



GENDER PAY GAP REPORT 2024

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's 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 2024. This is the census date for reporting pay data to comply with statutory requirements.

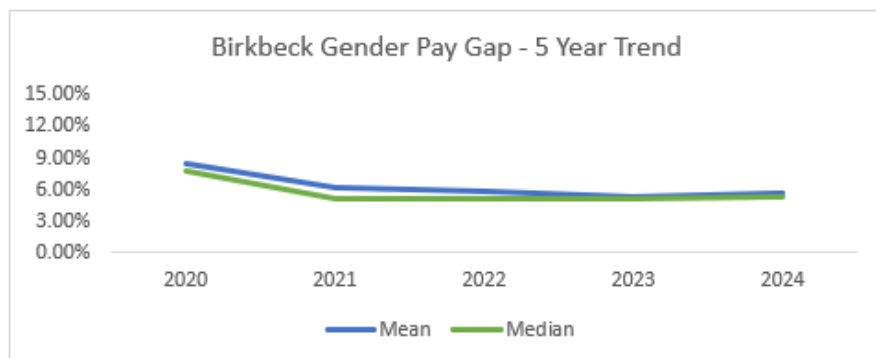
The gender pay gap (GPG) is the difference between the average pay (expressed as both the mean and median) of men and women regardless of role, expressed as a percentage.

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.

Birkbeck is dedicated to promoting equality in the workplace and will be publishing an Equal Pay Audit report. This report will assess pay variations related to ethnicity, disability, and sexual orientation as well as the gender pay gaps.

SUMMARY – PAY GAP 2024

The 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 31 March 2018 and 31 March 2020. Efforts put in place have led to continuous improvements since then. On 31 March 2021, we saw a significant reduction to 6.2%, which continued to decline to 5.9% on 31 March 2022 and further to 5.4% on 31 March 2023. While 31 March 2024 brought a slight increase to 5.7%, we remain committed to addressing this. It is worth noting that the median gender pay gap has only increased slightly, from 5.1% to 5.2%. The marginal 0.1% increase this year is a result of a change in methodology, which from this year covers all workers who received a salary on the snapshot date, including the staff who occasionally work for a specific business reason where there is an employment relationship. This change in methodology enhances the accuracy and comprehensiveness of Birkbeck's data and enables future initiatives to be based on a complete picture of all staff working at Birkbeck.

We are pleased to see ongoing progress toward achieving gender balance in the highest-paid quartile of our staff. Currently, the gender split stands at 49.7% female and 50.3% male, reflecting our commitment to fostering a diverse and equitable workplace.

The benchmarking chart below offers a clear comparison of Birkbeck's data as of 31 March 2024 alongside the data from 31 March 2023. This comparison with the benchmarking data from 31st March 2023.

BBK statutory gender pay gap 31st March 2024 compared to 31st March 2023 and benchmark data.

	31st March 2024	31st March 2023	Institution type 31st March 2023	Country / region 31st March 2023
	Birkbeck, University of London	Birkbeck, University of London	Pre-92	London and the South East
Mean gender pay gap (percent)	5.7	5.4	16.1	15
Median gender pay gap (percent)	5.2	5.1	12.9	9.6
Percentage of females in the top quartile	49.7	50.3	43	42

Source: UCEA gender pay gap portal contains gender pay gap figures for 31st March 2023

HOURLY PAY

Gender Pay Gap



Hourly Pay (with allowances)

Female
Pay Gap

5.7%



Mean (Average)

£25.74

£27.30

Female
Pay Gap

5.2%



Median (Middle)

£23.84

£25.16

Full-Pay relevant
Employees (Headcount)



1463

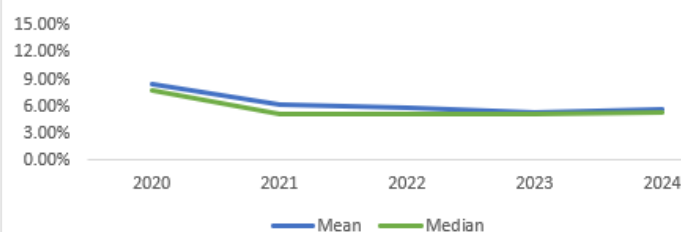
817

646

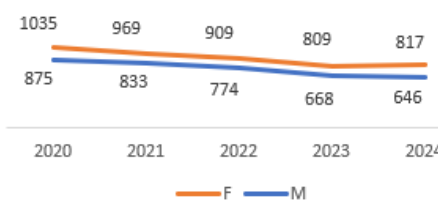
56%

44%

Birkbeck Gender Pay Gap - 5 Year Trend



Full-pay relevant employees
(Headcount) 5 year Trend



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

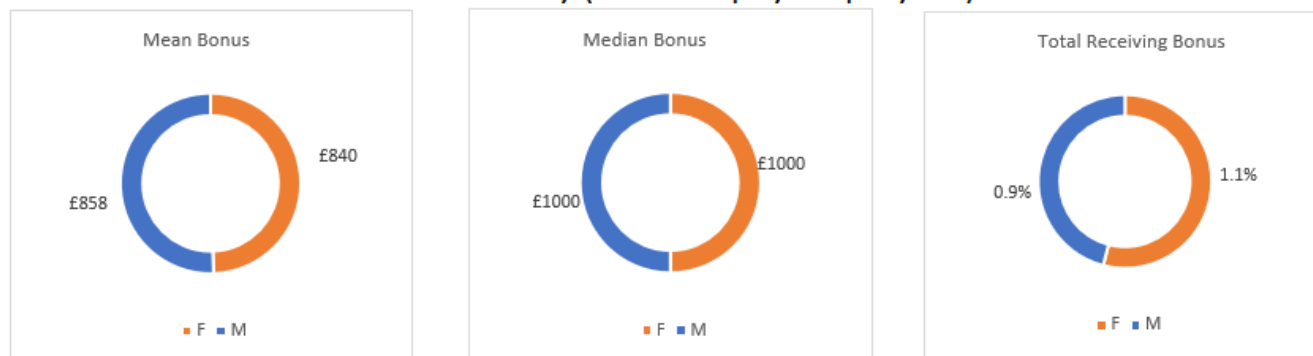
We operate a grade structure based on a common national pay scale for the Higher Education sector covering most of our roles. Roles are evaluated using the HAY job evaluation scheme which determines the grade for the job.

This year there was a marginal change in the mean gender pay gap (GPG) compared to 31 March 2023. The mean GPG increased by a 0.4% percentage point (from 5.3% to 5.7%) and the median GPG increased by a 0.1% percentage point (from 5.1% to 5.2).

The College is firmly dedicated to advancing our efforts to effectively address and reduce the Gender Pay Gap.

BONUS PAY

Bonus Pay (relevant pay employees)



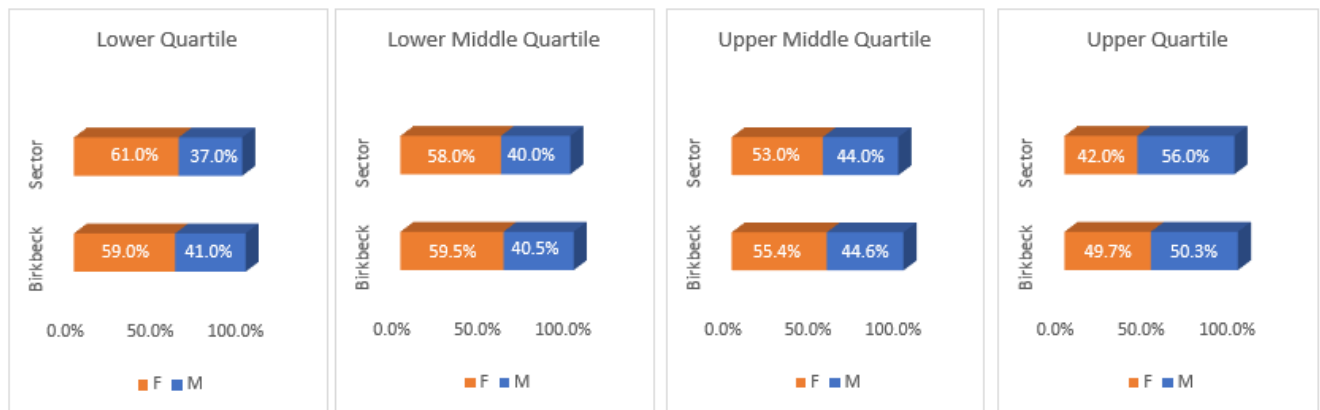
Birkbeck operates contribution-related schemes that are tailored to reflect the different conditions required to accumulate the skills, knowledge, and experience necessary to demonstrate excellence within a role. All schemes formally take account of personal circumstances, and all committee members undertake 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 bonus pay gap has significantly decreased compared to previous years.

¹ Bonus pay is defined by the government GPG website as a 'one-off' attraction and retention incentive and any non-consolidated contribution-related pay. At Birkbeck, we use bonus payments 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 exists, there has been a significant advancement towards achieving greater gender equality. The percentage analysis provides a detailed overview of Birkbeck's reporting as of 31 March 2024. This information is compared to the benchmark data from 31 March 2023, highlighting our progress in this area.

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 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).