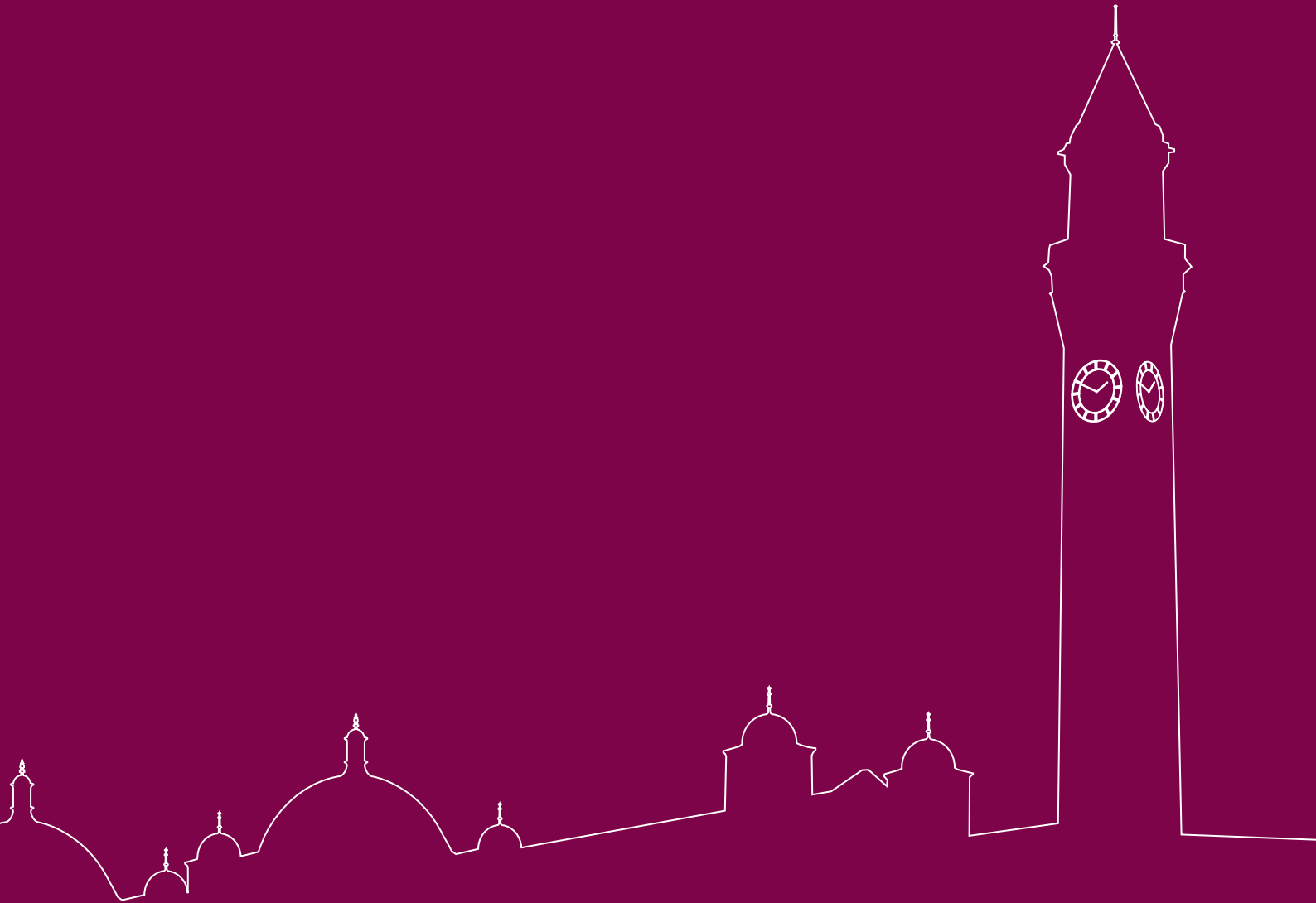




UNIVERSITY OF  
BIRMINGHAM



# GENDER PAY GAP REPORT 2022

[www.birmingham.ac.uk](http://www.birmingham.ac.uk)

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**KEY TO ACHIEVING OUR  
UNIVERSITY GOALS  
IS ADDRESSING  
THE HISTORIC  
UNDER-REPRESENTATION  
OF WOMEN IN SENIOR  
AND LEADERSHIP  
POSITIONS AT  
THE UNIVERSITY.**

***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 welcome the publication of our pay gap data as it allows us to hold ourselves to account. Our 2022 figures show the University has continued to make progress, with the pay gap between our male and female staff reducing by 0.8% last year, and by 3.6% since our first pay gap report in 2017. This demonstrates we are making good progress and reflects both the growing representation of female staff in senior and leadership positions, and a changing culture in the way that diversity is recognised and achieved. There is more to be done, however, and I will continue to ensure that equality, diversity and inclusion remains central to the University's ambitions.

**PROFESSOR ADAM TICKELL**

Vice-Chancellor and Principal

# INTRODUCTION

This report provides information on the University of Birmingham's gender pay gap on 31 March 2022, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Copies of this report and our Gender Pay Gap reports from 2017 – 2021 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 female staff, 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. At the time of the gender 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. 54% of our total staff population was female and 46% male.

Our academic staff are employed across 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 2022 41% of our academic staff were female and 59% male.

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 gender pay gap data includes the full range of jobs undertaken on campus. In 2022 60.5% of our Professional Services staff were female and 39.5% male.

# EQUAL PAY AND THE GENDER PAY GAP

## WHAT IS THE GENDER PAY GAP?

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

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## WHAT IS THE GENDER BONUS GAP?

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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 2021 and 31 March 2022. This is shown as the mean average and the median as described above.

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## WHAT IS EQUAL PAY?

The gender pay gap and equal pay are two distinct measures. The gender pay gap shows the differences in average pay between all men and all women in the University's workforce. That is the purpose of this report. 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.

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## HOW DO WE CATEGORISE FEMALE AND MALE PAY DATA IN THE GENDER PAY GAP REPORT?

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Our gender pay gap data is based on the information staff have provided in relation to the Equality Act 2010 protected characteristic of sex (female or male). We hold information on the sex of 100% of our staff. We recognise that some of our staff will have gender identities different to their sex. In 2022, 18% of our staff have provided information on their gender identity, with 0.2% having a gender identity that is different to their sex at birth. Where staff have a Gender Recognition Certificate (GRC) their pay data will be categorised by their sex as stated in their GRC.

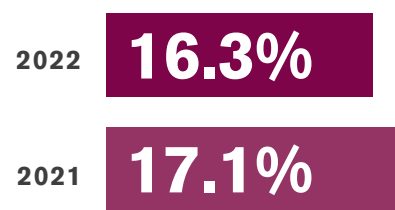
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# 2022 GENDER PAY GAP DATA

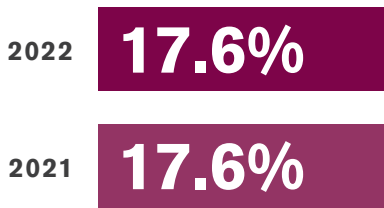
## HOURLY RATE OF PAY BY GENDER

The average hourly rate of pay for female staff was 16.3% lower (mean) or 17.6% lower (median) than for males.

Mean gender pay gap



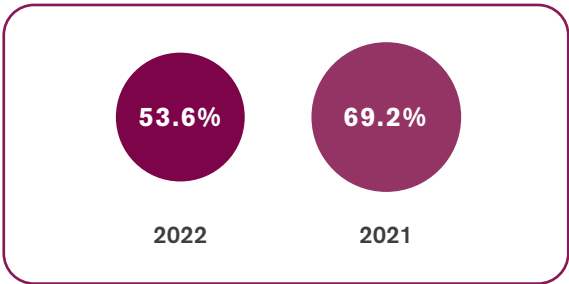
Median gender pay gap



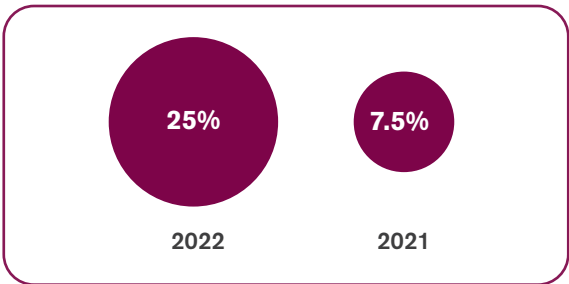
## BONUS PAYMENTS BY GENDER

15.6% of our female staff and 16.2% of male staff received a bonus payment during the census period. The average bonus pay for female staff was 53.6% lower (mean) or 25.0% lower (median) than for males.

Mean gender bonus gap



Median gender bonus gap



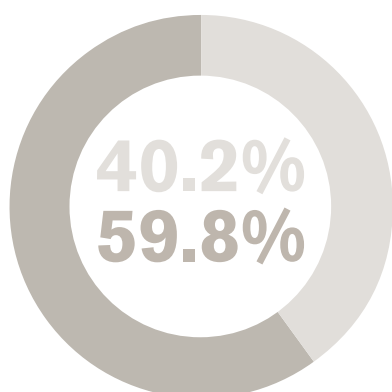
## PAY QUARTILES

Our staff population is divided into four pay quartiles, from lowest to highest hourly pay. The pay quartiles reflect the relative seniority of staff. There are significantly more female staff in the lower pay quartile and more male staff in the top pay quartile. This difference in the distribution of female and male staff has a significant impact on average pay.

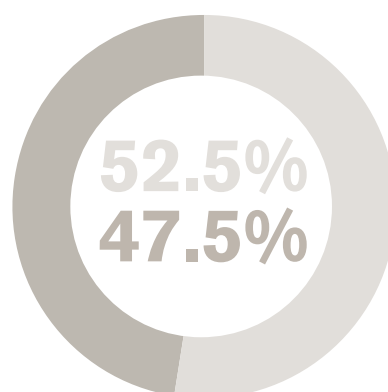
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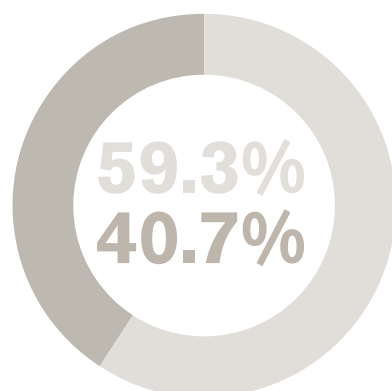
TOP



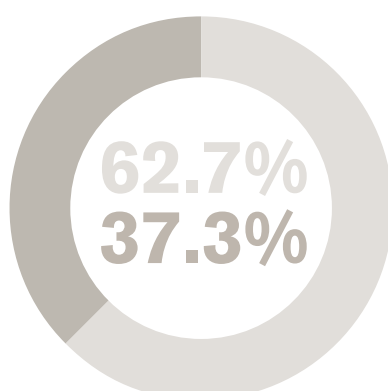
UPPER MIDDLE



LOWER MIDDLE



LOWER



## UNIVERSITY STAFF POPULATION

**4,558**

**3,899**

**TOTAL  
8,457**

# ANALYSIS

As the March 2022 pay gap demonstrates, we are continuing to successfully reduce our gender pay gap year on year. There is a 0.8% reduction in the University's mean gender pay gap between 2021 and 2022 and an overall reduction of 3.6% since our first pay gap report in 2017.

Between April 2021 and March 2022 comparable proportions of male and female staff received bonus pay. The 2022 bonus pay gap of 53.6% (mean) is the smallest bonus pay gap since we first reported on bonus pay in 2017, when it stood at 66.0%.

The median pay gap has remained at 17.6% in 2022, whilst the median bonus gap has grown from 7.5% (2021) to 25.0%. This widening of the median bonus gap is due the impact on the 2021 data of a one-off bonus payment made to all Professional Services support staff. As support staff are in the lower pay quartile, and all support staff received a bonus that year, this had the effect of placing the median (middle) value of male and female bonuses much closer together in the 2021 data than in previous years. To account for this, if the 2022 bonus pay gap data is compared to the same data for 2020, this shows a reduction in the mean bonus gap from 64.9% in 2020 to 53.6% in 2022 and a median bonus pay gap that had remained at 25.0%.

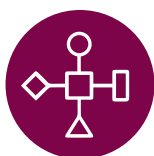
The substantive issue underpinning the University's gender pay gap continues to be the uneven distribution of male and female staff across the pay quartiles.

Significantly more female staff than male are in the lower pay quartile and more male staff than female in the top pay quartile. Gender balance within the pay quartiles is incrementally improving year on year, but greater balance in the top and lower quartiles is needed to significantly reduce our gender pay gap.

Whilst comparable proportions of male and female staff received bonus pay during this period, the difference in average bonus values is also closely related to the distribution of male and female staff across the pay quartiles. The greater proportion of men in the top pay quartile and women in the lower pay quartile significantly impacts upon the average value of male and female bonuses. The University's bonus pay gap calculations also include NHS Clinical Excellence Awards made to clinical staff in our College of Medical & Dental Sciences. These are typically staff in the upper pay quartile and the awards are made by the NHS, not the University. If clinical staff are removed from the bonus data, the bonus pay gap reduces to 39.7% mean and 25.0% median.

## REDUCING THE GENDER PAY GAP

Gender pay gap reporting reflects the distribution of staff across the University's grades of employment, with the pay gaps indicating an uneven distribution of staff by sex across those grades, particularly at senior levels. The University has an ongoing programme of activities to improve the representation of female (and minority ethnic) staff at senior grades and to address the multiple, underlying causes of under-representation. 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 Athena Swan Charter action plan (which specifically focuses on gender equality) and are developed and implemented by the University's Equality Change Programme, ED&I Team and Human Resources. 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>



### DIVERSIFYING PROFESSIONAL SERVICES ROLES

A major review of Professional Services job descriptions has created a transformed set of generic job descriptions. Gendered job titles have been removed and we have revised the way we describe roles to reflect a more diverse range of experiences and qualities. The new job descriptions are freely available for staff to review, see the differences in roles and grades, and identify how they may develop their career. In addition, we have created an online career development course, complemented with other online materials.



### ATHENA SWAN CHARTER

Our academic Schools continue to work towards Advance HE Athena Swan accreditation to support and enhance gender equality and the recruitment, progression and retention of female staff within their disciplines. We welcome the positive changes recently introduced by Advance HE as part of the transformed Athena Swan Charter. Currently 22 of our 28 academic Schools and Institutes hold Athena awards, including new awards during the 2021/22 academic year for our Schools of Chemistry, Metallurgy and Materials and Birmingham Business School.





## UNIVERSITY TARGETS AND ACTIONS

The University introduced targets for senior female academic staff in 2017, with an initial target of 30% female professors (Grade 10 staff). In the 2021-2024 Equality, Diversity and Inclusion Strategy, a target for Grade 9 female academic staff (the grade immediately below Professor) of 40% by 2024 was introduced.

University % senior female academic staff 2017-2022

	March 2017 position	ED&I Strategy 2024 target	March 2022 position
Professors (Grade 10)	22%	30%	29%
Grade 9 Academic staff	35%	40%	40%



## ACADEMIC COLLEGES

There are significant variances in the proportion of female academic staff in our 5 academic Colleges. This reflects differences in the gender balance of academic subject choices at A-level and undergraduate level, which in turn impacts upon the gender balance of our academic career pipeline. For example, our lowest proportion of female Professors is in the traditionally male-dominated subject areas of our College of Engineering & Physical Sciences.

University Academic Colleges % of senior female academic staff (March 2022)

	Professors (Grade 10)	Grade 9 Academic staff
Arts & Law	50%	45%
Engineering & Physical Sciences	16%	19%
Life & Environmental Sciences	29%	38%
Medical & Dental Sciences	28%	56%
Social Sciences	28%	48%



## LEADERSHIP AND CAREER DEVELOPMENT

The growth in senior female academic staff has coincided with the University actively seeking greater gender balance in our Senior and Emerging Leaders development programmes, mandatory ED&I training for recruitment panels (including unconscious bias training), promotions workshops being held in all Colleges.

Building on this, we anticipate that the introduction of the Birmingham Academic Career Framework will have a similarly positive impact on the career progression of female academic staff. Introduced during the 2021/22 academic year, the Framework establishes a more diverse range of career pathways for academic progression and recognises a wider range of activities and contributions made by academic staff to University life.



## SUPPORTING AND IMPROVING WORK-LIFE BALANCE

In 2022 we also established flexible working as day one rights for employees, to support a wider diversity of working styles and encourage better work-life balance. This is promoted in all of our job advertisements. We also introduced a Menopause Framework to raise awareness of and encourage more open conversations about menopause and workplace adjustments to support female staff experiencing menopausal symptoms.

More information on our work to promote female representation and gender equality is available in our annual report: <https://intranet.birmingham.ac.uk/collaboration/equality/monitoring-and-reporting/index.aspx>

During the 2020/21 academic year, all of the University's academic Colleges developed their own ED&I action plans for increasing their proportion of senior female academic staff. In addition to the activities across the University, these plans will enable Colleges to focus on the particular challenges to the recruitment, progression and retention of female academics within their subject areas.

Examples of the types of activities taking place across all Colleges to support female progression 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.

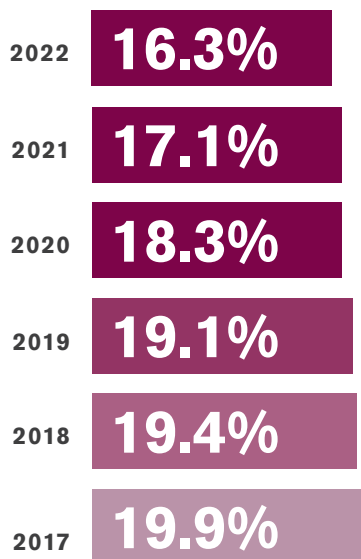
The **College of Engineering and Physical Sciences** annually runs two female-only outreach events for year 9 and year 10 students to encourage greater uptake of STEM subjects and improve the pipeline into academia.

The **College of Life and Environmental Sciences** requires Heads of Schools to proactively seek applications from female staff for promotion to Professor.

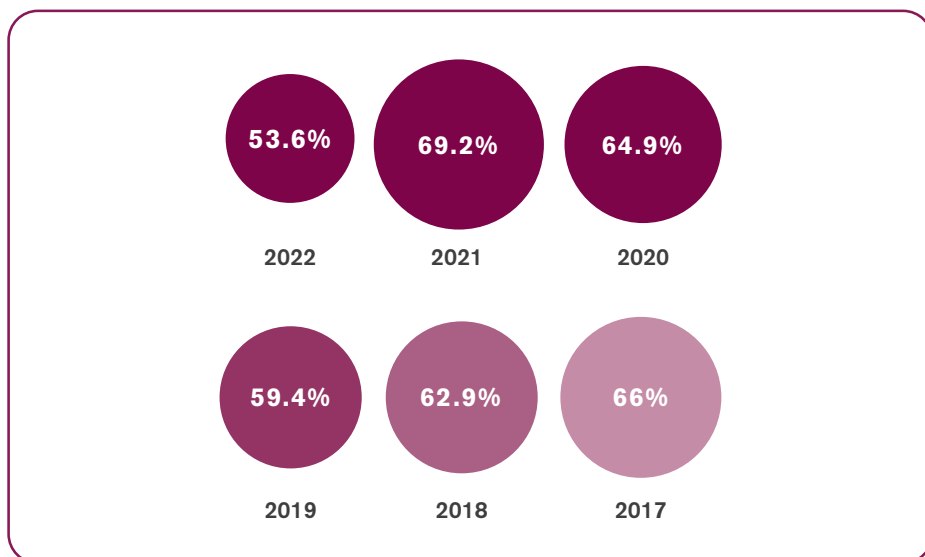
# IMPACT

The collective impact of actions to reduce our gender pay gap can be seen in the positive changes to the University's hourly pay gap between 2017 and 2022.

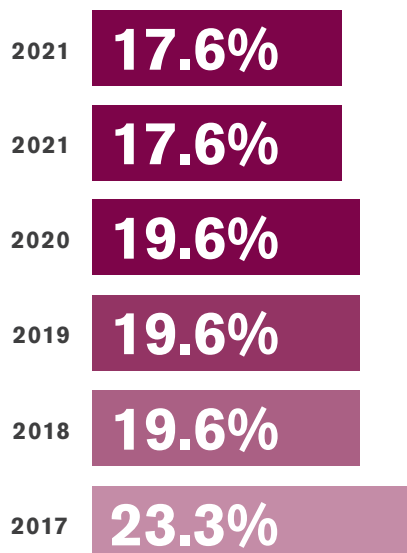
Mean hourly pay gap



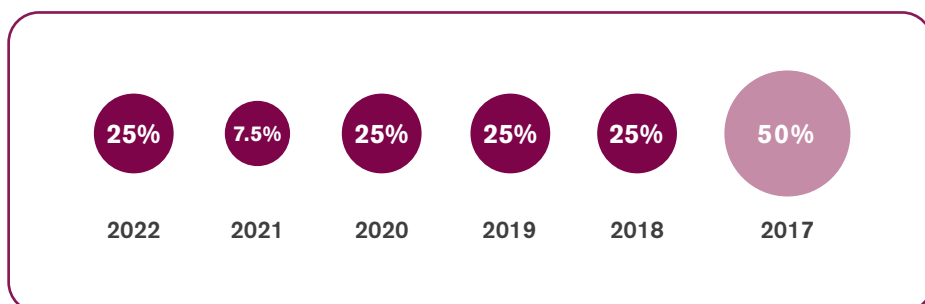
Mean bonus gap



Median hourly pay gap

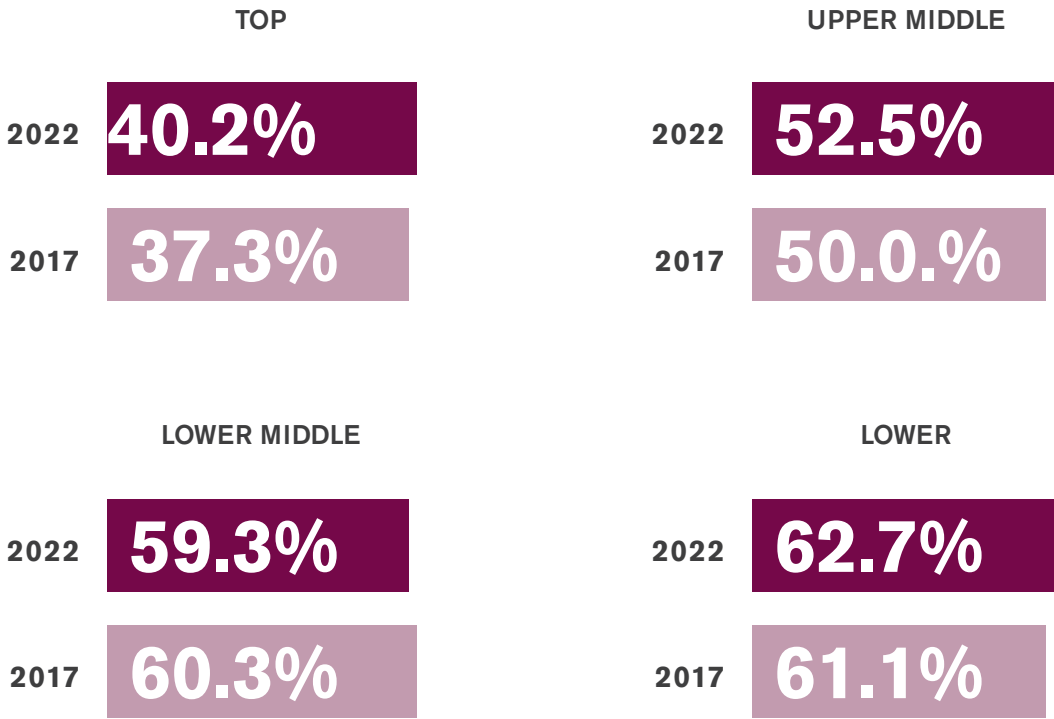


Median bonus gap



These changes to the gender pay gap are underpinned by changes to our staff population, with the proportion of female staff in the upper pay quartiles increasing between 2017 and 2022:

**PAY QUANTILES**  
*FEMALE STAFF*



# FUTURE ACTIVITIES

**We are encouraged that our commitment to gender equality has resulted in a positive and continuous trend of a reducing gender pay gap since our first pay gap report was published in 2017.**

The substantive issue underpinning the gender pay gap continues to be the under-representation of female staff in senior academic positions. Reducing our gender pay gap is indivisible from creating greater gender balance at this level in the University. Over the coming year, in addition to our current activities, we will be extending the College of Social Sciences shortlisting pilot to selected areas of the University with a focus on no 'all male' and no 'all white' shortlists at senior grades. We will also be introducing improvements to our family leave arrangements to ensure that female staff feel fully supported during pregnancy, when on maternity leave and on their return to work and reviewing how we can better support staff with caring responsibilities for adults.



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