**Gender Pay Gap Statement for BCU Website**

Gender pay gap reporting is an annual statutory requirement for all UK employers who have more than 250 employees. This statement provides a snapshot (using the relevant data from 2019) of the gender pay balance at Birmingham City University.

We are fortunate that as the University for Birmingham, we are placed at the heart of a multi-cultural city. We recognise that our policies alone are not enough to enable an inclusive workplace and we need to continue to eliminate workplace barriers for all of our employees. We have strengthened our Equality, Diversity and Inclusion (EDI) team this year, including the appointment of a Project Manager post to support us in achieving recognition in the Stonewall Workplace Index. Our ambition is to make BCU an exemplar in EDI by going beyond what is required by current equalities legislation.

We work hard each day to live our core values of excellence, people focused, partnership working and fairness and integrity. At the heart of our values is the understanding that everyone has the right to an equal opportunity to thrive during their employment with us and that we all benefit when that equality of opportunity exists.

**What is the gender pay gap?**

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.

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. At the University we have been carrying out Equal Pay reviews for a number of years and we are confident that men and women carrying out similar or the same work are paid equally.

The gender pay gap does not mean that there is an inequity in pay nor that the university’s pay systems and policies are discriminatory. The gap does reflect the current distribution of men and women across the various pay grades and the fact that there is currently an uneven distribution. We recognise that we have work to do in this respect.

**Birmingham City University gender pay gap – data report 31/3/2020**

|  |  |
| --- | --- |
| **Calculation** | **BCU Position** |
| Mean Gender Pay Gap | 9.6% lower for women |
| Median Gender Pay | 8.0% lower for women |

Proportion of males and females in each quartile band

|  |  |  |
| --- | --- | --- |
| **Band** | **Male**  | **Female** |
| Lower Quartile | 35% | 65% |
| Middle Lower Quartile | 42% | 58% |
| Upper Middle Quartile | 50% | 50% |
| Upper Pay Quartile | 56% | 44% |

Our mean and median differences between the hourly pay rate of men and women are 9.6% and 8.0% respectively. This shows that our mean pay gap has stayed consistent, however our median gap has widened by 1.8% which is disappointing. We do recognise that we need to further investigate as to why our median gap has widened but also continue to make improvements on our overall position and not become complacent.

In 2019 we committed to a number of actions to close the gap and similar actions remain very much part of our agenda for the coming year:-

* An Athena SWAN action plan to make further progress on gender equality
* Internal mentoring and coaching for women seeking promotion / conferment through our annual process
* External mentoring and development for women including Aurora participation and the introduction of the Springboard programme
* Analysis of gender data within the recruitment and promotion cycles
* We are actively reviewing our suite of family-friendly and flexible working policies

We are currently identifying how we can further strengthen our action plan, with the aspiration that we have a specific plan to move forward. This plan will be published on the Birmingham City University website alongside this document by 30th June 2020.

**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

**Professor Philip Plowden**

**Vice Chancellor**

**Birmingham City University**