



UNIVERSITY OF  
BIRMINGHAM



# ETHNICITY PAY GAP REPORT 2022

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**I AM COMMITTED TO  
SHAPING A CULTURE AT  
THE UNIVERSITY THAT  
CENTRES DIVERSITY IN  
OUR STAFF POPULATION,  
OUR LEADERSHIP AND  
OUR WAYS OF THINKING.**

*PROFESSOR ADAM TICKELL, VICE CHANCELLOR AND PRINCIPAL*

# VICE-CHANCELLOR'S FOREWORD



I believe passionately that diversity is a source of strength. It underpins the exchange of ideas, provides opportunities for innovation, and ensures rigorous debate. At the University of Birmingham we are committed to creating and maintaining an inclusive learning and working environment where discrimination is not tolerated, where all members of the University can reach their full potential, and where we affect positive change within the University, our city and wider society.

Our Strategic Framework to 2030 sets out our commitment to equality, diversity and inclusion, along with a particular priority to reduce our gender and ethnicity pay gaps. We know that a key factor in achieving our goals will be to address the historic under-representation of women and Black, Asian and minority ethnic staff in senior and leadership positions at the University.

There is much work being undertaken to this end. This includes the launch of our Birmingham Academic Career Framework this year. The Framework sets out what excellence in leadership looks like at the University, offers significant support for development, new promotions criteria, and makes clearer the different career pathways open to academic colleagues. It ensures we reflect and reward the full range of activity undertaken by our academic colleagues.

I am pleased that our Ethnicity Pay Gap Report shows that over the past year there has been a reduction in the pay gap between staff of white ethnic backgrounds and staff of Black, Asian and other minority ethnic backgrounds. Since 2019 the University has been pressing forward with our Race Equality Charter action plan. We are particularly focused on increasing our proportion of staff from minoritised ethnic groups and supporting the progression of these staff through the University's career pathways. There is much to be done and I am committed to shaping a culture at the University that centres diversity in our staff population, our leadership, and our ways of thinking. I look forward to continuing this essential work with colleagues over the coming years.

## **PROFESSOR ADAM TICKELL**

Vice-Chancellor and Principal

# INTRODUCTION

This report provides information on the University of Birmingham's ethnicity pay gap on 31 March 2022. Copies of this report and our Ethnicity and Gender Pay Gap reports from previous years are available at:

<https://www.birmingham.ac.uk/university/about/equality/index.aspx>

To find out more about the wide range of work being undertaken by the University to address inequalities and improve our recruitment, retention and progression of staff from Black, Asian and other minority ethnic groups, visit:

<https://intranet.birmingham.ac.uk/collaboration/equality/index.aspx>

# ABOUT US

The University of Birmingham is a Top 100 global university (ranked 90th in the QS World University Rankings 2022) delivering world-class research and outstanding education as our core mission. Our campuses in Edgbaston Birmingham and Dubai are vibrant, international communities of over 8,000 staff and 38,000 students from 145+ countries.

We recruit our staff globally, nationally and locally to a wide range of academic and Professional Services roles and are one of the largest employers in the City of Birmingham. At the time of the ethnicity pay gap census date (31 March 2022) the University employed 8,457 staff. 40% were employed in academic roles and 60% in Professional Services roles. In March 2022 22% of our total staff population were from Black, Asian and other minority ethnic groups, 72.4% from white ethnic groups and 5.6% of staff had not disclosed their ethnic group to the University.

Our academic staff are employed across our five Colleges: Arts & Law, Engineering & Physical Sciences, Life & Environmental Sciences, Medical & Dental Sciences and Social Sciences. Our academic roles encompass the full academic career pipeline, from post-doctoral researchers through to professors undertaking world-leading research. We offer a diverse range of career pathways for our academic staff, embracing research, education, engagement and impact through our Birmingham Academic Career Framework. In March 2022 22.5% of our academic staff were from Black, Asian and other minority ethnic groups, 70.8% from white ethnic groups and 6.7% of staff had not disclosed their ethnic group to the University.

The University has ten Professional Services directorates: Academic Services, Campus Services, Development & Alumni Relations, Estates, Executive Support, External Relations, Finance, Human Resources, IT Services and Research Strategy and Services. The majority of our Professional Services staff work in these ten directorates, with a smaller proportion working in the academic Colleges. Professional Services roles include managerial and specialist roles, technical and administrative support roles and the provision of essential campus services such as catering, cleaning, maintenance and security. The University does not outsource any of these services, meaning that our ethnicity pay gap data includes the full range of jobs undertaken on campus. In 2022 21.9% of our Professional Services staff population were from Black, Asian and other minority ethnic groups, 73.2% from white ethnic groups and 4.9% of staff had not disclosed their ethnic group to the University.

# ETHNICITY PAY GAP

*WHAT*  
**IS THE ETHNICITY  
PAY GAP?**

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The ethnicity pay gap is the difference between the average hourly pay of staff from Black, Asian and other minority ethnic groups and the average hourly pay of staff from white ethnic groups, as on 31 March 2022. We have also calculated our ethnicity bonus pay gap, which is a comparison of the average value of bonus pay awarded to staff from white ethnic groups and to staff from Black, Asian and other minority ethnic groups, between 1 April 2021 and 31 March 2022.

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*WHAT*  
**ETHNICITY  
CATEGORIES HAVE  
WE USED FOR THE  
PAY GAP REPORT?**

We recognise that our staff of Black, Asian and other minority ethnic heritages are not a single, homogenous group and neither are our staff from white ethnic backgrounds. As calculating a pay gap requires that we aggregate ethnicity data into two categories, we have grouped staff by their ethnic background using the categories provided by the Higher Education Statistics Agency (HESA):

<b>Black, Asian and other minority ethnic groups</b>	<b>White ethnic groups</b>
Black or Black British - Caribbean	White
Black or Black British - African	White - Scottish
Other Black background	Irish Traveller
Asian or Asian British - Indian	Gypsy or Traveller
Asian or Asian British - Pakistani	Other White background
Asian or Asian British - Bangladeshi	
Chinese	
Other Asian background	
Mixed – White and Black African	
Mixed - White and Black Caribbean	
Mixed - White and Asian	
Other Mixed background	
Arab	
Other minority ethnic background	

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*HOW*

**HAVE WE  
CALCULATED OUR  
ETHNICITY PAY AND  
BONUS GAPS?**

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We have calculated the University's ethnicity pay gap using the same methodology that we use to calculate our gender pay gap:

- the mean average (calculated by adding the hourly pay of all Black, Asian and minority ethnic staff and all white staff and dividing it by the number of staff)
- the median (the middle value when the hourly pay of all Black, Asian and minority ethnic staff and the hourly pay of all white staff is listed from lowest to highest value)

The ethnicity bonus gap has been calculated using the same methodology.

94% of staff had disclosed their ethnicity to the University as at 31 March 2022. Where a staff member's ethnicity was not known their pay data has not been used to calculate the ethnicity pay gap or bonus gap.

*WHAT*

**IS THE DIFFERENCE  
BETWEEN THE  
ETHNICITY PAY GAP  
AND EQUAL PAY?**

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The ethnicity pay gap and equal pay are two distinct measures. The ethnicity pay gap shows the difference in average pay by ethnicity at the University. Equal pay means staff of all ethnic groups are paid the same rate for like work and is underpinned by 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.

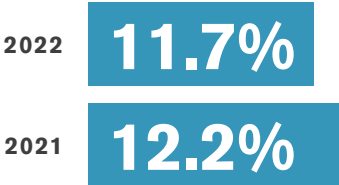
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# 2022 ETHNICITY PAY GAP DATA

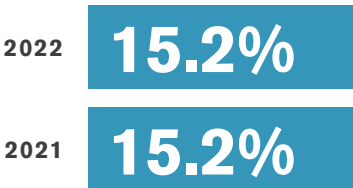
## HOURLY RATE OF PAY BY ETHNICITY

The average hourly rate of pay for staff from Black, Asian and minority ethnic groups was 11.7% lower (mean) or 15.2% lower (median) than for staff from white ethnic groups.

Mean ethnicity pay gap



Median ethnicity pay gap

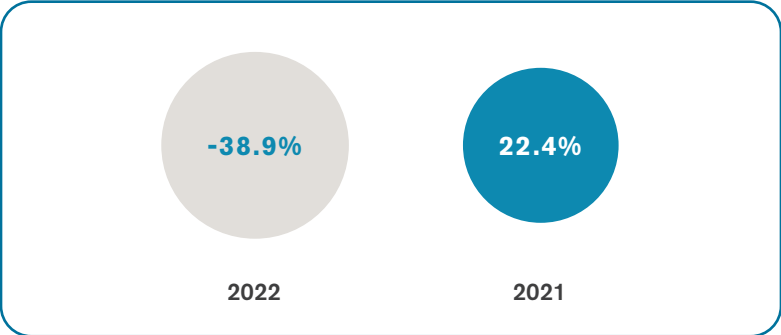


## BONUS PAYMENTS BY ETHNICITY

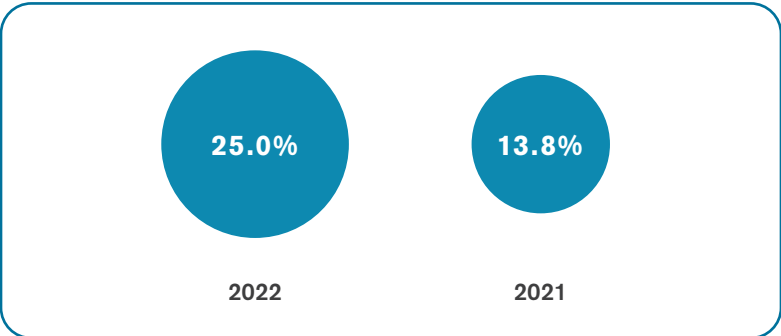
11.1% of staff from Black, Asian and minority ethnic groups and 18.0% of staff from white ethnic groups received a bonus payment between 1 April 2021 and 31 March 2022.

The average bonus payment for staff from Black, Asian and minority ethnic groups was 38.9% higher (mean) or 25.0% lower (median) than for staff from white ethnic groups.

Mean ethnicity bonus gap



Median ethnicity bonus gap



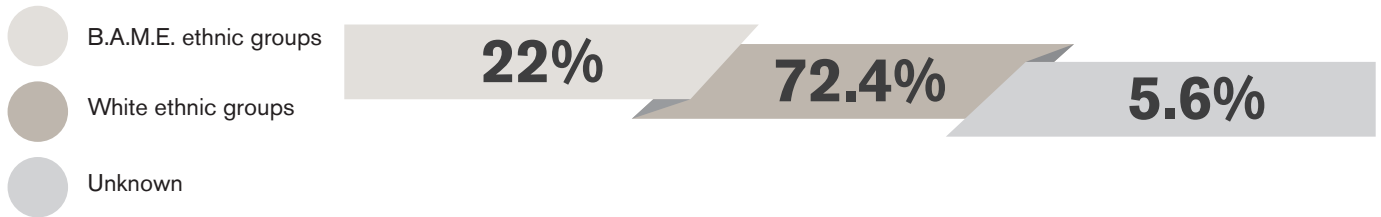


## PAY QUARTILES

In 2022 22% of our total staff population are from Black, Asian and other minority ethnic groups (2858 staff), 72.4% are from white ethnic groups (5125 staff) and 5.6% of staff (474 staff) have not disclosed their ethnic group to the University.

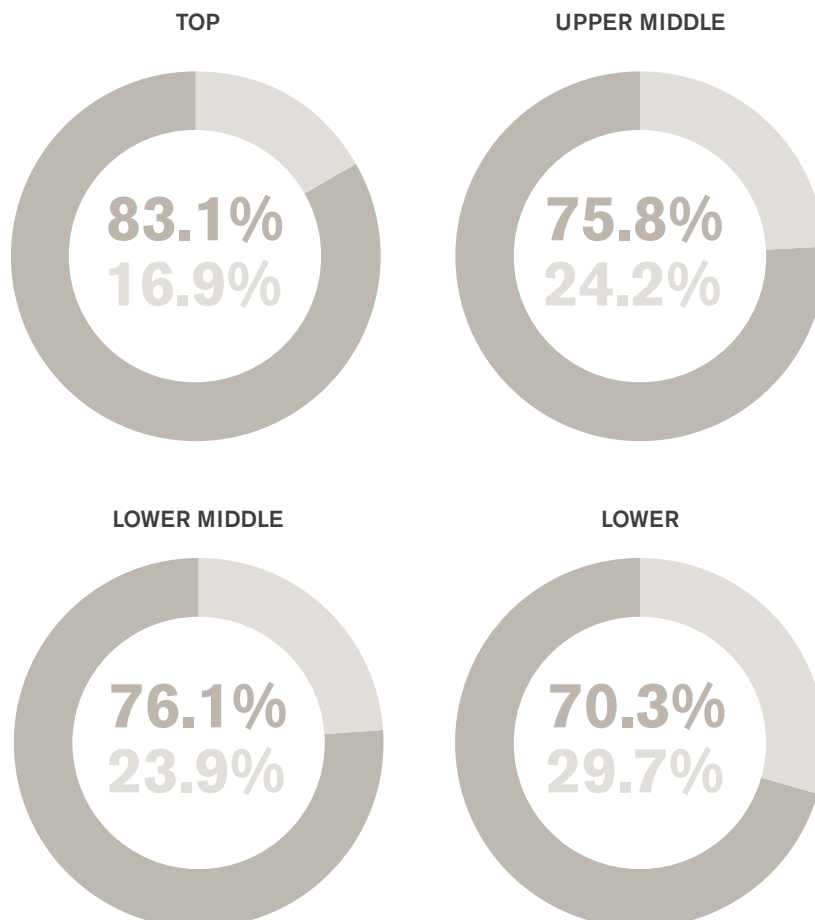
## UNIVERSITY STAFF POPULATION

Key:



The data below shows our staff population whose pay data is used in the pay gap report divided into four pay quartiles, from lowest to highest hourly pay. The pay quartiles reflect the relative seniority of staff. Staff whose ethnicity is unknown are not included in the pay gap data or the pay quartile data below.

The ethnicity of staff in the upper middle and lower middle quartiles is proportionate to the overall University staff population of 22% Black, Asian and other minority ethnic staff. However, staff from Black, Asian and minority ethnic groups are under-represented in positions in the top pay quartile and over-represented in posts in the lower pay quartile.



# ANALYSIS

The March 2022 data shows a 0.5% reduction in the mean ethnicity pay gap, from 12.2% in 2021 to 11.7% in 2022. The median pay gap has remained unchanged from 2021 at 15.2%.

Between April 2021 and March 2022 a smaller proportion of our Black, Asian and minority ethnic staff received bonus payments compared to staff from white ethnic groups. Approximately 1 in 10 Black, Asian and minority ethnic staff received a bonus payment during this period, compared to approximately 1 in 5 staff from white ethnic groups.

Whilst there is a significant difference in the proportion of staff receiving bonuses by ethnic group, the mean bonus gap is actually in favour of staff from Black, Asian and minority ethnic groups. This means that the average mean value of bonuses paid to Black, Asian and minority ethnic staff is higher than for white staff. In contrast, the median bonus gap is 25.0% in favour of staff from white ethnic groups.

What underpins the mean bonus pay gap is the impact of a small but highly paid number of Black, Asian and minority ethnic clinical academics. If all clinical staff are removed from the bonus pay data, the proportion of Black, Asian and minority ethnic staff receiving bonuses reduces by only 1% (to 10.1%), but the mean bonus pay gap reverses to 30.3% in favour of white staff.

The widening of the median bonus gap between 2021 and 2022 is due to the impact on the 2021 data of a one-off bonus payment made to 100% of Professional Services support staff. As support staff are in the lower pay quartile, in 2021 this had the effect of placing the median (middle) bonus value for both white and minority ethnic staff towards the lower pay quartile. In the 2022 data the greater proportion of white staff receiving a bonus payment, combined with the smaller proportion of minority ethnic staff in the upper pay quartile, has the effect of increasing the median bonus gap from 13.8% (2021) to 25.0% (2022). When combined with the greatest proportion of minority ethnic staff being in the lower pay quartile, this would indicate that minority ethnic staff are particularly impacted by issues around recognising and rewarding performance in the grades that sit within the lower pay quartile.

Overall the ethnicity pay gap, whilst smaller than the University's gender pay gap, is underpinned by a similar issue: the under-representation of Black, Asian and minority ethnic staff in the upper pay quartile and over-representation in the lower pay quartile. Whilst the ethnicity of staff in the upper middle and lower middle quartiles is proportionate to the overall University staff population, the largest concentration of staff from Black, Asian and minority ethnic groups is in the lower pay quartile and the smallest in the upper pay quartile.

## ACTIONS TO ADDRESS THE ETHNICITY PAY GAP

The University's ethnicity pay gap reflects the distribution of staff across the University's grades of employment, with Black, Asian and minority ethnic staff being particularly under-represented in senior positions. The University has an ongoing programme of activities to improve the recruitment and progression of staff from Black, Asian and minority ethnic backgrounds. These initiatives are driven by the objectives of the University's 2021-2024 Equality, Diversity and Inclusion Strategy and the actions set out in our Advance HE Race Equality Charter Mark action plan, which was developed following a detailed analysis of institutional barriers to race equality. More information on all of the University's equality, diversity and inclusion initiatives is available at: <https://intranet.birmingham.ac.uk/collaboration/equality/monitoring-and-reporting/index.aspx>



## FUTURE ACTIVITIES

We are encouraged that our second ethnicity pay gap report shows a reduction in the University's ethnicity pay gap and that our commitment to improving representation of Black, Asian and minority ethnic groups across the University through the projects and initiatives highlighted above is having a positive impact.

The substantive issue underpinning the ethnicity pay gap is the relative under-representation of Black, Asian and minority ethnic staff in senior positions. Reducing the ethnicity pay gap is indivisible from creating greater ethnic balance at this level in the University. Over the coming year, in addition to the current activities detailed above, we will be expanding the College of Social Sciences no 'all white' shortlisting pilot across grades in other academic Colleges and Professional Services to further support recruitment of Black, Asian and minority ethnic staff into senior roles.



## FACILITATING CONVERSATIONS ABOUT RACIAL INEQUALITIES

During 2021/22 we have launched the **Introduction to Race Equality** e-Learning course to ensure all of our staff have access to a quality introduction to race equality. Produced by Advance HE the course sets out race equality in the higher education context and covers:

- Race, racism and inequity in higher education
- Overt and covert racism
- Inclusion and Belonging
- Building Belonging

Since the course was launched, nearly 800 staff have enrolled in the course and feedback has been very positive:

- "I am pleased that the University is taking this seriously and providing training that is eye-opening to someone of my background"
- "It gave me a lot to think about and raised questions and scenarios I had not previously come across. I am sure I will be reflecting on this further in the coming weeks and months."
- "Having completed other race equality training courses, I can say this one has been the most challenging and caused me to be more introspective than on other courses."

We have also introduced guidance on discussing the course as part of team meetings and identifying local actions that teams can take to support race equality.

In addition to the launch of the Race Equality training programme, a 2-hour development session focusing on equality has been embedded in the University's **Emerging Leaders** career development programme, with a focus on unconscious bias and microaggressions

The **Senior Leadership** career development programme now includes a reverse mentoring option, with mentors being provided by our staff networks, including the University Race Equality Network, to explore the experience of education and employment at the University, and to consider practical ways of developing a more inclusive culture for all staff and students.



## GROWING OUR STAFF POPULATIONS

To support greater recruitment and progression of Black, Asian and minority ethnic staff at the University we are:

- Utilising new **recruitment platforms** to broaden our reach with Black, Asian and minority ethnic candidates
- Operating a Black, Asian and minority ethnic **recruitment panel register** to diversify our interview panels and give all recruiting managers access to trained staff from a wide range of ethnic backgrounds
- Reforming **academic career pathways** (through the Birmingham Academic Career Framework) to reflect the diversity of academic careers and to offer routes for progression and promotion that recognise the wide range of activities undertaken by academic staff, including support of ED&I and citizenship in order to progress
- Embedding gender and ethnicity data in **College workforce planning** so that discussions about diversity are integrated within the planning process

During 2020/21 academic year, all 5 of the University's academic Colleges developed their own ED&I action plans for increasing their proportion of Black, Asian and minority ethnic staff. These actions plans reflect the objectives of the University's ED&I Strategy and enable Colleges to focus on the particular challenges to the recruitment and progression of Black, Asian and minority ethnic staff within their academic disciplines. Examples of the types of activities taking place across all Colleges to support the development and progression of Black, Asian and minority ethnic staff include:

**The College of Medical & Dental Sciences** has introduced 'MDS Sustain', a leadership programme aimed at grade 8 academic staff from groups currently under-represented at senior level. The programme provides mentoring and peer coaching, alongside a series of training sessions focused on personal impact, self-awareness, career development, proposal writing, resilience, presentation skills, time management and prioritisation.

**The College of Social Sciences** has implemented a recruitment initiative to ensure every shortlist has a diverse representation of candidates in terms of gender and ethnicity, whereby the most qualified candidate from a female or Black, Asian or minority ethnic background is always shortlisted for interview.



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Edgbaston, Birmingham,  
B15 2TT, United Kingdom  
[www.birmingham.ac.uk](http://www.birmingham.ac.uk)

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