

# GENDER PAY GAP REPORT 2025

## **Background**

University College Birmingham remains 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 31<sup>st</sup> March in a given year.

## **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 (2024 figures in brackets)**

- Mean gender pay gap – 6.5% (3.7%) in favour of men.
- Median gender pay gap – 6.9% (5.7%) in favour of men.
- Mean gender bonus pay gap – No bonuses awarded (0)
- Median gender bonus pay gap – No bonuses awarded (0)

<b>Quartile</b>	<b>Men (%)</b>	<b>Women (%)</b>
Quartile 1 (Lower hourly pay quarter)	38.6 (37)	61.3 (63)
Quartile 2 (Lower middle hourly pay quarter)	27.6 (30.8)	72.3 (69.2)
Quartile 3 (Upper middle hourly pay quarter)	42.3 (45)	57.6 (55)
Quartile 4 (Upper hourly pay quarter)	43.2 (38.5)	56.7 (61.5)

According to the ONS, the UK gender pay gap (2025) had reduced to a provisional figure of 12.8%, from a reported 13.1% in 2024.

Despite the fact we have seen a slight increase in the median gender pay gap to 6.9%, 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 (9.3% reported by UCEA).

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.

Although the median pay gap has increased this year, analysis shows that in financial terms, women earn 93p for every £1 a man earns, which is the same as last year.

Analysis indicates that women are **over-represented in every quartile**, particularly the **lower-middle quartile**, and men form a higher proportion of the **upper-middle and upper quartiles** than in the lower half of the distribution, contributing to the overall pay gap.

The gender pay gap reflects the distribution of men and women across the organisation rather than differences in pay for like-for-like roles. Women represent a higher proportion of employees overall and are particularly concentrated in lower-paid professional services, teaching support, and early-career roles. Men are more likely to occupy specialist, technical, and senior leadership roles that sit within the upper quartiles of pay.

It should also be noted that whilst it appears that there has been a significant percentage increase in men within the top quartile, this is not due to new starters or enhanced pay. Continuing pay spine compression due to the national pay framework has resulted in a narrowing of the pay ranges within each quartile, with the top quartile now commencing at £24.21 per hour. Specialist and technical staff now straddle both the upper middle and upper hourly pay quarters.

## **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.

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. Unfortunately, this has been significantly delayed due to industrial action by the trade unions. UCEA have now indicated that this work will be completed within the next academic year. It is intended that the University will consider implementing the new framework, and ensuring parity across all areas of our community, when undertaking role evaluation.