual data relating to pay in their organisations by gender. They must use specified formulae (based on weekly working hours) to calculate that data and must publish the figures for all of their employees annually.

Qualifying employers must publish the percentage difference in the:

- mean pay of men and women;
- median pay of men and women;
- mean bonus pay of men and women; and,
- median bonus pay of men and women.

They must also publish the proportion of men and women who received bonus pay and the proportion of men and women in each of four quartile pay bands. For public authorities, which in this instance includes universities, the annual snapshot date for the gender pay data is 31 March. The gender pay data in this report is as at 31 March 2018, for publication by 31 March 2019.

1.3 The mean and the median

The gender pay gap calculations over the page make use of two types of averages:

- a **mean** average – this involves adding up all of the numbers and dividing by result by how many numbers were in the list.
- a **median** average – this involves listing all of the numbers in numerical order and then finding the middle value.

The Advisory, Conciliation and Arbitration Service (ACAS), a Crown non-departmental public body of the Government, has produced guidance on Managing Gender Pay Reporting which states:

“Using these two different types of average is helpful to give a more balanced overview of an employer’s overall gender pay gap:

- *Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can ‘dominate’ and distort the answer.*
- *Median averages are useful to indicate what the ‘typical’ situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses.*

1.4 This report

This report provides information on the University’s Gender Pay Gap as of 31st March 2018. It includes data on the University’s gender pay and gender bonus gaps, analysis of the causes of gender-based pay gaps and details activities the University is undertaking to address and reduce pay gaps.

This is the University’s second gender pay gap report. The first report looks at the gender pay gap as of 31st March 2017 and is available at <https://www.birmingham.ac.uk/Documents/university/gender-pay-gap-report.pdf>

2. Context

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

Equality Scheme actions in 2019 will focus on the implementation of positive action measures to accelerate the number of women in senior academic posts, as detailed in sections 5 and 6. Action to address the gender pay gap is part of a much wider programme to promote equality and diversity within the University, further information about which can be obtained at www.birmingham.ac.uk/staff/birmingham/about-us/equality/index.aspx

3. Equal pay

3.1 The difference between gender pay gap and equal pay

Whereas the gender pay gap shows the differences in average pay between *all men* and *all women* in the workforce, equal pay describes the pay differences between men and women who carry out the same or similar jobs or work of equal value. The existence of a gender pay gap is not therefore a measure or indication of unequal pay where men and women are carrying out the same or similar work. Typically, a gender pay gap will show that women are under-represented in the higher levels of an organisation and/or over-represented at more junior levels.

3.2 How we measure equal pay

The University grades jobs using the Hay job evaluation methodology to ensure equal pay for work of equal value. 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; and

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.

4 Gender Pay Gap figures

Table 1: Pay Gap Information 2018 (with 2017 comparator)

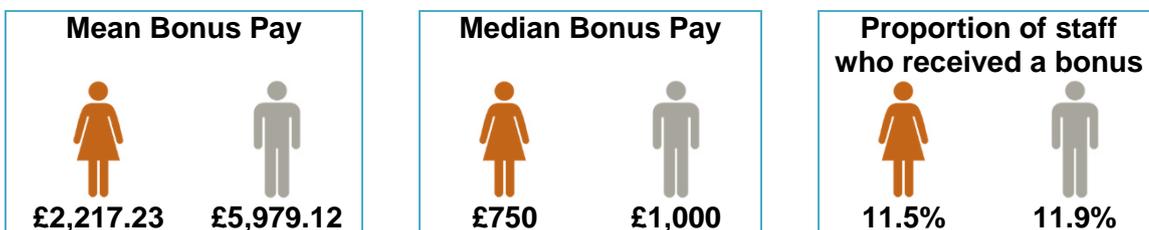
Measure	2018		2017	
	Mean (Average)	Median (Middle)	Mean (Average)	Median (Middle)
Gender Pay Gap	19.4%	19.6%	19.9%	23.3%
Gender Bonus Gap	62.9%	25.0%	66.0%	50.0%

Table 2: Hourly Rates 2018



Hourly rates	2018		2017	
	Mean (Average)	Median (Middle)	Mean (Average)	Median (Middle)
Females	£17.16	£14.80	£16.45	£13.82
Males	£21.29	£18.40	£20.54	£18.01

Table 3: Bonus Pay 2018



Bonus pay	2018			2017		
	Mean (Average)	Median (Middle)	Bonuses awarded	Mean (Average)	Median (Middle)	Bonuses awarded
Females	£2,217.23	£750	11.5%	£1,565	£500	11.4%
Males	£5,979.12	£1,000	11.9%	£4,600	£1,000	12.3%

Table 4: Pay Quartiles 2018

Pay Quartiles	Female	% Female	Male	Male%	Total
Top Quartile (highest paid)	747	37.0%	1,272	63.0%	2,019
Upper middle quartile	1,022	50.6%	997	49.4%	2,019
Lower middle quartile	1,214	60.1%	805	39.9%	2,019
Lower quartile (lowest paid)	1,262	62.5%	756	37.5%	2,018
TOTAL	4,245	52.6%	3,830	47.4%	8,075

Table 5: Pay Quartiles 2017

Pay Quartiles	Female	% Female	Male	Male%	Total
Top Quartile (highest paid)	693	37.3%	1,163	62.7%	1,856
Upper middle quartile	928	50.0%	927	50.0%	1,855
Lower middle quartile	1,119	60.3%	737	39.7%	1,856
Lower quartile (lowest paid)	1,133	61.1%	722	38.9%	1,855
TOTAL	3,873	52.2%	3,549	47.8%	7,422

4.1 Gender pay: underlying issues

Our gender pay gap data for 2017 identified the uneven distribution of women and men across the grades of employment as underpinning the University's gender pay outcomes. In summary, a greater proportion of our female staff are employed in lower graded roles, and a greater proportion of our male staff in higher graded roles. This distribution is reflected in the pay quartiles above.

This feature of the composition of the University's workforce generally mirrors that of other universities across the HE sector. This typically results in higher average pay rates for men, as they hold a greater proportion of higher paid roles. It also impacts on average bonus payments, as the value of a bonus will be proportionate to the level of salary.

This pattern of role distribution remains true of the 2018 data. 52.6% of the University's staff are female, with women accounting for just over 60% of the workforce in the lower and lower middle pay quartiles, 50.6% of the workforce in the upper middle quartile and 37% in the upper quartile.

4.2 Gender pay: comparison of 2017 and 2018 data

There are significant differences across all sets of data when looking at mean and median averages. As noted in section 1.3, the median is considered more indicative of the 'typical' situation in the middle of an organisation, as it is not skewed by very large or very small pay rates and bonuses.

Between 2017 and 2018 our gender pay gap has:

- Reduced by 0.5% to 19.4% (mean)
- Reduced by 3.7% to 19.6% (median)

Our bonus pay gap has:

- Reduced by 3.1% to 62.9% (mean)
- Reduced by 25% to 25% (median)

Whilst recognising that much work is still to be done, we are pleased that there has been a reduction in our gender pay gap between March 2017 and March 2018.

During this period, the proportion of women in both the lower quartile and the upper middle quartile has grown slightly, whilst the proportion of women in the top quartile and lower middle quartile has reduced slightly. These shifts are in part due to the increase in headcount between 2017 and 2018 (from 7,422 to 8,075 staff), which has resulted in changes in where the quartile lines fall since 2017. However, the average hourly pay for staff in the lowest quartile increased by 7% between the 2017 data report and the 2018 data report, whilst the average pay increase in the top quartile during this period was 3%. The overall effect of these changes, despite the decrease in the proportion of women in the top quartile and the increase in the proportion of women in the lower quartile, has been a positive shift in the gender pay gap in 2018.

The bonus pay gap remains substantially greater than the gender pay gap, but has significantly reduced since 2017 data were reported in March 2018. The proportion of women receiving bonuses has remained virtually the same as 2017, whilst the proportion of men receiving bonuses has decreased by 0.4%. As noted in our report of 2017 data in March 2018, the bonus pay gap is also influenced by our employment of a significant number of Consultants and academic General Practitioners, who are eligible to be paid Clinical Excellence Awards. The NHS, rather than the University, awards Clinical Excellence Awards. Without clinical staff, our mean bonus gap reduces to 51.7%, whereas the median remains the same at 25%.

5 Actions to reduce our gender pay gap since March 2017

In our first gender pay gap report - published in 2018 and stating figures as at the end of March 2017- the University made a firm commitment to reducing its gender pay gap and addressing the issues that underpin the existence of the gap. This pay gap-specific work intersects with and is enhanced by a wider agenda to promote gender equality across our institution. The wider agenda primarily focuses on activities and interventions to accelerate closing the gap between the number of senior female and male academic and professional staff.

As part of its commitment to increasing gender diversity at senior levels, the University has committed to achieving 30% female Professors and 30% female Senior Lecturer, Senior Researcher and Reader posts. 30% was identified as an initial target, as achievement of at least 30% female representation within a group is typically accepted as the point at which critical mass is attained and substantial influence and impact becomes possible. 37% of our most senior Professional Services staff are female.

As of March 2018 our data shows:

- 25.5% of our Professors are female
- 34.2% of our Senior Lecturers, Senior Researchers and Readers are female

In 2019 we will be working with our Colleges to implement their own targets that will continue to push our institutional figures towards equal representation.

In addition to setting targets for senior female academic staff, in last year's gender pay gap report we also committed to a range of actions specifically to address pay and, more broadly, to encourage greater gender diversity in senior posts. These actions and progress against them as of March 2019 are set out below:

- 1) Pay monitoring:** enhancing the monitoring of gender pay, including bonuses, through the salary review processes.
 - In addition to measuring the proportion of men and women awarded 1 or 2 extra increments or a bonus, we have begun to record the value of the extra pay awarded to men and women. This has set a baseline for monitoring the value of extra pay by gender.
 - The College Equality Leads now attend the Internal Review panel in order to provide a stronger link between College and University level review processes.
- 2) Equality action plans:** in addition to our institutional Equality Scheme, each College has developed its own actions to increase the number of women in senior positions.
- 3) Accountability:** a publicly available audit report <https://intranet.birmingham.ac.uk/collaboration/equality/documents/GPG/Gender-Pay-Gap-supporting-data-2018.pdf> has been produced at School, College and University level on: appointments, promotions, pay and proportions of staff by gender at different grades.

4) Consultation: members of our Senior Women's Network have continued to contribute as experts and critical friends in developing our positive action strategy.

- The DPVC Equalities has delivered a presentation to the Senior Women's Network about the Gender Pay Gap report. The Network gave a firm commitment to work with the University Executive Board to explore the figures in more detail and to identify actions which could improve the progression of women into senior roles.
- The network hosted an informal 'promotions café' inviting all women eligible to apply for promotion to Reader or Professor to have informal discussions with Professors from a range of academic disciplines.
- Members of the Network are meeting with the Vice Chancellor and the Provost to discuss the detail of professorial banding and other aspects of the Gender Pay Gap.

5) Athena SWAN: we continue to support our Schools to achieve Athena SWAN awards and to use the self-assessment process to develop a positive working culture.

- The vast majority of University schools hold or are actively working towards Athena SWAN awards to address the recruitment, progression and retention of female academic staff within their subject areas. In 2018, our first non-STEMM school (School of English, Drama, American and Canadian Studies) achieved a Bronze Athena award.

6) Clinical staff: we have developed a working group with colleagues at the University Hospital Birmingham to embed Athena SWAN principles and practices in the NHS setting via Birmingham Health Partners.

- We have developed and delivered an unconscious bias session for the panel scoring NHS Clinical Excellence Awards for Clinical Academics in our College of Medical and Dental Sciences.
- University Hospital Birmingham are represented on our College of Medical and Dental Sciences Athena SWAN taskforce.
- A working party has been set up with Birmingham Health Partners to investigate how equalities may be embedded across all pillars of the partnership with the University.
- The Equality and Inclusion leads from University Hospital Birmingham have been invited to form part of our College of Medical and Dental Sciences equality committee to share good practice and join up our work.

7) Family friendly policies: we are extending our suite of policies to support working parents; and we have two workplace nurseries which have been evaluated as excellent by OFSTED. Given this success, the University has in 2018 opened a third nursery to help meet demand for on-site high quality childcare.

8) Professional and personal development: our Emerging and Senior Leadership training has incorporated 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.

- We have added a half-day session to our Senior Leadership programme that focuses on equality and diversity issues. This includes a session on Diversity in the University of Birmingham, led by the DVPC Equality, and a session on leading in a diverse workplace led by Professor Kiran Trehan (Birmingham Business School).
- We have also incorporated an equality impact assessment on the nominations process for both the Senior and Emerging Leaders Programmes to ensure we have appropriate BAME and gender balance. 50% of the new cohort on this programme are female.

9) Workload recognition: we will develop our mechanisms for recording academic workload to help us to continue to ensure equality, including for part-time staff.

- The University has purchased and implemented Simitive WAMS, a system for recording workload allocations, provisionally for implementation in the academic year 2019-20.
- When live workload allocations are entered, it will become possible to report on different aspects of workload allocation, including those relating to equality considerations.

10) University Leadership Forum: we have enlarged our leadership forum to be more inclusive and representative of women.

We will continue to develop these areas of activity throughout 2019/20, with a particular emphasis on working with our five Colleges to develop local targets for senior female academics.

6 Future actions to address gender pay

In 2019 we will be establishing a Gender Pay Gap task group to further develop and refine our strategy and actions, utilising the Government's recently published 'Gender Pay Gap: Closing it Together' guidance to further investigate the issues underpinning gender pay. We will continue to implement the areas of activity in section 5 throughout 2019, with a particular emphasis on working with our five Colleges to develop local targets for their senior female academics. In addition to this, we will be seeking to undertake regression analysis of our pay data to identify differences in female and male salary progression and to develop further interventions on the basis of that analysis.

7 Conclusion

Although the causes of the gender pay gap are complex, the primary reason that has been identified for us is the underrepresentation of women at senior levels within the University. The actions set out in this report outline some of the measures we have been taking – and the effect they are having – and will continue to take to achieve a better balance of male and female staff in senior positions. We are committed to ensuring that, in future years, we are able to demonstrate a reduction in our gender pay gap.