



BIRMINGHAM CITY
University

GENDER AND ETHNICITY PAY GAP REPORT

2023/24



GENDER PAY GAP KEY FINDINGS:



The University's mean gender pay gap has improved since last year from being 9.3% lower for women to now be 7.9% lower for women.



The median gender pay gap has remained the same since last year at 8.0% lower for women.

WHAT IS THE GENDER PAY GAP?

Gender pay gap reporting is an annual statutory requirement for all UK employers who have more than 250 employees. The gender pay gap shows the difference between the average earnings of all men and women in the university regardless of their role or grade.

WHAT IS THE DIFFERENCE BETWEEN THE MEAN AND MEDIAN?

MEAN

The mean is the average value of a set of numbers. It is the total of the numbers divided by how many numbers there are.

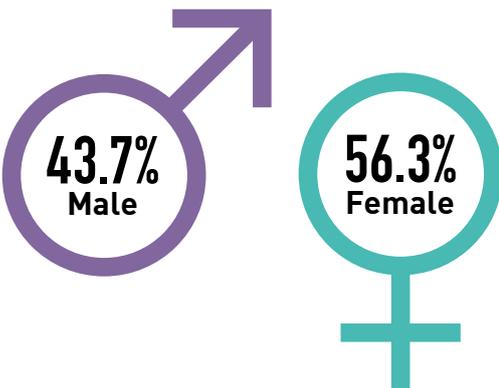
VS

MEDIAN

The median is the middle point of a set of numbers. It is found by ordering the numbers in size from smallest to largest and then selecting the value in the middle of the list.

GENDER COMPOSITION OF OUR STAFF

covered by the gender pay gap reporting requirements



WHAT IS OUR GENDER PAY GAP?



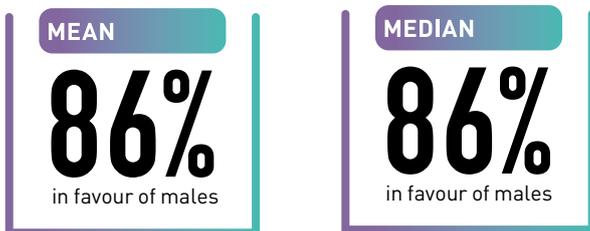
This compares with the gender pay gaps as at 31st March 2022 of 12.3% at the median and 14.8% at the mean in the Higher Education sector and 14.9% at the medium for the whole economy (UCEA (January 2024), Equality and Pay Gaps).

GENDER COMPOSITION FOR EACH PAY QUARTILE BAND

| Band | 2023 | | 2022 vs 2023 female pay quartiles |
|-----------------------|------|--------|-----------------------------------|
| | Male | Female | |
| Lower Quartile | 36% | 64% | 2% female reduction |
| Lower Middle Quartile | 40% | 60% | 2% female increase |
| Upper Middle Quartile | 48% | 52% | 2% female increase |
| Upper Pay Quartile | 51% | 49% | 3% female increase |

WHAT IS OUR BONUS PAY GAP BY GENDER?

The table below shows the difference between the mean and median bonus paid to male relevant employees compared to female relevant employees.



The table below shows the proportion of male and female relevant employees who were paid bonus pay.

| Gender | Headcount in receipt of a one-off payment | Headcount of all staff of that gender as at the 31st March 2023 snapshot date | Percentage of staff of that gender who received a one-off payment |
|--------|---|---|---|
| Male | 5 | 1,194 | 0.42% |
| Female | 2 | 1,536 | 0.13% |

WHAT IS CAUSING OUR GENDER PAY GAP?

The main factor contributing to our gender pay gap is the current distribution of men and women across our pay grades, where we have a greater number of female staff in our lower grades and a greater proportion of male employees in more senior positions, which is reflected in the figures for the division of males and females for the pay quartile bands.

WHAT ACTIONS ARE WE PERFORMING TO REDUCE OUR GENDER PAY GAP?



Continuing with the Athena SWAN action plan to make further progress on gender equality



Promoting gender awareness sessions to colleagues



Completing a recent review of our family friendly policies to see how we can support more colleagues.



Supporting female colleague's development with the Women in Higher Education Network (WHEN) programme.

DECLARATION

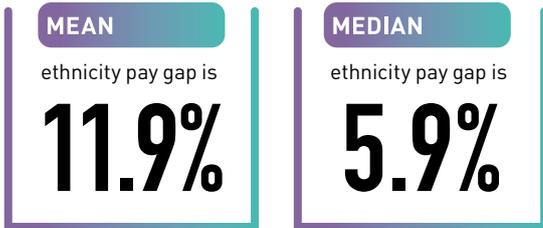
I confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.

A handwritten signature in black ink, appearing to read 'D. Mba'.

Professor David Mba
Vice-Chancellor
Birmingham City University

ETHNICITY PAY GAP KEY FINDINGS:

This is the first year the University has published its ethnicity pay gaps and while there is currently no mandatory reporting requirement for publishing this information, in the interest of openness, transparency and consideration of the wider EDI agenda, BCU has chosen to monitor and report its ethnicity pay gap as a voluntary initiative.



WHAT IS THE ETHNICITY PAY GAP?

BCU has chosen to report its ethnicity pay gap in two different formats:

- 1) An aggregated grouping methodology comparing White and Black, Asian and Minority Ethnic groups collectively for simplicity and ease of comparison with other organisations who frequently adopt this methodology
- 2) Adopting the ONS methodology of five high-level ethnic groups to provide a greater insight into the issues facing specific ethnic groups

The reported figures are based on data taken from the same snapshot dates as the gender pay gap snapshot dates.

WHAT ARE OUR ETHNICITY PAY GAPS?

BCU's ethnicity pay gaps comparing White to Black, Asian and Minority Ethnic groups collectively for the past few years are found in the table below:

| Pay gap calculation | 2021 | 2022 | 2023 |
|--------------------------|-------|-------|-------|
| Median ethnicity pay gap | 9.4% | 11.2% | 5.9% |
| Mean ethnicity pay gap | 12.1% | 11.7% | 11.9% |

Median ethnicity pay gaps divided into the five high-level ethnic groups:

| Ethnic Group | 2022 | 2023 | Year on year change |
|---------------------|---------|--------|---------------------|
| Asian to White | 15.6% | 12.1% | -3.5% improvement |
| Black to White | 14.5% | 15.3% | 0.8% worsening |
| Mixed to White | 3.1% | 2.8% | -0.3% improvement |
| Other to White | -16.0%* | -4.9%* | 11.1% improvement |
| Not Known to White | 3.1% | 2.8% | -0.3% improvement |
| Information Refused | 1.9% | 4.2% | 2.3% worsening |

*The negative figure for the 'Other to White' ethnicity pay gap shows that the pay gap is in favour of the Other ethnic group.

Mean ethnicity pay gaps divided into the five high-level ethnic groups:

| Ethnic Group | 2022 | 2023 | Year on year change |
|---------------------|--------|--------|---------------------|
| Asian to White | 13.0% | 12.6% | 0.4% improvement |
| Black to White | 15.6% | 17.6% | -2.0% worsening |
| Mixed to White | 8.7% | 9.0% | -0.3% worsening |
| Other to White | -5.7%* | -4.2%* | -1.5% improvement |
| Not Known to White | 5.9% | 8.3% | -2.4% worsening |
| Information Refused | 5.8% | 7.8% | -2.0% worsening |

*The negative figure for the 'Other to White' ethnicity pay gap shows that the pay gap is in favour of the Other ethnic group.

WHAT ACTIONS ARE WE PERFORMING TO REDUCE OUR ETHNICITY PAY GAPS?

The University is preparing to make its submission for the Race Equality Charter, which will build on the existing action plans in this area with a future set of actions to improve our ethnicity pay gaps, including:

- University-wide EDI training
- Implementing recruitment EDI action plans
- Ensuring our pay structure and progression through it is fair and equitable
- Focus on equality in Professorial appointments and pay
- Increasing diversity in job advertising and in shortlisting and interview panels
- Positive action training and support for under-represented groups
- Leadership and mentoring programmes for female and BAME staff