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 March 2021.

The gender pay gap (GPG) is the difference between the average pay (expressed as both the mean and median) of men and women regardless of role, expressed as a percentage. It should not be confused with equal pay in the same roles which is embedded in Birkbeck’s pay and reward structure and the subject of an annual Equal Pay Audit.

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 to 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, in April 2021 Birkbeck 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
SUMMARY – PAY GAP 2021

The most recent Equal Pay Audit indicates that major progress has been made in the past year at Birkbeck, with 2021 data showing the College to be amongst the leading institutions in the sector with one of the lowest gender pay gaps among London universities.

The government has required the annual publication of the gender pay gap data through the past five years, however Birkbeck was tracking gender pay gaps for a decade before the government introduced this requirement. In addition, since 2017 we have undertaken more detailed equal pay audits which look at pay within particular staff groups and grades, across a broader range of protected characteristics including disability and ethnicity.

The main objective of equal pay agenda in 2017 was an aim to reduce the overall College mean gender pay gap by a minimum of 1% within the next five years. The mean pay gap then was 9.5%. Between 2018 and 2020 it has been stable around 8% but we are reporting a significant drop this year to 6.2% (5.9% excluding allowances). The median pay gap is also narrower, dropping to 2.6% in 2021.

There was also progress on bonus pay: in 2021 2.8% of female staff received a bonus, as opposed to 1.2% of male staff, and the median level of bonus was 62% higher for female than for male staff.

Finally, there was also progress in terms of the gender balance in the highest paid quartile of our staff community, which now has a 49F:51M percentage gender split.

All these measures put the College at the forefront of the sector. In 2019-20, prior to these most recent improvements, Birkbeck was already among the 25 institutions in the sector with the lowest gender pay gaps, and it was one of only a handful of multi-faculty institutions with significant Science, Technology, Engineering and Mathematics (STEM) provision in this group. In London, other multi-faculty institutions had mean gender pay gaps of between 14 and 23% - two times higher than Birkbeck’s at that time.

The table below compares Birkbeck data with the HE sector. In 2020 our pay gap was smaller than comparable institutions and the improvement from 8.5% to 6.2% in 2021 should support our leading position.

<table>
<thead>
<tr>
<th>Current BBK statutory gender pay gap 2021/22 compared to 2020/21 BBK and benchmark data.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institution type</td>
</tr>
<tr>
<td>------------------</td>
</tr>
<tr>
<td>Birkbeck, University of London</td>
</tr>
<tr>
<td>Birkbeck, University of London</td>
</tr>
<tr>
<td>Percentage of females in the top quartile</td>
</tr>
</tbody>
</table>

Source: Government statutory gender pay gap portal for reporting year 2021/22, which contains gender pay gap figures for 2020/21, downloaded on 10 January 2022.
HOURLY PAY (with allowances)

<table>
<thead>
<tr>
<th>FEMALE</th>
<th>MALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>£24.02</td>
<td>£25.61</td>
</tr>
<tr>
<td>Mean gender pay gap</td>
<td>6.2% lower</td>
</tr>
<tr>
<td>FEMALE</td>
<td>MALE</td>
</tr>
<tr>
<td>£21.15</td>
<td>£21.72</td>
</tr>
<tr>
<td>Median gender pay gap</td>
<td>2.6% lower</td>
</tr>
<tr>
<td>FEMALE</td>
<td>MALE</td>
</tr>
<tr>
<td>969</td>
<td>833</td>
</tr>
<tr>
<td>Total employees</td>
<td>1802</td>
</tr>
</tbody>
</table>

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 most of our roles. Roles are evaluated using the HAY job evaluation scheme and placed on the appropriate grade structure. Additionally, there is a national pay award applied on top of automatic incremental progression for staff on the national pay scales.

The 2021 figures show a significant decrease in the mean and median gender pay gap compared to 2020. The mean for the GPG dropped by 2.3 percent point (from 8.5% to 6.2%) and the median GPG decreased by 5.1 percent point (from 7.7% to 2.6%).

Birkbeck first reported gender pay in 2003 when the mean GPG was 16.9%. This considerable reduction over 15 years is the result of a combination of policy intervention and raising awareness.

The Universities & Colleges Employers Association (UCEA) compiled and published the 2020/21 gender pay data for the sector in January 2022. In March 2021, 137 Higher Education Institutions had submitted their figures. At that time Birkbeck was ranked 25th for most equitable for its mean GPG and 34th for most equitable for its median GPG. The data presented is prior to the significant decrease in Birkbeck’s GPG in 2021/22.

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

Source of data: UCEA Gender pay gap benchmarking tool (data taken from GPG Government website based on March 2020, updated by UCEA in January 2022).
**BONUS PAY**

![Gender Bonus Pay Gap Chart]

- **£888** (Female) vs **£951** (Male) Mean gender bonus pay gap: 6.6% lower
- **£1098** (Female) vs **£678** (Male) Median gender bonus pay gap: 62% higher
- **2.8% (31)** Total receiving bonus
- **1.2% (11)** Female vs Male: 62% higher

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 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\(^1\) In the year until March 2020, 1.8% of staff received a bonus payment. In the year until March 2021, the staff bonus rate is 2.1%. The average of 137 Universities submitted their data last year (March 2021 for March 2020) was around 7.6%.

---

1 Bonus pay is defined by government GPG website as ‘one off’ attraction and retention incentive and any non-consolidated contribution related pay. At Birkbeck we use bonus payment mainly in a form of non-consolidated contribution related pay.
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, leaving population distribution as 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. As a result, in the most recent three cycles female academics
have enjoyed higher promotion rates than the norm.

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.

This year, although the vertical gender pay gap remains, we can observe yet again, a small shift towards greater equality. In the top quartile, in 2020 46.8% of staff were female, this had increased to 48.9% in March 2021. This percentage indicates also that Birkbeck is slightly ahead of the sector2 with its results.

OUR COMMITMENT TO EQUALITY AND 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. It 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 holds a number of charter marks to advance equality and diversity, including a recently renewed institutional Athena SWAN Bronze award (and several School/Departmental awards); HR Excellence in Research; Disability Confident Employer; Mindful Employer; Stonewall Diversity Champion and is also a Race Equality Charter member (submission to be made in due course).

---

2 Source of data: UCEA Gender pay gap benchmarking tool (data from April 2019 updated in July 2020), Institutions with income range between £100m and £160m. Source of data: UCEA Gender pay gap benchmarking tool (data taken from GPG Government website based on March 2020, updated by UCEA in January 2022)