

GENDER PAY GAP REPORT 2024

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 (2023 figures in brackets)

- Mean gender pay gap – 3.7% (5.4%) in favour of men.
- Median gender pay gap – 5.7% (5.5%) in favour of men.
- Mean gender bonus pay gap – No bonuses awarded (0)
- Median gender bonus pay gap – No bonuses awarded (0)

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)	37 (32.7)	63 (67.4)
Quartile 2 (Lower middle hourly pay quarter)	30.8 (29.9)	69.2 (70.1)
Quartile 3 (Upper middle hourly pay quarter)	45 (36.7)	55 (63.3)
Quartile 4 (Upper hourly pay quarter)	38.5 (39.2)	61.5 (60.8)

According to the ONS, the UK gender pay gap (2024) had reduced to a provisional figure of 13.1%, (from a reported 14.4% in 2022 and 14.3% in 2023).

Despite the fact we have seen a slight increase in the median gender pay gap to 5.7%, 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 (10% mean predicted by UCEA 2025).

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 5.4% in favour of men in 2023 to 3.7% in favour of men in 2024. Analysis indicates that this decrease is likely to be because the percentage of female employees in the 2 lowest quartiles has reduced, along with a slight increase in the upper quartile.

The median gender pay gap has increased to 5.7%. This means that for every £1 a man earns, a woman earns 93p. 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. The distribution of female staff in the lower 2 quartiles has reduced in the last year, despite the workforce continuing to increase. 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 data indicates that these roles are now attracting more male applicants than in previous years.
- During this reporting period, a number of health related courses were introduced, including social care and psychology, which are traditionally industries with a largely female workforce.
- Compression of the pay spine, due to minimum wage increases, has resulted in large numbers of staff on similar pay being placed between quartile 1 and quartile 2.

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. We have also developed an internal women's leadership programme to support aspiring leaders.

We are keen to understand the potential barriers to progression, and support women and those from other underrepresented communities to thrive. In order to achieve this, we have created staff networks that will help us identify issues and work on solutions to ensure success.

The performance management process has now been implemented, and development is given equal weighting to progress against objectives. The coaching approach taken by managers will ensure that we are able to help staff meet their full potential and identify their career aspirations. The next step will be to implement our formal talent management framework, once we have sufficient data on which to base decision-making.

The implementation of Equality Impact Assessments will also ensure that when significant organisational decisions are made, potential impacts to protected groups of staff will be clearly understood prior to implementation.

Last year we indicated that UCEA are undertaking a national level review of the pay spine and the University would look to review its own grading structure once this work is completed.

There has been no progress on this national work, due to a dispute with the trades unions. The University continues with interim measures put in place to address some of the issues with the pay framework, but it is unlikely that true pay equity will be achieved given the current structure.