



# GENDER PAY GAP REPORT 2018

LONDON'S EVENING UNIVERSITY



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# INTRODUCTION

Birkbeck supports the principle of equal pay for work of equal value and is committed to operating a pay system that is transparent, based on objective criteria, free from bias and which rewards staff in line with the College commitment to equality and diversity.

This Gender Pay Gap report is produced as part of our ongoing commitment to monitor gender equality and diversity pay issues in our workforce. Birkbeck has been publishing equal pay audits since 2009 and continues this practice in response to our responsibilities under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which require us to report on the metrics contained within this report using data from 31<sup>st</sup> March 2018.

The gender pay gap (GPG) is the difference between the average pay (expressed as both the mean and median) of men and women expressed as a percentage and should not be confused with equal pay.

Birkbeck undertakes a full pay audit periodically to provide analysis and recommendations in relation to reward and related management strategies, policies and practices across the institution. Although the Equality Act 2010 places a direct statutory obligation towards reviewing equal pay between women and men, pay gaps can also exist in terms of other protected characteristics such as race and disability.

To this end, Birkbeck has published a separate report which not only examines gender, but it also includes analyses of pay gaps by ethnicity, disability and sexual orientation. Birkbeck is committed to eradicating all pay gaps and this report sets out the next series of actions to address pay gap issues.

<http://www.bbk.ac.uk/about-us/equality/equal-pay-audit>

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# HOURLY PAY



Birkbeck's commitment to equality is firmly embedded in how we approach pay.

We operate a grade structure based a common national pay scale for the Higher Education sector covering 92% of our roles. Roles are evaluated using the HAY job evaluation scheme and placed on the appropriate grade structure. In each year a pay award is applied on top of automatic incremental progression for staff on the national pay scales.

The 2018 figures show an increase in both the mean and median ender pay gap compared to 2017, up 0.9% and 5% respectively.

The changes are due in part to the upgrading of the College HR and payroll databases which have allowed better contractual management of seasonal and casual workers. This has reduced the total number of employees who were active at the census point. The population change accounts for a small proportion of the mean GPG but is more significant to the median GPG increase.

Another factor was the difference in the average increase of the hourly rates<sup>1</sup>. In the year preceding the census date 40% of female staff did

not receive the incremental pay increase because they were at the top of the pay scale, a proportion that is double that of male colleagues. The result was that the mean hourly rate increased by 5% for men and 3.9% for women.

Whilst the 2018 figures are not as positive as the previous year's Birkbeck remain amongst the leading multi-faculty universities on progressing gender pay issues.

Birkbeck first reported gender pay in 2003 when the mean GPG was 16.9%. This has halved over 15 years through a combination of policy intervention and raising awareness.

The Universities & Colleges Employers Association compiled and published the 2017 gender pay data for the sector in June 2018. Using this benchmark Birkbeck was ranked 14th of 135 employers for most equitable for both the mean and median gender pay gap.

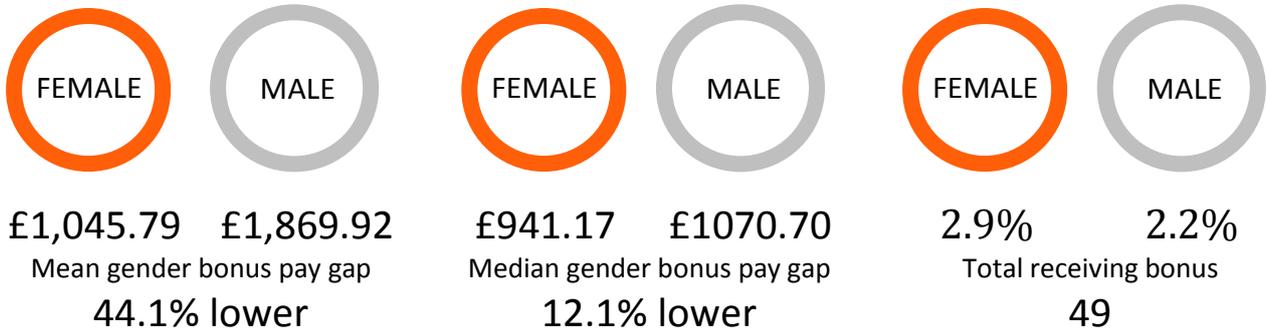
Birkbeck remains committed to further progress on equal pay and has set out both an action plan and monitoring targets.

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<sup>1</sup> Hourly pay is inclusive of basic pay, responsibility allowances, and consolidated contribution related pay increases.

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## BONUS PAY



Birkbeck operates a number of contribution related schemes which are tailored to reflect the different conditions required to accumulate the skills, knowledge and experience necessary to demonstrate excellence within a role

All schemes formally take account of personal circumstances and all committee members are expected to undertake both formal Equality & Diversity and unconscious bias training.

Reward scheme data is annually reviewed by Birkbeck for Equality & Diversity issues in application and success rates.

Birkbeck makes a relatively low number of bonus payments<sup>2</sup> in comparison to the wider sector – the sector average is 8.4% of staff receiving a bonus payment, at Birkbeck it is 2.6%. A consequence of this is that outlier payments distort gender bonus pay gap. This can be seen in the 32% difference between the mean and the median bonus gender pay gap.

Removing two outlier payments, one female and one male, brings the mean bonus pay gap to 1.2% and this is more representative of the recognition practices at Birkbeck.

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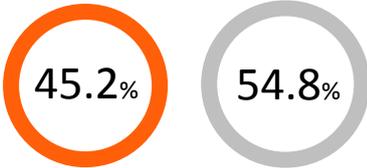
<sup>2</sup> Bonus pay is inclusive of attraction and retention payments, plus any unconsolidated contribution related pay.

# QUARTILE PAY

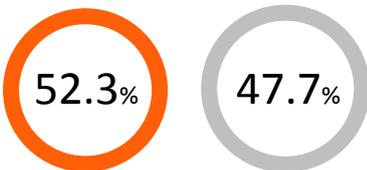
FEMALE

MALE

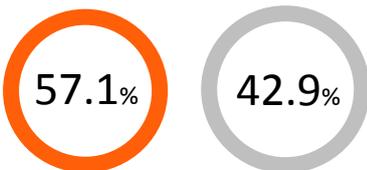
## Upper Quartile



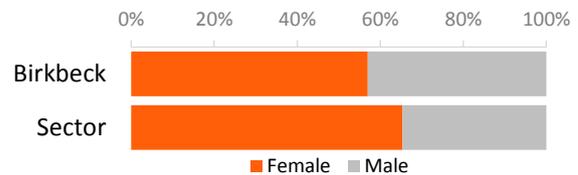
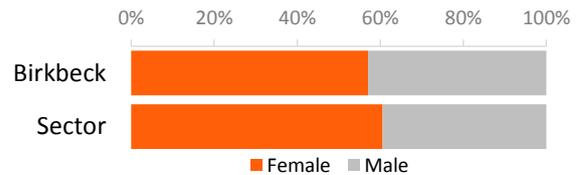
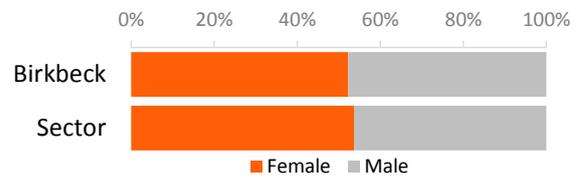
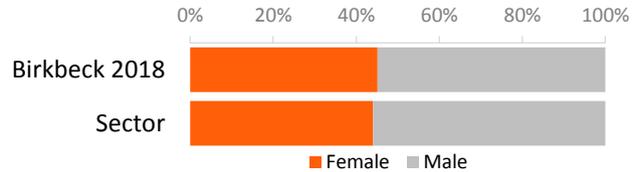
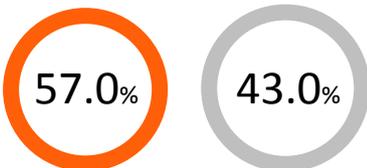
## Upper Middle Quartile



## Lower Middle Quartile



## Lower Quartile



The distribution of men and women across the highest to lowest paid staff groups inverts in favour of men. This clustering of men and women at different levels of an organisation is referred to as a vertical pay gap and is not uncommon in the Higher Education sector.

Birkbeck's commitment to equal pay for work of equal value minimises the horizontal pay gap and therefore the population distribution is the most significant factor in the overall gender pay gap.

The College monitors the diversity of population changes through promotion, recruitment and exit.

Targeted actions from previous pay reviews and other gender analysis activities, such as Athena Swan, have been identified and put in place to address population imbalances.

For example the academic promotion schemes were modified and this has resulted in an increased application and promotion rate of women to more senior academic roles.

Work continues on this issue but the College is mindful of the time scales involved in managing population change and the wider societal issues that influence career choices.

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# OUR COMMITMENT TO EQUALITY & DIVERSITY

The College is committed to providing the highest quality academic and working environment where all staff, students, visitors and contractors are welcomed respected and treated in a fair, consistent and non-discriminatory manner. The College is proud of its diversity and welcomes applications from all sections of the community. No one will be treated unfairly because of their sex, race, disability, sexual orientation, age, religion or belief, carer status, political belief, pregnancy/maternity, social class, gender identity or marital/civil partnership.

Birkbeck is a member of the 'positive about disability' Disability Confident scheme and guarantees to interview all candidates who meet the minimum essential criteria for the post.

Birkbeck is a member of the Equality Challenge Unit, holds a Bronze level Athena SWAN award, a Mindful Employers Charter signatory and subscribes to Stonewall's Diversity Champions.