

University College Birmingham Gender Pay Gap Statement

Background

University College Birmingham is 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 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 ACAS guidance in association with the Government Equalities Office.

http://www.acas.org.uk/media/pdf/m/4/Managing_gender_pay_reporting_04_12_17.pdf

What is the gender pay gap?

The gender pay gap shows 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 (2018 figures in brackets)

- Mean gender pay gap – 11.8% (10.1%) in favour of men
- Median gender pay gap – 4.8% (1.0%) in favour of men
- Mean gender bonus pay gap is 0% (8.1%) in favour of men
- Median gender bonus pay gap is 0% (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	29.7 (32.0)	70.3 (68.0)
Quartile 2	43.5 (42.5)	56.5 (57.5)
Quartile 3	39.4 (39.5)	60.6 (60.5)
Quartile 4	43.8 (39.5)	56.2 (60.5)

Both the University's mean and median figures are better than the reported higher education sector as a whole, and better than the UK national averages across all sectors.

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.

*(British universities report a higher median pay gap, 13.7% on average, than the national average of 9.1% in 2018)

Declaration

I confirm that the information set out in the University's Gender Pay Gap Report 2019 is accurate.

Professor Michael Harkin
Vice-Chancellor & Principal
March 2020

* <https://www.bbc.co.uk/news/business-47723950>