

GENDER, ETHNICITY AND DISABILITY PAY GAP REPORT

2024/25



GENDER PAY GAP KEY FINDINGS:



The University's mean gender pay gap has improved this year from being 7.9% lower for women to now be 6.1% lower for women.



The University's median gender pay gap has improved this year from being 8.0% lower for women to now be 5.0% lower for women.

WHAT IS THE GENDER PAY GAP?

Gender pay gap reporting is an annual statutory requirement for all UK employers who have more than 250 employees. The gender pay gap shows the difference between the average earnings of all men and women in the university regardless of their role or grade.

WHAT IS THE DIFFERENCE BETWEEN THE MEAN AND MEDIAN?

MEAN

The mean is the average value of a set of numbers. It is the total of the numbers divided by how many numbers there are.

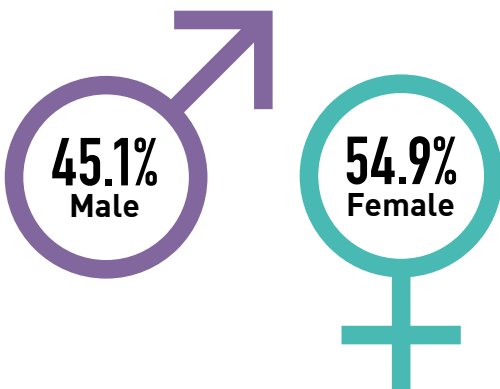
VS

MEDIAN

The median is the middle point of a set of numbers. It is found by ordering the numbers in size from smallest to largest and then selecting the value in the middle of the list.

GENDER COMPOSITION OF OUR STAFF

covered by the gender pay gap reporting requirements



WHAT IS OUR GENDER PAY GAP?



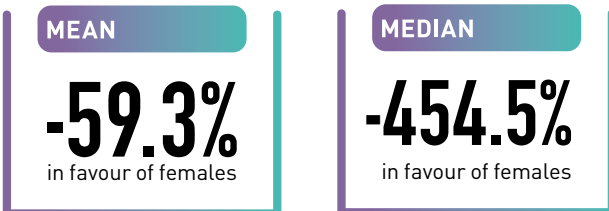
Both the University’s mean and median pay gaps are better than the national picture reported by the ONS of a gender pay gap figure of 14.3% in April 2023 for all employees.

GENDER COMPOSITION FOR EACH PAY QUARTILE BAND

Band	2024/25		2023/24 vs 2024/25 female pay quartiles
	Male	Female	
Lower Quartile	38.1%	61.9%	2.1% female reduction
Lower Middle Quartile	43.2%	56.8%	3.2% female reduction
Upper Middle Quartile	47.8%	52.2%	0.2% female increase
Upper Pay Quartile	51.2%	48.8%	0.2% female reduction

WHAT IS OUR BONUS PAY GAP BY GENDER?

The table below shows the difference between the mean and median bonus paid to male relevant employees compared to female relevant employees.



In contrast to last year, the University gender bonus pay gaps are both (mean and median) in favour of female staff this year.

The table below shows the proportion of male and female relevant employees who were paid bonus pay.

Gender	Headcount in receipt of a one-off payment	Headcount of all staff of that gender as at the 31 March 2024 snapshot date	Percentage of staff of that gender who received a one-off payment
Male	7	1,236	0.6%
Female	2	1,505	0.1%

WHAT IS CAUSING OUR GENDER PAY GAP?

The main factor contributing to our gender pay gap is the current distribution of men and women across our pay grades, where we have a greater number of female staff in our lower grades and a greater proportion of male employees in more senior positions, which is reflected in the figures for the division of males and females for the pay quartile bands.

DECLARATION

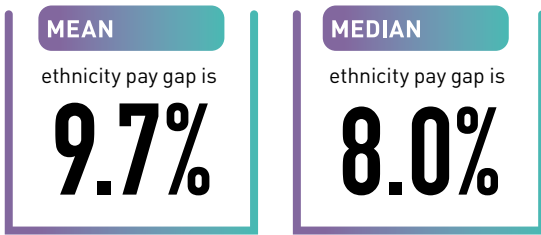
I confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.



Professor David Mba
Vice-Chancellor
Birmingham City University

ETHNICITY PAY GAP KEY FINDINGS:

This is the second year the University has published its ethnicity pay gaps and while there is currently no mandatory reporting requirement for publishing this information, in the interest of openness, transparency and consideration of the wider EDI agenda, BCU has chosen to monitor and report its ethnicity pay gap as a voluntary initiative.



WHAT IS THE ETHNICITY PAY GAP?

BCU has chosen to report its ethnicity pay gap in two different formats:

- 1) An aggregated grouping methodology comparing White and Black, Asian and Minority Ethnic groups collectively for simplicity and ease of comparison with other organisations who frequently adopt this methodology
- 2) Adopting the ONS methodology of five high-level ethnic groups to provide a greater insight into the issues facing specific ethnic groups

The reported figures are based on data taken from the same snapshot dates as the gender pay gap snapshot dates.

WHAT ARE OUR ETHNICITY PAY GAPS?

BCU’s ethnicity pay gaps comparing White to Black, Asian and Minority Ethnic groups collectively for the past few years are found in the table below::

Pay gap calculation	2021/22	2022/23	2023/24	2024/25
Snapshot date	31/03/2021	31/03/2022	31/03/2023	31/03/2024
Publish date	30/03/2022	30/03/2023	30/03/2024	30/03/2025
Median ethnicity pay gap	9.4%	11.2%	5.9%	8.0%
Mean ethnicity pay gap	12.1%	11.7%	11.9%	9.7%

Median ethnicity pay gaps divided into the five high-level ethnic groups:

Ethnic Group	2023/24	2024/25	Year on year change
Asian to White	12.1%	8.0%	-4.1% improvement
Black to White	15.3%	12.9%	-2.4% improvement
Mixed to White	2.8%	2.2%	-0.6% improvement
Other to White	-4.9%*	-9.6%*	-4.7% improvement
Not Known to White	2.8%	5.0%	2.2% worsening
Information Refused	4.2%	8.0%	3.8% worsening

*The negative figure for the 'Other to White' ethnicity pay gap shows that the pay gap is in favour of the Other ethnic group.

Mean ethnicity pay gaps divided into the five high-level ethnic groups:

Ethnic Group	2023/24	2024/25	Year on year change
Asian to White	12.6%	11.5%	-1.1% improvement
Black to White	17.6%	14.9%	-2.7% improvement
Mixed to White	9.0%	0.4%	-8.6% improvement
Other to White	-4.2%*	-7.1%*	-2.9% worsening
Not Known to White	8.3%	5.4%	-2.9% improvement
Information Refused	7.8%	10.2%	2.4% worsening

*The negative figure for the 'Other to White' ethnicity pay gap shows that the pay gap is in favour of the Other ethnic group.

Proportion of staff by ethnicity group in each pay quartile band for Black, Asian and Minority Ethnic groups collectively compared to the White ethnic group

Band	2024/25	
	Black, Asian and Minority Ethnic groups collectively	White ethnic group
Lower Quartile	38%	52%
Lower Middle Quartile	29%	58%
Upper Middle Quartile	28%	61%
Upper Pay Quartile	19%	76%

Proportion of staff by ethnic group in each pay quartile band divided into the five high-level ethnic groups as defined by the ONS

2024/25							
Band	Asian	Black	Mixed / Multiple Ethnic Groups	Other	Not Known	Information Refused	White ethnic group
Lower Quartile	24%	10%	3%	1%	10%	1%	52%
Lower Middle Quartile	16%	8%	2%	3%	11%	2%	58%
Upper Middle Quartile	16%	6%	3%	3%	9%	2%	61%
Upper Pay Quartile	11%	3%	2%	2%	5%	1%	76%
Overall **	17%	7%	3%	2%	9%	1%	62%

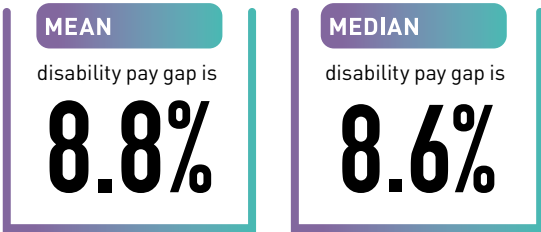
** The 'overall' figure is the % this Ethnic Group forms of the overall University staff demographic.

WHAT IS CAUSING OUR ETHNICITY PAY GAP?

The largest contributing factor to our ethnicity pay gaps is the current distribution of staff by ethnicity across our pay grades, with a greater proportion of Black, Asian and Minority Ethnic group staff collectively compared to White ethnic group staff being in the lower pay grades compared to the higher pay grades, as shown in the proportion of staff by ethnicity group in each pay quartile band.

DISABILITY PAY GAP KEY FINDINGS:

Disability pay gap reporting is not yet a statutory requirement, but the University has made the decision to voluntarily publish its disability pay gap figures this year for the first time in the spirit of openness and transparency.



WHAT ARE OUR DISABILITY PAY GAPS?

BCU’s disability pay gaps comparing staff who declared they did or did not have a disability for the past few years are found in the table below:

Pay gap calculation	2022/23	2023/24	2024/25
Snapshot date	31/03/2022	31/03/2023	31/03/2024
Publish date	30/03/2023	30/03/2024	30/03/2025
Mean disability pay gap	8.2%	9.8%	8.8%
Median disability pay gap	5.2%	8.3%	8.6%

ACTION PLAN FOR IMPROVING PAY GAPS

The actions the University is taking to improve our pay gaps are:

- Continuing with the Athena SWAN action plan to make further progress on gender equality
- Implementing the Race Equality Charter action plan to improve ethnicity equality
- The University currently has Level 1: Disability Confident Committed and is working towards Level 2: Disability Confident Employer to strengthen disability equality
- University-wide EDI training
- Implementing recruitment EDI action plans to increase diversity in job advertising and in shortlisting and interview panels, delivering staff anti-racist allies training sessions and workshops, use of targeted advertising where appropriate to attract applicants from underrepresented communities, performing a review of the candidate assessment process to combat unconscious bias, performing a review of the candidate selection process and conducting regular exit feedback

- Ensuring our pay structure and progression through it is fair and equitable including performing a review of the academic promotions processes
- Focus on equality in Professorial appointments and pay
- Positive action training and support for under-represented groups
- Leadership and mentoring programmes for female and BAME staff including implementing an accelerated leadership programme and secondment opportunities linked to diverse leadership
- Supporting female colleague's development with the Women in Higher Education Network (WHEN) programme
- Keeping our family friendly policies under review to see how we can support more colleagues
- Improving internal processes for implementing reasonable adjustments for staff including better communications and training for managers