

BIRKBECK
University of London

HUMAN RESOURCES STRATEGY AND POLICY COMMITTEE

13 February 2025

Equal Pay Audit

Report prepared by: Khan Gause, HR Data Analyst

Action required: The Committee is asked to receive and consider the equal pay audit report and provide comments and suggestions.

Resource implications: Existing assigned HR resources to continue the annual production of the Equal Pay Audit report.

1.0 Introduction

- 1.1 An equal pay audit is one of several measures that can help the College in its efforts to reduce pay gaps, including the gender pay gap while fulfilling its legal and ethical obligation to ensure equal pay for work of equal value. The College is dedicated to assessing equal pay across various protected characteristics beyond just gender that may contribute to inequality, specifically in relation to ethnicity, disability, and sexual orientation. Accordingly, this report examines the mean pay gaps across these four dimensions.
- 1.2 This paper provides an initial analysis of equal pay audit data, focusing on gender, ethnicity, disability, and sexual orientation, for the consideration of HRSPC. We have conducted a mean pay gap analysis by grade for each protected characteristic. The findings are presented in charts to provide insights into the percentages for 2024. Additionally, a variance analysis is displayed in a chart, comparing it with the results from 2023 and highlighting key trends.

2. Equal pay audit – data analysis

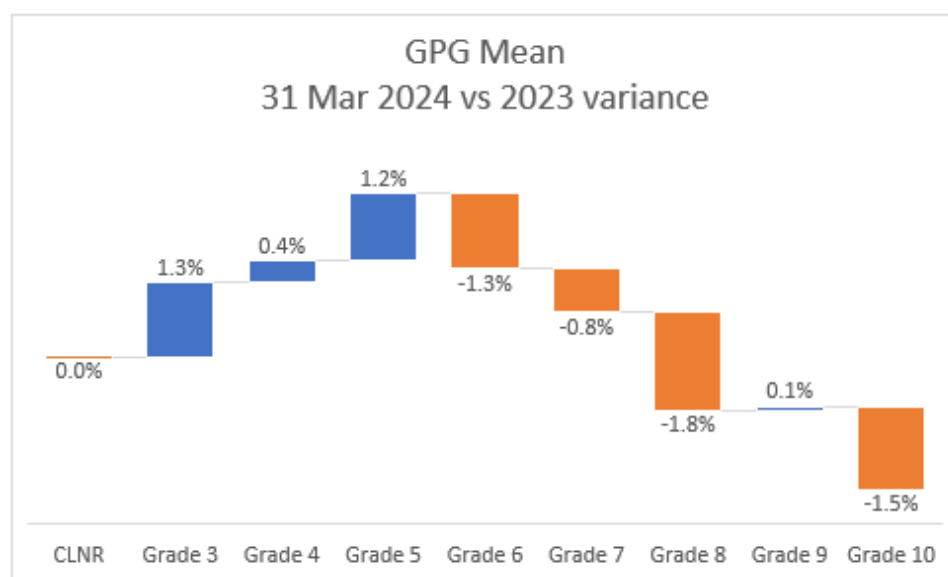
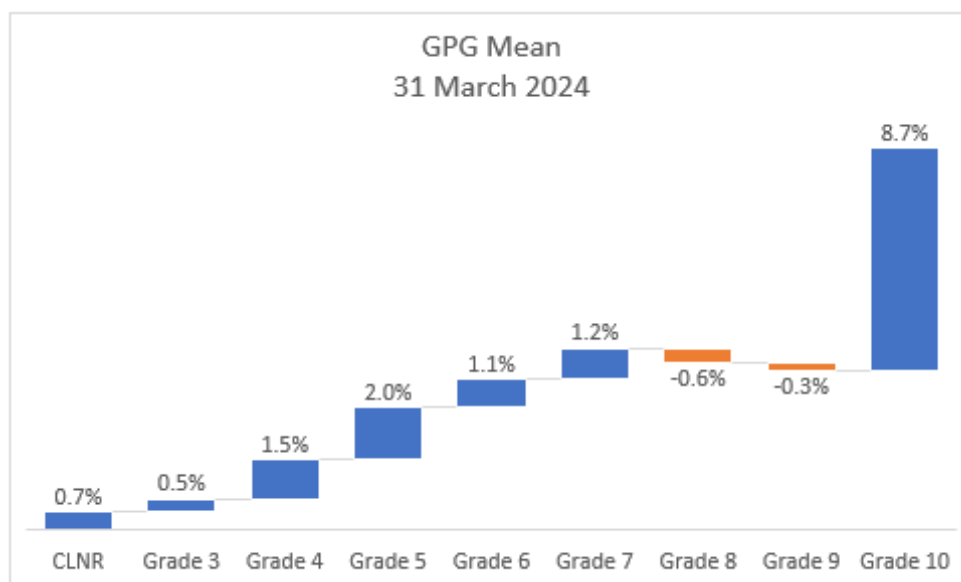
- 2.1 A data analysis was completed using data from 31 March 2024, which is the same snapshot date for the Gender Pay Gap Report.
- 2.2 The analysis excludes apprentices and Grade 2 staff because it was not possible to calculate the gap due to zero populations in specific categories. Additionally, the total number of staff classified as "Not Known" is provided in the narrative for ethnicity, disability, and sexual orientation.
- 2.3 In the variance charts comparing 31 March 2024, to 2023 regarding Gender, Ethnicity, Disability, and Sexual Orientation, the colour orange denotes a positive impact, indicating a reduction in the mean pay gap. Conversely, the colour blue indicates an increase in the mean pay gap.

2.4 Gender

The Gender Mean Pay Gap report for 2024 and 2023 offers an analysis of male and female staff by grade. The findings demonstrate an improvement in the pay gap for Grades 6 to 10. Despite the inclusion of workers who received a salary on the snapshot date (who were previously omitted from the analysis) the reduction in the pay gap has maintained levels comparable to those observed in 2023.

Although we have made significant progress in reducing pay gaps at higher grade levels, it is important to acknowledge that the overall results continue to be slightly higher than those of 2023. Further analysis is required for each individual grade to ensure that the pay gap is further diminished by 2025.

In the following chart dated 31 March 2024, the colour blue indicates that male staff have a higher mean value than female staff, while the colour orange signifies that female staff have a higher mean value than male staff.

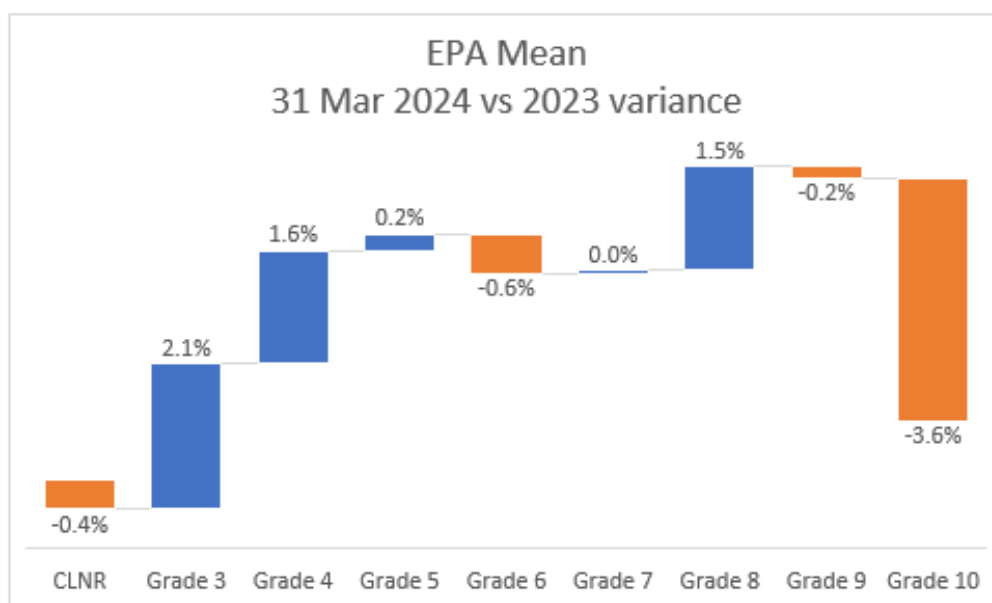
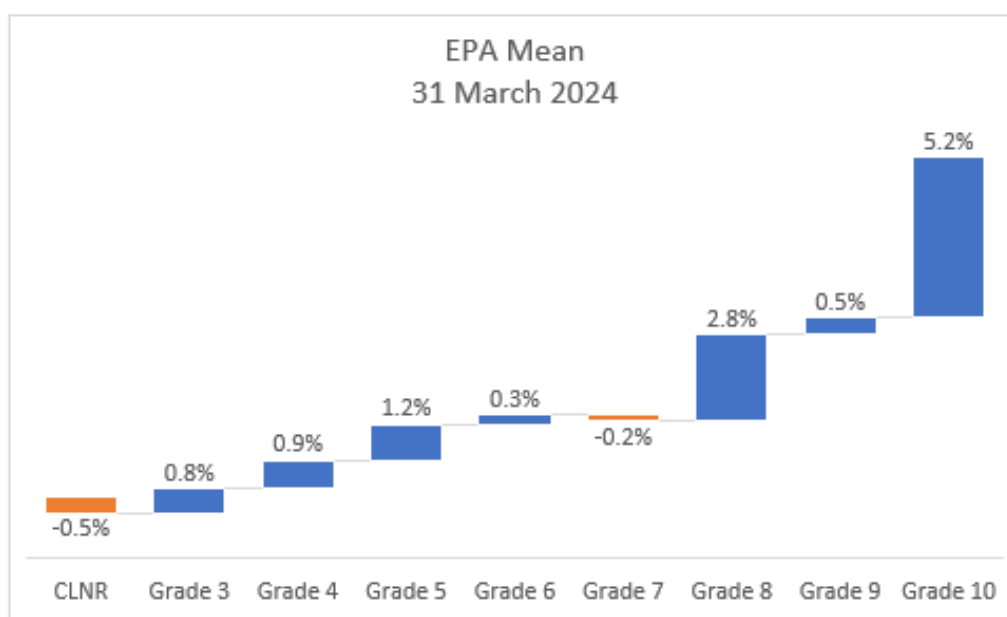


2.5 Ethnicity

The Ethnicity Mean Pay Gap report for 2024 and 2023 offers an analysis of White and BAME staff by grade. (Not known total count was 92).

While there has been improvement in Grade 10, lower grades and Grade 8 have experienced an increase in pay gaps. The focus remains on further analysis of each grade to continue reducing the EPA gaps.

In the following chart dated 31 March 2024, the colour blue indicates that White staff have a higher mean value than BAME staff, while the colour orange signifies that BAME staff have a higher mean value than white staff.

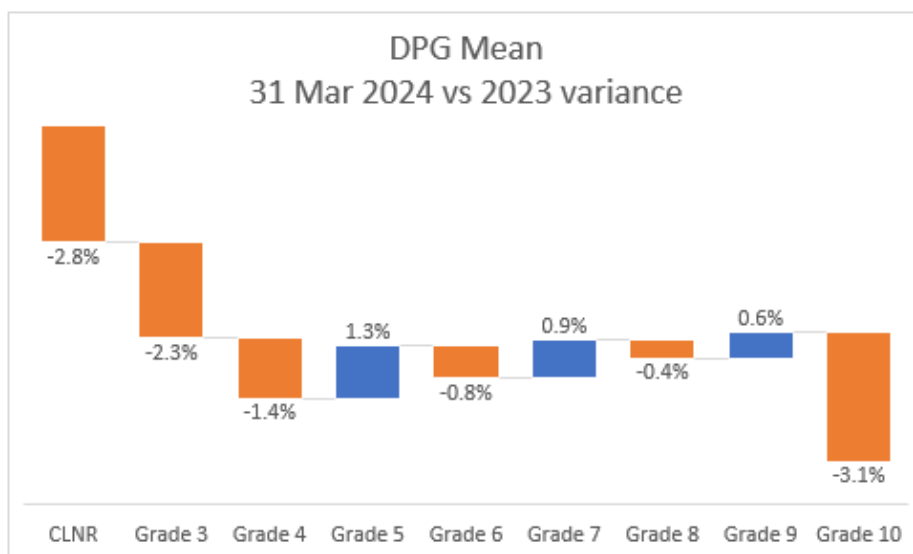
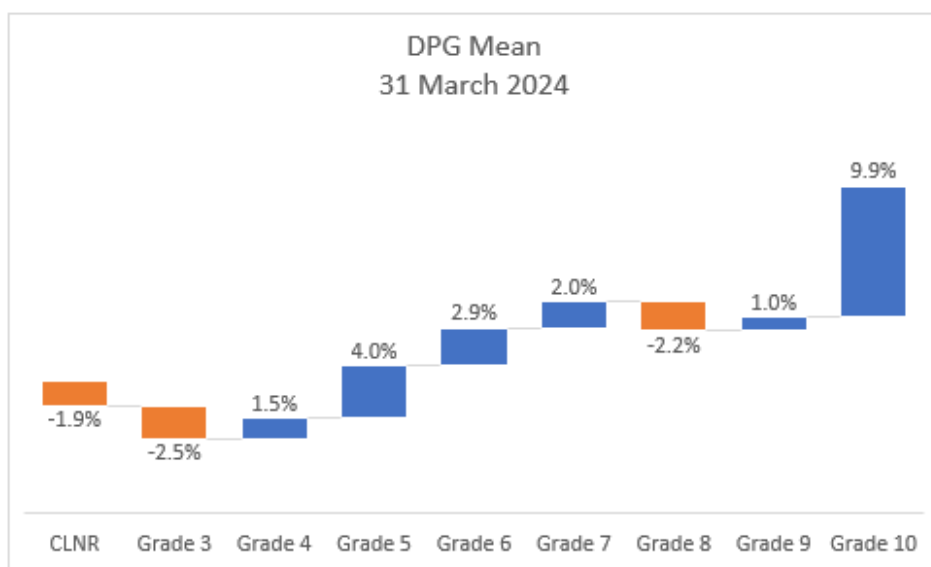


2.6 Disability

The Disability Mean Pay Gap report for 2024 and 2023 offers an analysis of Disabled and Not Disabled staff by grade. (Not known total count was 105).

There are more non-disabled staff than disabled staff. Although the variance analysis shows a reduction in pay gaps for the majority of grades, Grade 7, in particular, has a significant number of staff and impacts the overall figures. While Grade 10 has also seen a reduction, it remains high.

In the following chart dated 31 March 2024, the colour blue indicates that Not Disabled staff have a higher mean value than Disabled staff, while the colour orange signifies that Disabled staff have a higher mean value than Not Disabled staff.

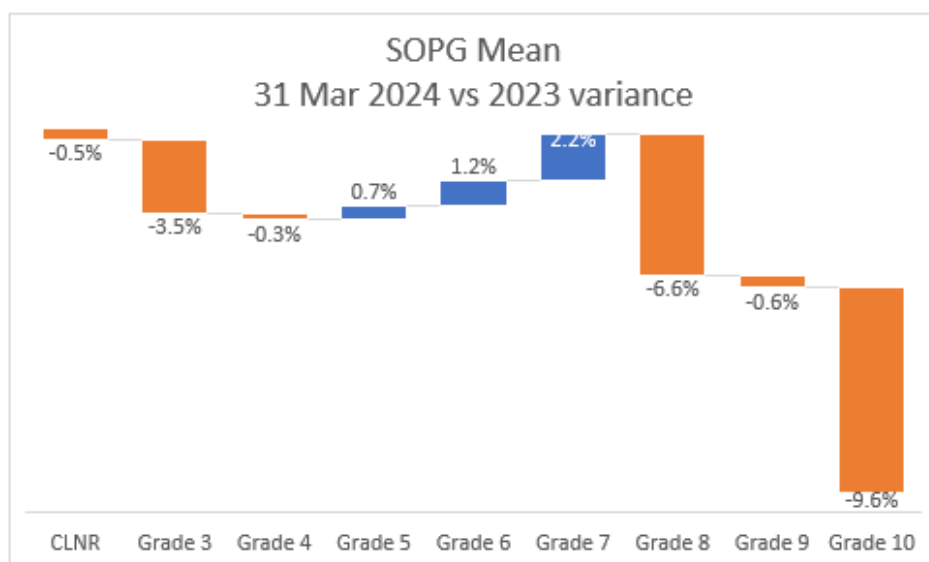
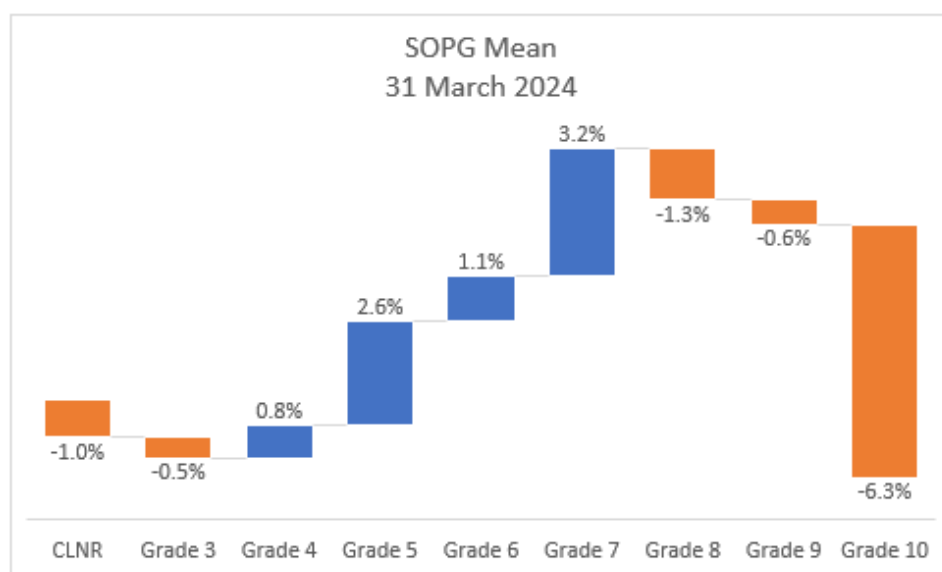


2.7 Sexual Orientation

The Sexual Orientation Mean Pay Gap report for 2024 and 2023 offers an analysis of Hetero and LGBT+ staff by grade. (Not Known total count was 268).

The workforce comprises a higher number of heterosexual staff members compared to LGBT+ staff members. An analysis of Grade 10 demonstrates a favourable situation for LGBT+ staff; however, the greater representation in Grades 5, 6, and 7 has a substantial impact on the overall pay gaps.

In the following chart dated 31 March 2024, the colour blue indicates that Hetero staff have a higher mean value than LGBT+ staff, while the colour orange signifies that LGBT+ staff have a higher mean value than Hetero staff.



3. HRSPC Action

The HRSPC is hereby requested to:

1. Review the newly developed charts alongside the variance analysis.
2. Support a comprehensive continuation of the equal pay audit, presented in a more detailed format.