



UNIVERSITY OF  
BIRMINGHAM



# GENDER PAY GAP REPORT 2021

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THE UNIVERSITY  
OF BIRMINGHAM  
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*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.**

Since we first reported on our gender pay gap data in 2017, our proportion of female professors has increased from 24.6% to 28.5% and female academic staff in the grade immediately below stands at 38%, creating a sustainable career pipeline to professor. The data for 2021 show that both our mean and median pay gap is narrowing.

Although change is incremental, we are making sustained progress and will continue to take positive action to address our gender pay gap. For example, an extensive review of our family leave arrangements will ensure that our benefits are competitive and sector-leading; Professional Services job descriptions now reflect the diversity of experiences and qualities, and the Birmingham Academic Career Framework has been developed to reflect the increased multiplicity of academic careers and ensure fairness, consistency, and transparency in promotions.

There remains much to do, but we remain determined to implement and monitor actions to reduce the gap between male and female pay.

**PROFESSOR ADAM TICKELL**  
Vice-Chancellor and Principal

# INTRODUCTION

This report provides information on the University of Birmingham's gender pay gap on 31 March 2021, 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 – 2020 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 2021) the University employs 8,438 staff. 42% are employed in academic roles and 58% in Professional Services roles. 53% of our total staff population is female and 47% male.

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 2021 42% of our academic staff are female and 58% 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 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 gender pay gap data includes the full range of jobs undertaken on campus. In 2021 61% of our Professional Services staff are female and 39% male.

# 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 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).

## 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 2020 and 31 March 2021. This is shown as the mean average and the median as described above.

## 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.

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

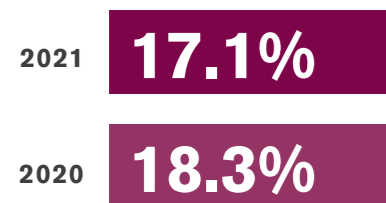
Our gender pay gap data is based on the information staff have provided in relation to the Equality Act 2010 protected characteristic of sex (female or male). We hold information on the sex of 100% of our staff. We recognise that some of our staff will have gender identities different to their sex. In 2021 26.5% 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.

# 2021 GENDER PAY GAP DATA

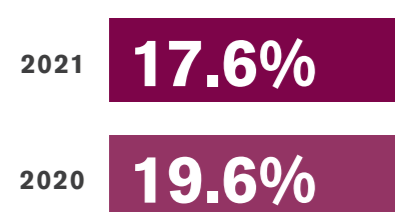
## HOURLY RATE OF PAY BY GENDER

The average hourly rate of pay for female staff was 17.1% lower (mean) or 17.6% lower (median) than for males.

### Mean gender pay gap



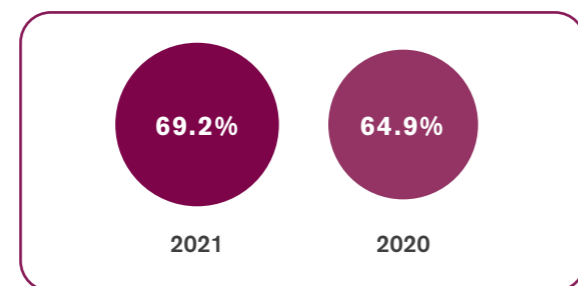
### Median gender pay gap



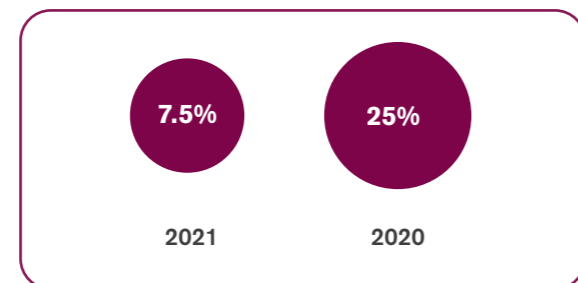
## BONUS PAYMENTS BY GENDER

35.7% of our female staff and 24.9% of male staff received a bonus payment during the census period. The average bonus pay for female staff was 69.2% lower (mean) or 7.5% lower (median) than for males.

### Mean gender bonus gap



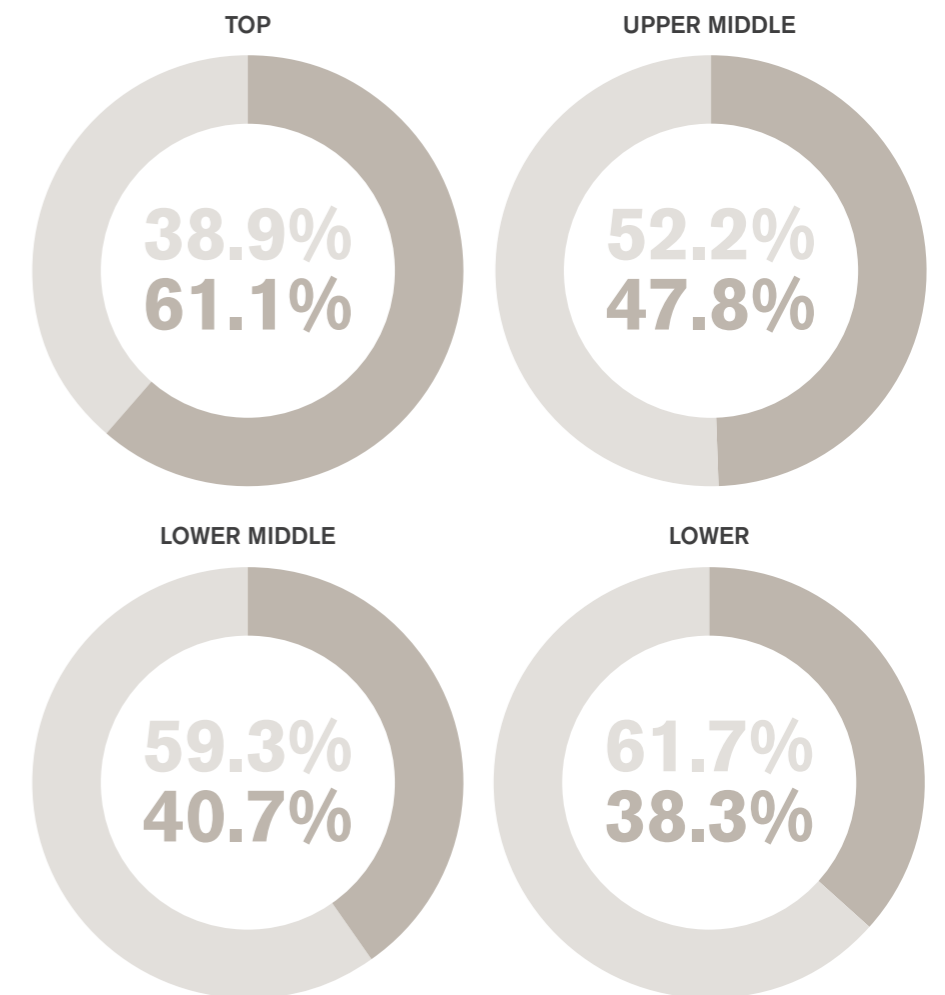
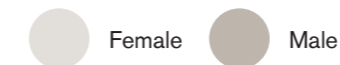
### Median gender bonus gap



## 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.

Key:



## UNIVERSITY STAFF POPULATION



## ANALYSIS

Since 2020 there has been a positive shift in the gender pay gap, from 18.3% to 17.1% (mean) and from 19.6% to 17.6% (median).

The contrasting growth in the mean bonus pay gap and reduction in the median bonus gap is largely the result of a one-off bonus payment made to all Professional Services staff in Support roles. This has doubled the proportion of male staff and tripled the proportion of female staff receiving bonuses compared to 2020. In turn, the increased number of bonuses means the 'middle value' median average for male and female bonuses falls in the Support staff range of awards.

The mean average is more strongly influenced by extreme values. In 2021, the top pay quartile being majority male (and bonuses awarded to staff in this range being reflective of top quartile salaries), combined with the increased number of female Support staff receiving a bonus payment (whose salaries fall in the lower pay quartile), has caused an increase in the mean average bonus pay gap.

Our bonus pay gap calculations also include NHS Clinical Excellence Awards made to 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.

# ACTIONS

2021 marks our 5th year of reporting on the University's gender pay gap. In our first pay gap report in 2017 we undertook a commitment to significantly reduce our gender pay gap, recognising that effective change would need to be sustainable and address the root causes of differences in average pay.

Since 2017 we have instigated a range of actions to support a more even distribution of male and female staff at all levels of the University, to enhance the recruitment, progression and retention of our female staff and to increase the proportion of female staff in senior positions. This includes:



## SETTING SUCCESS MEASURES FOR FEMALE STAFF REPRESENTATION

We have introduced success measures to increase our proportion of senior female academic staff to 30% of Professors and 30% of staff in the immediate pipeline to Professor (Senior Researchers, Senior Lecturers and Readers). To date we have substantially increased our proportion of female Professors, from 24.7% in 2017 to 28.5% in 2021 and have exceeded our benchmark for roles immediately below Professor, with 38% of these posts held by female academics in 2021. During the same period we have also increased the proportion of our most senior female Professional Services staff, from 36% in 2017 to 52.5% in 2021.



## RESHAPING OUR ACADEMIC CAREER PATHWAYS

The 2 year Birmingham Academic Career Framework project has reformed our career framework for Academic Staff and now reflects the increased diversity of academic careers and offers an additional route to progression and promotion, which recognises enterprise, engagement and impact. We have created clear promotions criteria for each pathway which value the wide range of activities undertaken by Academic Staff (including where they contribute to supporting ED&I) and we have introduced a requirement for Academic Staff to demonstrate citizenship in order to progress. The Birmingham Academic Career Framework will provide academics at all stages of their careers with the support and development needed to progress along these pathways.



## EQUALITY CHANGE PROGRAMME

In 2020 we launched our Equality Change Programme to deliver the University's Athena Swan and Race Equality Charter action plans and embed gender and race equality at the heart of our employment practices. The programme harnesses staff knowledge and experience from across the University to deliver key projects across six work-streams. Innovations in support of gender equality in 2021 include the use of gender and ethnicity data to better inform workforce planning processes and a far-reaching review of the University's family leave arrangements and support with a view to becoming sector-leading in what we offer our staff. The programme has also overseen a number of specific actions to embed gender equality across our employment processes:

- The delivery of ED&I training to all staff involved in decision-making for the Research Excellence Framework
- The Deputy Pro-Vice-Chancellor for ED&I attending the University's Promotions and Titles Committee to focus on ED&I in promotions decisions
- All staff making recruitment and selection decisions undertake mandatory recruitment and selection training (including unconscious bias) every 2 years



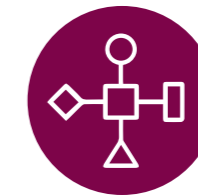
## DEVELOPING FEMALE LEADERSHIP

Since 2018, the University's Emerging and Senior Leaders development programmes have operated with a benchmark of at least 40% female attendees to support the pipeline of women into leadership roles at the University. A further 173 female staff have participated in the higher education sector Aurora development programme for women.



## ATHENA SWAN CHARTER

In 2020, the University successfully renewed its Bronze Athena Swan Charter award for another four years. Our Bronze award includes a comprehensive action plan aimed at improving gender representation at senior levels in the organisation. 21 of our 28 Schools and Institutes hold Athena awards in recognition of their commitment to the recruitment, retention and progression of female academics. This includes awards in 2021 for our Schools of Metallurgy & Materials (Bronze) and Chemistry (Bronze renewal).



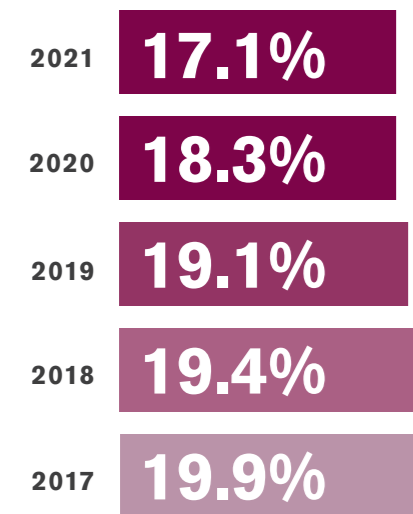
## DIVERSIFYING PROFESSIONAL SERVICES ROLES

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.

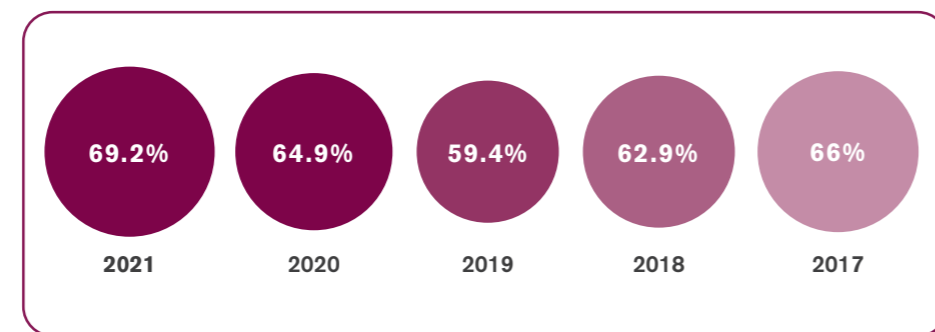
# IMPACT

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 2021. Whilst our 2021 mean bonus pay gap has grown compared to 2020 (for the reasons outlined in the 2021 analysis), there is an overall trend in the last 5 years of a narrowing bonus pay gap:

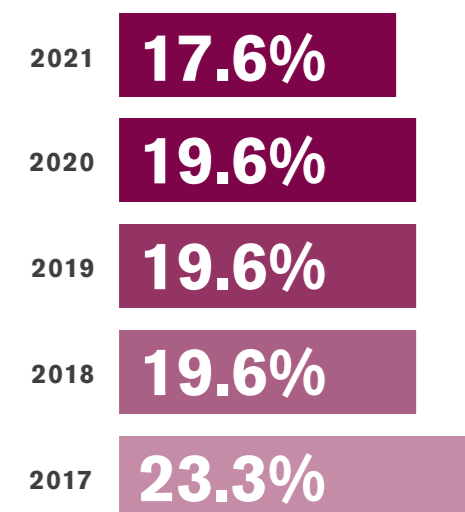
Mean hourly pay gap



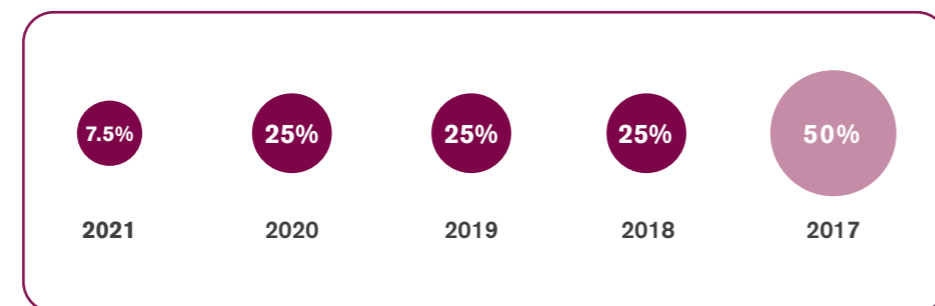
Mean bonus gap



Median hourly pay gap

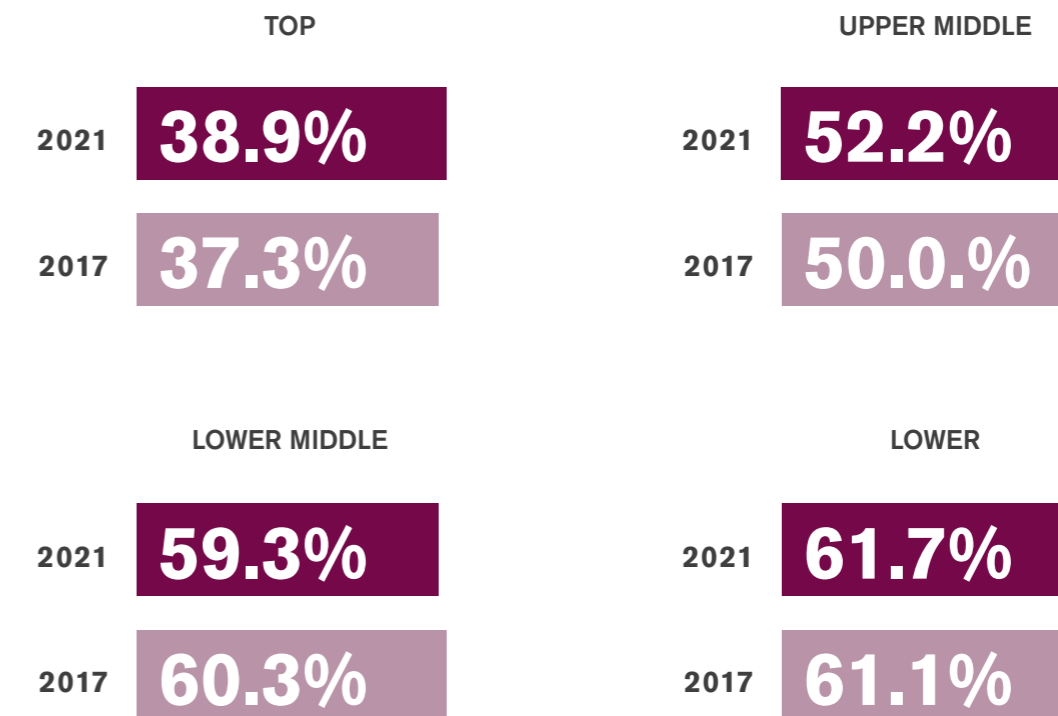


Median bonus gap



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 2021:

## PAY QUARTILES FEMALE STAFF



# MOVING FORWARD

We are pleased that our commitment to reducing the University's gender pay gap has resulted in a positive trend of narrowing mean and median pay gaps since 2017, with the most significant change occurring in the last year.

Further reducing our hourly pay and bonus pay gaps remains a priority for the University. The substantive issue underpinning the gender pay gap continues to be the uneven distribution of male and female staff across the pay quartiles, with female staff being particularly under-represented in senior academic positions. Reducing our gender pay gap is indivisible from creating greater gender balance across the University. We believe that the initiatives highlighted in this report will help produce the sustainable and long-term change necessary to achieve this.

## IN 2022 WE WILL ALSO:

- Analyse in greater depth the interaction between gender and ethnicity, to identify more nuanced ways of addressing the causes of our pay gaps.
- Work with our academic Colleges to develop their own Equality Plans, with local benchmarks for senior female academic staff that are both achievable and aspirational.
- Continue to address the impact of the Covid-19 pandemic on our staff, being particularly alert to the potential impacts on female academic staff, their outputs and career progression. Academic promotions panels will continue to weight the impact of Covid-19 and other external factors on applications for promotion and managers will be encouraged to discuss the ongoing impact of Covid-19 in annual PDRs.

