BIRMINGHAM CITY University

Gender, Ethnicity and Disability Pay Gap Report



2025/26

This report provides an overview of the Gender, Ethnicity and Disability pay gaps, firstly looking at the overall University picture and then broken down by each separate legal employer as follows; Birmingham City University (BCU) and Birmingham City Support Services Limited (BCUSS). For the 2024/25 and previous reporting, the University has only published gender pay gaps for the Birmingham City University employer and not the BCU Support Services Limited employer, as BCU Support Services Limited has not historically had 250 or more employees on the snapshot date.

At the 31 March 2025 snapshot date BCU Support Services Limited had over 250 employees, so there is a requirement for the University to publish separate gender pay gaps for the Birmingham City University employer and the BCU Support Services Limited employer for the current reporting year, by 30 March 2026 latest.

There is no legal requirement to publish overall figures for the Birmingham City University employer and the BCU Support Services Limited employer combined, but the University is voluntarily choosing to do so to be able to view progress in improving our pay gaps across the entire institution.

Gender pay gap key findings:

Overall University findings

Mean gender pay gap

7.9% lower

Median gender pay gap

5.0% lower

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

Overall University		BCU		BCUSS	
Male	Female	Male	Female	Male	Female
45%	55%	45%	55%	41%	59%

What is our gender pay gap?

Overall University		BCU		BCUSS	
Mean	Median	Mean	Median	Mean	Median
7.9%	5.0%	7.7%	3.5%	1.5%	0.0%
		6.1% lower last year	5.0% lower last year		

The University's overall mean and median pay gaps and the pay gaps individually for BCU and BCUSS are all better than the national picture reported by the ONS of a gender pay gap figure of 12.8% in April 2025 for all employees.

The median pay gap for BCUSS is 0% indicating that at mid-point there is no typical difference in earnings between men and women.

Gender composition for each pay quartile band

Overall University

Band	2025/26	
	Male	Female
Lower Quartile	38.3%	61.7%
Lower Middle Quartile	42.7%	57.3%
Upper Middle Quartile	45.1%	54.9%
Upper Pay Quartile	53.8%	46.2%

BCU

Band	2025/26		2024/25 vs 2025/26 female pay quartiles
	Male	Female	
Lower Quartile	38.8%	61.2%	**0.7% female reduction**
Lower Middle Quartile	42.3%	57.7%	**0.9% female reduction**
Upper Middle Quartile	46.1%	53.9%	**1.7% female reduction**
Upper Pay Quartile	54.6%	45.4%	**3.4% female reduction**

BCUSS

Band	2025/26	
	Male	Female
Lower Quartile	49.3%	50.7%
Lower Middle Quartile	32.9%	67.1%
Upper Middle Quartile	34.3%	65.7%
Upper Pay Quartile	45.7%	54.3%

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 for BCU. There are no employees within BCUSS that received any form of bonus.

BCU 2025/26	
Mean	**Median**
83.66% in favour of males	94.04% in favour of males

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

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

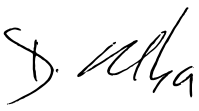
	Male	Female
Headcount in receipt of a one-off payment	8	3
Headcount of all staff of that gender as at the 31 March 2025 snapshot date	1,319	1,614
Percentage of staff of that gender who received a one-off payment	0.61%	0.19%

What is causing our gender pay gap?

When looking at the overall University picture, 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 while male employees are more heavily represented in senior roles, which is reflected in the figures for the division of males and females for the pay quartile bands. When looking at the figures broken down by each separate legal employer, BCU shows a similar distribution across grades and quartiles to that of the overall University picture where male employees make up a greater proportion of the upper quartiles. In contrast, BCUSS reports a much lower mean and median figures and in some cases no gap at all. This is largely driven by higher number of female employees compared to male occupying senior roles.

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:

Overall University findings

This is the third 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, the University has chosen to monitor and report its ethnicity pay gap as a voluntary initiative.

Mean ethnicity pay gap

10.3% lower

Median ethnicity pay gap

8.0% lower

What is the ethnicity pay gap?

The University, and separately BCU and BCUSS have 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?

The University's overall ethnicity pay gaps comparing White to Black, Asian and Minority Ethnic groups collectively are found in the table below:

Pay gap calculation	2025/26
Snapshot date	31/03/2025
Publish date	30/03/2026
Mean ethnicity pay gap	10.3%
Median ethnicity pay gap	8.0%

The overall University's mean and median ethnicity pay gaps divided into the five high-level ethnic groups:

Ethnic group	2025/26	
	Mean	Median
Asian to White	12.2%	11.3%
Black to White	14.5%	12.9%
Mixed to White	-3.0%*	2.5%
Other to White	-2.3%*	1.2%
Not known to White	9.6%	5.0%
Information refused	3.6%	5.0%

** 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:

2025/26		
Band	Black, Asian and Minority Ethnic groups collectively	White ethnic group
Lower Quartile	46%	50%
Lower Middle Quartile	35%	59%
Upper Middle Quartile	32%	63%
Upper Pay Quartile	22%	75%

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

2025/26							
Band	Asian	Black	Mixed / Multiple Ethnic Groups	Other	Not Known	Information Refused	White ethnic group
Lower Quartile	29%	12%	3%	1%	3%	2%	50%
Lower Middle Quartile	18%	11%	3%	4%	2%	3%	59%
Upper Middle Quartile	19%	7%	3%	4%	3%	2%	63%
Upper Pay Quartile	13%	4%	3%	3%	2%	2%	75%
Overall **	20%	8%	3%	3%	2%	2%	62%

*** The 'overall' figure is the % this ethnic group forms of the overall University staff demographic.*

BCU

BCU's ethnicity pay gaps comparing White to Black, Asian and Minority Ethnic groups collectively are found in the table below:

Pay gap calculation	2024/25	2025/26	Year-on-year change
Snapshot date	31/03/2024	31/03/2025	
Publish date	30/03/2025	30/03/2026	
Mean ethnicity pay gap	9.7%	7.4%	**2.3% improvement**
Median ethnicity pay gap	8.0%	6.0%	**2.0% improvement**

BCU's mean and median ethnicity pay gaps divided into the five high-level ethnic groups:

Ethnic group	2024/25		2025/26		Year-on-year change	
	Mean	Median	Mean	Median	Mean	Median
Asian to White	11.5%	8.0%	9.2%	6.0%	**2.3% improvement**	**2.0% improvement**
Black to White	14.9%	12.9%	12.1%	8.9%	**2.8% improvement**	**4.0% improvement**
Mixed to White	0.4%	2.2%	-3.1%*	3.5%	**2.7% worsening**	**1.3% worsening**
Other to White	-7.1%*	-9.6%*	-5.3%*	0.8%	**1.8% improvement**	**8.8% improvement**
Not known to White	5.4%	5.0%	3.5%	3.5%	**1.9% improvement**	**1.5% improvement**
Information refused	10.2%	8.0%	3.8%	1.0%	**6.4% improvement**	**7.0% improvement**

* *The negative figures for the 'other to White' and 'mixed to White' ethnicity pay gaps shows these pay gaps are in favour of the other or mixed 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

BCU - 2025/26		
Band	Black, Asian and Minority Ethnic groups collectively	White ethnic group
Lower Quartile	38%	58%
Lower Middle Quartile	37%	57%
Upper Middle Quartile	29%	66%
Upper Pay Quartile	22%	75%

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

BCU - 2025/26							
Band	Asian	Black	Mixed / Multiple Ethnic Groups	Other	Not Known	Information Refused	White ethnic group
Lower Quartile	24%	10%	3%	1%	1%	2%	58%
Lower Middle Quartile	19%	11%	3%	4%	2%	3%	57%
Upper Middle Quartile	17%	6%	2%	4%	2%	3%	66%
Upper Pay Quartile	13%	4%	3%	3%	2%	2%	75%
Overall **	18%	8%	3%	3%	2%	2%	64%

*** The 'overall' figure is the % this ethnic group forms of the overall University staff demographic.*

BCUSS

BCUSS's ethnicity pay gaps comparing White to Black, Asian and Minority Ethnic groups collectively are found in the table below:

Pay gap calculation	2025/26
Snapshot date	31/03/2025
Publish date	30/03/2026
Mean ethnicity pay gap	7.9%
Median ethnicity pay gap	9.3%

BCUSS's mean and median ethnicity pay gaps divided into the five high-level ethnic groups:

Ethnic group	2025/26	
	Mean	Median
Asian to White	8.9%	9.3%
Black to White	6.7%	9.3%
Mixed to White	11.5%	4.6%
Other to White	1.4%	-8.7%*
Not known to White	-4.6%*	9.3%
Information refused	5.7%	9.3%

** The negative figures for the 'other to White' and 'not known to White' ethnicity pay gaps shows these pay gaps are in favour of the other or not known 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

BCUSS - 2025/26		
Band	**Black, Asian and Minority Ethnic groups collectively**	**White ethnic group**
Lower Quartile	62%	32%
Lower Middle Quartile	51%	39%
Upper Middle Quartile	56%	39%
Upper Pay Quartile	44%	49%

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

BCUSS - 2025/26							
Band	**Asian**	**Black**	**Mixed / Multiple Ethnic Groups**	**Other**	**Not Known**	**Information Refused**	**White ethnic group**
Lower Quartile	38%	23%	0%	1%	6%	0%	32%
Lower Middle Quartile	33%	11%	3%	4%	6%	4%	39%
Upper Middle Quartile	39%	10%	3%	4%	4%	1%	39%
Upper Pay Quartile	24%	14%	0%	6%	6%	1%	49%
Overall **	33%	15%	1%	4%	5%	2%	39%

*** The 'overall' figure is the % this ethnic group forms of the overall University staff demographic.*

What is our bonus pay gap by ethnicity?

The table below shows the difference between the mean and median bonus paid to relevant employees within the White ethnic group compared to relevant employees within the Black, Asian and Minority Ethnic groups collectively for BCU. There are no employees within BCUSS that received any form of bonus

2025/26	
Mean	**Median**
-182.42% in favour of employees within Black, Asian and Minority Ethnic groups collectively	-944.59% in favour of employees within Black, Asian and Minority Ethnic groups collectively

The table below shows the proportion of relevant employees within the White ethnic group and Black, Asian and Minority Ethnic groups collectively who were paid bonus pay.

	White ethnic group	Black, Asian and Minority Ethnic groups collectively
Headcount in receipt of a one-off payment	6	5
Headcount of all staff of that gender as at the 31 March 2025 snapshot date	1,809	989
Percentage of staff of that gender who received a one-off payment	0.33%	0.51%

What is causing our ethnicity pay gap?

The largest contributing factor to our ethnicity pay gaps, looking at the overall university picture and also BCU and BCUSS individual 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 and separately BCU and BCUSS have made the decision to voluntarily publish its disability pay gap figures for the second year in the spirit of openness and transparency.

Mean ethnicity pay gap

7.0% lower

Median ethnicity pay gap

14.1% lower

What is the disability pay gap?

The University has chosen to report its disability pay gaps using the same methodology as for gender pay gaps but comparing staff who declared they did or did not have a disability.

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

What are our disability pay gaps?

The University's overall disability pay gaps comparing staff who declared they did or did not have a disability are found in the table below:

Pay gap calculation	2025/26
Snapshot date	31/03/2025
Publish date	30/03/2026
Mean disability pay gap	7.0%
Median disability pay gap	14.1%

BCU

BCU's disability pay gaps comparing staff who declared they did or did not have a disability are found in the table below:

Pay gap calculation	2024/25	2025/2	Year-on-year change
Snapshot date	31/03/2024	31/03/2025	
Publish date	30/03/2025	30/03/2026	
Mean disability pay gap	8.8%	6.1%	**2.7% improvement**
Median disability pay gap	8.6%	12.1%	**3.5% worsening**

BCUSS

BCUSS's disability pay gaps comparing staff who declared they did or did not have a disability are found in the table below:

Pay gap calculation	2025/26
Snapshot date	31/03/2025
Publish date	30/03/2026
Mean disability pay gap	8.1%
Median disability pay gap	13.2%

What is our bonus pay gap by disability?

There were no employees who received a bonus who had declared having a disability.

What is causing our disability pay gap?

Due to a proportion of employees who have not recorded their disability status, this limits the completeness of the data set and means we are unable to draw clear conclusions about the factors behind the pay gap. Work is ongoing to strengthen data quality and encourage higher disclosure rates over time, which will support clearer and more reliable analysis in future reporting cycles.

Action plan for improving pay gaps

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

- Launch the Office for Institutional Equity to ensure greater accountability for reducing equalities.
- As one of the key pillars for the EDI strategy to 2023, enhance the development of accessible and supportive environments, including accessibility auditing as part of the Estates master plan.
- Ensuring our pay structure and progression through it is fair and equitable including having a more transparent academic promotions process.
- 100 Black Women Professors Now Programme – a career accelerator programme to support Black women academics through career coaching, sponsorship and mentoring.
- As a key enabler as part of the EDI to 2030 strategy, implement recruitment EDI actions 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.
- Improving internal processes for implementing reasonable adjustments for staff including better communications and training for managers.
- Introduction of a reciprocal mentoring programme that pairs members of the University Executive Team and senior managers with aspiring leaders to support two way learning, strengthen leadership capability, and accelerate professional development across the organisation.
- Working in partnership with community organisations, to broaden access to opportunities and help attract more diverse talent.
- Continue to work closely with the Disabled Steering Group to drive meaningful progress on disability equality for both staff and students.
- Birmingham City University has been awarded the Race Equality Charter Bronze Award by Advance HE, marking a significant milestone in the University's ongoing commitment to equality and inclusion. Achieving a Bronze Award demonstrates that the University has not only identified key challenges relating to race equality but has developed a robust, evidence-based five-year action plan to drive further change.
- The University currently has Level 1: Disability Confident Committed and is working towards Level 2: Disability Confident Employer to strengthen disability equality

- Birmingham City University has been awarded the Athena Swan Institutional Silver Award by Advance HE, marking a significant milestone in the University's ongoing commitment to advancing gender equality across higher education. The University's Silver Athena SWAN action plan will focus to make further progress on gender equality.
- Review the Disability Commitment statement as part of the Level 2 Disability Confident Employer including reviewing processes to remove barriers and ensure equitable outcomes for disabled colleagues.
- Supporting female colleagues' development with the Women in Higher Education Network (WHEN) programme.
- Continue with the ongoing delivery of the Diversifying our Leadership Programme designed to support early-career academics, professional services staff, lecturers, and senior lecturers from Black, Asian and minority ethnic backgrounds who are taking their first steps into leadership roles.
- University-wide EDI training
- Focus on equality in professorial appointments and pay
- Positive action training and support for under-represented groups
- Continuing to deliver leadership programmes for female and Black, Asian and Minority Ethnic staff including secondment opportunities linked to diverse leadership.
- Keeping our family friendly policies under review to see how we can support more colleagues.