

# GENDER PAY GAP REPORT 2021

## **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 31<sup>st</sup> 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 (2020 figures in brackets)**

- Mean gender pay gap – 9.0% (10.4%) in favour of men
- Median gender pay gap – 7.9% (6.4%) in favour of men
- Mean gender bonus pay gap is -433.3% (-17.2%) in favour of women
- Median gender bonus pay gap is -566.7% (0%) 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).

<b>Quartile</b>	<b>Men (%)</b>	<b>Women (%)</b>
Quartile 1	30.2 (28.7)	69.8 (71.3)
Quartile 2	36.7 (36.6)	63.3 (63.4)
Quartile 3	48.2 (43.1)	51.8 (56.9)
Quartile 4	36.7 (41.2)	63.3 (58.8)

According to the ONS, the UK gender pay gap (2021) was 15.4%. 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).

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 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 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 increased, this can be explained by an overall reduction of female workers (was 383 women 2020 compared to 345 this year) and the largest reduction from quartile 3.
- The mean and median bonus gender pay gaps are significantly in favour of women. The University pays very few bonuses. The value of the bonuses varied and in this particular year female staff received the greater value bonuses.
- Organisational restructure within the academic management team contributed to an increase in the mean figure for women in quartile 4.
- 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.

As with most organisations, the challenges faced by UCB as a result of the pandemic led to many plans and strategies needing to be reconsidered. Since we have returned to more stable times these have once again come to the forefront.

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 continues on the diversity of the staff recruitment and the University has recently joined an organisation called Inclusive Employers to support in this regard.

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/earningsandworkinghours/bulletins/genderpaygapintheuk/2021>

UCEA

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