



GENDER PAY GAP REPORT 2020

LONDON'S EVENING UNIVERSITY

BIRKBECK



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 31st March 2020.

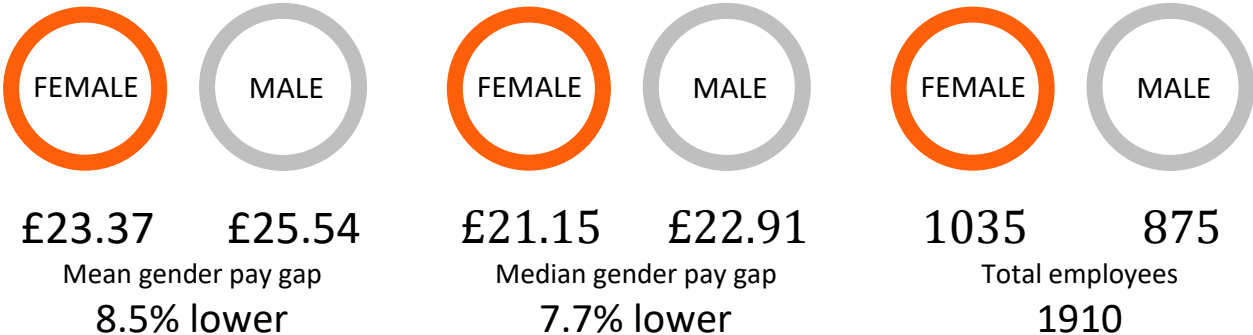
The gender pay gap (GPG) is the difference between the average pay (expressed as both the mean and median) of men and women expressed as a percentage and should not be confused with equal pay.

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, in 2019 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>

HOURLY PAY



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 the overwhelming majority of our roles. Roles are evaluated using the HAY job evaluation scheme and placed on the appropriate grade structure.

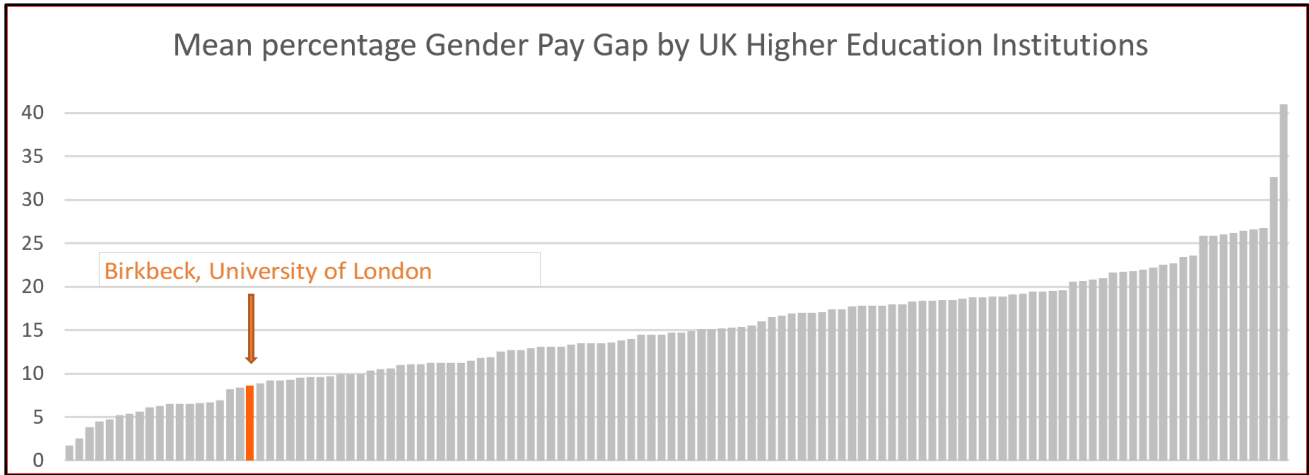
Normally, a pay award is applied on top of automatic incremental progression for staff on the national pay scales, however this year whilst increments were applied as normal for those eligible to receive one, there was no national pay award.

The 2020 figures show a marginal decrease in the mean gender pay gap compared to 2019, of 0.1 percent point, and a bigger decrease in the median gender pay gap – 2.5 percent point.

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

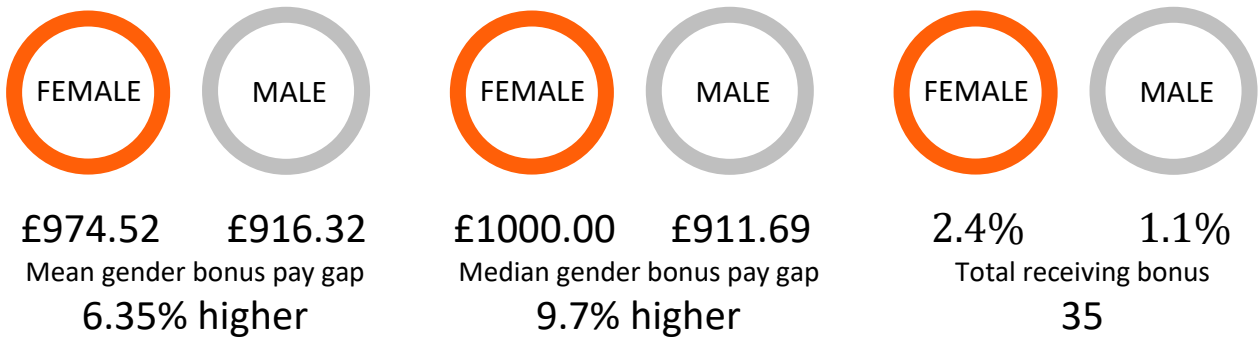
The Universities & Colleges Employers Association (UCEA) compiled and published the 2018/19 gender pay data for the sector in April 2020. Although the Government was not enforcing reporting this year (due to Covid-19) 122 Higher Education Institutions had submitted their figures. Birkbeck has a mean of 8.6% for GPG and was ranked 19th for most equitable for its mean GPG and 40th for most equitable for its median GPG.

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 updated in July 2020)

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 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 payments¹ in comparison to the wider sector – the sector average is 6.8% of staff receiving a bonus payment, at Birkbeck it is 1.8%.

¹ Bonus pay is defined by government GPG website as 'one off' attraction and retention incentive and any non-consolidated

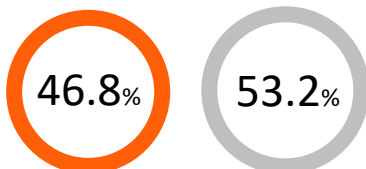
contribution related pay. At Birkbeck we use bonus payment mainly in a form of non-consolidated contribution related pay.

QUARTILE PAY

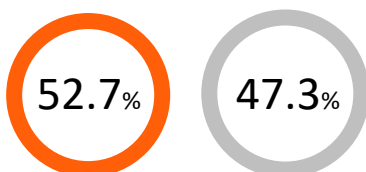
FEMALE

MALE

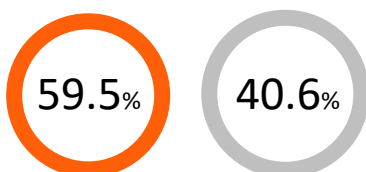
Upper Quartile



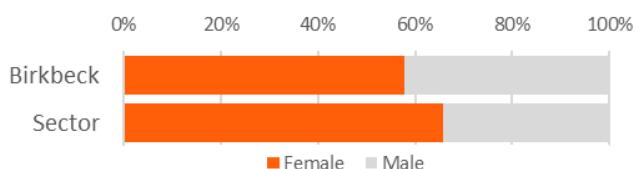
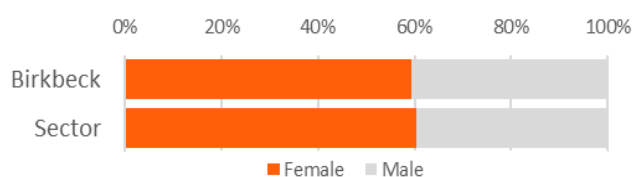
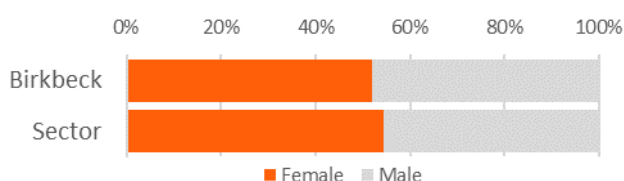
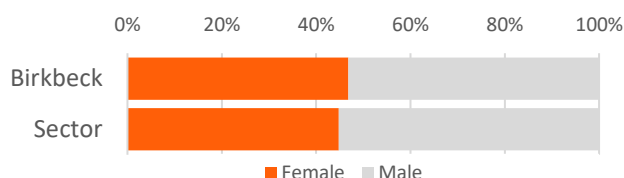
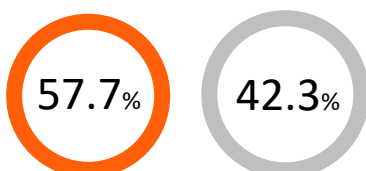
Upper Middle Quartile



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.

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. 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).