



UNIVERSITY OF
BIRMINGHAM

GENDER PAY GAP REPORT 2017

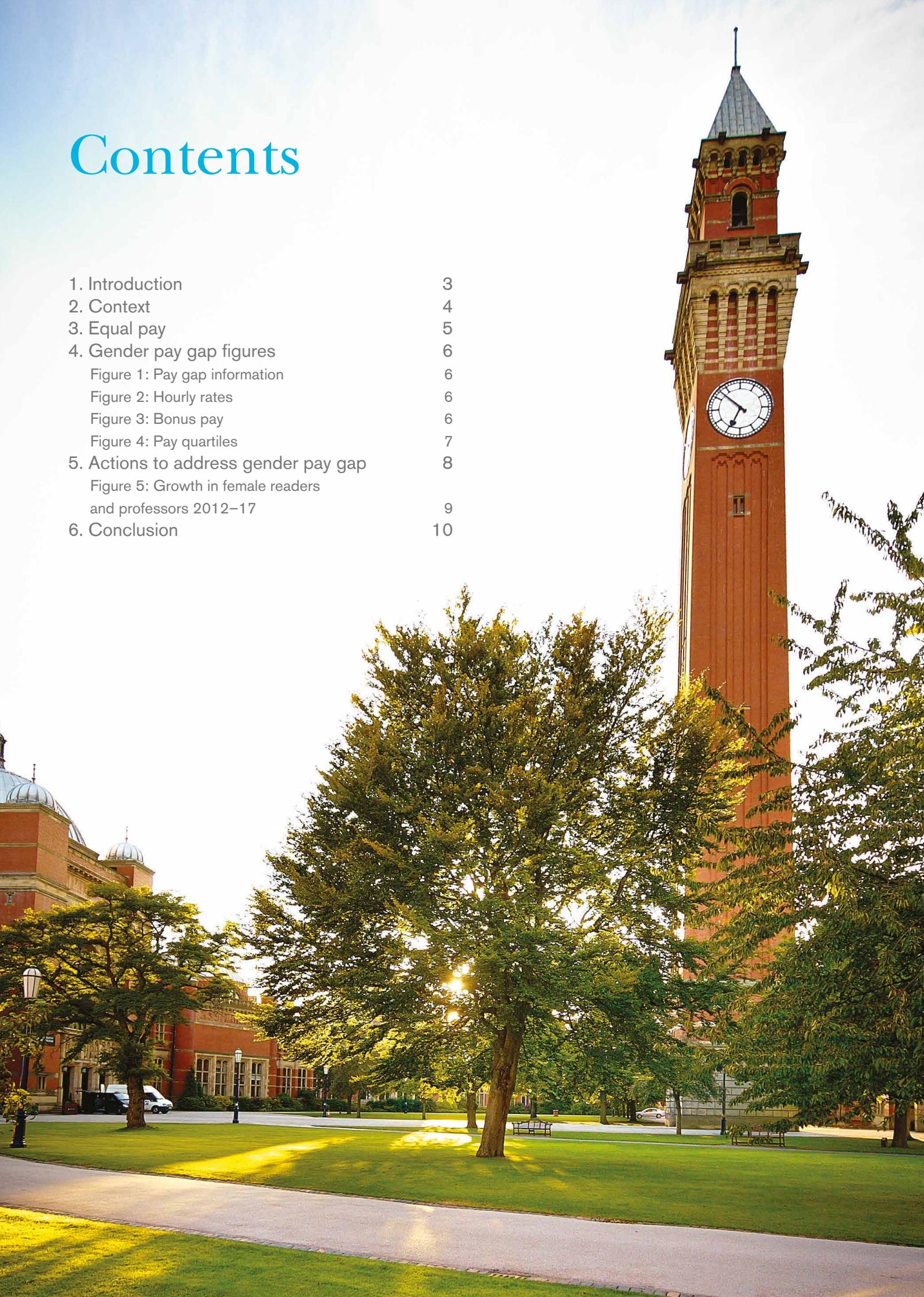
MARCH 2018



A PLACE TO FLOURISH

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1. Introduction

1.1 Composition of the workforce

The University of Birmingham employs approximately 7,500 staff, 52% of whom are female. Broadly, one-third of all staff are academics, one-third are professional services staff and the remaining third are professional services support staff. The University does not outsource its facilities services, such as cleaning, catering and security, to third parties and staff who are employed directly by the University provide all these services. 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 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 physical sciences and engineering. Some of these trends are beginning to change: students on the medical degree programme are now more likely to be female than male; 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 teaching our medical programmes.

1.2 Duty to report on gender pay

From 6 April 2017, employers in Great Britain with more than 250 staff are required to publish 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 for the gender pay data is 31 March; therefore the gender pay data at 31 March 2017 must be published by 31 March 2018.

1.3 The mean and the median

These calculations make use of two types of averages:

- a mean average – this involves adding up all of the numbers and dividing the 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 ie, in the middle of an organisation and are not distorted by very large or small pay rates or bonuses.'

1.4 This report

The following report represents the University's first publication in what will become an annual series of gender pay data reports, together with contextual information and explanation, and a summary of the action which is being taken to address the gender pay gap.



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 2018 will focus on the implementation of positive action measures to accelerate the number of women in senior academic posts, as detailed in section 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.

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

The figures below contain the outcomes of the University of Birmingham's gender pay gap reporting 2017.

Figure 1: Pay gap information

Measure	Mean (Average)	Median (Middle)
Gender Pay Gap	19.9%	23.3%
Gender Bonus Gap	66.0%	50.0%

Figure 2: Hourly rates

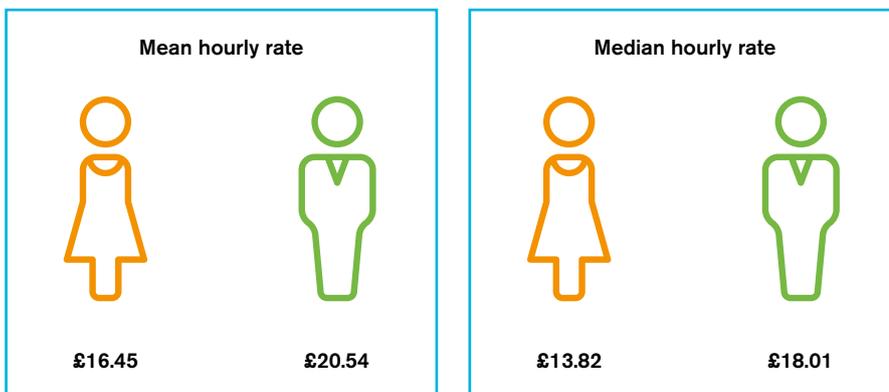
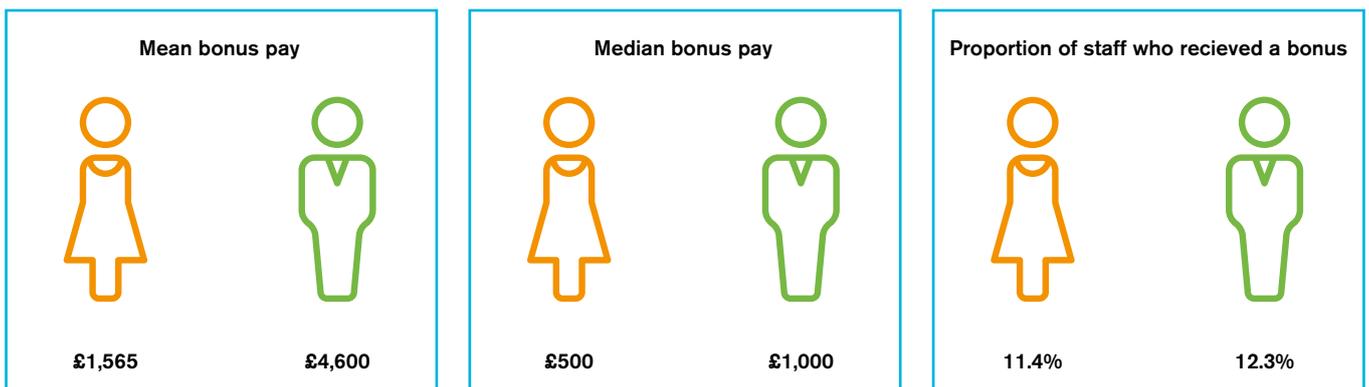


Figure 3: Bonus pay



4. Gender pay gap figures (Continued)

Figure 4: Pay quartiles

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

As the tables show, female staff make up 52.2% of the University's overall workforce. Female staff make up greater proportions of the lower two pay quartiles but the upper middle quartile has an even gender balance. In the lowest paid quartile, female staff represent just over 60% of the workforce whereas in the highest paid quartile, this is completely reversed with female staff accounting for less than 40%. The greater representation of female staff in the lower pay quartiles and their relative under-representation at senior levels has an impact on the University's gender pay outcome. This feature of the composition of the University's workforce generally mirrors that of other universities across the HE sector.

The bonus pay gap highlights a different issue. The University employs a significant number of consultants and academic General Practitioners who are eligible to be paid Clinical Excellence Awards on the basis of their performance. The NHS, rather than the University, award Clinical Excellence Awards. In accordance with guidance produced by the University and Colleges Employer's Association, the University has classified Clinical Excellence Awards as bonus pay for the purpose of gender pay gap reporting. This has contributed to the large overall mean bonus gap of 66%. This is because within our clinical population significantly more male than female staff are awarded Clinical Excellence Awards, which are determined and funded by the NHS. Without clinical staff, our mean bonus gap reduces to 45.1%, whereas the median remains the same at 50%.

While men and women are equally likely to receive bonus pay, men's bonuses tend to be larger than those received by women. Staff up to grade 9 are eligible for one-off payments in multiples of £250 up to a given maximum. The mean bonus for men was £4,600 compared to £1,565 for women (these reflect the relatively larger Clinical Excellence Awards, which are paid to relatively few staff); the median bonus for men was £1,000, compared to £500 for women (which reflects the experience of the large majority of staff in receipt of bonus payments).



5. Actions to address the gender pay gap

5.1 Summary of actions

Under the direction of the Executive Board and the Deputy Pro-Vice-Chancellor for Equalities, 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 – further enhancement of the monitoring of gender pay, including bonuses, 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 overleaf for a more detailed report of these actions). We are setting up 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;
- 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;
- 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 to help us to continue to ensure equality, including for part-time staff (many of whom are women);
- Publication of equality information – we will publish a comprehensive Equality Information Report, which covers all protected characteristics. The most up-to-date report is available at: www.birmingham.ac.uk/Documents/university/quality/publication-of-Information-report-2018.pdf; and
- University Leadership Forum – we are enlarging our leadership forum to be more inclusive and representative of women than it has been hitherto.



5. Actions to address the gender pay gap (continued)

5.2 Wider initiatives to promote gender equality

5.2.1 The Making Space Project

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. 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.

5.2.2 Senior Women's Network

Following the success of the Making Space initiative, 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.

5.2.3 Athena SWAN Charter

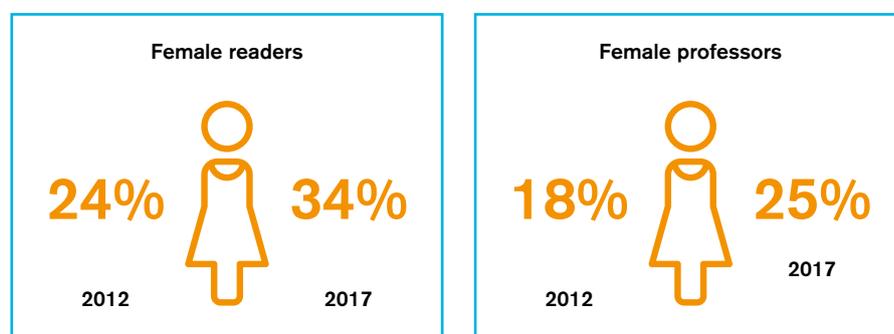
Since 2011, we have been members of the Athena SWAN Charter and have made a commitment to the principles of increasing the recruitment, progression and retention of female staff. As part of this commitment we:

- 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 five of our academic Colleges;
- run Emerging and Senior Leadership Development Programmes, with female staff accounting for 45.5% of attendees in 2014–2017; and
- 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 numbers of the most senior female academic staff, readers and professors, have increased significantly, (female readers increasing from 24% to 34% and female professors increasing from 18% to 25%)

Figure 5: Growth in female readers and professors 2012–17



- 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 (STEM) 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.

5. Actions to address the gender pay gap (continued)

5.2.4 Parents and carers intranet resource

We have created a Parents and Carers intranet site 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; and
- 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.

5.2.5 Guidance on IVF and surrogacy

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

5.2.6 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 three 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.

6. Conclusion

Although the causes of the gender pay gap are complex, the primary reason that has been identified for us is the under-representation 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.

