

GENDER PAY GAP REPORT 2023

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 (2022 figures in brackets)

- Mean gender pay gap – 5.4% (6.1%) in favour of men.
- Median gender pay gap – 5.5% (2.9%) in favour of men.
- Mean gender bonus pay gap – No bonuses awarded (-96.6%)
- Median gender bonus pay gap – No bonuses awarded (-261.6%)

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 (Lower hourly pay quarter)	32.7 (35.4)	67.4 (64.6)
Quartile 2 (Lower middle hourly pay quarter)	29.9 (30.5)	70.1 (69.5)
Quartile 3 (Upper middle hourly pay quarter)	36.7 (40.6)	63.3 (59.4)
Quartile 4 (Upper hourly pay quarter)	39.2 (38.3)	60.8 (61.7)

According to the ONS, the UK gender pay gap (2023) had reduced to a provisional figure of 14.3%, (from a reported 15.1% in 2021 and 14.4% in 2022).

Despite the fact we have seen an increase in the median gender pay gap to 5.5%, UCB's results still compare favourably against the UK gender pay gap as well as more specifically against the Higher Education sector as a whole (14.8% mean, 12.3% median UCEA 2024).

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.

Overall, the mean gender pay gap has improved again this year with the mean pay decreasing from 6.1% in favour of men in 2022 to 5.4% in favour of men in 2023. Analysis indicates that this decrease is likely to be because there has been an increase in the percentage of women in quartile 3 and a reduction in the percentage of men in quartile 3.

The median gender pay gap has increased to 5.5%. This means that for every £1 a man earns, a woman earns 94p. Although this median gender gap exists and has increased in this reporting year, it still compares favourably against the wider Higher Education Sector where for every £1 a man earns, a woman earns 88p.

Analysis of the data has identified several factors that are likely to have impacted on the data:

- The University has a predominantly female workforce (65%) and those staff occupy a broad range of roles. There is a disproportionate distribution of female staff in the lower 2 quartiles and the number of female staff in these quartiles has increased in this reporting year. Roles in the lower two quartiles are those that are traditionally concentrated around the 5 C's – Caring, Cleaning, Catering, Clerical and Cashiering (CIPD, 2024). These roles tend to be dominated by women because they generally offer more flexibility for part time or term time only working.
- The establishment of an Associate Lecturer (AC1) grade was intended as a source of growing future talent for the University. During this reporting year, the University recruited significantly to the Associate Lecturer role and 76% of those recruited to were women.
- Although the University successfully recruited a number of female staff into senior roles within the newly established School of Engineering, Digital and Sustainable Construction, a higher number of male staff were recruited into these new roles. This was not wholly unexpected given the industry sectors.
- Other factors that are likely to have had an impact include a number of senior academic staff leaving post due to redundancy from the academic restructure; significant levels of recruitment to support growth across the University with starting salaries generally below the top end of scales; regrading of some management level posts within the Corporate Service team, and increase in National Minimum Wage impacting on the grading structure for support staff by compressing the pay spine and limiting opportunity for incremental gain for some staff in the lower quartile.

Action Plan

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

The University continues to support all staff to reach their potential through appropriate training and development. In particular, female 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 and diversifying UCB's academic offer will continue to open up opportunities for progression and development. Work actively continues on the diversity of the staff recruitment supported through the University's membership of Inclusive Employers. Aspects that we have focussed on to date include gender diverse recruitment panels and wherever possible advertising roles on both a part-time and full-time basis. Further recruitment and selection training for staff and improvements in recruitment data and reporting through the new HR system will also support in addressing the gender pay gaps.

We also remain focussed on the key themes of the HR strategy and following the successful introduction of the HR and payroll elements of a new HR system (iTrent), additional modules including recruitment and onboarding have been introduced and a new performance management system is now in progress which will be key to supporting and developing the potential of staff.

A recent staff survey focussed on Equality, Diversity and Inclusion resulted in a number of action points for the University to progress which will support with the work on the gender pay gap. Recommendations included the development of an EDI strategy, growth of staff forums and implementation of mentoring schemes. The recent appointment of a Head of EDI is seen as key to the progression of the recommendations.

At a national level there is a focus on a review of the pay spine and the University will look to review its own grading structure once this work is completed. In the meantime, interim measures have been introduced, in particular for academic staff to support pay progression through the contribution points.

Many of the actions identified here are current and will take time to develop and implement. The Gender Pay data is always a year behind so the impact of any changes will not be immediately reflected in the data. It remains that complete eradication of a pay gap may be impossible to achieve with staff turnover and the current grade band structure. However, we will continue to monitor the detail behind the reported figures and take action where appropriate.

References:

ONS

[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

UCEA

[Intersectional Pay Gaps in Higher Education \(ucea.ac.uk\)](https://ucea.ac.uk)

CIPD

[Gender pay gap reporting: Understand what it is, if you need to report and why | CIPD](#)