

GENDER PAY GAP REPORT

2020/21



KEY FINDINGS:



The University's mean gender pay gap has improved since last year from being 9.6% lower for women to now be 9.0% lower for women



The median gender pay gap has also improved from being 8.0% lower for women last year to now be 6.6% lower for women



These slight improvements are a result of the proportion of women compared to men in lower paid jobs reducing and at the same time the proportion of women in higher paid jobs increasing

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.

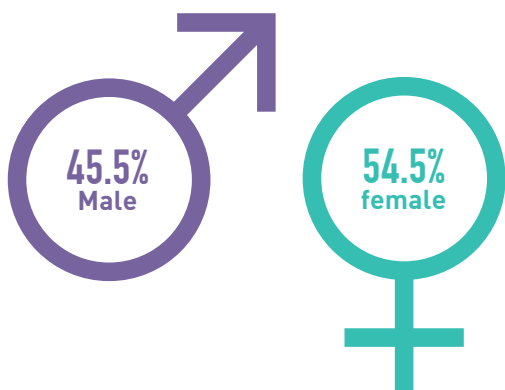
VS

MEDIAN

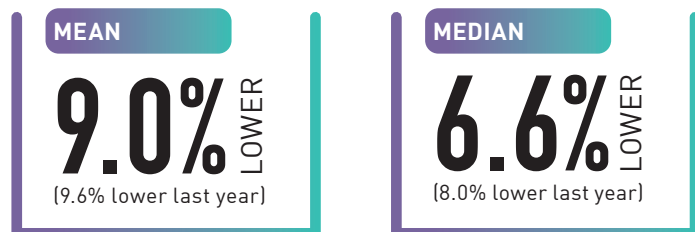
The median is the middle point of a set of numbers. It is found by ordering the numbers in size from smallest to largest and then selecting the value in the middle of the list.

GENDER COMPOSITION OF OUR STAFF

covered by the gender pay gap reporting requirements



WHAT IS OUR GENDER PAY GAP?



This compares with the results of the 2019/20 gender pay gap, which for the whole economy were **15.5% lower** for women (median) and in higher education the gaps were **14.7% lower** for women (mean) and **13.0% lower** for women (median). [Sources: ONS, April 2020, Gender pay gap in the UK: 2020 and UCEA, April 2020, HE statutory gender pay gap figures published].

The University does not operate a bonus scheme and therefore does not have a bonus pay gap.

GENDER COMPOSITION FOR EACH PAY QUARTILE BAND

Band	2020		2019 vs 2020 female pay quartiles
	Male	Female	
Lower Quartile	35%	65%	No change
Lower Middle Quartile	43%	57%	1% decrease in females
Upper Middle Quartile	48%	52%	2% increase in females
Upper Pay Quartile	55%	45%	1% increase in females

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.

The positive change we are seeing with the increase in the proportion of female employees in the higher pay quartile bands has had the direct impact of improving our mean and median gender pay gap figures this year.

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



Identifying female colleagues who display high potential and supporting their development through the Springboard and Aurora Programmes to enable them to take on more responsibility and undertake more senior leadership positions



Reviewing our learning from the lockdown created by the Covid-19 outbreak to see how we can improve our flexible working arrangements to support more colleagues

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