

GENDER PAY GAP REPORT 2025

INCLUDING
ETHNICITY PAY GAP 2025 AND
DISABILITY PAY GAP 2025



Birkbeck
UNIVERSITY OF LONDON

INTRODUCTION

Birkbeck is committed to the principle of equal pay for work of equal value and to maintaining a transparent, objective, and bias-free pay system that reflects the College's broader commitment to equality and diversity. This Gender Pay Gap Report forms part of our ongoing commitment to monitoring gender equality and pay-related issues within our workforce. Birkbeck has published equal pay audits since 2009 and continues to do so in line with its responsibilities under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. These regulations require the publication of the metrics contained in this report using data from 31 March 2025, which serves as the statutory census date for reporting pay information.

The gender pay gap (GPG) represents the difference between the average pay of men and women expressed as both the mean and the median regardless of role and is presented as a percentage.

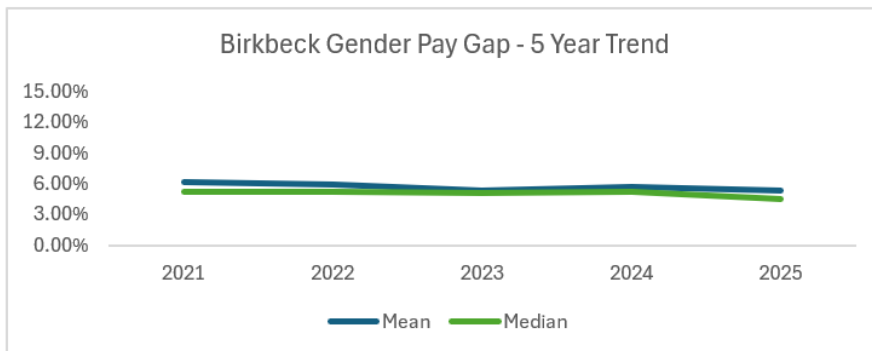
Birkbeck annually undertakes a full equal pay audit to analyse pay practices and provide recommendations relating to reward strategies, policies, and management practices across the institution. While the Equality Act 2010 places a statutory obligation on organisations to review equal pay between women and men, pay gaps may also arise in relation to other protected characteristics, including race and disability.

Birkbeck remains dedicated to advancing equality in the workplace and will be publishing an Equal Pay Audit Report that examines pay variations associated with ethnicity and disability in addition to gender.

The Ethnicity and Disability Pay Gap Report has been included as an appendix.

SUMMARY – PAY GAP 2025

This Gender Pay Gap Report demonstrates that the College is recognised as a leading institution within the sector, having one of the lowest gender pay gaps among universities in London.



Birkbeck's Equal Pay Agenda 2017 aimed to create a positive impact by reducing the overall mean gender pay gap at the College while actively monitoring our progress. Initially, the mean gender pay gap stood at 8.5%. We maintained this figure between 31st March 2018 and 31st March 2020, but the efforts put in place have led to continuous improvements since then. On 31st March 2021, we saw a significant reduction to 6.2%, which continued to reduce to 5.9% on 31st March 2022 and further to 5.4% on 31st March 2023. While 31st March 2024 brought a slight increase to 5.7% attributed to the inclusion of workers who received a salary on the snapshot date. In the past, these individuals were not accounted for in the report, but this change enhances the accuracy and comprehensiveness of our data. We are pleased to report the mean percentage as at 31st March 2025 has now reduced to 5.3%. It is worth noting that the median gender pay gap also reduced from 5.2% to 4.6%.

We continue to make steady progress toward achieving gender balance within the highest-paid quartile of our workforce. The current distribution stands at 49.7% women and 50.3% men, underscoring our ongoing commitment to cultivating a diverse and equitable working environment.

The benchmarking chart below offers a clear comparison of Birkbeck's data as of 31st March 2025 alongside the data from 31st March 2024.

Current BBK statutory gender pay gap 2025 compared to 2024 BBK and benchmark data.

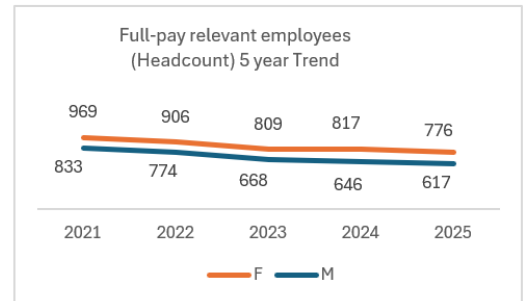
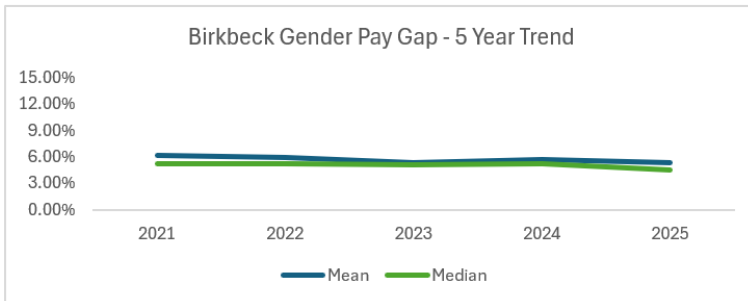
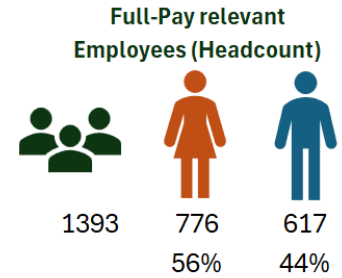
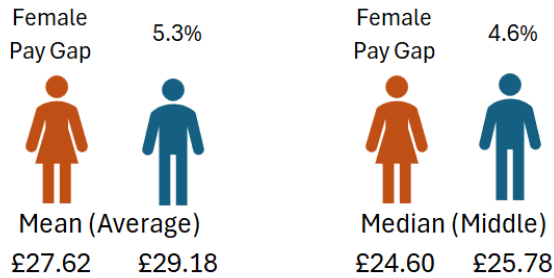
	2025	2024	Institution type	Country / region
	Birkbeck, University of London	Birkbeck, University of London	Pre-92	London and the South East
Mean gender pay gap (percent)	5.3	5.7	8.5	7.4
Median gender pay gap (percent)	4.6	5.2	13.1	10
Percentage of females in the top quartile	49.7	49.7	43	47.1

HOURLY PAY

Gender Pay Gap



Hourly Pay (with allowances)



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

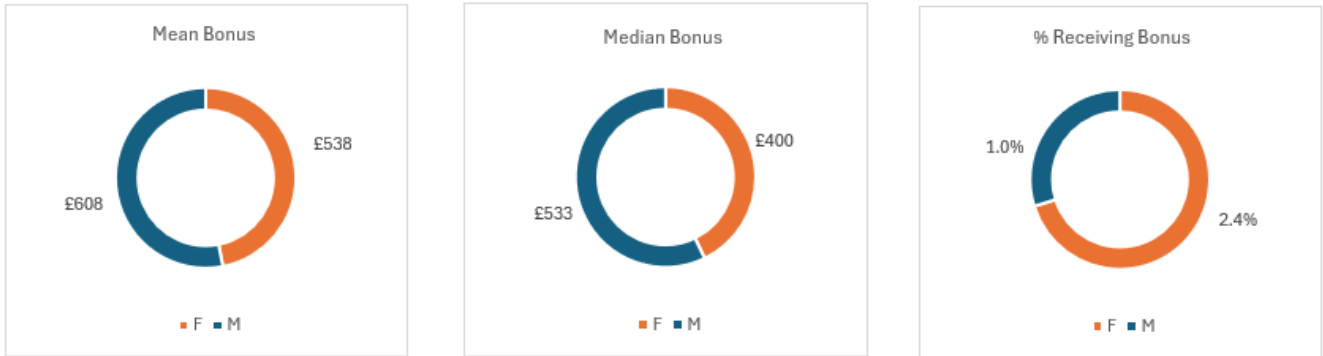
We operate a grade structure based on a common national pay scale for the Higher Education sector covering positions between Grade 2 and Grade 9. All our positions, including Grade 10 jobs are evaluated using the HAY job evaluation scheme which determines the grade for the job.

The mean GPG reduced by a 0.4% percentage point (from 5.7% to 5.3%) and the median GPG also reduced by a 0.6% percentage point (from 5.2% to 4.6%).

The College remains fully committed to strengthening its initiatives to address and reduce the Gender Pay Gap.

BONUS PAY

Bonus Pay (relevant pay employees)



Birkbeck operates several 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 undertake both formal Equality and Diversity and conscious inclusion training. Reward scheme data is annually reviewed by Birkbeck for equality and diversity issues in application and success rates. The bonus payment gap has continued to decrease compared to previous years.

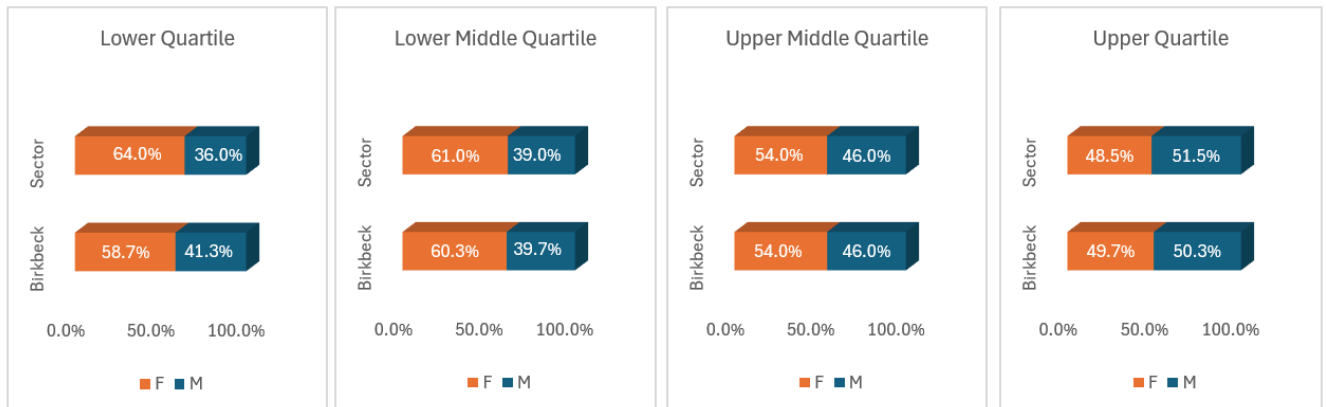
Bonus pay is defined by government GPG website as any additional remuneration paid to an employee that is not ordinary pay. It includes a wide range of incentive-based or one-off payments.

At Birkbeck, bonus payments are provided as non-consolidated, contribution-related remuneration.

QUARTILE PAY

Quartile Pay

Quartile pay refers to the hourly pay for all full-pay relevant employees in the relevant pay period. Full-pay relevant employees are ordered from highest to lowest based on their hourly pay and the list is divided into 4 quarters, with an equal number of employees in each section.



The College continues to monitor changes in the diversity of its workforce across promotion, recruitment, and exit processes. Targeted actions arising from previous pay reviews, alongside wider gender-equality initiatives such as Athena Swan, have been implemented to address identified population imbalances.

While a vertical gender pay gap remains, there has been notable progress toward achieving greater gender equality. The percentage analysis provides a detailed overview of Birkbeck's position as of 31 March 2025, with systematic comparison to benchmark data from 31 March 2024, demonstrating the progress made in this area.

OUR COMMITMENT TO EQUALITY AND DIVERSITY

The College is committed to fostering an exemplary academic and professional environment in which all staff, students, visitors, and contractors are welcomed, respected, and treated fairly, consistently, and without discrimination. It values the diversity of its community and actively encourages applications from individuals of all backgrounds. No person will be disadvantaged on the grounds of sex, race, disability, sexual orientation, age, religion or belief, caring responsibilities, political belief, pregnancy or maternity, gender identity, or marital or civil partnership status.

Birkbeck is proud to hold several charter marks that reflect its ongoing commitment to advancing equality and diversity. These include an institutional Athena Swan Bronze Award (alongside multiple School-level awards), HR Excellence in Research, Disability Confident Employer status, Mindful Employer accreditation, and recognition as a Stonewall proud employer. The College is also a member of the Race Equality Charter.

ETHNICITY PAY GAP REPORT 2025

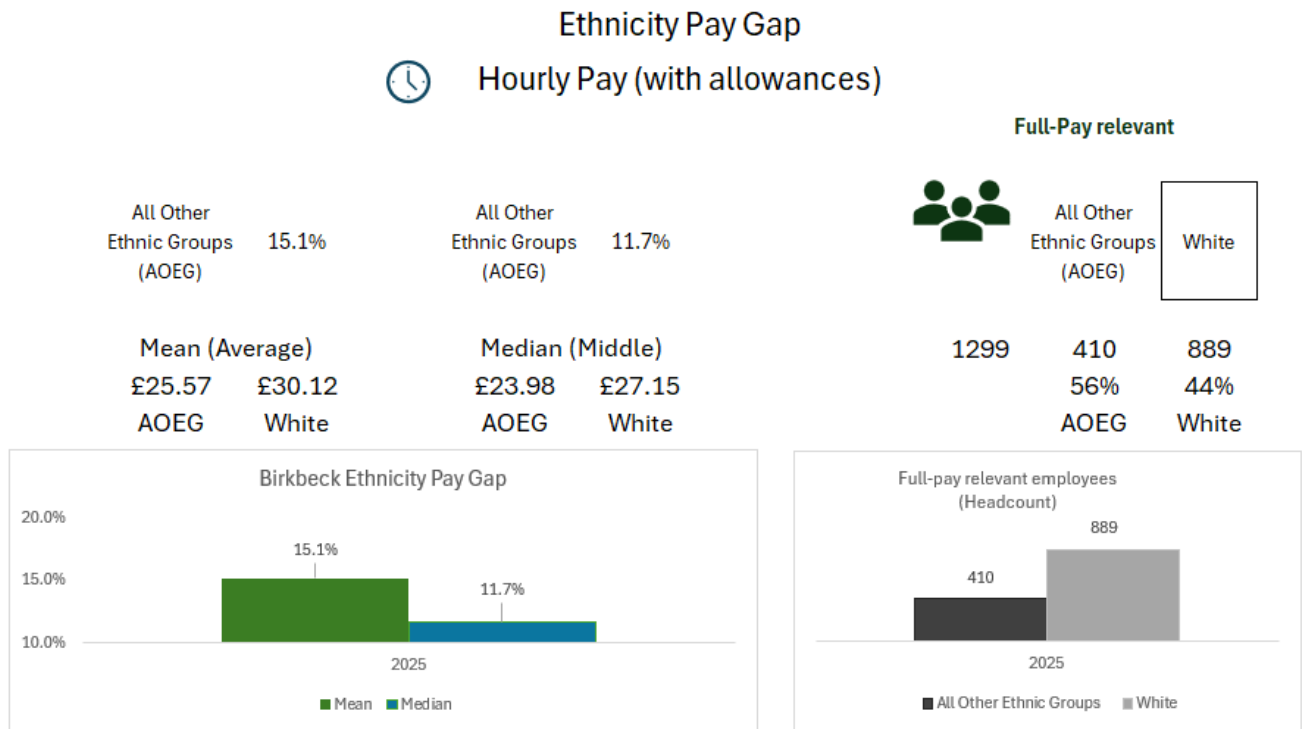
INTRODUCTION

This year marks an important milestone for our university as we publish our first Ethnicity Pay Gap Report. As an institution committed to fairness, inclusion, and equal opportunity, we recognise that understanding and addressing disparities within our workforce is essential to creating a truly equitable environment. By examining pay outcomes across different ethnic groups, we aim to build a clearer picture of where inequalities may exist, what drives them, and how we can take meaningful action to close these gaps.

Introducing this report is not simply a compliance exercise; it reflects our broader commitment to transparency and continuous improvement. We know that data alone does not create change, but it provides the foundation for informed decision making and targeted interventions. This first report establishes a baseline from which we will track progress over time, ensuring that our policies, practices, and culture support fairness for all colleagues.

The data extract is as of 31 March 2025. This census date represents the statutory deadline for reporting pay data. In accordance with the reporting guidelines, this analysis excludes individuals who selected “Prefer not to say” or whose information is recorded as “Not known.”

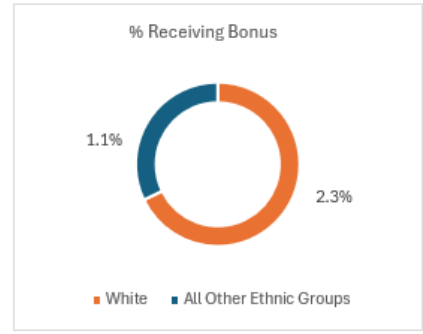
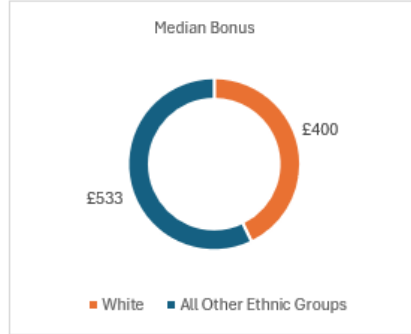
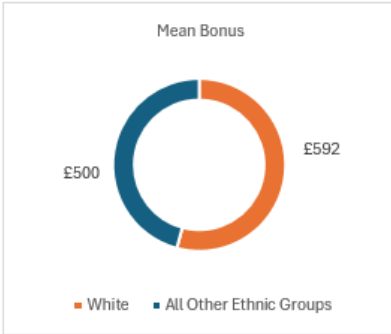
HOURLY PAY



The mean ethnicity pay gap across all ethnic groups is 15.1% lower than that of White employees, while the median ethnicity pay gap is 11.7% lower. We will continue to monitor our progress and will begin providing comparative analysis starting next year.

BONUS PAY

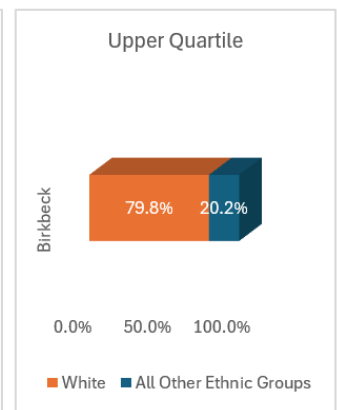
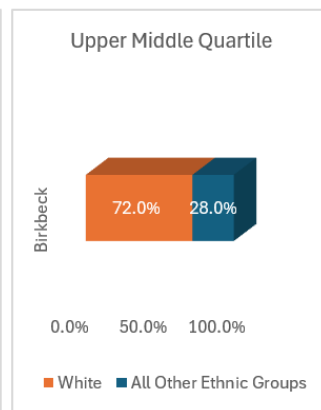
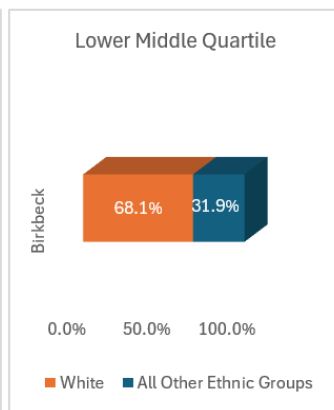
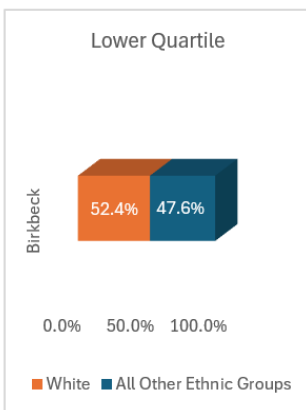
Bonus Pay (relevant pay employees)



QUARTILE PAY

Quartile Pay

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DISABILITY PAY GAP REPORT 2025

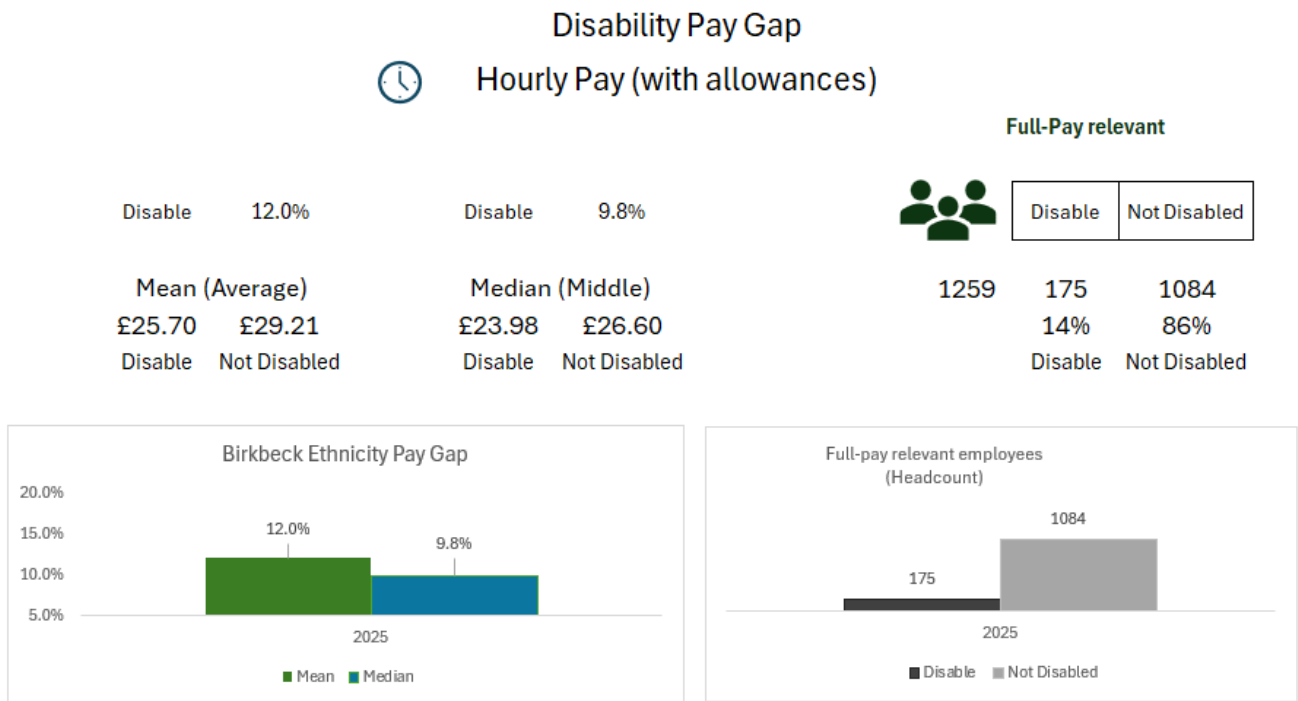
INTRODUCTION

This year marks an important milestone in the university’s commitment to equity, inclusion, and transparency with the publication of our first Disability Pay Gap Report. As an institution dedicated to fostering a fair and supportive environment for all staff, we recognise that understanding and addressing pay disparities is essential to creating meaningful and lasting change.

The introduction of this report reflects our determination to better understand the experiences of disabled colleagues, identify structural barriers that may contribute to unequal outcomes, and take informed action to close any gaps that exist. By analysing pay data, representation, and workplace practices, we aim to build a clearer picture of where progress is being made and where further work is needed.

The data extract is as of 31 March 2025. This census date represents the statutory deadline for reporting pay data. In accordance with the reporting guidelines, this analysis excludes individuals who selected “Prefer not to say” or whose information is recorded as “Not known.”

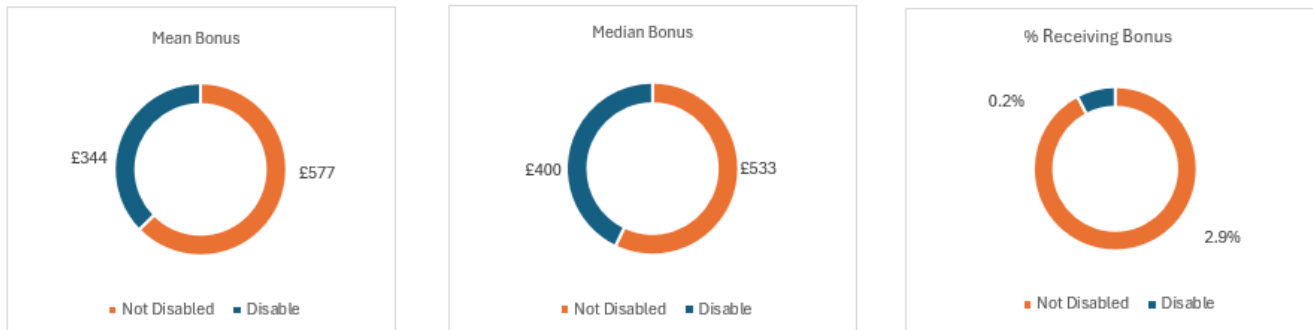
HOURLY PAY



The mean disability pay gap across disabled employees 12.0% lower than that of not disabled, while the median disability pay gap is 9.8% lower. We will continue to monitor our progress and will begin providing comparative analysis starting next year.

BONUS PAY

Bonus Pay (relevant pay employees)



QUARTILE PAY

Quartile Pay

Quartile pay refers to the hourly pay for all full-pay relevant employees in the relevant pay period. Full-pay relevant employees are ordered from highest to lowest based on their hourly pay and the list is divided into 4 quarters, with an equal number of employees in each section.

