



GENDER PAY GAP REPORT 2023

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 2023.

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.

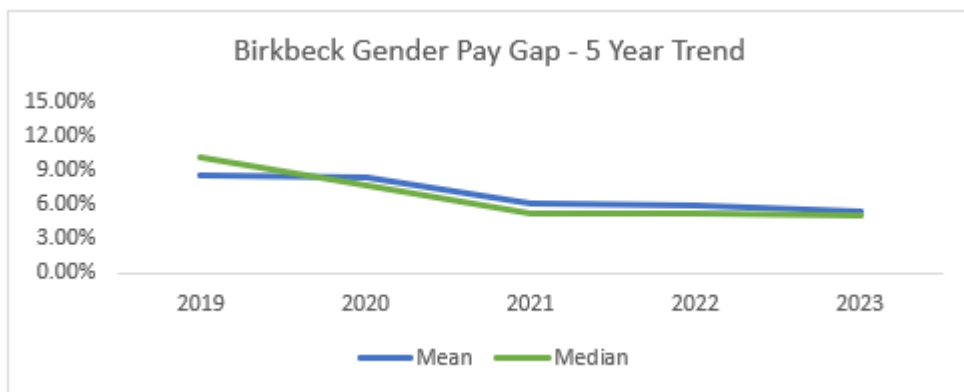
Birkbeck undertakes a full equal pay audit periodically to provide analysis and recommendations in relation to reward and related management strategies, policies and practices across the institution. Although the Equality Act 2010 places a direct statutory obligation towards reviewing equal pay between women and men, pay gaps can also exist in terms of other protected characteristics such as race and disability.

To this end, Birkbeck has published a separate report which examines gender and includes analyses of pay gaps by ethnicity, disability and sexual orientation. Birkbeck is committed to eradicating all pay gaps and this report sets out a series of actions to address pay gap issues.

SUMMARY – PAY GAP 2023

The most recent Gender Pay Gap Report indicates that major progress has been made in the past year at Birkbeck, with 2023 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 gender pay gap data for 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 Birkbeck’s equal pay agenda in 2017 was to reduce the overall College mean gender pay gap and monitor progress. The mean gender pay gap then was 8.5%. Between 2018 and 2020 it has been stable at around 8.5% but we have reported a significant drop in 2021 to 6.2% and the trend continued in 2022 to 5.9% and also improvement in 2023 to 5.4%. The median gender pay gap has also narrowed, dropping to 5.1% in 2023 from 5.2%.

We continue to make progress in terms of the gender balance in the highest paid quartile of our staff community, which now has a 50.8 F: 49.2 M percentage gender split.

In 2019-20, 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.

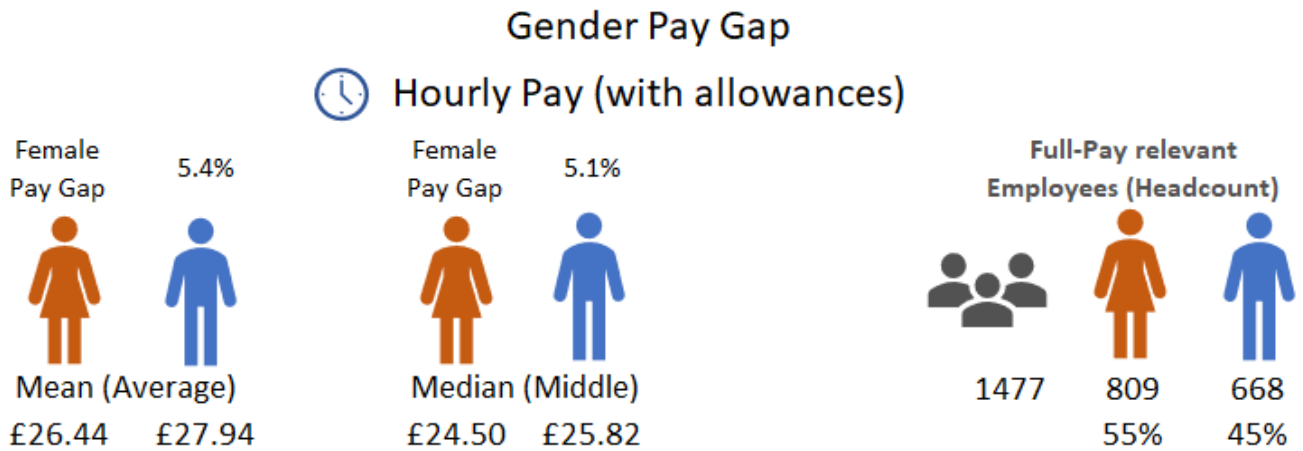
The table below compares Birkbeck gender pay gap data with the HE sector. In 2020 our mean gender pay gap was smaller than comparable institutions and the improvement from 8.5% to 6.2% in 2021, to 5.9% in 2022 and continued improvement to 5.4% in 2023 supports our leading position.

Current BBK statutory gender pay gap 2023 compared to 2022 BBK and benchmark data.

	2023	2022	Institution type	Country / region	No. of employees
	Birkbeck, University of London	Birkbeck, University of London	Pre-92	London and the South East	1000 to 4999
Mean gender pay gap (percent)	5.4	5.9	18.3	13	12.5
Median gender pay gap (percent)	5.1	5.2	14.3	10	12.8
Percentage of females in the top quartile	50.8	49.3	41.6	47.1	46.8

Source: Government statutory gender pay gap portal for reporting year 2022, which contains gender pay gap figures for 2021

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 most of our roles. Roles are evaluated using the HAY job evaluation scheme which determines the grade for the job.

This year there was a marginal change in the mean gender pay gap (GPG) compared to 2022. The mean GPG dropped by a 0.5% percentage point (from 5.9% to 5.4%) and the median GPG also dropped by a 0.1% percentage point (from 5.2% to 5.1%).

Birkbeck first reported its GPG in 2003 when the mean GPG was 16.9%. This considerable reduction of 11.5% over 21 years is the result of a combination of policy intervention and raising awareness.

The College remains committed to further progress on reducing the Gender Pay Gap.

BONUS PAY

Bonus Pay (relevant pay employees)



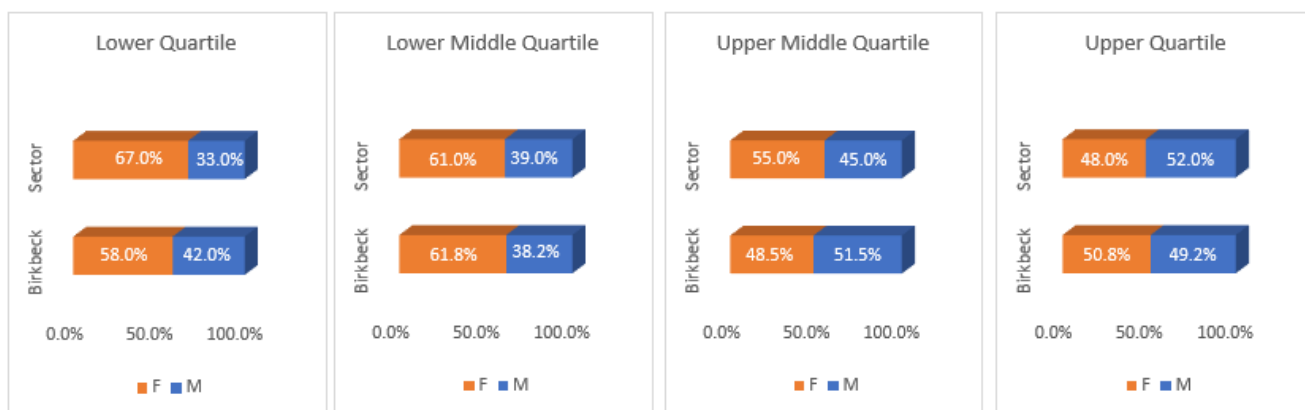
Birkbeck operates several contribution related schemes which are tailored to reflect the different conditions required to accumulate. the skills, knowledge and experience necessary to demonstrate excellence within a role. All schemes formally take account of personal circumstances, and all committee members undertake both formal Equality & Diversity and unconscious bias training. Reward scheme data is annually reviewed by Birkbeck for equality & diversity issues in application and success rates. The divergence from the mean to the median is linked to one payment which recognises a significant change in effort and contribution in one particular year.

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 in the form of non-consolidated contribution related pay.

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 monitors the diversity of population changes through promotion, recruitment, and exit. Targeted actions from previous pay reviews and other gender equality activities, such as Athena Swan, have been identified and put in place to address population imbalances.

Although the vertical gender pay gap remains, we can observe yet again a small shift towards greater gender equality. In the top quartile, in 2020 46.8% of staff were female, this had increased to 48.9% in March 2021 and the gap continues to close to 49.3% in 2022 and 50.8% in 2023. This percentage indicates also that Birkbeck is slightly better than the sector 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 several charter marks to advance equality and diversity, including an 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).