



UNIVERSITY OF
BIRMINGHAM



GENDER PAY GAP REPORT 2020

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EDUCATION AND
RESEARCH.**

PROFESSOR SIR DAVID EASTWOOD

VICE-CHANCELLOR'S FOREWORD



The University of Birmingham is committed to creating an environment where all members of our diverse community can flourish. It is only through being inclusive as a community and as individuals that we can achieve the University's full potential: as a place of innovation, of collaboration, and of transformative education and research.

Addressing the University's gender pay gap and the issues that underpin it is an integral part of our commitment to this inclusive environment. Since first reporting on our gender pay gap in 2017, we have undertaken targeted activities to increase the number of women in senior roles. These actions are beginning to take effect: since 2018, our proportion of female professors has increased from 24% to 27%, our proportion of female senior officers in Professional Services roles has increased from 36% to 47%, and our proportion of female members of the University Leadership Forum, which consists of senior leadership roles from across the University, has increased from 35% to 43%.

While we are pleased with this progress, we recognise that reducing the pay gap is a long-term challenge that can only be met through sustained action. The University will continue to prioritise initiatives to create greater gender balance in job roles and to support the recruitment and progression of female staff, and we are focusing in particular on two programmes of activity with the potential to instigate long-lasting change:

- The Birmingham Academic Career Framework and the Professional Services Career Pathways will be creating clear and fair structures for all staff to develop their careers at Birmingham
- The Equality Change Programme will be engaging with staff expertise from across the University to embed gender equality at the heart of our employment practices and staff experience

While it will take time for the results of our efforts to be realised, it is only through initiatives such as these that we can deliver the change necessary for a long-term and sustainable reduction in the gap between male and female average pay.

PROFESSOR SIR DAVID EASTWOOD

Vice-Chancellor

INTRODUCTION

This report provides information on the gender pay gap at the University of Birmingham on the census date of 31 March 2020, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Since first reporting on our gender pay gap data in March 2018, we have been working to reduce the pay gap. We are pleased that this year's report shows a narrowing of the gender pay gap on several measures.

However, we are aware that there is much progress to be made, and this report sets out the actions the University will be taking to continue to reduce our gender pay gap.

ABOUT US

The University of Birmingham is ranked among the world's top 100 higher education institutions. Our work brings people from across the world to Birmingham, including researchers and teachers and over 6,500 international students from more than 150 countries.

As of 31 March 2020, we employ 8,567 staff, 53.1% of whom are female, across five academic Colleges and ten Professional Services directorates in a range of academic, professional and support roles.

Our academic roles encompass the full academic career pipeline, from early-career post-doctoral researchers to lecturers, senior lecturers and professors undertaking world-leading research.

Our Professional Services staff roles include managerial and specialist roles requiring professional qualifications, technical and administrative support roles, and the provision of essential services such as catering and cleaning.

Unlike a number of higher education institutions, the University of Birmingham does not outsource its cleaning and catering services, and these staff – who are predominantly female – are included in our gender pay gap data.

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**AS OF 31 MARCH
2020, WE EMPLOY
8,567 STAFF, 53.1%
OF WHOM ARE
FEMALE.**

EQUAL PAY AND THE GENDER PAY GAP

WHAT IS
**THE GENDER
PAY GAP?**

The gender pay gap is the difference between the average hourly pay of male staff and the average hourly pay of female staff.

This is shown as mean average (calculated by adding the remuneration of all male and all female employees and dividing it by the number of employees) and median (the middle value when all female and all male staff hourly pay is listed from lowest to highest value).

WHAT IS
**THE GENDER
BONUS GAP?**

The bonus gap is the difference between the value of the average female staff member's bonus and the average male staff member's bonus awarded between 1 April 2019 and 31 March 2020. This is shown overleaf as the mean average and the median.

The gender pay gap shows the differences in average pay between all men and all women in the University's workforce.

WHAT IS
EQUAL PAY?

Equal pay and the gender pay gap are two distinct measures. Equal pay means women and men are paid the same rate for like work, as set out in the Equality Act 2010. The University uses a job evaluation scheme to systematically measure the relative value of jobs and ensure equal pay for like work.

HOW DOES
**THE DATA DEFINE
MALE AND FEMALE?**

Gender pay data and equal pay data is based on sex, not gender identity. This report uses the terms men/women and male/female to denote staff of either sex.

GENDER PAY AND BONUS PAY

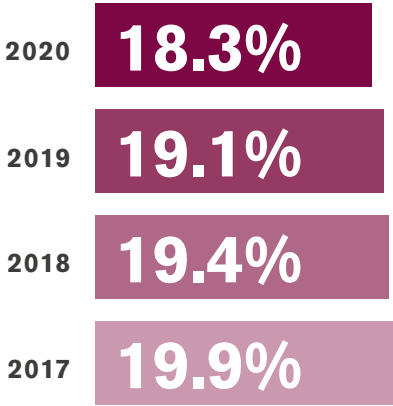
HOURLY RATE OF PAY BY GENDER

The average hourly rate of pay for women was 18.3% lower (mean) or 19.6% lower (median) than for men.

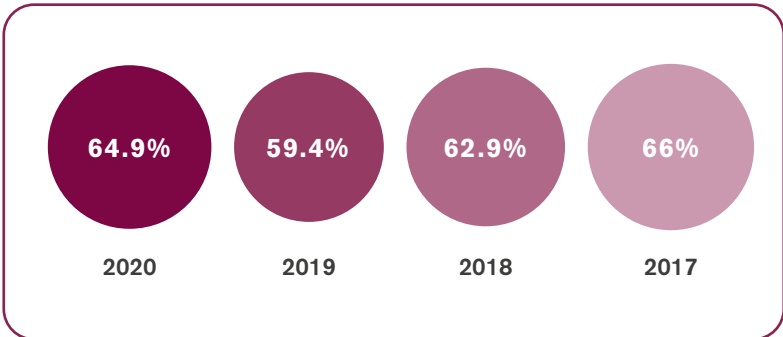
BONUS PAYMENTS BY GENDER

12.6% of women and 11.5% of men received a bonus payment during the census period. The average bonus pay for women was 64.9% lower (mean) or 25% lower (median) than for men.

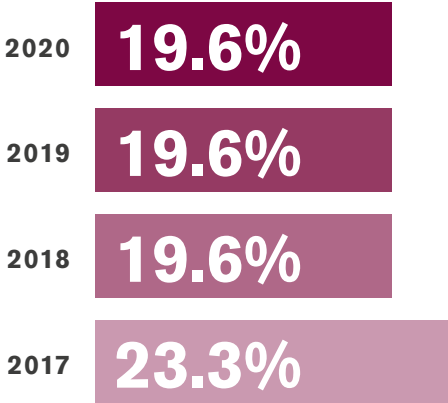
Mean gender pay gap



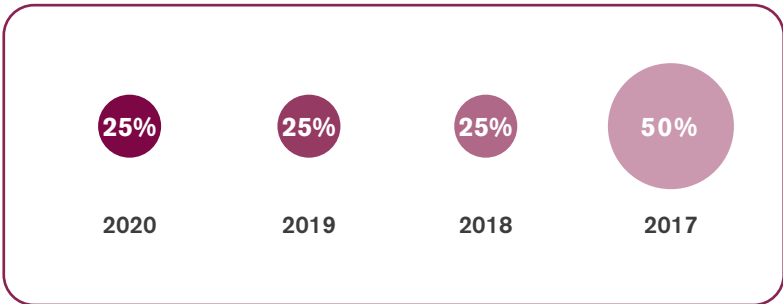
Mean gender bonus gap



Median gender pay gap



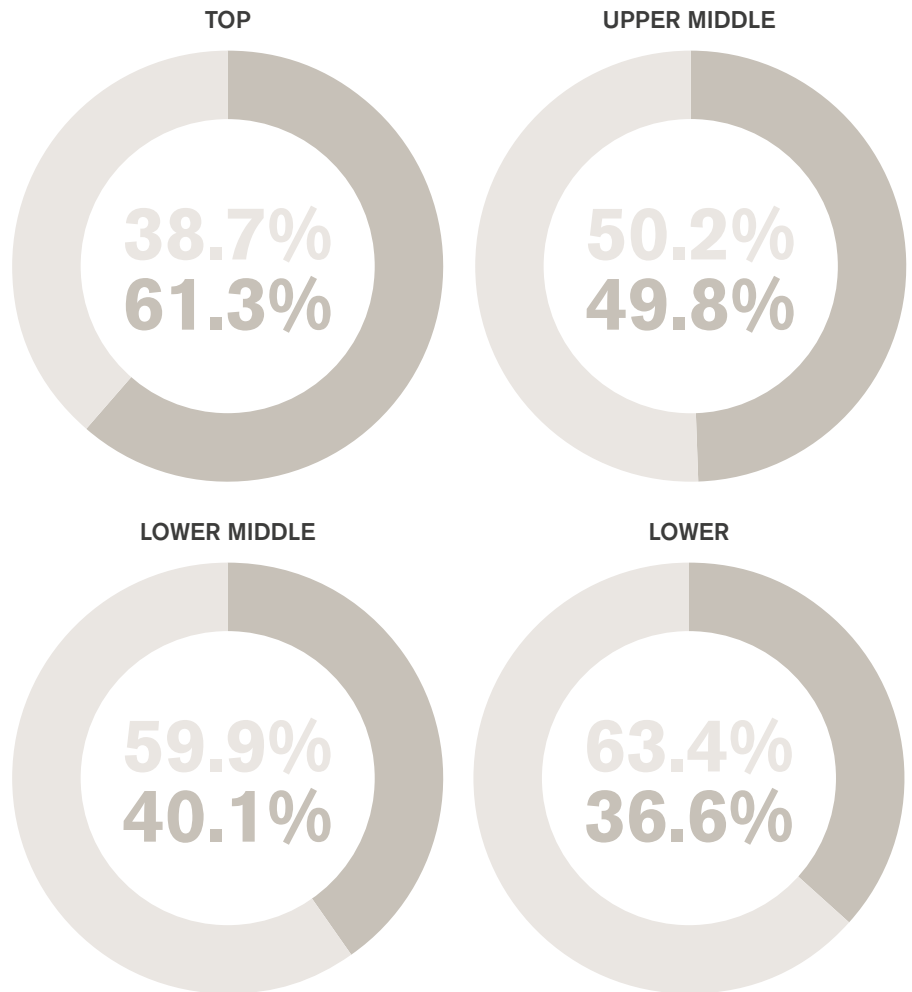
Median gender bonus gap



PAY QUANTILES

Our staff population is divided into four pay quartiles, from lowest to highest hourly pay. There are significantly more women in the lower pay quartile and more men in the top pay quartile. This difference in the spread of female and male staff – and the impact it has on average pay – underpins the gender pay gap:

Key:



UNIVERSITY STAFF POPULATION

4,546

4,021

TOTAL
8,567

ANALYSIS

Our mean pay gap has reduced since we first published gender pay gap data, from 19.9% (2017) to 18.3% (2020). The median pay gap has reduced from 23.3% in 2017, but remained the same from 2018 to 2020 at 19.6%. In 2020, there was an increase in the proportion of women in the top pay quartile to 38.7% of staff, (from 37.9% in 2019, 37.0% in 2018 and 37.3% in 2017). As more women move to senior roles, their progression through the incremental pay scale will support a reduction in the gender pay gap in future years. Overall, however, a greater proportion of the female workforce than male continue to be employed in lower-paid roles, and, conversely, a greater proportion of the male workforce than female continue to be employed in higher-paid roles.

The University's bonus pay gap is influenced by our employment of a significant number of clinical consultants and academic general practitioners, who are eligible to be paid Clinical Excellence Awards. The NHS, rather than the University, awards these Clinical Excellence Awards. An almost equal proportion of women and men received a bonus payment during the census period – 12.7% of women and 11.7% of men. Our mean bonus gap is 64.9%. This has increased from 59.4% in 2019 and 62.9% in 2018. Our median gender bonus gap remains at 25%. This is unchanged from 2018 and has reduced from 50% in 2017. If clinical staff (i.e. those who receive an NHS Clinical Excellence Award) are removed from our gender pay gap data, the mean bonus gap would be reduced.

GENDER PAY GAP ACTION PLAN

We are committed to reducing our Gender Pay Gap through a series of long-term measures to increase the recruitment and progression of women into senior positions and to improve gender balance at all levels of our institution.

ACTIONS TO DATE



PAY ACTION GROUP

In 2020, the Deputy Pro-Vice-Chancellor for Equalities led a Pay Action Group to analyse and address gender pay issues and ethnicity pay issues. This has created a series of actions to address progression within the University that have been integrated into the Equality Change programme (see Future Actions).



THE BIRMINGHAM ACADEMIC CAREER FRAMEWORK

The Birmingham Academic Career Framework project began in autumn 2019 and will conclude in autumn 2021. It aims to reimagine the career structure for academic staff by introducing support for early-career and probationary staff and accelerated routes to promotion; a refresh of promotions criteria and processes to ensure fairness, consistency and transparency and the introduction of new routes for promotion. Addressing gendered language and expectations is central to all strands of the project. During 2021, new titles have been agreed for academic staff which will be introduced in September 2021.



PROFESSIONAL SERVICES CAREER PATHWAYS

The Professional Services generic job descriptions project is streamlining job descriptions across the University, including addressing gendered job titles that may contribute to gender imbalances in roles, considering how we market ourselves as an employer and providing information on career pathways at the University. To date, the project has reduced circa 1,400 job descriptions to 50 (reducing the number of job titles at the same time), providing greater clarity for managers and staff as to expectations in roles. The project oversight group has also developed and published career development support materials for professional services staff, which complements an online career development course developed at the same time by our People and Organisational Development department.



ATHENA SWAN CHARTER

In 2020, the University successfully renewed its Bronze Athena Swan Charter award for another four years. Our Bronze award includes a comprehensive action plan aimed at improving gender representation at senior levels in the organisation. Twenty-one of our 28 Schools and Institutes hold Athena awards in recognition of their commitment to the recruitment, retention and progression of female academics. This includes new awards in 2020 for the Schools of Engineering and Law (Bronze awards) and a collective award for the eight Institutes in the College of Medical and Dental Sciences (Silver).

FUTURE WORK



EQUALITY CHANGE PROGRAMME

The University has launched a comprehensive Equality Change Programme to drive forward equality. Key to this will be delivering on the University's commitments under the Advance HE Athena Swan and Race Equality Charters. The programme is split into six work-streams:

- Recruitment, Selection and Induction
- Inclusive Environment
- Family Friendly
- Career Structures
- Individual Development
- Academic Services and Campus Services

Membership of the work-streams is drawn from across the University and includes members of the Equality, Diversity and Inclusion (EDI) team, subject and systems experts, academics with relevant research interests and members of our staff networks. This programme of activity will support the recruitment, progression and retention of female staff and, in turn, positively impact on our gender pay gap.

Further information on the Equality Change Programme: intranet.birmingham.ac.uk/equality



ADDRESSING THE IMPACT OF COVID-19

In order to understand and mitigate the potential impact of Covid-19 on career progression, we have sought the views of academic staff through focus groups and email and have undertaken an analysis of the gender split of grant applications. Focus groups highlighted the potentially differential impact of Covid-19 on female staff, largely reflecting their additional childcare responsibilities during this time.

To ensure Covid-19 does not disproportionately affect the progression of female academics, academic promotions panels will consider and weight the impact of Covid-19 and other external factors on each application for promotion. Staff will be asked to include a description of how Covid-19 has impacted on their research and other promotional factors as part of their application for promotion. This will continue for at least the next two years, in order to mitigate the longer term impacts of Covid-19 on careers. Managers will also be encouraged to discuss the impact of Covid-19 in PDRs.



TARGETS FOR SENIOR FEMALE ACADEMIC STAFF

Each of our five University Colleges is developing its own Equality Plan, which will include targets for female professors and grade 9 female academic staff that are both aspirational and achievable for the academic disciplines within that College.



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