



GENDER PAY GAP REPORT 2017

LONDON'S EVENING UNIVERSITY

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's 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 to meet its 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 31st March 2017.

The gender pay gap is the difference between the average pay (expressed as both the mean and

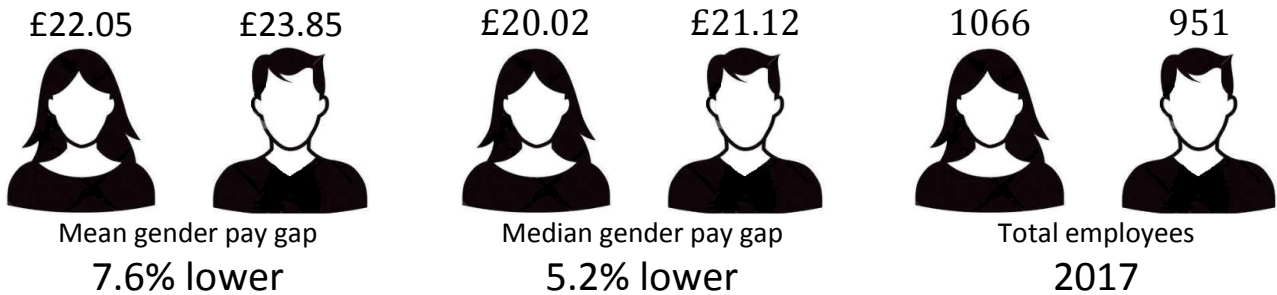
median) of men and women expressed as a percentage and should not be confused with equal pay for work of equal value.

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.

[Equal pay report, July 2017](#)

HOURLY PAY



As of 8th April 2018 benchmarking data was compiled for the Higher Education sector. Birkbeck was ranked 13th of 126 employers for most equitable mean gender pay gap, and 11th for median gender pay gap.

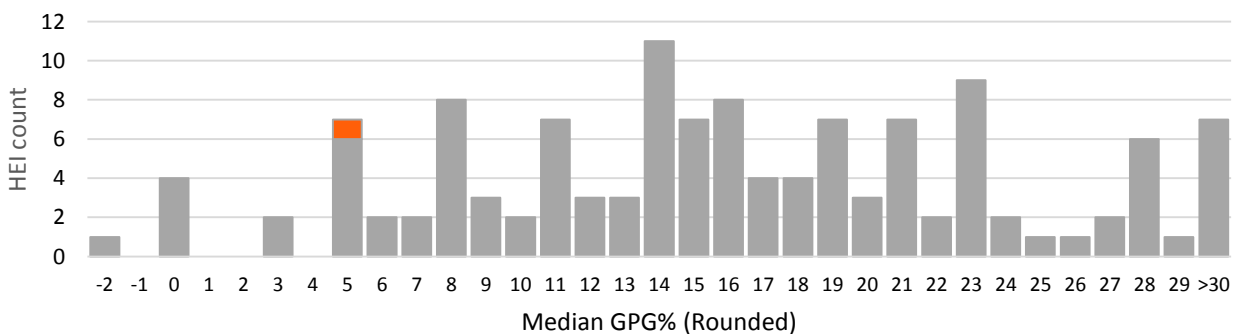
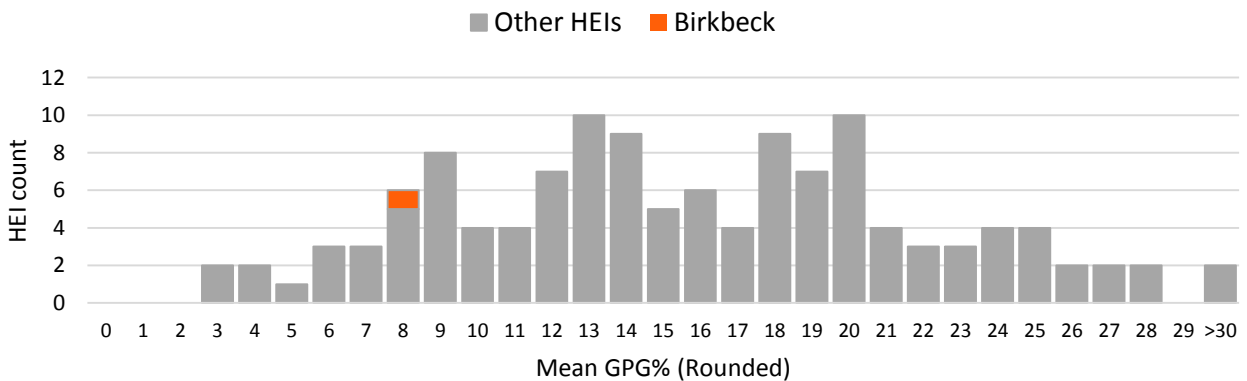
Birkbeck’s commitment to equality extends into how we approach pay.

We operate a grade structure based a common national pay scale for the Higher Education sector covering 92.3% of our roles. Roles are evaluated

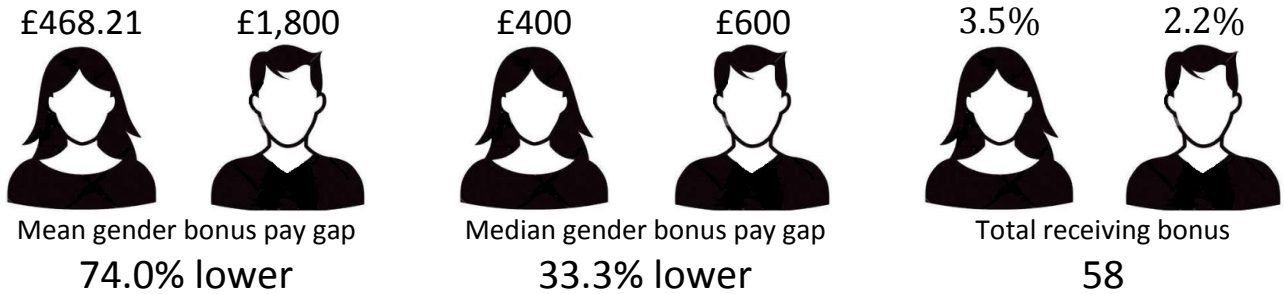
using the HAY job evaluation scheme and placed on the appropriate grade structure.

The roles for our most senior staff have also been evaluated using the HAY job evaluation scheme and the salaries are set by our Remuneration Committees which consider a range of metrics and external data when setting pay levels.

This approach structurally ensures equal pay for work of equal value.



BONUS PAY



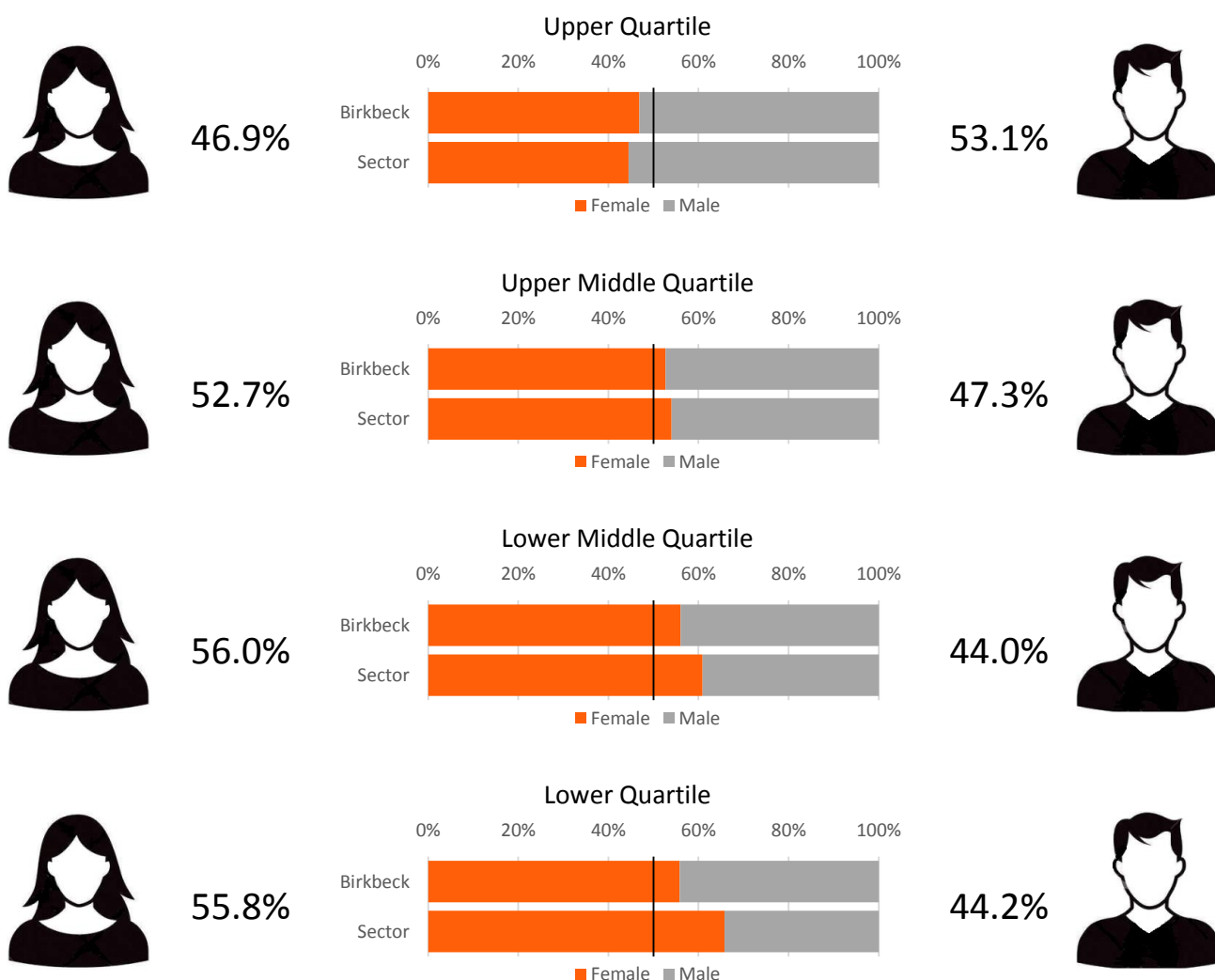
Birkbeck operates a number of contribution related schemes which are tailored to reflect the different conditions required to accumulate the skills, knowledge and experience necessary to demonstrate excellence within a role.

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 for Equality & Diversity issues, by protected characteristic, in application and success rates.

QUARTILE PAY



The distribution of men and women across the highest to lowest paid staff groups inverts in favour of men; there are 6.2% fewer women in the highest paid quartile and 11.6% more women in the lowest paid quartile. 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, although less pronounced at Birkbeck.

Birkbeck's commitment to equal pay for work of equal value minimises the overall gender pay gap. The population distribution is a 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 timescales involved in managing population change.

CLOSING THE GAP

The 2017 equal pay analysis identified a number of key measures which the College can take to reduce gender pay gaps:

- The use of equitable pay and reward arrangements which are objectively justifiable, using proper and effective systems such as job evaluation where appropriate;
- Increasing the number of women that are under-represented in certain occupationally stratified sections of the workforce;
- Increasing the number of women in more senior levels through internal promotion and external recruitment;
- Continuing to analyse and monitor all aspects of pay differentials;
- Being transparent in our equal pay analysis and findings.

Birkbeck has committed to a number of targets and objectives arising from all areas of this analysis which will help contribute to a reduction in pay inequality:

- Reduce the mean gender pay gap by a minimum of 1% by 2021;
- Reduce the mean Professorial pay gap to 5% or lower by 2021;
- Reduce the mean pay gap between men and women in senior Professional and Support roles by at least 2% by 2021;
- Address the underlying factors affecting equal pay through wider equality and diversity programmes and strategic interventions in other areas (such as recruitment, promotion, training, education and reward).

The recommendations which will help to achieve these objectives are set out in detail in the aforementioned 2017 pay audit. The key activities are:

- Develop and introduce a new Reward and Recognition Strategy;
- Review and introduce a revised approach to Recruitment and Retention;

- Increasing flexible working at all levels and ensure no detriment to career development;
- Introduce career development and positive action measures to address under-representation at senior levels;
- Further improve promotion of women in academic roles, and specifically take positive action to promote progression to Professorial level;
- Set equality and diversity targets for representation in the workforce and equal pay within College-wide KPIs;
- Conduct further analysis of pay intervention points, and occupational segregation.

It should be noted that the majority of recommended actions or initiatives are already underway or planned via other initiatives and strategies including the People Strategy, School and Professional Services Annual Plans, Athena SWAN and other charter marks in particular.

[Building Success Together, The Birkbeck People Strategy](#)
[Athena SWAN at Birkbeck](#)

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 an institutional Bronze level Athena SWAN award, is a Mindful Employers Charter signatory and subscribes to Stonewall's Diversity Champions.