

BIRKBECK
University of London

HUMAN RESOURCES STRATEGY AND POLICY COMMITTEE
17 March 2026

Equal Pay Audit

- Report prepared by:** Khan Gause, HR Data Analyst
- Action required:** The Committee is asked to receive and consider the equal pay audit report and provide comments and suggestions.
- Resource implications:** Existing assigned HR resources to continue the annual production of the Equal Pay Audit report.

1.0 Introduction

- 1.1 An equal pay audit is one of several measures that can help the College in its efforts to reduce pay gaps, including the gender pay gap while fulfilling its legal and ethical obligation to ensure equal pay for work of equal value. The College is dedicated to assessing equal pay across various protected characteristics beyond just gender that may contribute to inequality, specifically in relation to ethnicity and disability. Accordingly, this report examines the mean pay gaps across these three dimensions.
- 1.2 This paper provides an initial analysis of equal pay audit data, focusing on gender, ethnicity and disability for the consideration of HRSPC. We have conducted a mean pay gap analysis by grade for each protected characteristic. The findings are presented in charts to provide insights into the percentages for 2025. Additionally, a variance analysis is displayed in a chart, comparing it with the results from 2024 and highlighting key trends.

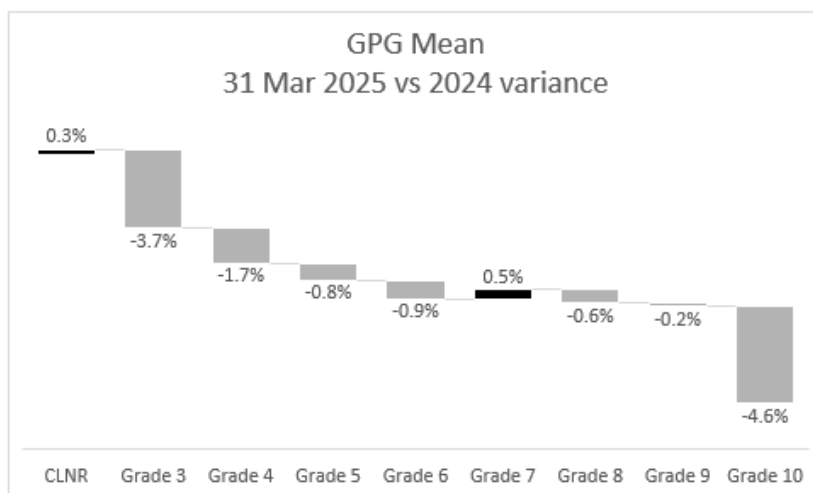
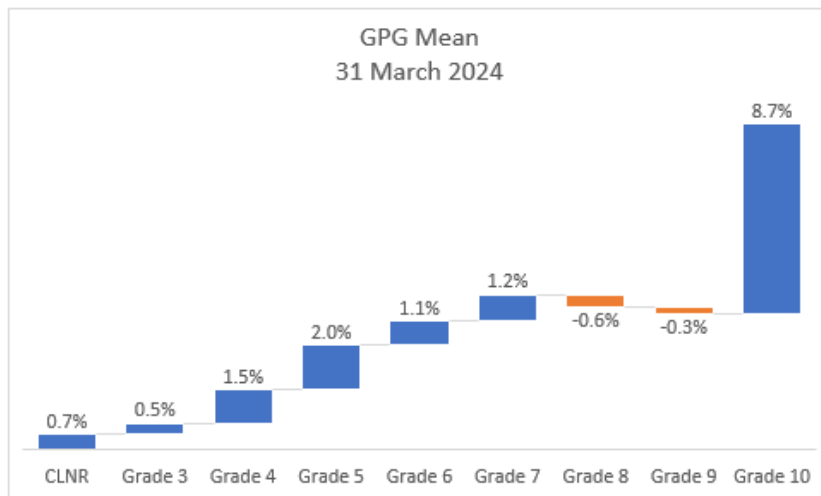
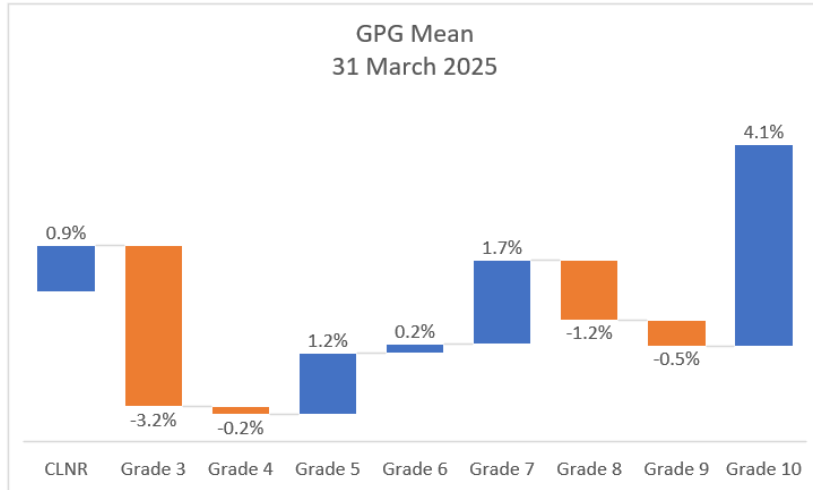
2. Equal pay audit – data analysis

- 2.1 A comprehensive analysis was undertaken using data as of 31 March 2025, consistent with the snapshot date applied in the Gender Pay Gap Report.
- 2.2 Apprentices and Grade 2 employees were excluded from the assessment, as the zero staff in certain categories prevented the calculation of meaningful pay gap metrics.
- 2.3 In the variance charts comparing 31 March 2025 with 2024 across Gender, Ethnicity, and Disability, the colour grey indicates a favourable shift, reflecting a reduction in the mean pay gap. The colour black denotes an adverse movement, indicating an increase in the mean pay gap.

2.4 Gender

The Gender Mean Pay Gap reports for 2024 and 2025 provide a comparative view of male and female representation and mean pay across all grades. Overall, the data shows positive movement, with reductions in the pay gap across most grades. The exception is Grade 7, where an increase in the gap combined with the grade’s comparatively large population has limited the extent of improvement in the organisation’s overall mean pay gap.

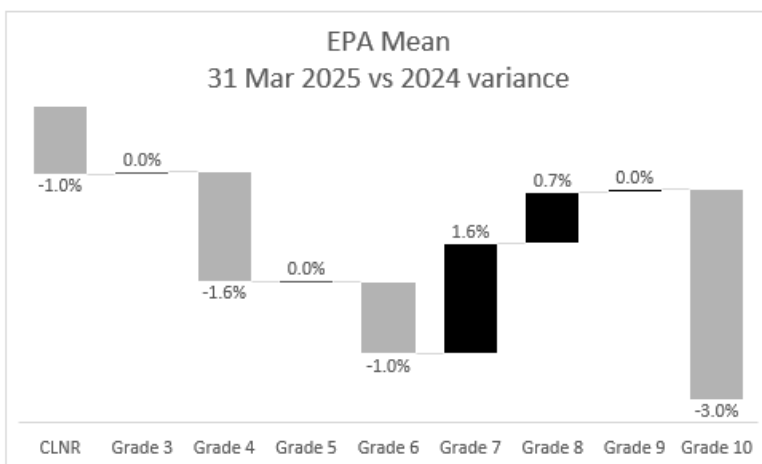
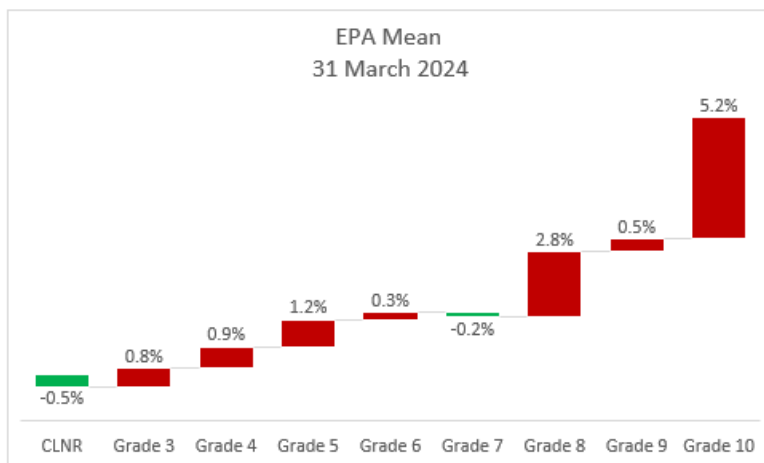
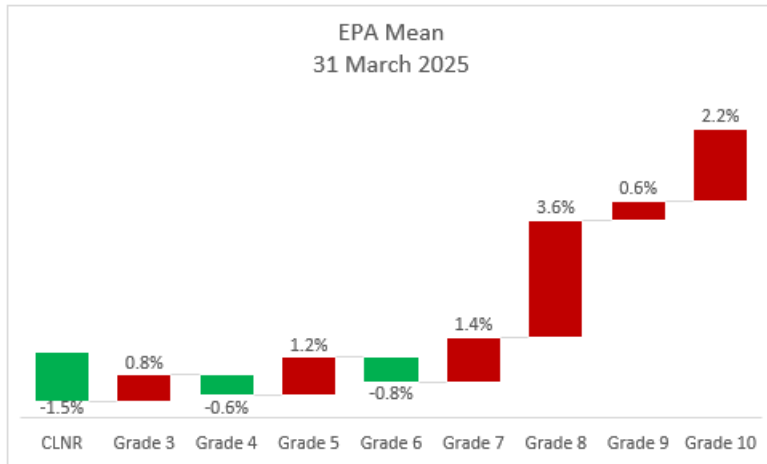
In the chart dated 31 March 2025, blue bars indicate grades where male staff have a higher mean pay than female staff, while orange bars indicate grades where female staff have a higher mean pay than male staff.



2.5 Ethnicity

The 2024 and 2025 Ethnicity Mean Pay Gap reports highlight the comparative mean pay of White staff and staff from all other ethnic groups across each grade. While lower grades and Grade 10 show positive progress, Grades 7 and 8 have seen widening gaps.

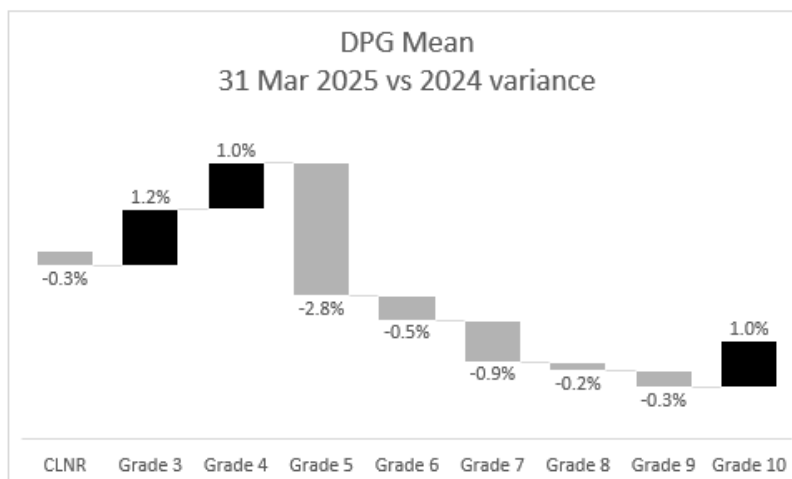
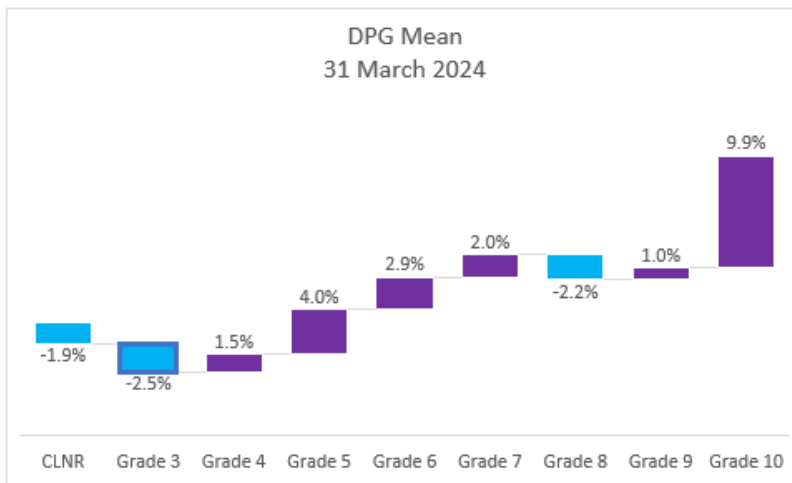
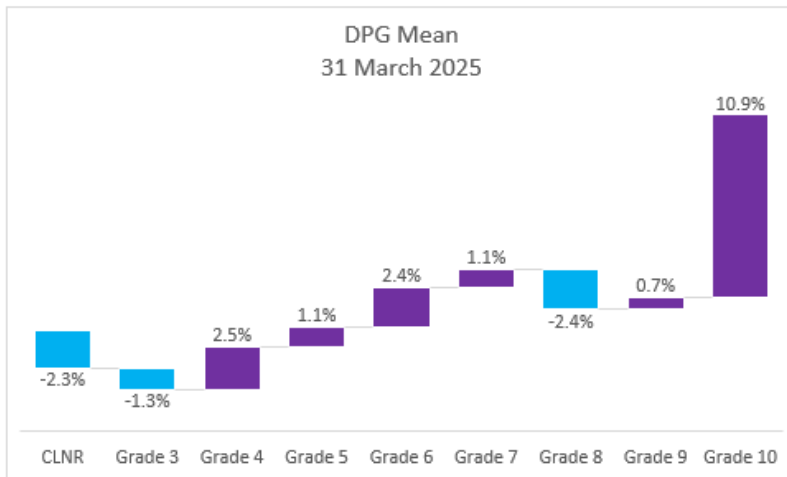
In the chart dated 31 March 2025, red bars indicate grades where white staff have a higher mean pay than all other ethnic group staff, while green bars indicate grades where all other ethnic group staff have a higher mean pay than male staff.



2.6 Disability

The Disability Mean Pay Gap Report for 2024 and 2025 provides a comparative analysis of Disabled and Non-Disabled colleagues across all organisational grades. Percentage differences should be interpreted with caution, as variations in population size at each grade can significantly influence the results.

In the chart dated 31 March 2025, purple bars indicate grades where not disabled staff have a higher mean pay than disabled staff, while light blue bars indicate grades where disabled staff have a higher mean pay than not disabled staff.



3. HRSPC Action

The HRSPC is requested to:

1. Review the charts together with the accompanying variance analysis to ensure alignment with organisational priorities.
2. Endorse the continued advancement of the equal pay audit.