



# EQUAL PAY AUDIT 2023

LONDON'S EVENING UNIVERSITY

BIRKBECK



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# INTRODUCTION

An equal pay audit is only one of a number of measures which can assist the College in reducing pay gaps (including the gender pay gap) and meeting its legal and moral obligation to ensure equal pay for work of equal value. The College is committed to examining equal pay within and across protected characteristics (in addition to gender), that may lead to disadvantage i.e. relating to ethnicity, disability and sexual orientation. This report therefore analyses pay gaps on these four grounds.

The College made a commitment to monitor, and review pay outcomes for its employees following the successful implementation of the National Pay Framework Agreement in March 2007. One of the key aims of the agreement was to address pay inequality and there have been reductions in the gender pay gap over the last ten years. At Birkbeck, since the introduction of the Framework Agreement, we have conducted nine equal pay audits, in 2009, 2013, 2017, 2018, 2019, 2020, 2021, 2022 and 2023.

This paper presents an initial equal pay audit data analysis, on Gender, Ethnicity, Disability and Sexual Orientation, for consideration by HRSPC. For each protected characteristic, analysis has been undertaken by grade and salary (including allowances). It is planned that a trend analysis will be undertaken for each protected characteristic, in line with the analysis undertaken for the Gender Pay Gap Report.

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# EQUAL PAY AUDIT - DATA ANALYSIS

A data analysis has been completed using data from 31 March 2023 (the same snapshot date for the Gender Pay Gap Report).

The data is presented in Appendix A. The analysis excludes Apprentice, Grade 2 and Not Graded staff, because it was not possible to calculate the gap, based on zero populations in the certain categories. For Ethnicity, Disability and Sexual Orientation, Not Known staff are excluded from the analysis.

## Gender

Grade 10 is significantly high in terms of the Mean Gender Pay Gap (GPG). The Median GPG at Grades 6, 7 and 10 is particularly high. The percentage of female staff in the salary band of £30K-£39Kp.a. is higher than for male staff.

## Ethnicity

The Mean Ethnicity Pay Gap (EPG) for BAME staff at Grade 10 is significantly higher than for White staff. Similarly, the Median EPG for BAME staff at Grade 8 and Grade 10 is higher than for White staff. Median EPG for BAME staff at Grades 3 and 4 is higher than for White staff. The percentage of BAME staff in the salary band of £20K-39Kp.a. is higher than for White staff. The percentage of BAME staff in the salary band of £50K- £79Kp.a. is lower than for White staff.

## Disability

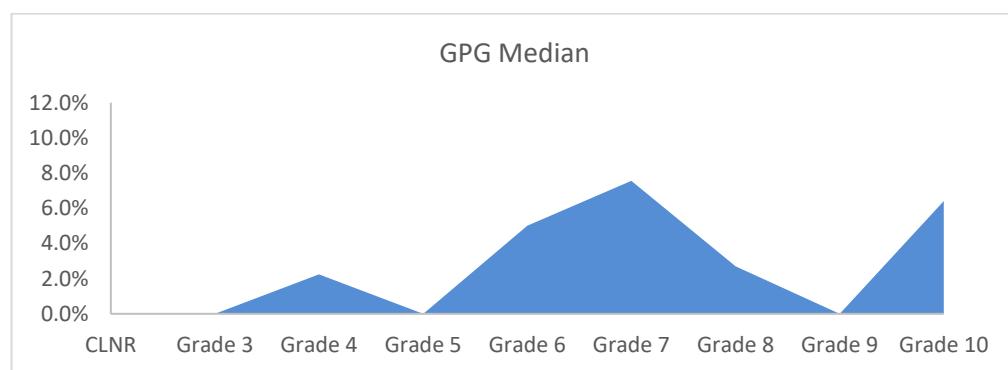
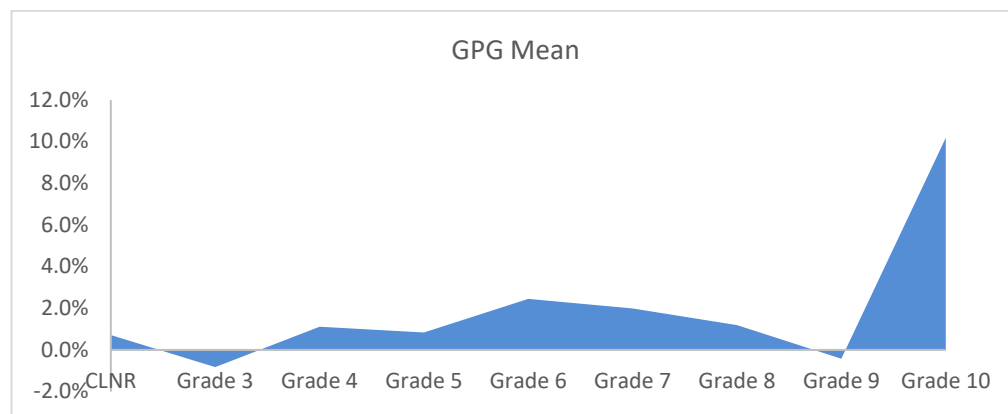
The Mean Disability Pay Gap (DPG) is in favour of Disabled staff at Grade 8; Disabled staff are paid more than Not Disabled staff. At Grade 10, the Mean DPG is 13% higher for Not Disabled than Disabled staff. The percentage of Disabled staff in the salary band of £20K- £39Kp.a. is higher than for Not Disabled staff. The percentage of Not Disabled staff in the salary band of £60K-£69Kp.a. is higher than for Disabled staff.

## Sexual Orientation

The Mean Sexual Orientation Pay Gap (SOPG) for LGBT+ staff at Grade 8 is higher than for Heterosexual staff. There is a similar trend for the Median SOPG. The percentage of LGBT+ staff in the salary band of £40K- £49Kp.a. is higher than for Heterosexual staff. The percentage of LGBT+ staff in the salary band of £60K- £69Kp.a. is lower than for Heterosexual staff.

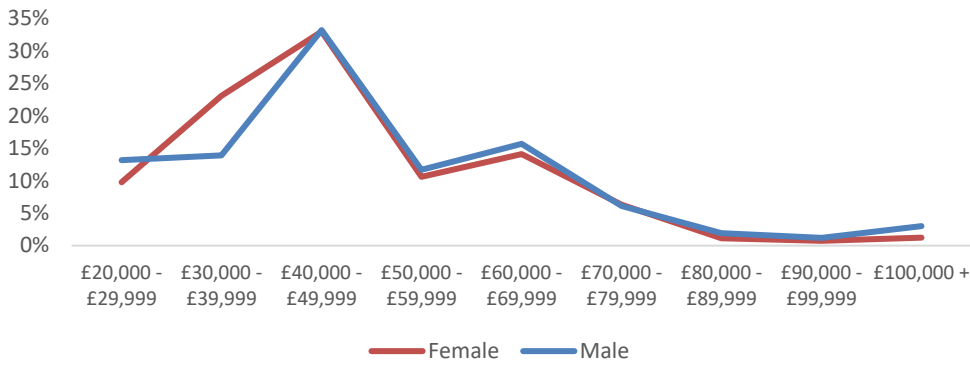
## APPENDIX A

### GENDER

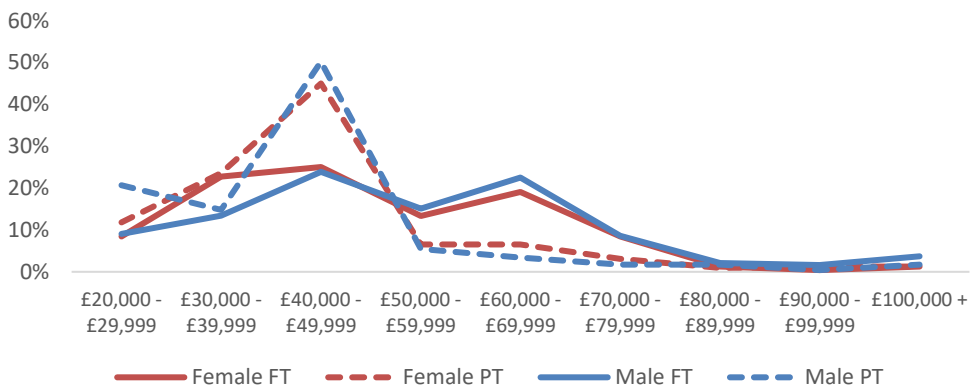


GENDER	Headcount		Mean Hourly Pay			Median Hourly Pay		
	F	M	F	M	GPG	F	M	GPG
CLNR	22	42	£11.98	£12.06	0.7%	£11.95	£11.95	0.0%
Grade 3	16	12	£15.49	£15.36	-0.8%	£15.44	£15.44	0.0%
Grade 4	79	54	£16.66	£16.84	1.1%	£16.40	£16.78	2.2%
Grade 5	70	31	£19.09	£19.25	0.8%	£19.43	£19.43	0.0%
Grade 6	119	71	£21.26	£21.79	2.5%	£20.97	£22.08	5.0%
Grade 7	191	151	£24.40	£24.89	2.0%	£23.87	£25.82	7.6%
Grade 8	120	113	£28.97	£29.32	1.2%	£29.51	£30.33	2.7%
Grade 9	111	102	£36.24	£36.09	-0.4%	£36.77	£36.77	0.0%
Grade 10	76	81	£44.31	£49.33	10.2%	£40.95	£43.75	6.4%

Salary Bands by Legal Sex

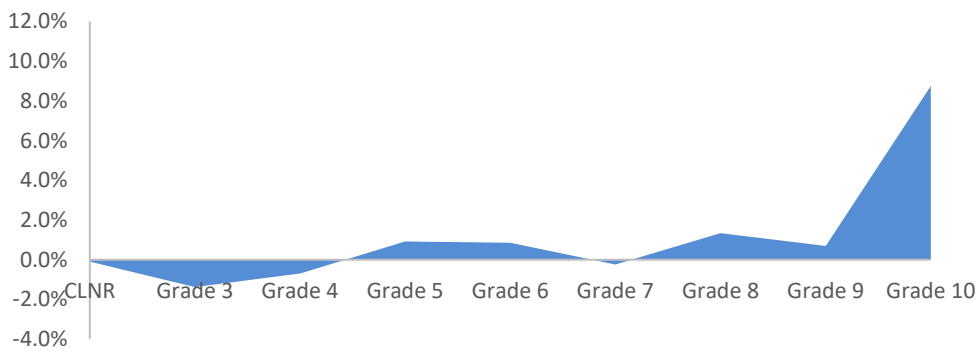


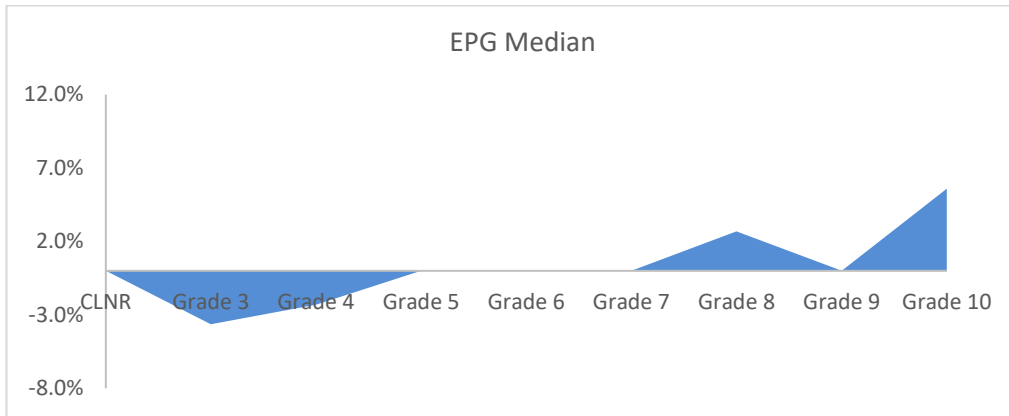
FT / PT by Legal Sex



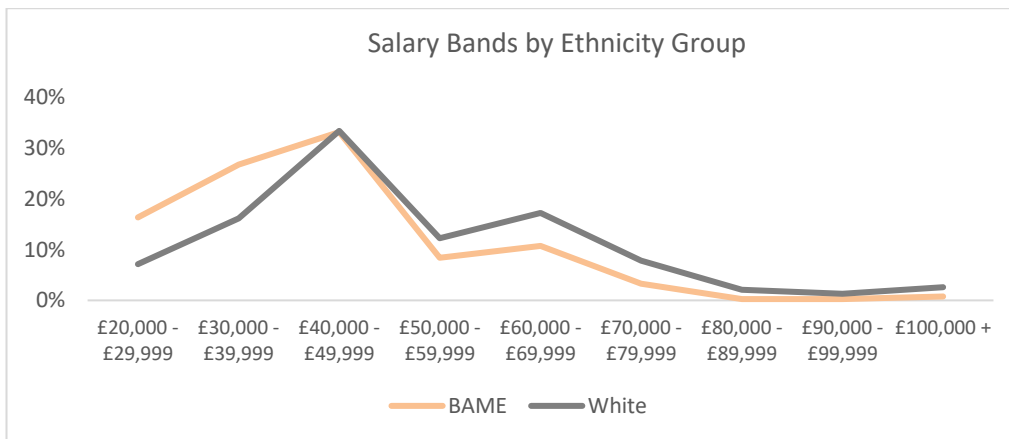
ETHNICITY

EPG Mean

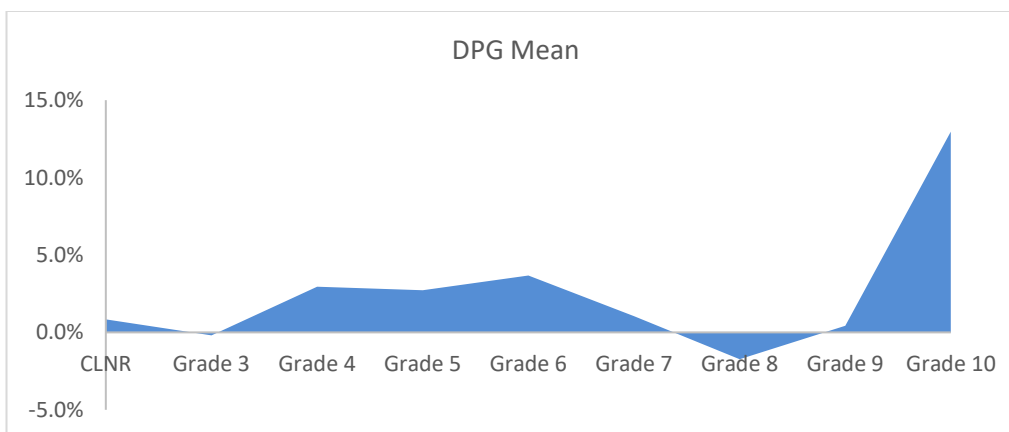




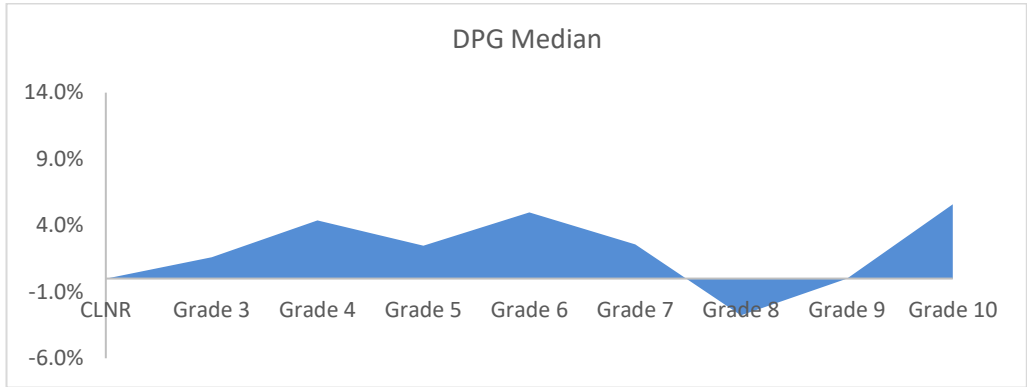
Ethnicity	Headcount		Mean Hourly Pay			Median Hourly Pay		
	BAME	White	BAME	White	EPG	BAME	White	EPG
CLNR	26	12	£12.07	£12.06	-0.1%	£11.95	£11.95	0.0%
Grade 3	6	18	£15.60	£15.39	-1.4%	£15.74	£15.19	-3.6%
Grade 4	55	74	£16.79	£16.67	-0.7%	£16.78	£16.40	-2.3%
Grade 5	38	59	£19.04	£19.22	0.9%	£19.43	£19.43	0.0%
Grade 6	61	120	£21.35	£21.54	0.9%	£21.52	£21.52	0.0%
Grade 7	87	236	£24.65	£24.59	-0.2%	£24.50	£24.50	0.0%
Grade 8	50	169	£28.88	£29.27	1.3%	£29.51	£30.33	2.7%
Grade 9	42	167	£35.94	£36.20	0.7%	£36.77	£36.77	0.0%
Grade 10	18	136	£43.27	£47.42	8.8%	£39.26	£41.58	5.6%



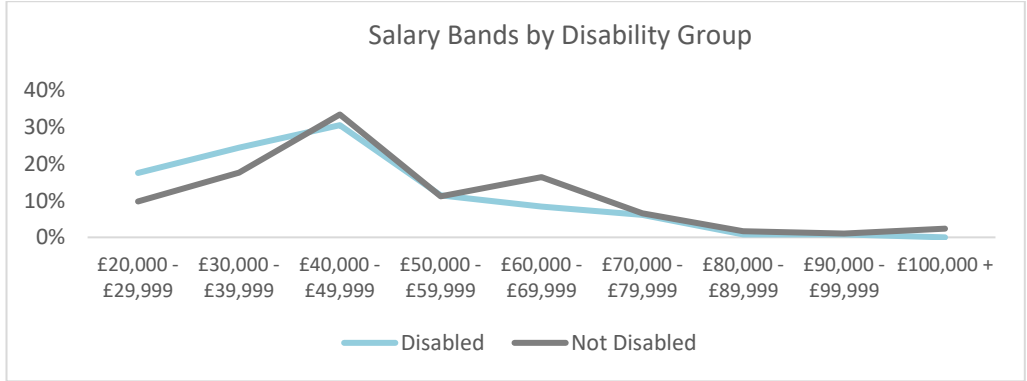
## DISABILITY



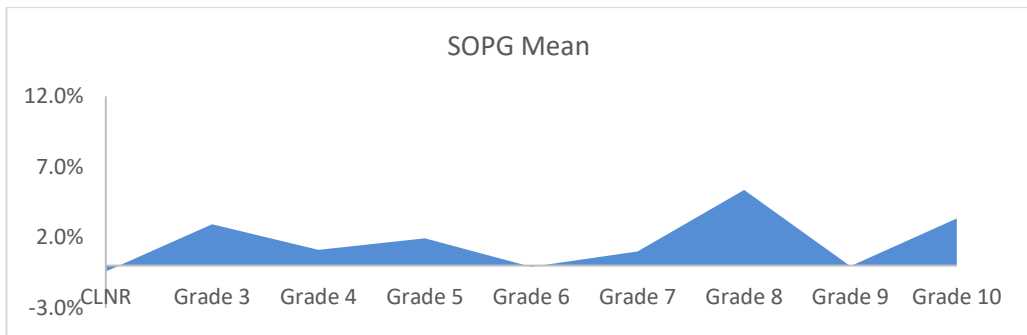


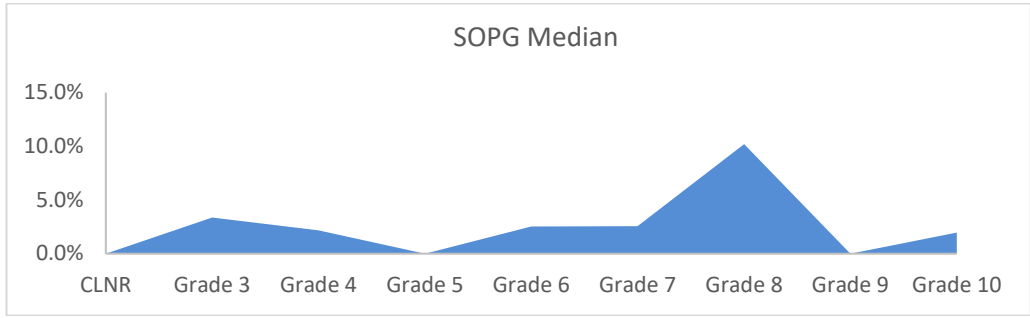


Disability	Headcount		Mean Hourly Pay			Median Hourly Pay		
	Disabled	Not Disabled	Disabled	Not Disabled	DPG	Disabled	Not Disabled	DPG
CLNR	1	50	£11.95	£12.05	0.8%	£11.95	£11.95	0.0%
Grade 3	5	21	£15.43	£15.40	-0.2%	£15.19	£15.44	1.6%
Grade 4	22	101	£16.30	£16.80	2.9%	£16.04	£16.78	4.4%
Grade 5	11	81	£18.63	£19.15	2.7%	£18.95	£19.43	2.5%
Grade 6	18	156	£20.76	£21.56	3.7%	£20.44	£21.52	5.0%
Grade 7	33	288	£24.39	£24.65	1.1%	£23.87	£24.50	2.6%
Grade 8	18	201	£29.61	£29.11	-1.7%	£31.17	£30.33	-2.8%
Grade 9	10	201	£36.02	£36.17	0.4%	£36.77	£36.77	0.0%
Grade 10	11	143	£41.32	£47.48	13.0%	£39.26	£41.58	5.6%



## SEXUAL ORIENTATION





Sexual Orientation	Headcount		Mean Hourly Pay			Median Hourly Pay		
	LGBT+	Hetero	LGBT+	Hetero	SOPG	LGBT+	Hetero	SOPG
CLNR	5	48	£12.09	£12.04	-0.4%	£11.95	£11.95	0.0%
Grade 3	4	15	£15.01	£15.47	2.9%	£14.92	£15.44	3.4%
Grade 4	13	94	£16.50	£16.69	1.1%	£16.04	£16.40	2.2%
Grade 5	5	68	£18.69	£19.06	1.9%	£19.43	£19.43	0.0%
Grade 6	15	126	£21.34	£21.32	-0.1%	£20.44	£20.97	2.5%
Grade 7	37	226	£24.28	£24.52	1.0%	£23.87	£24.50	2.6%
Grade 8	27	158	£27.71	£29.28	5.4%	£27.23	£30.33	10.2%
Grade 9	16	156	£36.31	£36.29	0.0%	£36.77	£36.77	0.0%
Grade 10	12	125	£45.24	£46.79	3.3%	£40.44	£41.26	2.0%

