

Birmingham City Council

Gender Pay Gap Report 2022

People Services
March 2023



BE BOLD BE BIRMINGHAM



Contents

Foreword

What is a gender pay gap?

Understanding the data in this report

Gender Pay Gap 2022

How does this compare to 2021?

What are we doing to close the gap?

Foreword

Birmingham City Council directly employs over 10,000 people. Like all public sector organisations, with over 250 employees, we are 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).

Publishing this information meets requirement under legislation, and also, reaffirms the commitment of the organisation to be 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 it is important that the City Council workforce is representative of the citizens that it serves. Creating an environment where everyone is able to achieve their full potential benefits employees and ensures that we the City Council is supportive of making the best use of all the skills and talent available and supporting the people of Birmingham. This report is only one way in which the City Council is promoting equality of opportunity for everyone and is a key source of data to inform ways in which the City Council becomes 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 an equal pay gap (or a failure to observe equal pay), although the two are often confused, the differences are as follows:

Equal Pay gap – the difference in pay between a male and female undertaking same (or similar) work for a different rate of pay, is unjustifiable where they are doing equal work. This was made illegal in the Equal Pay Act (1970) and superseded by the Equality Act (2010). Examples of an Equal Pay gap 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

As a public sector employer with 250 employees or more, Birmingham City Council is required to publish the following information in line with the data specified within Equality Act 2010 (Specific Duties and Public Authorities).

Mean gender pay gap

The percentage pay difference between the mean average 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 median average 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

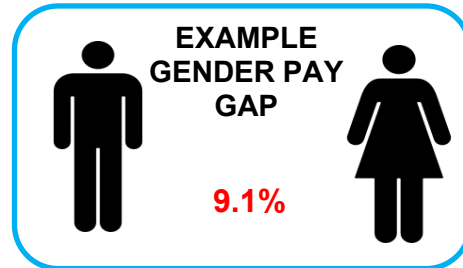
The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle, and upper quartile pay bands.

What do the numbers mean?

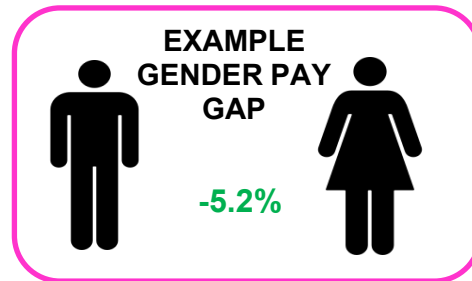
For each of these six calculations, the result is expressed as a percentage of male hourly pay. If there is a positive figure, it means that men are earning more by that amount. If there is a negative figure, it means that men are earning less by that amount.

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, the data covers all full-pay relevant employees. Full-pay relevant employees are those that were employed on the snapshot date of 31st March 2022 and were paid in the period that the snapshot date falls, without any reductions in pay i.e., covers all employees who have been paid their normal salary whether they are full or part-time.

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.

Where is this data published?

The regulations require that data is published on the national government website [click here to view the gender pay gap report on gov.uk](#) and on Birmingham City Council's website [click here to view the gender pay gap report on Birmingham City Councils website](#)

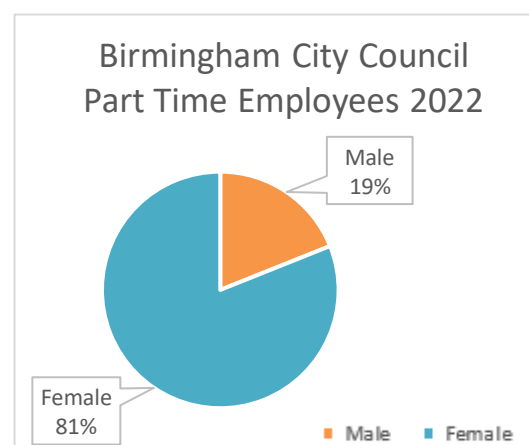
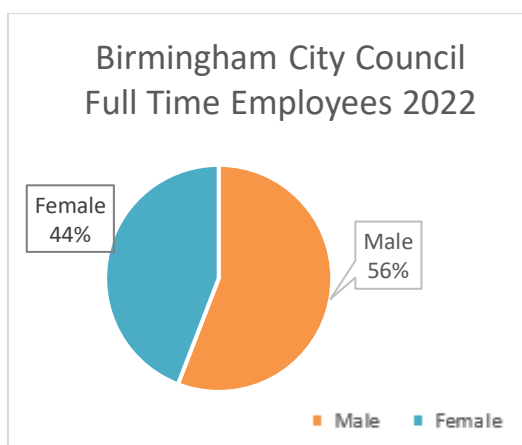
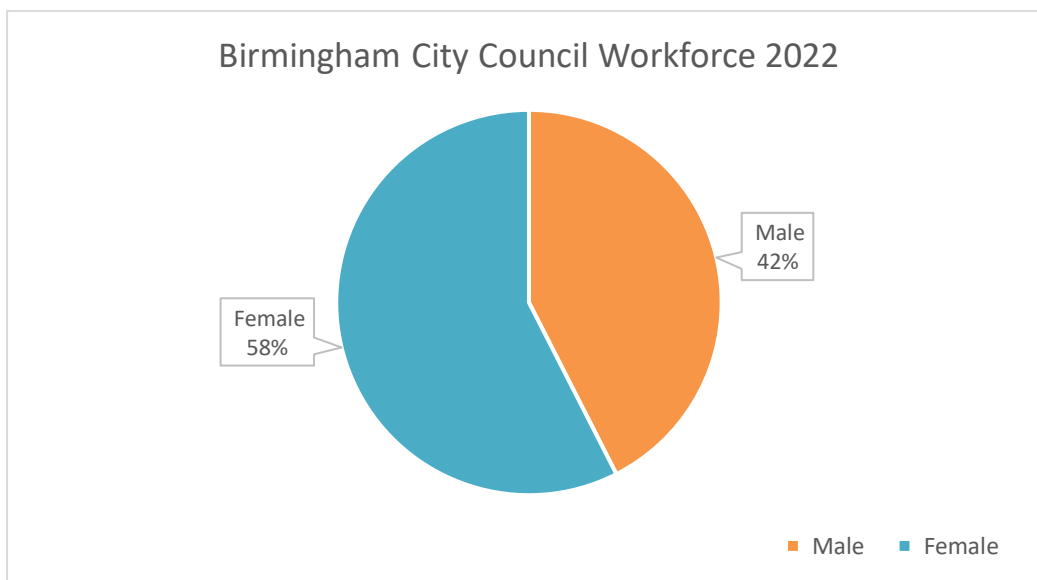
Data must be published by 30th March in the year after the snapshot date. This report uses data from 31st March 2022, so data will be published online by 30th March 2023.

Gender Pay Gap 2022

Birmingham City Council Workforce 2022

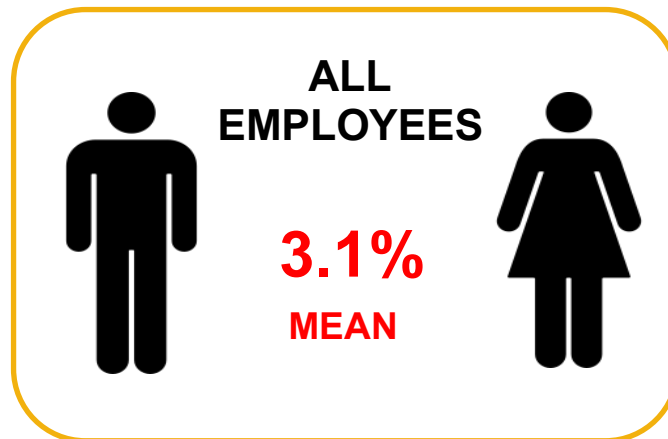
Birmingham City Council has more female employees than male employees. When split by gender our workforce is 58% female and 42% male.

There is a significant difference between the gender make-up of employees that work full-time and part-time roles. Women make up 81% of part-time employees and 44% of full-time employees.

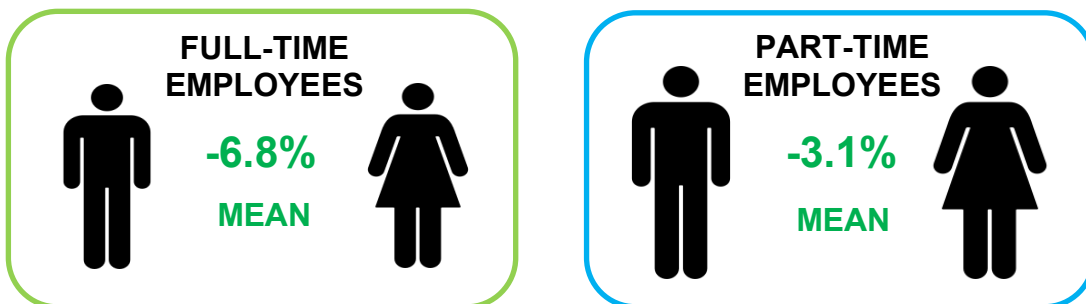


Mean gender pay gap

Overall, the mean gender pay gap at Birmingham City Council on 31st March 2022 was 3.1%. This means that for all employees (both full-time and part-time), men earned on average 3.1% more than women hourly.



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

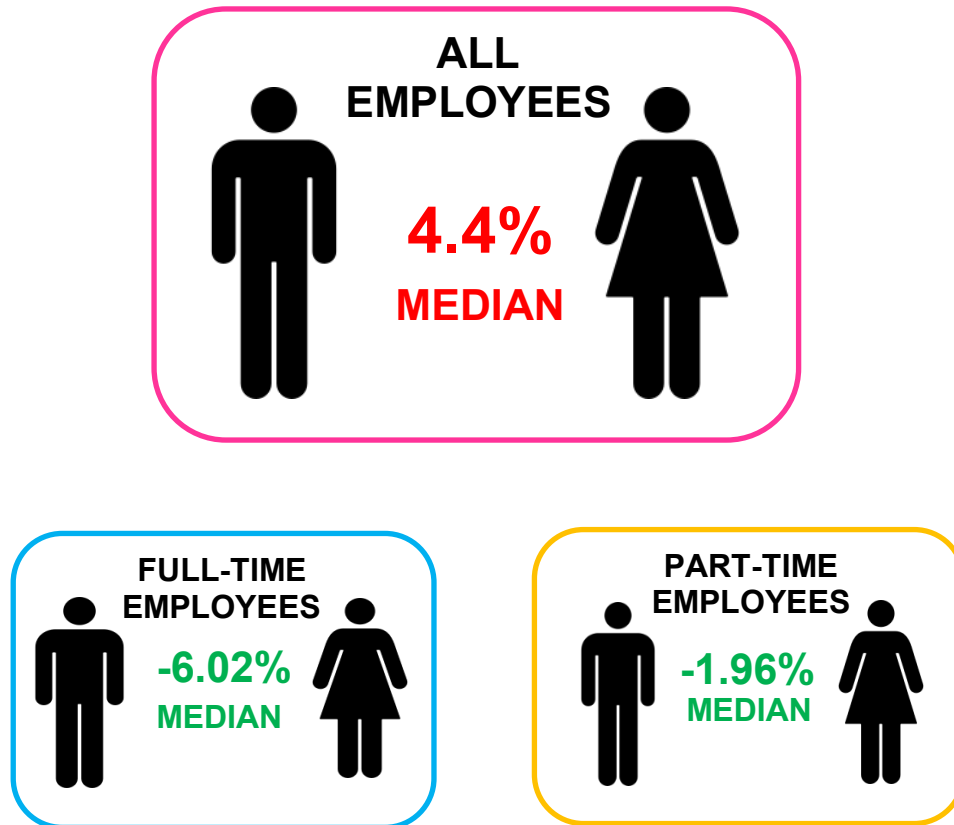


When the data is analysed in this way, full-time males earn 6.8% less on an hourly basis than females working full-time and males working part-time earn 3.1% less on an hourly basis than females working part-time.

Varying factors need to be taken into consideration when reviewing the full-time and part-time percentages versus the overall Council mean (3.1%). Factors that affect these means are the split between male and females with the organisation e.g. like for like females are paid more per hour than males, but a much higher percentage of females work part-time, therefore effecting the split as detailed above.

Median gender pay gap

The median gender pay gap for all employees within Birmingham City Council is 4.4%, which is much lower than the national median pay gap of 14.9% (ONS, Gender Pay Gap - 2022).



Again, the gender pay gap is very different when broken down to full-time and part-time employees. Males working full-time earn 6.02% less than females working full-time, and males receive 1.96% less than females working part-time.

As detailed above when reviewing the mean splits of part-time and full-time, the same factors are affecting the median splits.

Mean & Median bonus gender pay gap

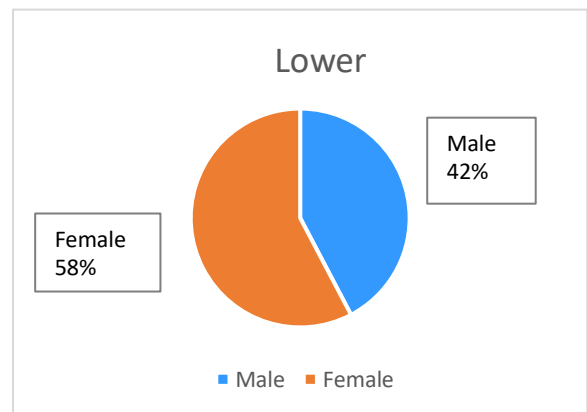
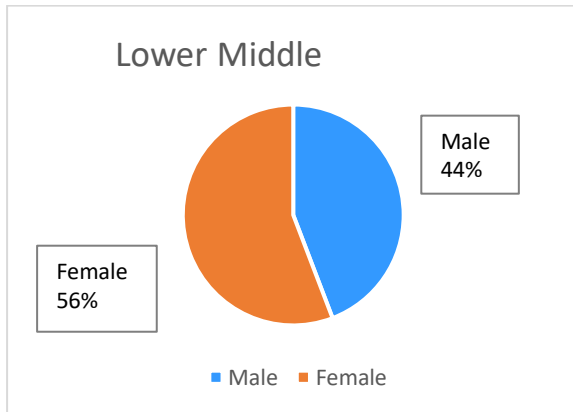
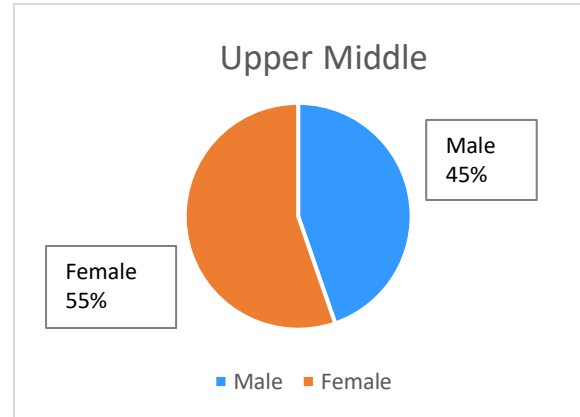
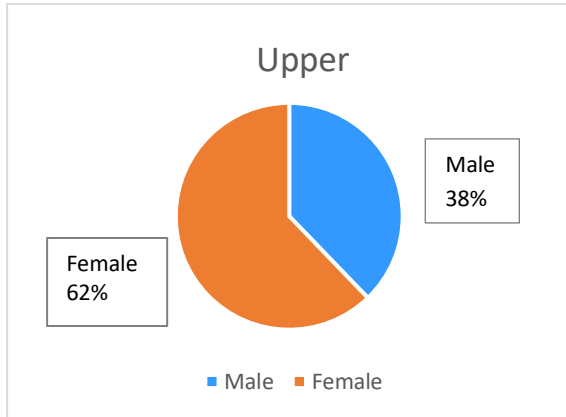
Birmingham City Council does not pay bonuses, so the mean & median bonus gender pay gap is 0%.

The proportion by gender receiving a bonus

Birmingham City Council does 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, both full and part-time, are in each of the pay quartiles – lower, lower middle, upper middle, and upper.



If women and men were evenly distributed across all levels of the organisation, then these figures would match the gender breakdown of the overall workforce – 58% female and 42% male.

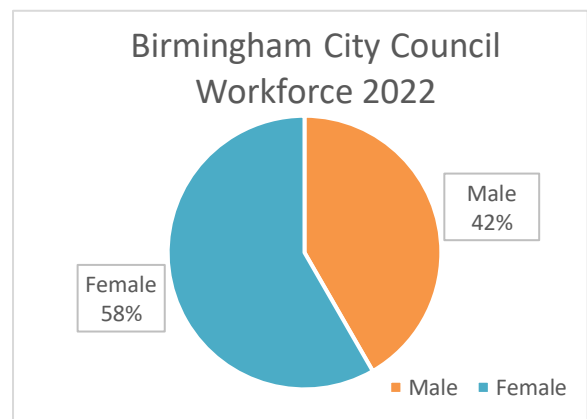
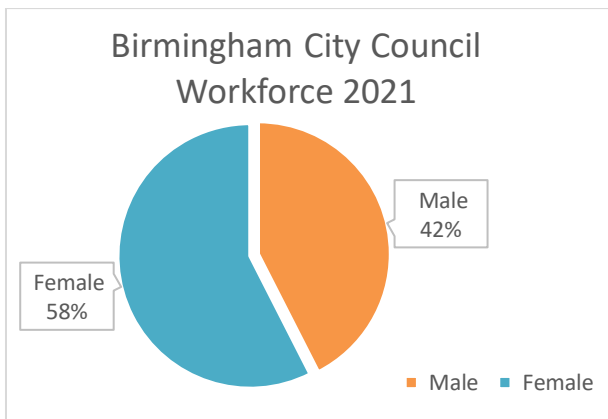
These figures show that male and female workers are not evenly distributed across the Council. The workforce is predominantly composed of females; 42% males and 58% females, with this female dominance being a feature of each quartile.

How does this compare to 2021?

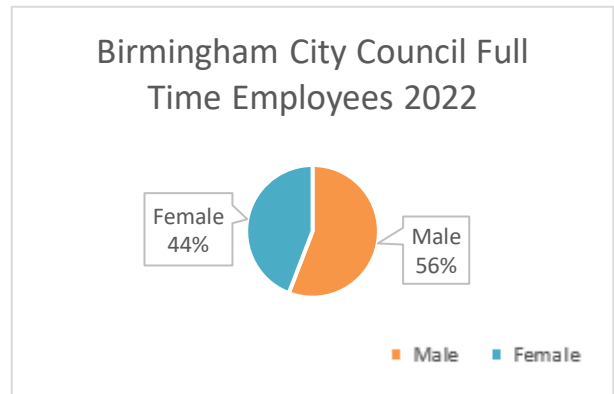
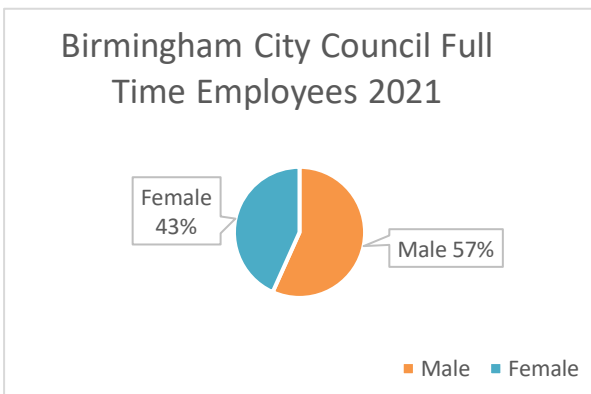
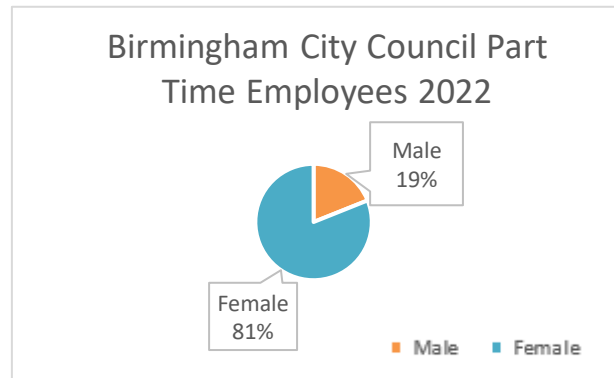
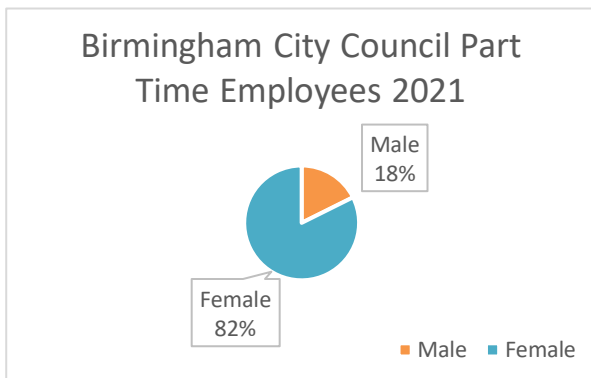
One of the ways that we can measure our progress is by comparing our current pay gap to our pay gap in 2021.

Changes in our workforce

Overall, there was no change with the proportion of women employed between 2021 to 2022, 58% female and 42% male.

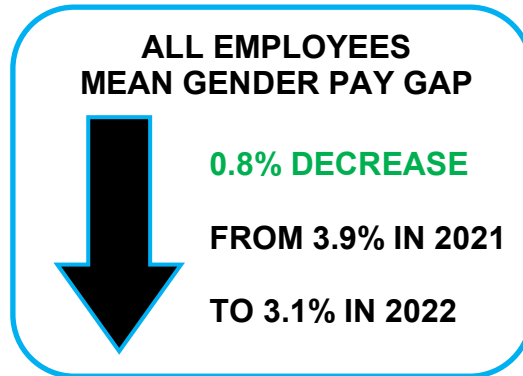


There is a decrease of 1% in the gender breakdown of part-time employees. In 2022 there has been a 1% increase of women and 1% decrease of men of full-time employees.



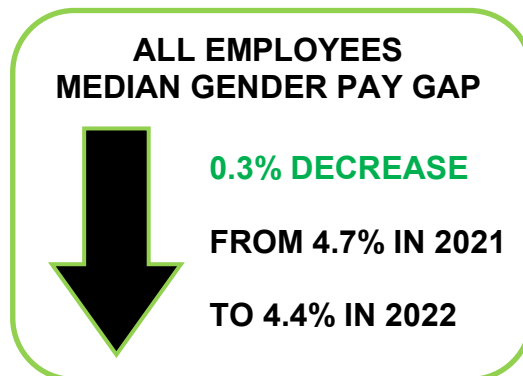
Mean gender pay gap

The mean gender pay gap for all employees has decreased by 0.8%.



Median gender pay gap

The median gender pay gap for all employees has decreased by 0.4%.



Mean bonus gender pay gap

Birmingham City Council does not pay bonuses, so the mean bonus gender pay gap has not changed.

Median bonus gender pay gap

Birmingham City Council does not pay bonuses, so the median bonus gender pay gap has not changed.

The proportion by gender receiving a bonus

Birmingham City Council does not pay bonuses, so there is no change in the proportion by gender receiving a bonus.

What are we doing to close the gap?

Birmingham City Council 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.

This report was produced in February 2023, by which time the Council is delivering against a refreshed equalities strategy action plan called Everyone's Battle, Everyone's Business. There are a number of actions from this strategy that will either support or directly help to reduce the gender pay gap. These include:

- Consciously Inclusive Recruitment training for all senior leaders. This training covers subtle bias creep in job descriptions, adverts and interview process. Councillors involved in senior recruitment have also received this training which is now being extended to middle managers and leaders.
- Senior leadership recruitment has been refreshed and now includes quarterly reporting cycles which monitor longlist, shortlist and appointment offers by gender and the gender make-up of recruitment panels.
- Workforce Diversity dashboard published on intranet providing gender breakdown by grade and Council directorate and service.
- Menopause Policy launched
- Listening forums

Other projects in pipeline include:

- Refresh where we advertise our jobs and the job application process to reach a more diverse candidate pool, whilst simplifying the recruitment process.
- Produce a joint gender and ethnicity pay gap report to enable intersectional reporting by gender and ethnicity
- Develop joint gender and ethnicity pay gap reporting at directorate levels as well as Council. This will help us better understand where our largest pay gaps are and develop appropriate actions plans for those areas
- JE Project which will educate the business on best practice approach to Job Descriptions.
Publish positive action statement



BE BOLD BE BIRMINGHAM