

GENDER PAY GAP REPORT 2022

Background

University College Birmingham remain committed to the principles of equal pay for all of our employees. We operate a single job evaluation scheme to measure the relative value of all jobs in our pay and grading structures within an overall framework that is consistent and fair.

The University regularly reviews its pay structures and carries out frequent salary and terms and conditions comparisons of the wider HE and private sectors.

The University aims to eliminate any gender disparity in our pay and remuneration systems. We understand and welcome the fact that equal pay between males and females is a legal right in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the University intends to fulfil its responsibilities under this Act to report on a number of metrics as of 31st March in a given year.

The data used to review and compare the pay of both men and women was provided by Birmingham City Council, Payroll Department using a reporting tool developed by their own system provider, SAP, and is based on guidance published by the Government Equalities Office.

<https://www.gov.uk/government/collections/gender-pay-gap-reporting>

What is the gender pay gap?

The gender pay gap measures the difference between the average earnings of all men and women employed by the University regardless of their role and grade.

The gender pay gap differs from Equal Pay. Equal pay looks at any pay differences between men and women who carry out the same jobs or work of equal value. The University has carried out Equal Pay Reviews since 2010 and we are confident that men and women who undertake similar or the same work are paid equally.

The gender pay gap reflects the current distribution of men and women across the various pay grades.

University College Birmingham gender pay gap (2021 figures in brackets)

- Mean gender pay gap – 6.1% (9.0%) in favour of men.
- Median gender pay gap – 2.9% (7.9%) in favour of men.
- Mean gender bonus pay gap is -96.6% (-433.3%) in favour of women.
- Median gender bonus pay gap is -261.6% (-566.7%) in favour of women.

Proportion of males and females in each quartile band (quartile 1 being the lowest paid staff and quartile 4 being the highest paid).

Quartile	Men (%)	Women (%)
Quartile 1	35.4 (30.2)	64.6 (69.8)
Quartile 2	30.5 (36.7)	69.5 (63.3)
Quartile 3	40.6 (48.2)	59.4 (51.8)
Quartile 4	38.3 (36.7)	61.7 (63.3)

According to the ONS, the UK gender pay gap (2022) had reduced to a provisional figure of 14.9%, (from a reported 17.4% in 2019 and 15.1% in 2021). UCB's results compare favourably in this regard as well as more specifically against the higher sector as a whole (14% mean, 15.8% median UCEA 2021, most recent reported data).

The University remains committed to closing the gender pay gap and will continue to actively seek appropriate methods to do so. Fair and equitable remuneration and reward will continue to be a fundamental element of all our policies and processes.

Context

The University's commitment to equality extends into how we approach Equal Pay. All roles outside our most senior staff have their roles evaluated using the HERA job evaluation scheme and market research applied. The salary of senior role post-holders is set by our Remuneration Committee which consider a range of metrics and external data when setting pay levels. This ensures that we comply with the Equality Act 2010 and do not pay people unequally due to a protected characteristic such as their gender.

The grading framework contains a number of spine points within each grade band. Newly-appointed staff are awarded starting salaries commensurate with their industry and/or teaching experience and qualifications. Staff who have held a role for a longer period are likely to be more highly remunerated within that grade band for their work; and this remuneration reflects the experience that they have gained in undertaking their duties.

Several factors have been identified which have impacted on the data:

- Overall, the mean gender pay gap has again improved as the mean pay for men decreased, analysis indicates that this is because there are a higher percentage of men in quartile 1 and also less percentage of men in quartile 4.
- The median gender pay gap has decreased. This is explained by less women being paid in the lower quartile and an increase in men featuring in the same quartile. The median hour rate for women increased from £16.61 to £17.25 per hour, the hourly median rate for men decreased from £18.03 to £17.77 over the same period.
- The mean and median bonus gender pay gaps remain significantly in favour of women. The value of the bonuses varied and in this particular year female staff received the greater value bonuses.
- The organisational restructure within the academic management team continues to contribute (-1.1%) to an increase in the mean figure for women in quartile 4.

- The mean and median bonus gender pay gaps remain firmly in favour of women. The University pays few bonuses. The value of the bonuses varied and in this particular year, female staff received bonuses of greater value than men.
- Although the figures have improved, the overall mean gender pay gap is primarily a consequence of female staff more likely to be grouped in lower pay grade as well as in support staff roles.

Action Plan

Although our figures are below both the UK and sector average, UCB remain committed to closing the gender pay gap.

The University continues to support female staff to access training and development opportunities. In particular, staff will continue to be supported with programmes such as Aurora, a women's leadership development programme run by AdvanceHE. Further changes to organisational structures will continue to open up opportunities for progression. Work actively continues on the diversity of the staff recruitment. The University fully participates as a member of 'Inclusive Employers', an organisation to support in this regard.

The University recently carried out significant staff engagement activities that helped to develop a detailed HR Strategy. The Strategy identified six main themes, several of which support the development of activities that will contribute to the elimination gender pay disparity. The Strategy, amongst others, identifies key themes such as:

- Grow a dynamic, responsive and inclusive workforce.
- Attract, identify develop and retain talent across the University.
- Develop strength in leadership.

Work has started to implement and embed activities/systems. Work will continue to progress these key themes and will monitor and evaluate activities throughout as to the impact of the work taking place.

It remains that complete eradication of a pay gap may be impossible to achieve with staff turnover and a grade band structure. However, we will continue to monitor the detail behind the reported figures and take action where appropriate.

References:

ONS

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworking/hours/bulletins/genderpaygapintheuk/2022>

UCEA

<https://www.ucea.ac.uk/member-resources/equality-and-pay-gaps/intersectional-pay-gaps-in-higher-education/>