

# Gender Pay Gap Report 2022/23



**BIRMINGHAM CITY**  
University

## Key findings

The University's mean gender pay gap has worsened since last year from being 8.6% lower for women to now be 9.3% 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.

**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

Gender composition of our staff covered by the gender pay gap reporting requirements:

- 45.0% Male
- 55.0% Female

## What is our gender pay gap?

### MEAN

- 9.3% lower
- 8.6% lower last year

### MEDIAN

- 8.0% lower
- 8.0% lower last year

This compares with the results of the 2021/22 gender pay gap, which for the whole economy were **14.9% lower** for women (median) [Sources: Office for National Statistics (2022), Gender pay gap in the UK: 2022].

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	2022		2021 vs 2022 female pay quartiles
	Male	Female	
Lower Quartile	34%	66%	2% increase in females
Lower Middle Quartile	42%	58%	No change
Upper Middle Quartile	50%	50%	No change
Upper Pay Quartile	54%	46%	2% 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.

## 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
- Improving 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  
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