

**Birmingham City Council**

**Gender Pay Gap Report 2018**

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# Foreword

Welcome to our Gender Pay Gap Report 2018.

As a public sector employer with over 250 employees, Birmingham City Council is required to publish data on our gender pay gap – the difference between the average hourly wage of all men and all women in our workforce. Publishing this data is a requirement under the Equality Act 2010 (Specific Duties and Public Authorities) 2017.

By publishing this report, we are not only meeting our requirements under legislation, but also reaffirming our commitment to being a modern, inclusive employer where every member of staff feels valued and supported to succeed, regardless of their gender or other protected characteristics.

Birmingham is a vibrant and diverse city, and we think it is important that our workforce is representative of the people that we serve. Creating an environment where everyone is able to achieve their fullest potential isn't just good for our employees - it ensures that we are making the best use of all the skills and talent available, and doing our best for the people of Birmingham. This report is only one way in which we are promoting equality of opportunity for everyone, and will help us to identify new ways in which we can become a modern employer of the future.

# What is a gender pay gap?

The gender pay gap in an organisation is the difference between the average hourly wage of all men and all women in the workforce.

It is important to understand that a gender pay gap is not the same as unequal pay, although the two are often confused.

**Unequal pay** is paying men and women a different wage for the same (or similar) work. This is always unjustifiable and has been illegal since 1970. Examples of unequal pay situations include:

- Being paid different wages for doing the same or similar job ('like work')
- Being paid different wages for jobs that are equal in terms of effort, skill or decision making responsibility ('work of equal value')
- Being paid different wages for jobs that are different, but have been rated under a job evaluation scheme as being equivalent or of equal value

**Gender pay gap** is the comparison between the average hourly wage of all men within an organisation, and all women within an organisation. This average is worked out using everyone's jobs regardless of their grade, all the way up from people working at Grade 1 to the Chief Executive.

# Understanding the data in this report

In this report you will find all the data that we are required to publish under the Equality Act 2010 (Specific Duties and Public Authorities) 2017.

As a public sector employer with 250 employees or more, we are required to publish the following information:

## **Mean gender pay gap**

The percentage pay difference between the average mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

## **Median gender pay gap**

The percentage pay difference between the average median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

## **Mean bonus gender pay gap**

The percentage difference between the average mean bonus pay paid to male relevant employees and that paid to female relevant employees.

## **Median bonus gender pay gap**

The percentage difference between the average median bonus pay paid to male relevant employees and that paid to female relevant employees.

## **The proportion by gender receiving a bonus**

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

## **The quartile pay bands**

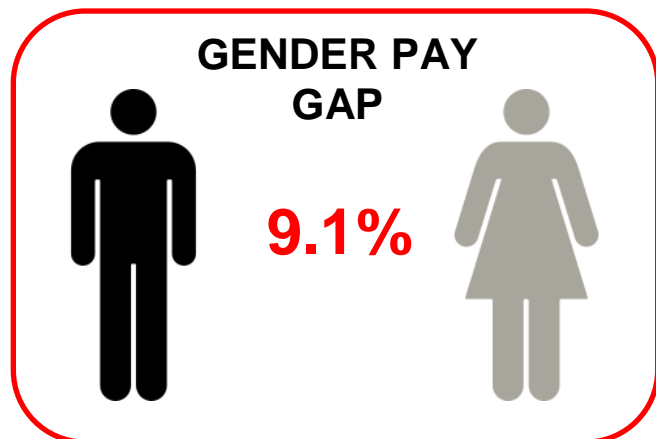
The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle, and upper quartile pay bands.

## **What do the numbers mean?**

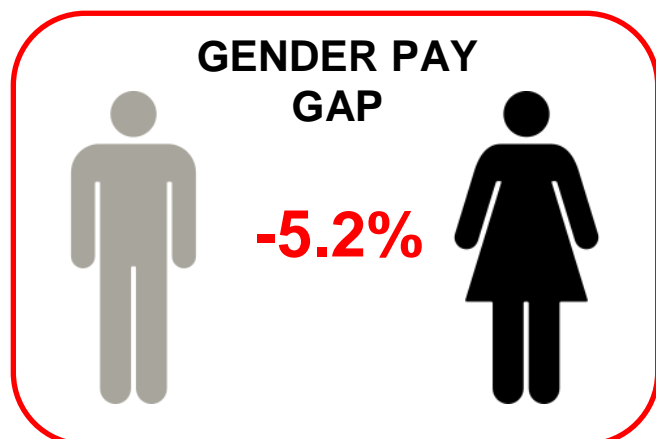
For each of these six calculations, the result is expressed as a percentage of male pay. If there is a positive figure, it means that men are earning more by that amount. If there is a negative figure, it means that men are earning less by that amount.

For example:

In this example, male employees earn 9.1% more than their female counterparts.



In this example, male employees earn 5.2% less than their female counterparts.



### Who is included in this report?

For Birmingham City Council, our data covers all full-pay relevant employees. Full-pay relevant employees are those that were employed on the snapshot date of 31<sup>st</sup> March 2018 and were paid in the period that the snapshot date falls, without any reductions in pay.

Schools employees are excluded from this dataset as their reporting is the responsibility of the relevant governing body. They will be reported separately only where their individual school, or group of schools in a Multi Academy Trust (MAT), has over 250 employees.

### How did we do our calculations?

All the data in this report is from the snapshot date of 31<sup>st</sup> March 2018.

We use hourly earnings to make these calculations. Hourly earnings are used because there is usually a difference between the working patterns of men and women, with far more women in the UK working part-time compared to men.

Nationally, only 2,292,000 (13%) men work part-time compared to 6,216,000 (41%) of women<sup>1</sup>. It would therefore be unfair to compare annual salaries.

### **Where is this data published?**

The regulations require that we publish our data on the national government website [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap) and on our website [www.birmingham.gov.uk](http://www.birmingham.gov.uk)

We are required to publish our data by 30<sup>th</sup> March in the year after the snapshot date. This report uses data from 31<sup>st</sup> March 2018, so data will be published online by 30<sup>th</sup> March 2019.

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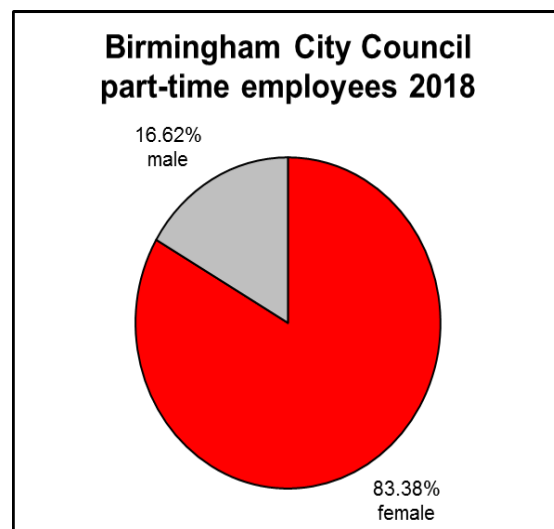
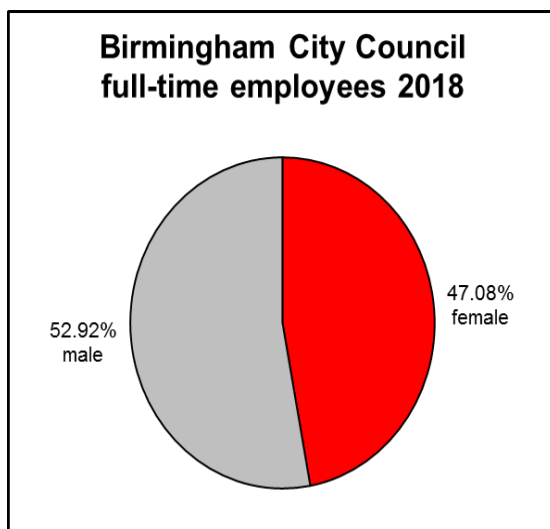
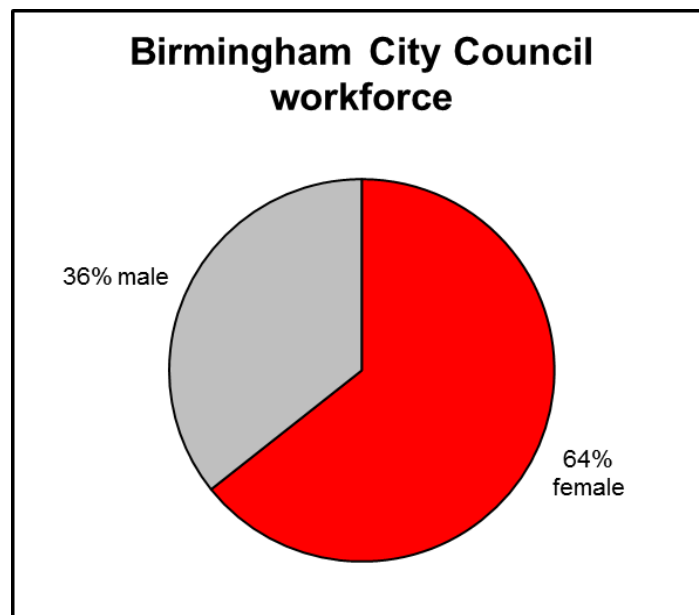
<sup>1</sup> ONS Aug-Oct 2018, EMP01 SA: Full-time, part-time and temporary workers (seasonally adjusted)

# Gender Pay Gap 2018

## Our workforce

Like most local authorities and public sector organisations, we have more female employees than male employees.

Overall in Birmingham City Council our workforce is 64% and 36% male.

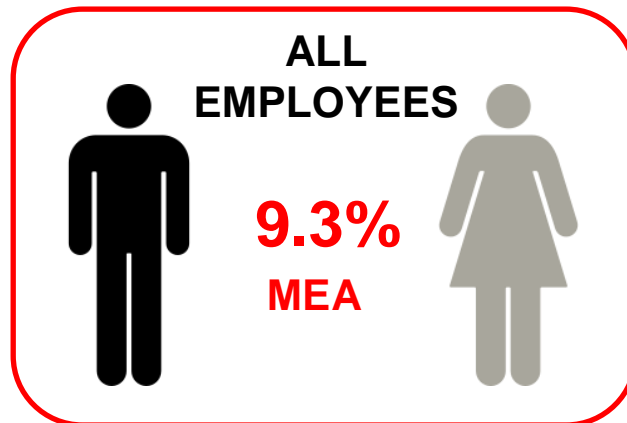


There is a big difference between the gender make-up of employees in the full-time and part-time workforce. Women make up 83.38% of part-time employees and only 47.08% of full-time employees.

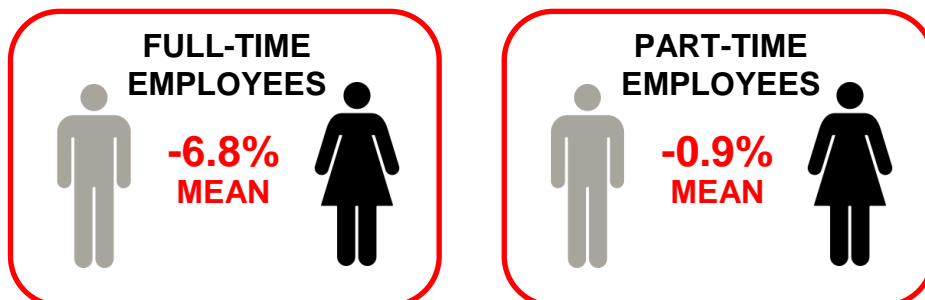


## Mean gender pay gap

Overall, the mean gender pay gap at Birmingham City Council on 31<sup>st</sup> March 2018 was 9.3%. This means that for all employees (both full-time and part-time), men earned on average 9.3% more than women hourly.



The mean pay gap changes when we look at full-time employees and part-time employees separately.

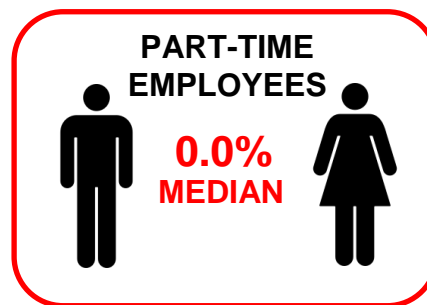
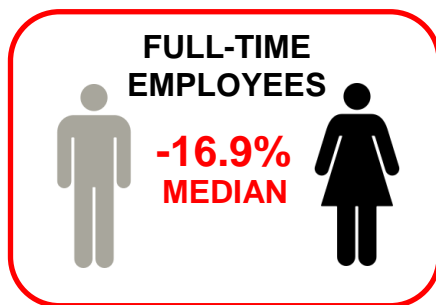
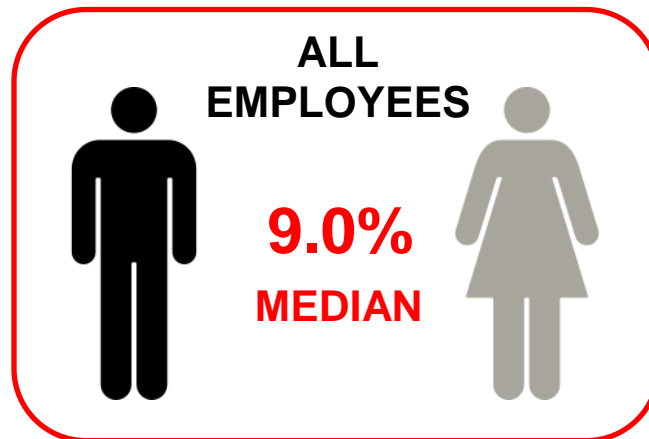


When we break down the data in this way, full-time men actually earn 6.8% less on an hourly basis than women working full-time. Men working part-time earn 0.9% less than women working part-time.

## Median gender pay gap

Our median gender pay gap for all employees is 9.0%, which is much lower than the national median pay gap of 17.9%<sup>2</sup>.

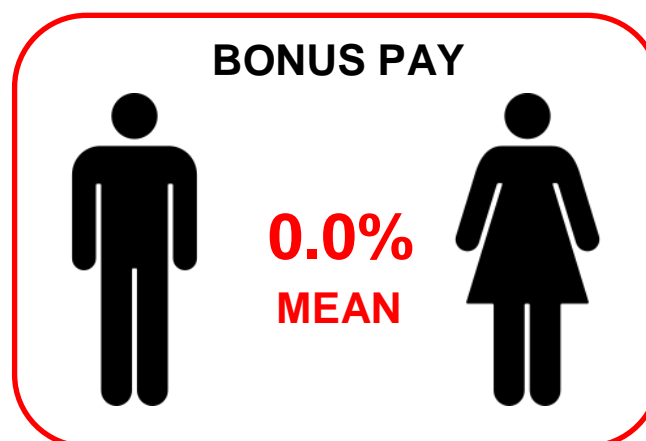
<sup>2</sup> ONS, Gender pay gap in the UK 2018



Again the gender pay gap is very different when broken down to full-time and part-time employees. Men working full-time earn 16.9% less than women working full-time. There is no gender gap between part-time employees.

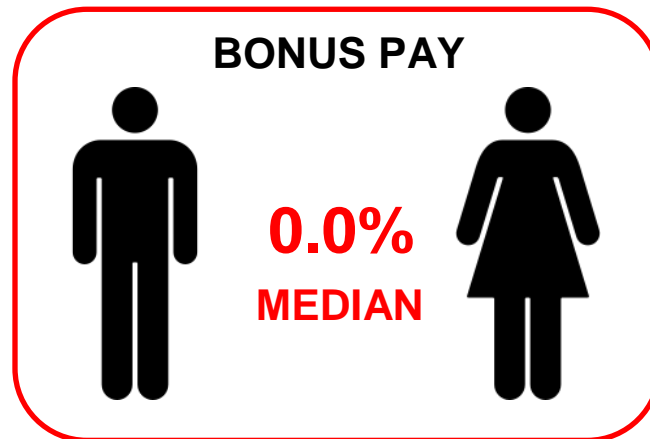
### Mean bonus gender pay gap

We do not pay bonuses, so our mean bonus gender pay gap is 0%.



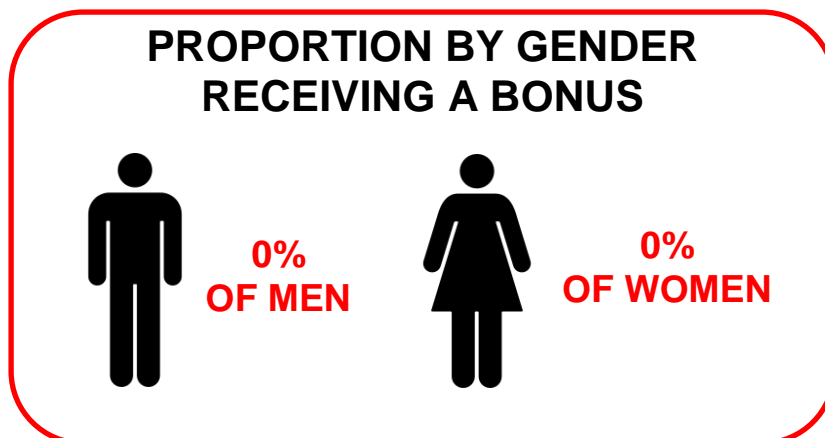
### Median bonus gender pay gap

We do not pay bonuses, so our median bonus gender pay gap is 0%.



### The proportion by gender receiving a bonus

We do not pay bonuses, so there is no gender difference in who receives bonuses.

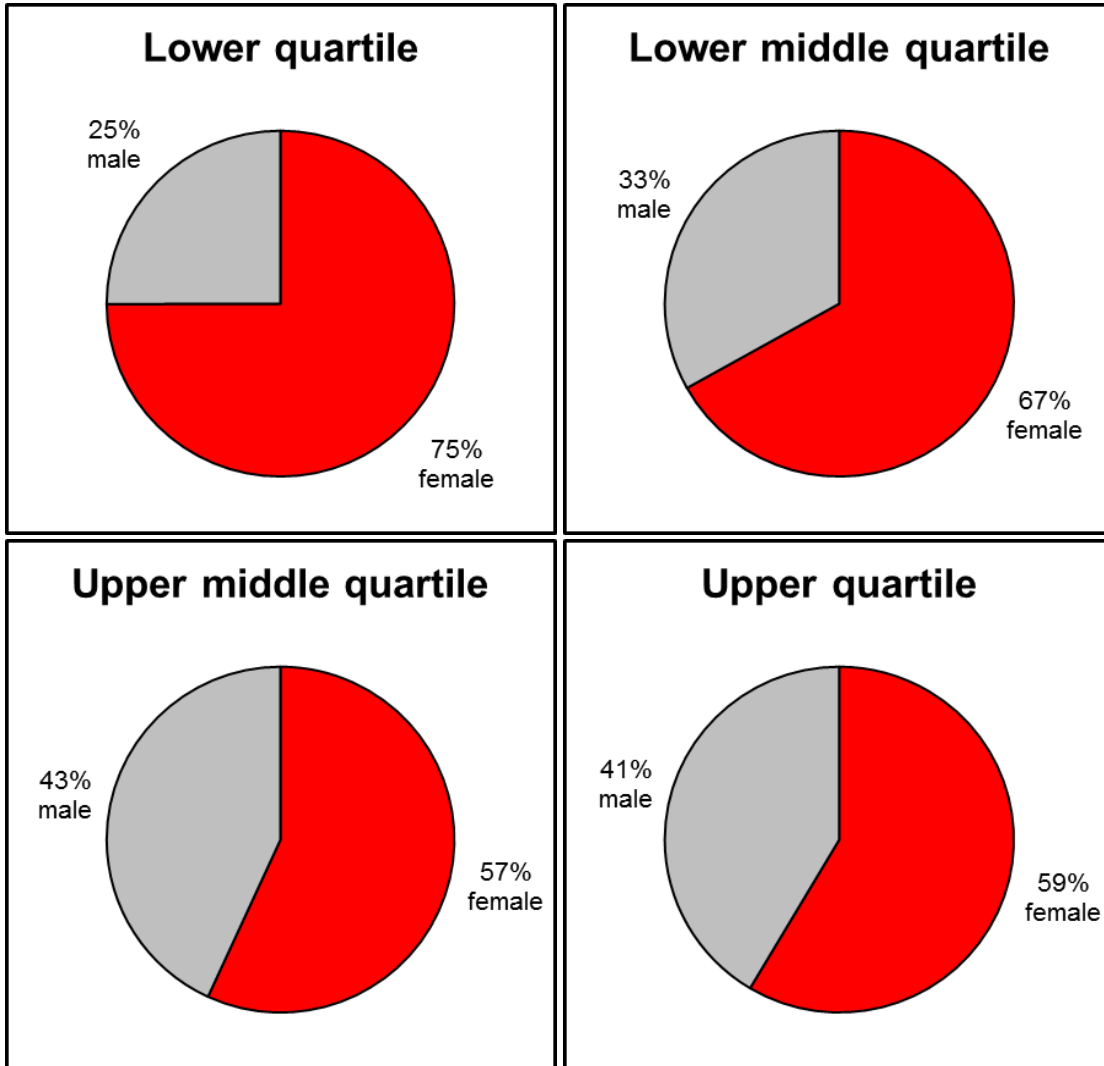


### The quartile pay bands

These figures show how many men and how many women are in each of the pay quartiles – lower, lower middle, upper middle, and upper.

If women and men were eventually distributed across all levels of the organisation, then these figures would match the gender breakdown of the overall workforce – 64% female and 36% male.

These figures show that men and women are not evenly distributed across the Council. Although there are more women than men in each quartile, there are significantly more women working in the lower quartile – 75%, compared to 64% in the whole workforce. In the upper quartile, there are only 59% women and 41% men.

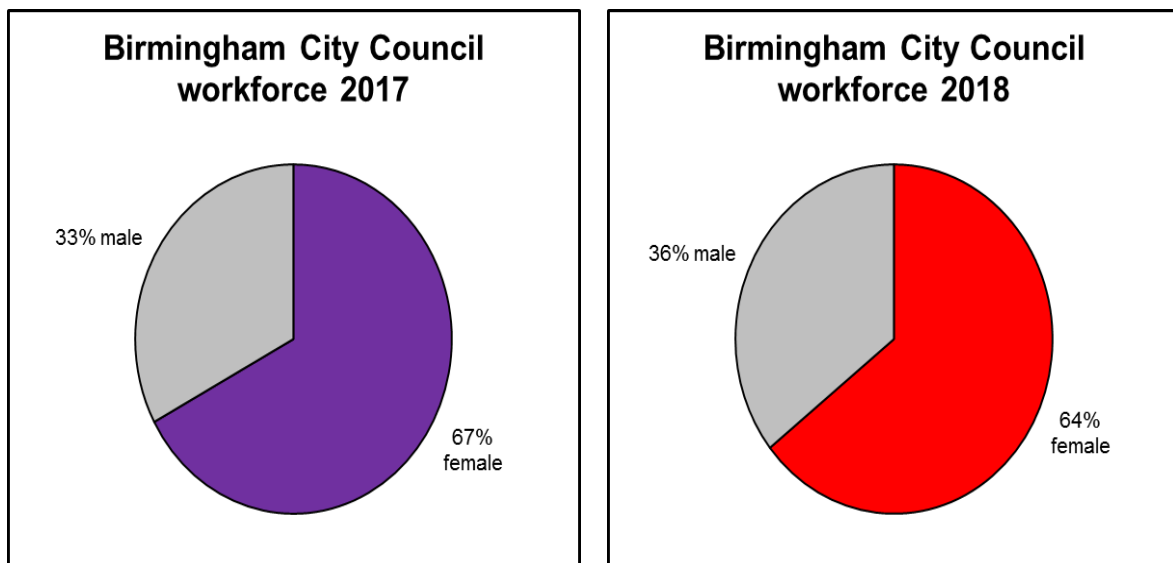


## How does this compare to 2017?

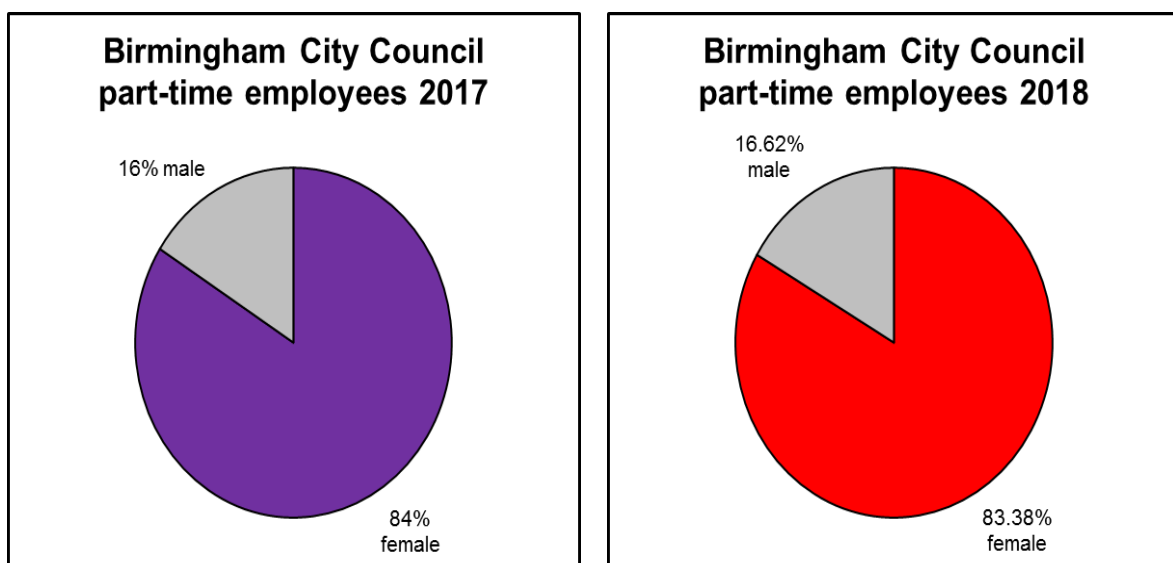
One of the ways that we can measure our progress is by comparing our current pay gap to our pay gap in 2017.

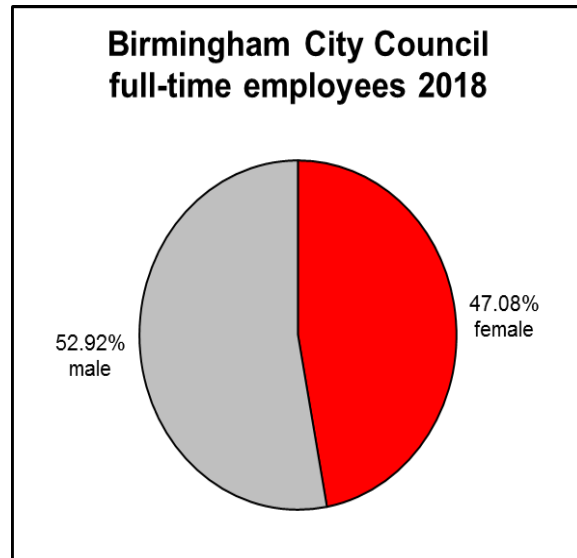
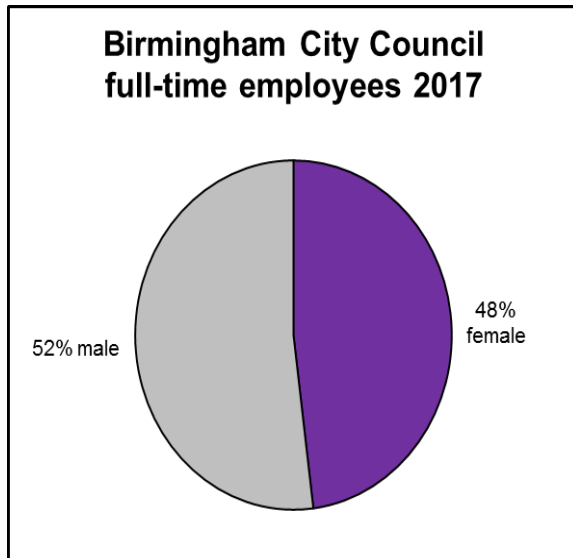
### Changes in our workforce

Overall the proportion of women in our workforce decreased from 67% in 2017 to 64% in 2018.



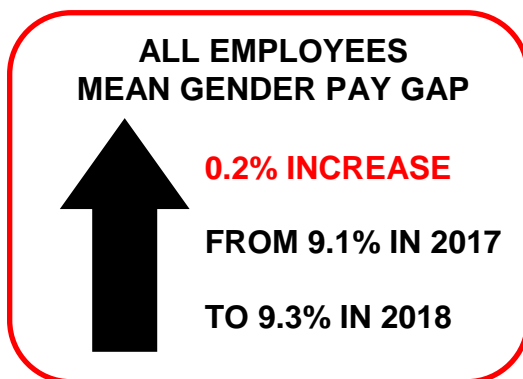
There were no significant changes in the gender breakdown of full-time employees and part-time employees.





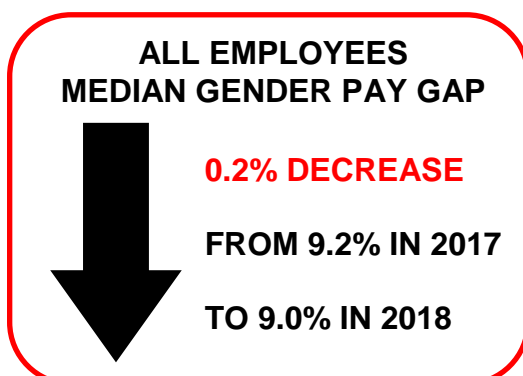
### Mean gender pay gap

Our mean gender pay gap for all employees has increased by 0.2%.



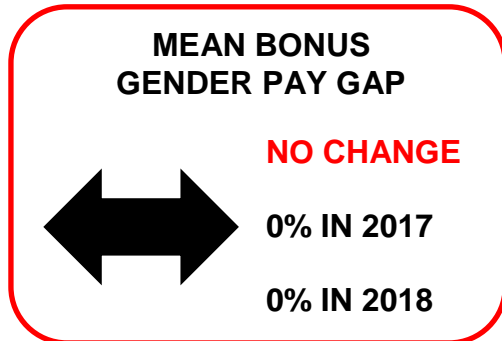
### Median gender pay gap

Our median gender pay gap for all employees has decreased by 0.2%.



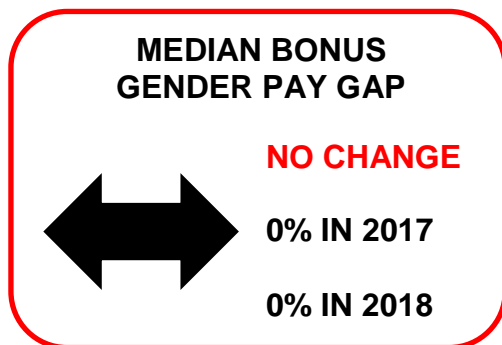
### Mean bonus gender pay gap

We do not pay bonuses, so our mean bonus gender pay gap has not changed.



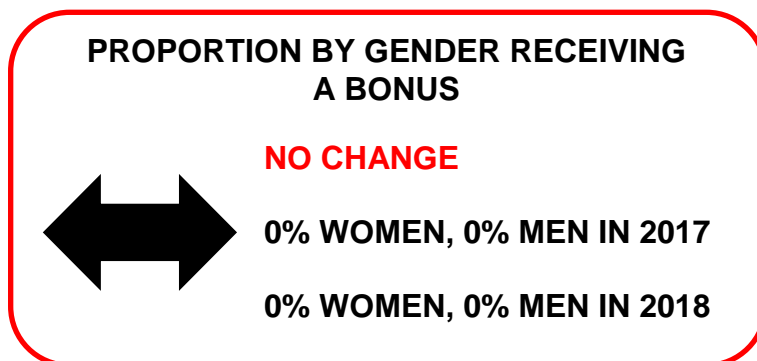
### Median bonus gender pay gap

We do not pay bonuses, so our median bonus gender pay gap has not changed.



### The proportion by gender receiving a bonus

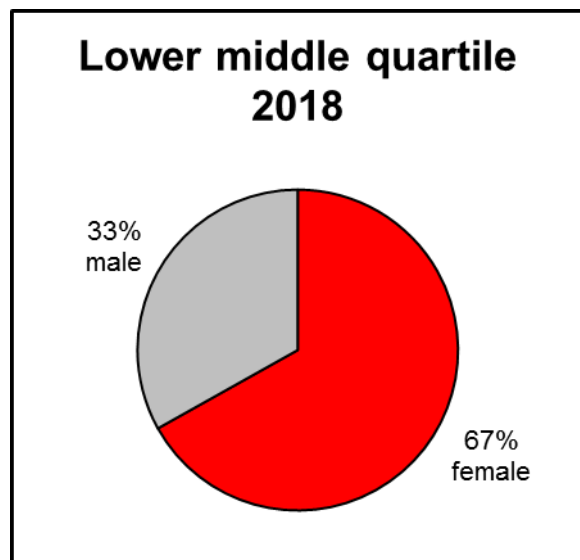
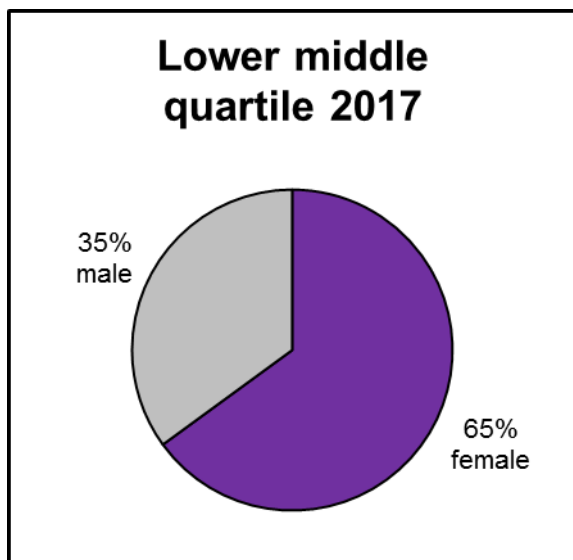
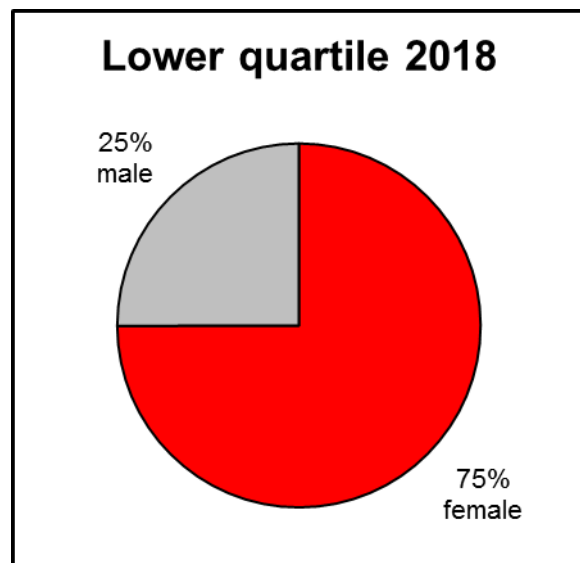
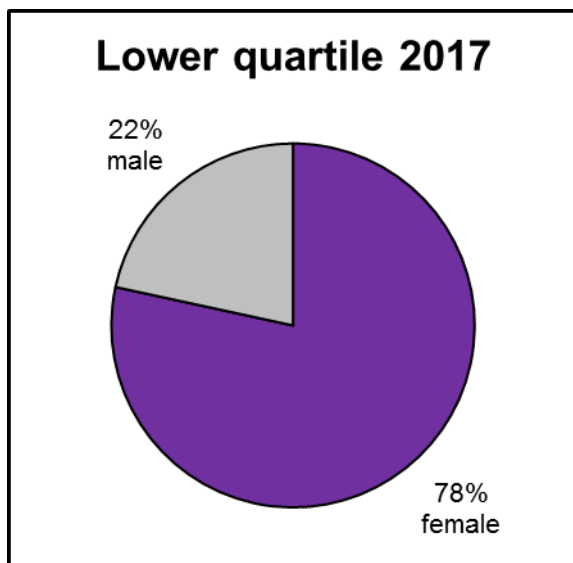
We do not pay bonuses, so there is no change in the proportion by gender receiving a bonus.



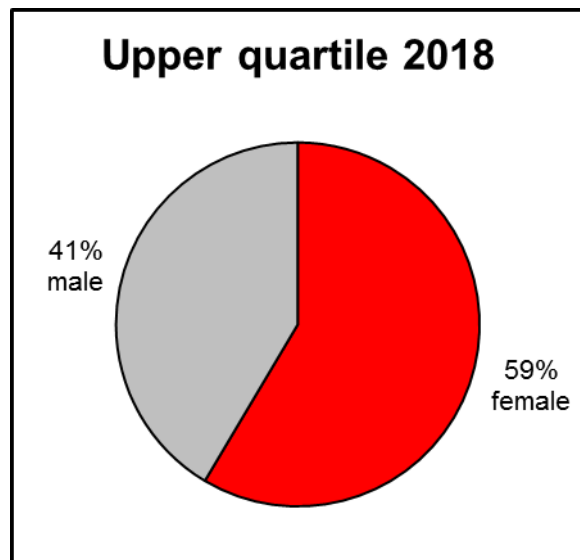
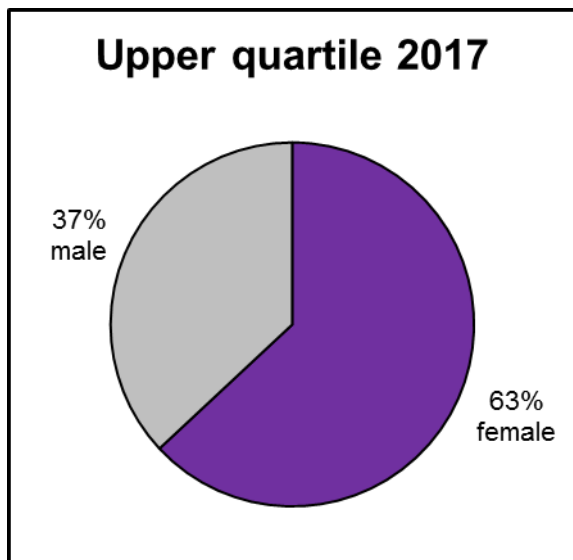
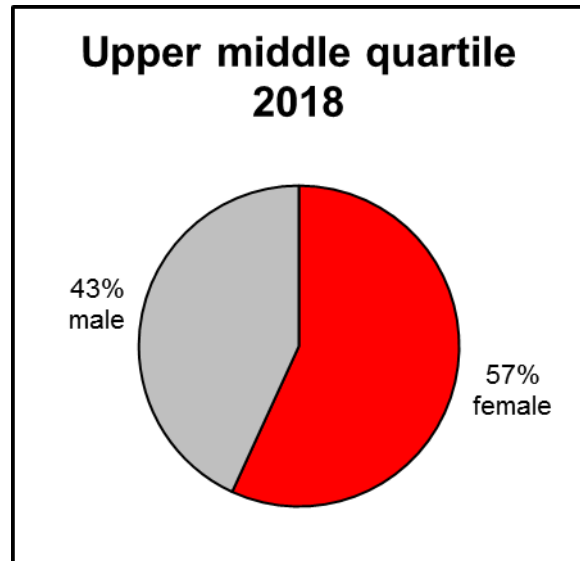
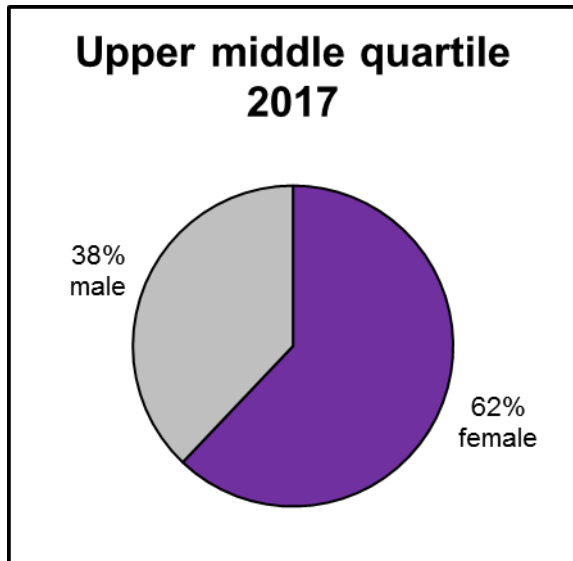
## The quartile pay bands

These graphs show the differences between how many men and how many women are in each pay quartile between 2017 and 2018

It is important to remember that between 2017 and 2018 the overall gender breakdown of the workforce also changed. The proportion of women in the workforce decreased from 67% in 2017 to 64% in 2018.







From 2017 to 2018, the proportion of men increased in all quartiles except the lower middle quartile. This would be expected considering the changes to the gender breakdown of the workforce as a whole. The most significant decrease in the proportion of female employees occurred in the upper middle quartile, with a decrease from 62% female in 2017 to 57% female in 2018.

## What are we doing to close the gap?

Birmingham City Council (BCC) is committed to a policy of equality of opportunity in its employment, procedures and practices, and all the services for which it is responsible, ensuring they are and remain non-discriminatory and are compliant with legislation in relation to age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

To ensure that the jobs employees undertake are of equal value, in setting the pay levels BCC undertakes job evaluation to determine the size of a job by following the nationally recognised job evaluation scheme for National Joint Council employees and the Local Government Employers job evaluation scheme for Joint National Council employees. Evaluations are undertaken regularly for new jobs and also as part of restructures where a job significantly changes.

Our recruitment and selection processes look to support our commitment to offer internal promotion opportunities and help develop long term careers for employees through creating a mobile, flexible and agile workforce. Monitoring takes place throughout the process and looks at the protected characteristics to ensure they are treated fairly and where necessary, positive action will be undertaken to attract candidates from particularly under-represented groups. The recruitment and selection process is currently under review and BCC will be ensuring that the reduction of the gender pay gap is taken into account for any changes to the policy. Exit monitoring is also carried out that can also be used to identify issues that may affect the gender pay gap.

Pay gap monitoring forms part of the annual pay progression cycle to ensure that any decisions on pay awards as a result of that process do not adversely affect a protected characteristic group.

Flexible working is offered throughout the council for all levels of jobs unless business need means that it is not possible i.e. the use of flexi-time for some frontline employees will be limited in order to maintain the service due to the nature of the job.

There is additional support offered to women returners to work following maternity/adoption leave in order to enable them to return to work and fit around their work life balance. Additionally there is shared parental leave that encourages male employees to also consider more time off for work life balance. We will continue to develop new ways of working that offers flexibility that enables employees to continue to develop within the organisation whilst still enabling them to get the best out of their home life.

The council is going to explore the opportunities for developing leaders of the future that will be open to all employees and will also include positive action to help build capacity in addressing underrepresentation at leadership level.