



UNIVERSITY OF
BIRMINGHAM



GENDER PAY GAP REPORT 2019

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**REDUCING
OUR GENDER
PAY GAP WILL
MEAN BOLD
ACTIONS AND
A LONG-TERM
COMMITMENT
TO CHANGE.**

PROFESSOR SIR DAVID EASTWOOD

VICE-CHANCELLOR'S FOREWORD



At the University of Birmingham, creating an environment in which all members of our diverse community can thrive is at the heart of our strategic mission to promote the growth and spread of knowledge, unlock potential and develop intellectual capital.

Since we first reported on our gender pay gap data in 2017, our proportion of female professors has increased from 24.6% to 27.3% and our female academic staff in the grade immediately below stands at 39.8%, creating a sustainable career pipeline to professor. Our gender pay gap data for 2019 shows that the pay gap has reduced, but that this change is incremental and progress is slow. Reducing our pay gap will mean bold actions and a long-term commitment to change. To achieve this, we have instigated work on the following:

- A Pay Action Group, that will specifically focus on reducing our gender and ethnicity pay gaps
- Equality Planning in our Colleges to increase our proportion of senior female academic staff
- The Birmingham Academic Career Framework, which will ensure increased fairness, consistency and transparency in promotions
- A Family Leave and Pay Review, to keep our benefits competitive and sector-leading
- Professional Services Career Pathways to support staff progression

Whilst these actions may not result in an immediate, substantial reduction in our gender pay gap, we are confident that they will underpin the changes necessary for a long-term, sustainable reduction in the gap between male and female 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 2019, 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 2019, we employ 8,317 staff, 52.4% 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
2019 WE EMPLOY
8,317 STAFF,
52.4% 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 2018 and 31 March 2019. 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.

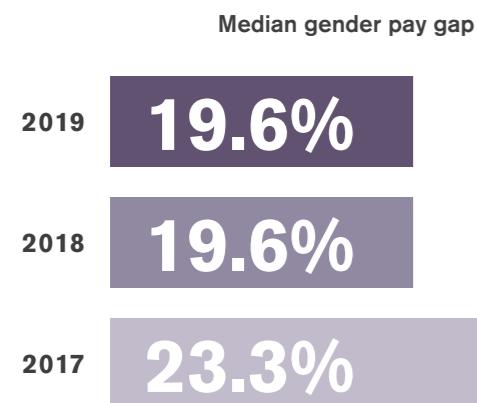
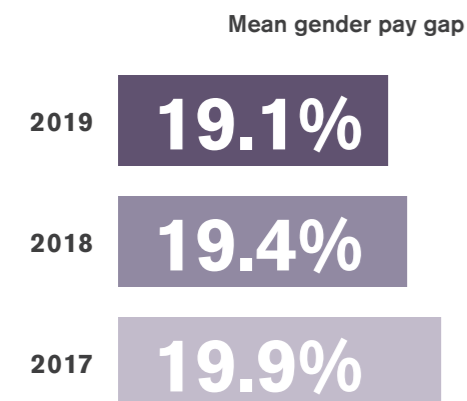
HOW DOES THE DATA DEFINE MALE AND FEMALE?

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

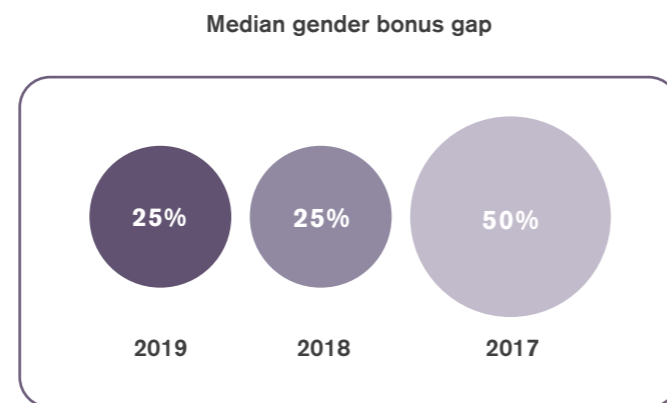
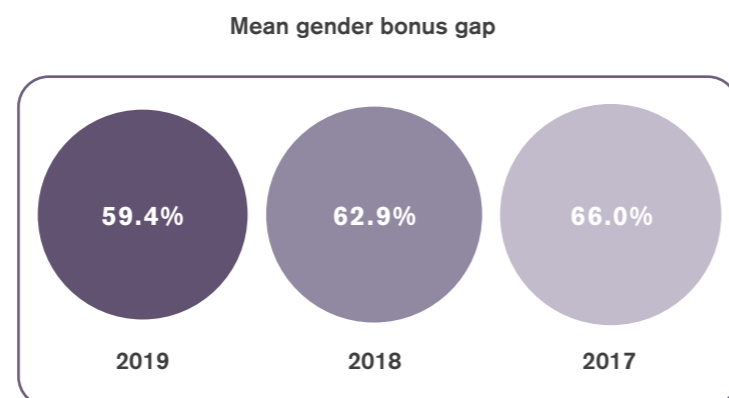
HOURLY RATE OF PAY BY GENDER

The average hourly rate of pay for women was 19.1% lower (mean) or 19.6% lower (median) than for men.



BONUS PAYMENTS BY GENDER

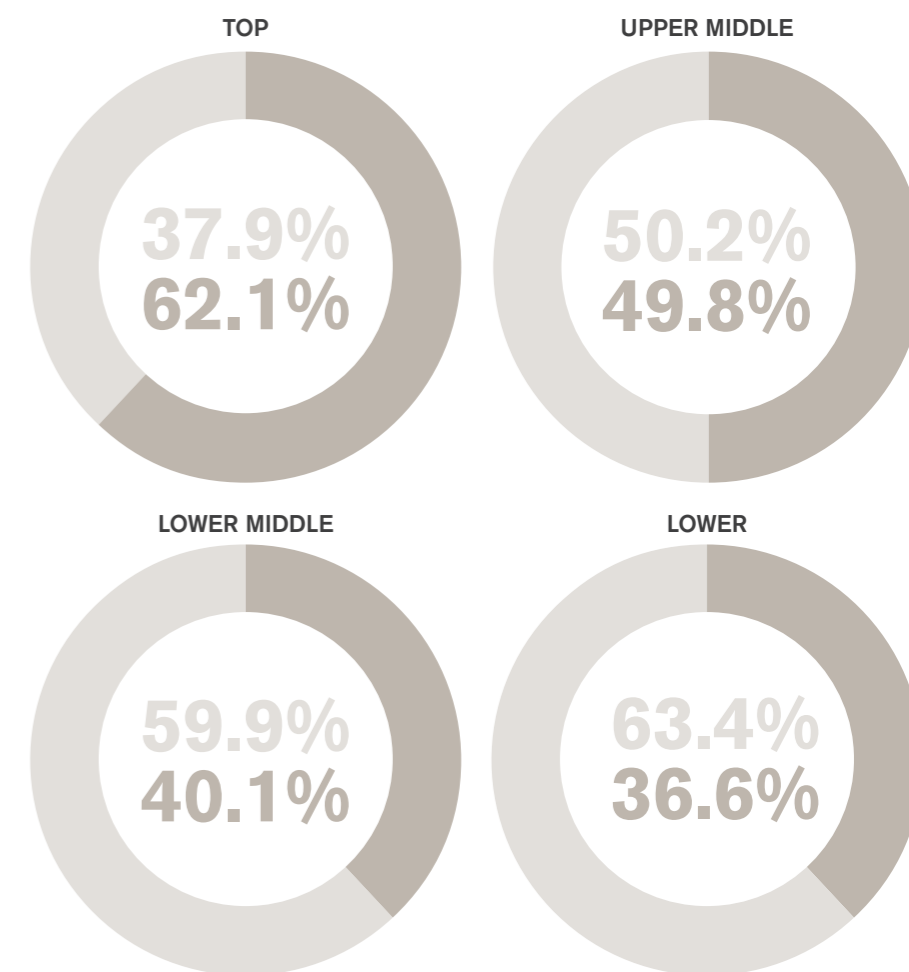
10.5% of women and 10.9% of men received a bonus payment during the census period. The average bonus pay for women was 59.4% lower (mean) or 25.0% lower (median) than for men.



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:
● Female ● Male



UNIVERSITY STAFF POPULATION



PROGRESS

Our mean pay gap has reduced since we first published gender pay gap data, from 19.9% (2017) to 19.1% (2019). The median pay gap has reduced from 23.3% in 2017, but remained the same from 2018 to 2019 at 19.6%.

In 2019, there was an increase in the proportion of women in the top pay quartile to 37.9% of staff, (from 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.

An almost equal proportion of women and men received a bonus payment during the census period – 10.5% of women and 10.9% of men. Our mean bonus gap is 59.4%. This has reduced from 62.9% in 2018 and 66.0% in 2017. Our median gender bonus gap is 25%. This is unchanged from 2018 and has reduced from 50% in 2017.

The bonus pay gap is 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. If clinical staff are removed from gender pay gap data, the mean bonus gap reduces.

GENDER PAY GAP ACTION PLAN

Continuing to reduce the gender pay gap is a long-term commitment that will involve growing our female staff in the top pay quartile and creating a greater gender balance between women and men in the lower pay quartile.

ACTIONS TO DATE



A 30% TARGET FOR SENIOR FEMALE ACADEMIC STAFF

At institutional level we have set initial targets that 30% of our professors and 30% of our grade 9 academic staff (senior researchers, senior lecturers and readers) are female. We have succeeded in substantially increasing our proportion of female professors: from 24.7% in 2017 to 27.5% in 2019 and aim to achieve 30% by 2021. Our grade 9 female academic staff stand at 39.8% in 2019, exceeding this target and creating a sustainable career pipeline to professor.



PROMOTIONS COACHING

Workshops to demystify the promotions process are delivered annually in all Colleges, alongside a mentoring for promotion scheme, to better support all staff through the promotions process.



LEADERSHIP DEVELOPMENT

We are delivering Emerging and Senior Leaders development programmes with a benchmark of at least 40% female attendees. Since 2015, 42% of female academics attending the Senior Leadership programme have been promoted to reader or professor.



ATHENA SWAN CHARTER

Eighteen of our Schools and Institutes hold Athena SWAN awards in recognition of their commitment to the recruitment, retention and progression of female academics.

FUTURE WORK



PAY ACTION GROUP

A Pay Action Group led by the Deputy Pro-Vice-Chancellor for Equalities has been established to take a strategic view of pay gap issues and identify actions to reduce both our gender and ethnicity pay gaps.



EQUALITY PLANNING

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



THE BIRMINGHAM ACADEMIC CAREER FRAMEWORK

The Birmingham Academic Career Framework project (running from 2020 to 2021) seeks to reimagine the career structure for academic staff. It will: provide support for early-career and probationary staff coupled with an accelerated route to promotion; review and revise the promotions criteria and process to ensure further improvements to fairness, consistency and transparency; and introduce new routes for promotion. A particular focus will be on removing any gendered language and expectations.



FAMILY LEAVE AND PAY REVIEW

A review of our family leave and pay policies, including maternity leave and return to work, is underway to ensure our offering is in the upper quartile of Russell Group universities.



PROFESSIONAL SERVICES CAREER PATHWAYS

The Professional Services generic job descriptions project will streamline job descriptions across the University and provide an opportunity to clearly articulate the career pathway opportunities which exist. This will include drawing up principles on the use of job titles (including addressing any gendered job titles that may contribute to gender segregation), considering how we market ourselves as an employer, and providing information on career pathways at the University. The Birmingham Professional sessions 'Me in 3', where staff outline how they have progressed to their current role, will continue to show the very different pathways that staff take to progress in their careers. The University continues to support a cohort of apprentices and a graduate management training scheme.



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