



UNIVERSITY OF  
BIRMINGHAM



# ETHNICITY PAY GAP REPORT 2021

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**TO REDUCE INEQUALITIES AND CREATE AN ENVIRONMENT IN WHICH EVERYONE IN OUR DIVERSE COMMUNITY CAN THRIVE, UNLOCK POTENTIAL AND DEVELOP WE MUST CHALLENGE OURSELVES TO PROACTIVELY IDENTIFY INEQUALITIES; TO BE HONEST ABOUT WHERE WE NEED TO IMPROVE AND TO TAKE SUSTAINED ACTION TO BRING ABOUT CHANGE.**

*PROFESSOR ADAM TICKELL, VICE CHANCELLOR AND PRINCIPAL*

# VICE-CHANCELLOR'S FOREWORD



**The University of Birmingham is committed to reducing inequalities and creating an environment in which everyone in our diverse community can thrive, unlock potential and develop.**

This means that we must challenge ourselves to proactively identify inequalities; to be honest about where we need to improve and to take sustained action to bring about change.

This is our first ethnicity pay gap report. The report uses the same methodology as we have used for our gender pay gap reports since 2017. Our data show that there is a median pay gap of 15.2%, and a median bonus gap of 13.8%, between Black, Asian and minority ethnic staff and their white counterparts. Further analysis has identified the substantive issue underpinning these gaps as the unequal distribution of staff by ethnic group across the pay quartiles, with Black, Asian and minority ethnic staff being particularly under-represented in senior positions.

Addressing this issue is a priority for the University. We are members of the Higher Education Race Equality Charter, managed by Advance HE and have used the Charter framework to undertake a detailed analysis of the institutional and cultural barriers standing in the way of Black, Asian and Minority Ethnic staff.

Our analysis has resulted in the development of a detailed five-year action plan, which has been assessed and accredited by an independent Advance HE Charter panel. You can find out more about our Bronze Race Equality Charter mark and read our action plan [here](#).

This and subsequent ethnicity pay gap reports are one of the ways in which we can measure and report on our progress as we deliver on our commitment to equality, diversity and inclusion.

**PROFESSOR ADAM TICKELL**

Vice-Chancellor and Principal

# INTRODUCTION

This report provides information on the University of Birmingham's ethnicity pay gap on 31 March 2021. 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 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 2021) the University employs 8,438 staff. 42% are employed in academic roles and 58% in Professional Services roles. 21% of our total staff population are from Black, Asian and other minority ethnic groups, 73% are from white ethnic groups and 6% of staff have not disclosed information about their ethnicity 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.

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 the Registrar and Secretary's Office. 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.

# 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 2021. 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 2020 and 31 March 2021.

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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 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 as the hourly pay gap.

94% of staff have disclosed their ethnicity to the University as of 31 March 2021. Where a staff member's ethnicity is not known (507 staff), 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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# 2021 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 12.2% lower (mean) or 15.2% lower (median) than for staff from white ethnic groups.

### Mean ethnicity pay gap

2021

12.2%

### Median ethnicity pay gap

2021

15.2%

## BONUS PAYMENTS *BY ETHNICITY*

37.9% of staff from Black, Asian and minority ethnic groups and 29.0% of staff from white ethnic groups received a bonus payment between 1 April 2020 and 31 March 2021.

The average bonus payment for staff from Black, Asian and minority ethnic groups was 22.4% lower (mean) or 13.8% lower (median) than for staff from white ethnic groups.

### Mean ethnicity bonus gap

22.4%

2021

### Median ethnicity bonus gap

13.8%

2021

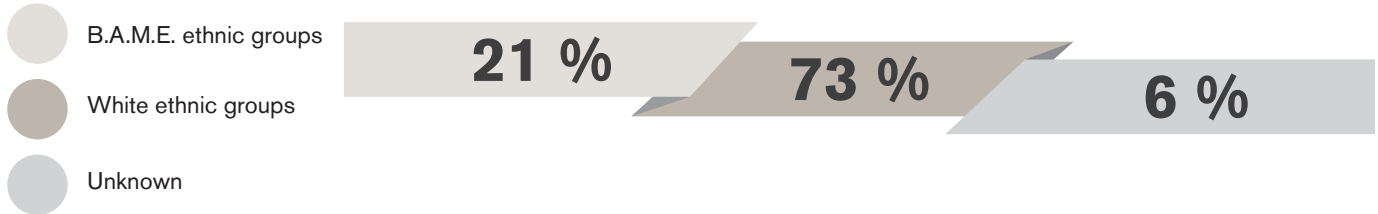


## PAY QUARTILES

Overall, 21% of our staff are from Black, Asian and minority ethnic groups, 73% are from white ethnic groups and 6% of staff members' ethnicity is unknown.

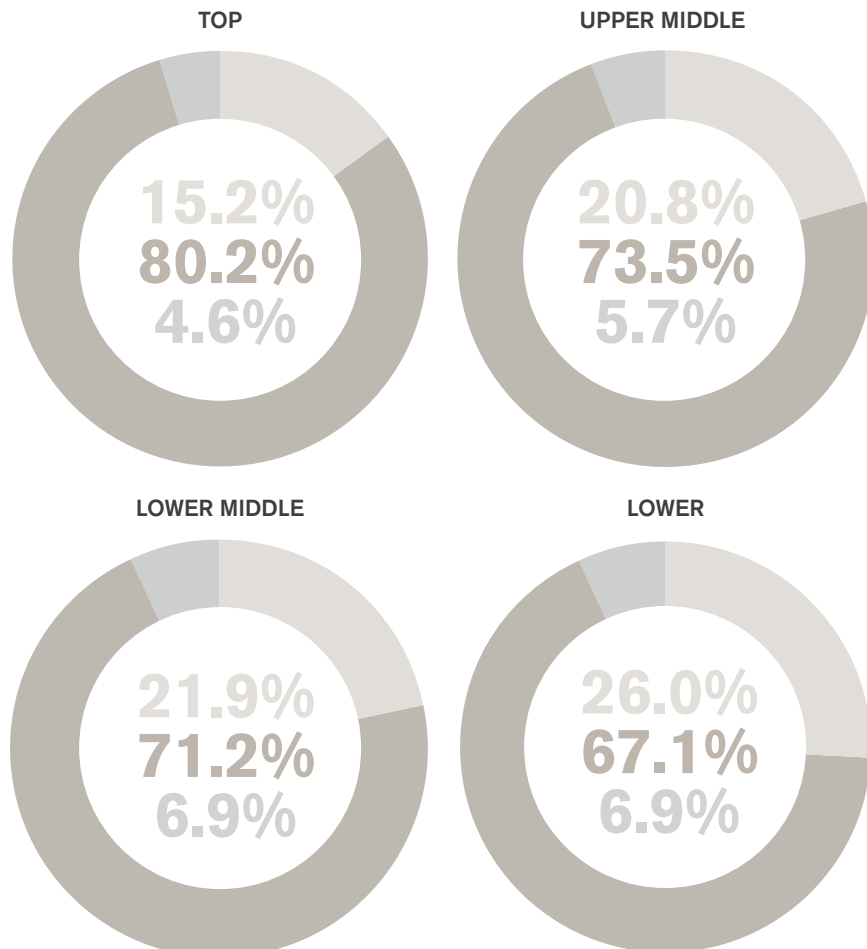
## UNIVERSITY STAFF POPULATION

Key:



The data below shows our staff population divided into four pay quartiles, from lowest to highest hourly pay. The pay quartiles reflect the relative seniority of staff.

The ethnicity of staff in the upper middle and lower middle quartiles is proportionate to the overall University staff population of 21% 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.



# ETHNICITY PAY GAP ANALYSIS AND ACTIONS

## 2021 PAY GAP ANALYSIS

Whilst Black, Asian and other minority ethnic staff make up 21% of the University's workforce, they are not evenly represented at each level of the University structure, as demonstrated by the 2021 pay quartiles. In particular, they are under-represented in senior posts that would fall within the top pay quartile, with only 15.2% of these posts being held by minority ethnic staff. In contrast, 26.0% of posts in the lower pay quartile are held by minority ethnic staff. The proportion of minority ethnic staff holding posts in the lower and upper middle quartiles is proportionate at 21.9% and 20.8%.

This unequal representation across the pay quartiles underpins the University's hourly ethnicity pay gap, with this being most acute in the transition between the upper middle and top pay quartiles.

The 2021 data shows that a greater proportion of staff from minority ethnic groups than staff from white ethnic groups received a bonus payment during this period, but that the average value of those payments was lower for minority ethnic staff than for white staff.

The 2021 bonus gap is in part driven by a one-off bonus payment made to all Professional Services staff in Support roles. This has resulted in a high proportion of minority ethnic staff receiving bonuses, as the largest proportion of the University's minority ethnic staff are employed in Support roles. However, as these roles typically fall within the lower pay quartile, this also lowers the average values of bonuses paid to minority ethnic staff. In tandem with this is the relative under-representation of staff from minority ethnic groups in the top pay quartile, where the value of bonuses is reflective of top quartile salaries.

## ACTIONS

We are committed to reducing our ethnicity pay gap and recognise that – as with reducing our gender pay gap - effective change will need to be long-term, sustainable and address the root causes of the pay gap.

The substantive issue underpinning the ethnicity pay gap is the unequal distribution of staff by ethnic group across the pay quartiles, with Black, Asian and minority ethnic staff being particularly under-represented in senior positions. During 2022 we will be undertaking the following actions and initiatives to address our ethnicity pay gap:



## DEVELOPING LEADERSHIP

The Aditi programme is a leadership development programme specifically for Black, Asian and minority ethnic Academic Staff and Professional Services staff at grade 6 and above. In tandem with our work to address the structural barriers to race equality, Aditi aims to help talented staff identify their unique leadership qualities, where and how these qualities can be utilised as they progress their careers and to bridge any gaps between current skill sets and those needed to progress into more senior roles at the University.



## EQUALITY CHANGE PROGRAMME

The University is a member of Advance HE's Race Equality Charter (REC) and holds a Bronze REC award in recognition of our work to address the five key principles that underpin the Charter. In October 2020 we launched our Equality Change Programme to deliver the University's Race Equality Charter and Athena Swan Charter action plans and embed race and gender equality at the heart of our employment practices. The programme harnesses the knowledge of a diverse group of staff from across the University, (including members of the Race Equality Staff Network), to deliver key projects under six work-streams: Recruitment, Selection and Induction; Inclusive Environment; Family Friendly; Career Structures; Individual Development and Academic Services and Campus Services.

Outputs in 2021 include:

- At strategic level our workforce planning process now uses ethnicity and gender data analysis to inform decisions.
- We have set up a reverse mentoring scheme. Members of our University Executive Board were mentored by Black, Asian and minority ethnic staff and students to support greater insight into race equality issues at the University.
- We commissioned a local specialist training company to design and deliver a series of antiracism workshops for our College, School and Professional Services Equality Leads. We will also be launching an online Race Equality in Higher Education training package for all staff, designed by Advance HE in association with the University of Surrey, in 2022.
- Staff involved in recruitment and selection decisions are required to undertake recruitment and selection training (including unconscious bias) and to undertake this training every 2 years.
- Our College of Social Sciences has carried out a pilot project on positive action for academic staff recruitment, with the aim of increasing the diversity of candidates put in front of panels for their consideration. Under the scheme where an initial shortlist was found to comprise all white applicants, the most highly qualified minority ethnic candidate who met the essential criteria was added to the shortlist.



## SUCCESS MEASURES FOR BLACK, ASIAN AND MINORITY ETHNIC STAFF REPRESENTATION

Our Race Equality Charter action plan has established initial success measures for the representation of Black, Asian and minority ethnic staff at all levels of the University. We recognise that within these overall targets that there are differences between the representation of different minority ethnic groups and we expect to develop more specific targets as we progress this work.

Our current measures are: Research Fellows 33%; Lecturers 33%; Senior Lecturers 24%; Readers 17%; Professors 15%; Professional Services Band 300 40%; Band 400 24 %; Band 500 23%; Grade 6 23%; Grade 7 20%; Grade 8 17%; Grade 9 13% and Grade 10 8%.

We will be continuing and adding to this programme of activity throughout 2022.



## ANTIRACIST FUTURES IN BIRMINGHAM

The University has joined Anti-racist Futures, a partnership which brings together young people, educationalists, housing associations and community groups to explore the experiences of people in Birmingham and create the Birmingham we want to become. Over the next 2 years we aim to implement the following actions to support this initiative:

- Explore anonymous recruitment processes
- Introduce diverse recruitment panels for all levels of recruitment, including Executive Board appointments
- Set up a positive action programme to support Black staff to apply for internal promotions
- Share vacancies with community partners
- Expand the use of positive action to improve the diversity of shortlists, based on the pilot in the College of Social Sciences
- Advertise all secondments which are of 6-months duration or longer.
- Review the constitution of key decision making committees and increase their diversity where there is evidence of under-representation



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