Birmingham City Council

Gender Pay Gap Report 2019

Making a positive difference everyday to people's lives

Birmingham City Council

Reward & Recognition, Organisational Development
March 2020
HR

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Foreword

Welcome to Birmingham City Council's Gender Pay Gap Report 2019.

As a public sector employer with over 250 employees, Birmingham City Council is required to publish data on its 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.

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 This was made illegal in the Equal Pay Act (1970) and superseded by the Equality Act (2010).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) 2017.

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 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

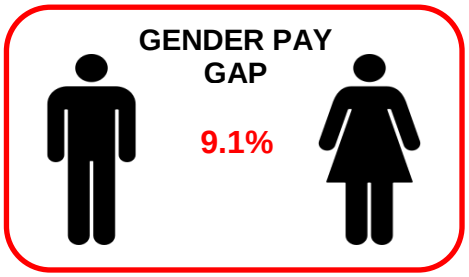
The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle, and upper quartile pay bands.

What do the numbers mean?

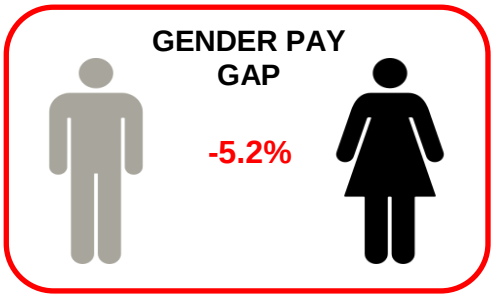
For each of these six calculations, the result is expressed as a percentage of male pay. If there is a positive figure, it means that men are earning more by that amount. If there is a negative figure, it means that men are earning less by that amount.

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, the data covers all full-pay relevant employees. Full-pay relevant employees are those that were employed on the snapshot date of 31st March 2019 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.

What are calculations based upon?

All the data in this report is from the snapshot date of 31st March 2019.

Hourly earnings are utilised to make the calculations, 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 2,251,000 (13%) men

work part-time compared to 6,313,000 (41%) of women[1]. It would therefore be unfair to compare annual salaries.

Where is this data published?

The regulations require that data is published on the national government website www.gov.uk/genderpaygap and on Birmingham City Council's website www.birmingham.gov.uk

Data must be published by 30th March in the year after the snapshot date. This report uses data from 31st March 2019, so data will be published online by 30th March 2020.

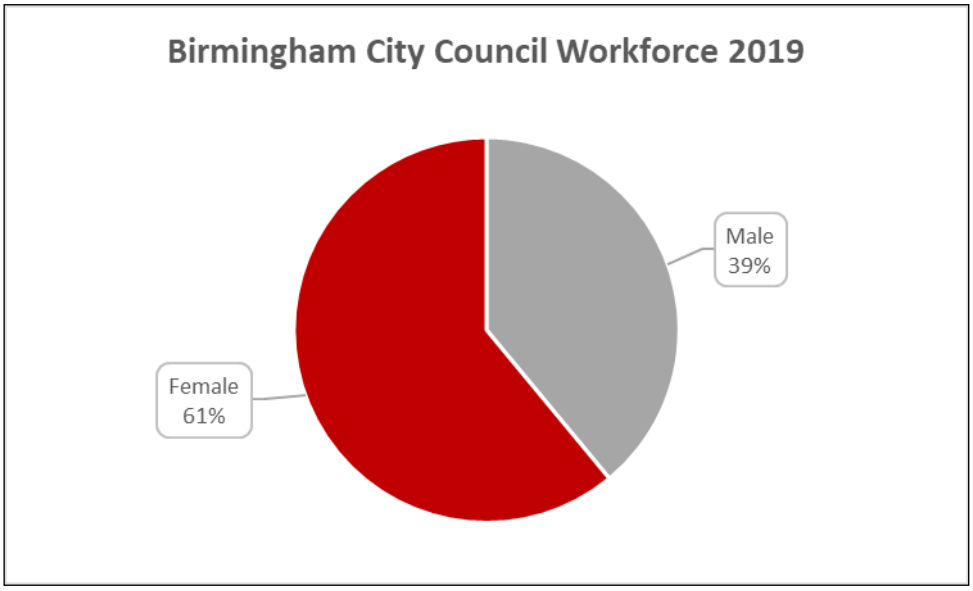
[1] ONS Aug-Oct 2019, EMP01 SA: Full-time, part-time and temporary workers (seasonally adjusted)

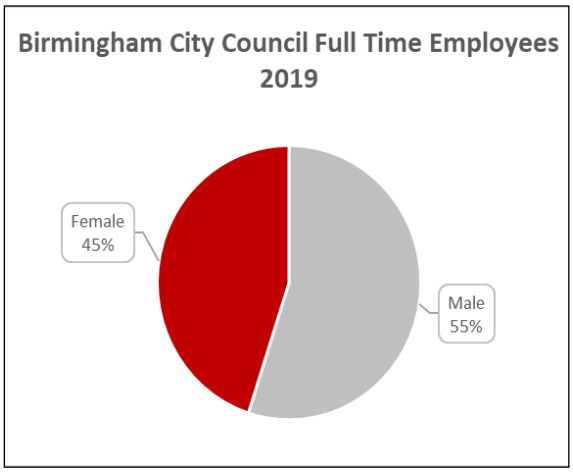
Gender Pay Gap 2019

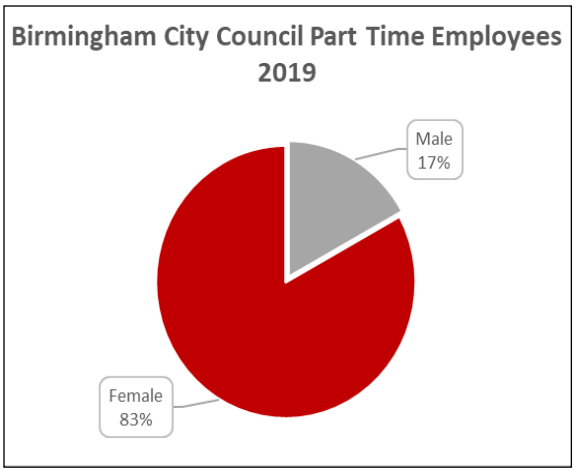
Birmingham City Council Workforce 2019

Like most local authorities and public sector organisations, Birmingham City Council has more female employees than male employees.

Overall in Birmingham City Council, the workforce is 61% female and 39% male.



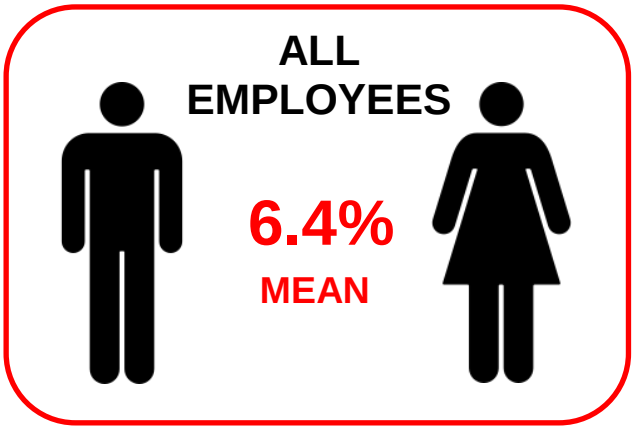




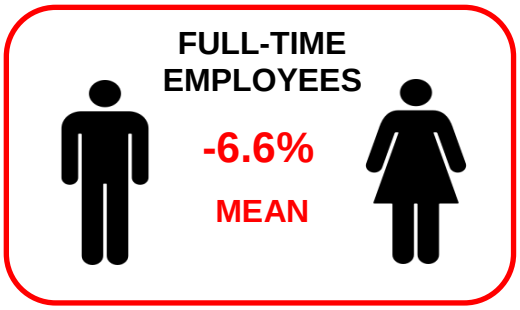
There is a big difference between the gender make-up of employees in the full-time and part-time workforce. Women make up 83% of part-time employees and only 45% of full-time employees.

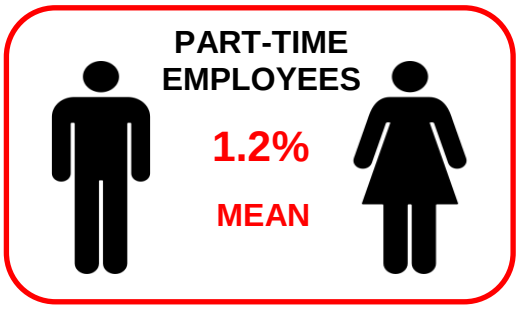
Mean gender pay gap

Overall, the mean gender pay gap at Birmingham City Council on 31st March 2019 was 6.4%. This means that for all employees (both full-time and part-time), men earned on average 6.4% more than women hourly.



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



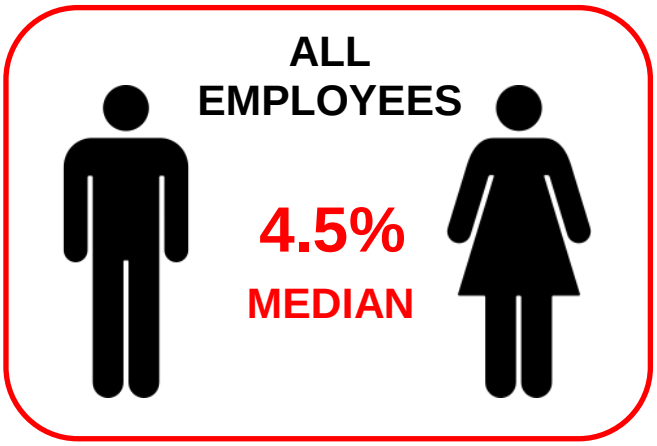


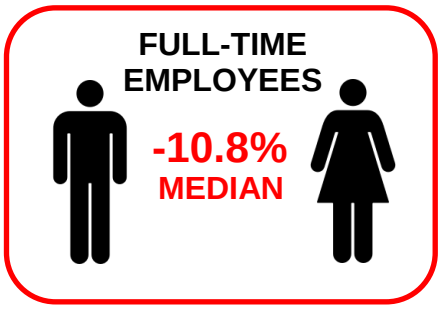
When the data is analysed in this way, full-time males actually earn 6.6% less on an hourly basis than females working full-time. Males working part-time earn 1.2% more than women working part-time.

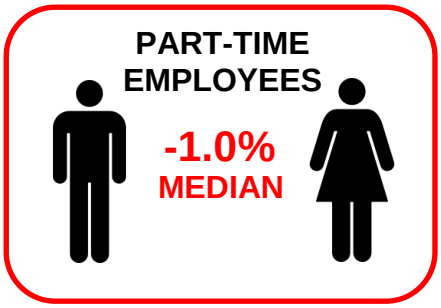
Median gender pay gap

The median gender pay gap for all employees within Birmingham City Council is 4.5%, which is much lower than the national median pay gap of 17.3%[2].

[2] ONS, Gender pay gap in the UK 2019



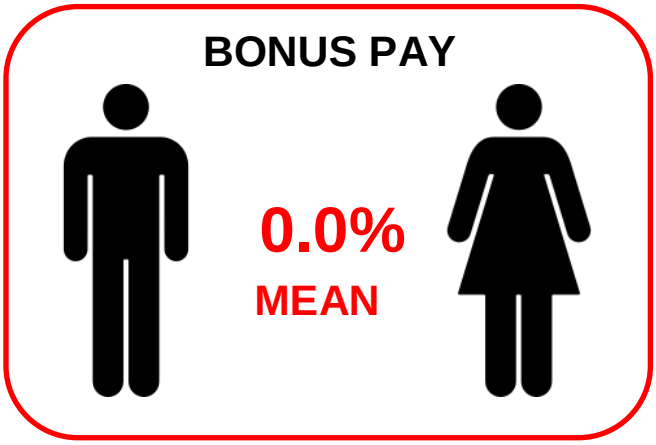




Again the gender pay gap is very different when broken down to full-time and part-time employees. Males working full-time earn 10.8% less than females working full-time, and males receive 1% less than females working part-time.

Mean bonus gender pay gap

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



Median bonus gender pay gap

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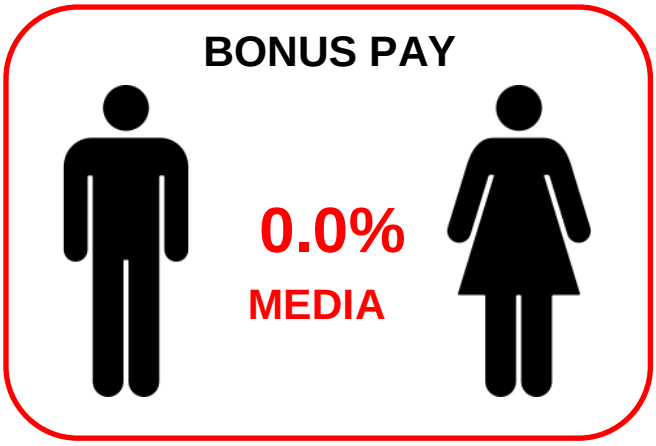
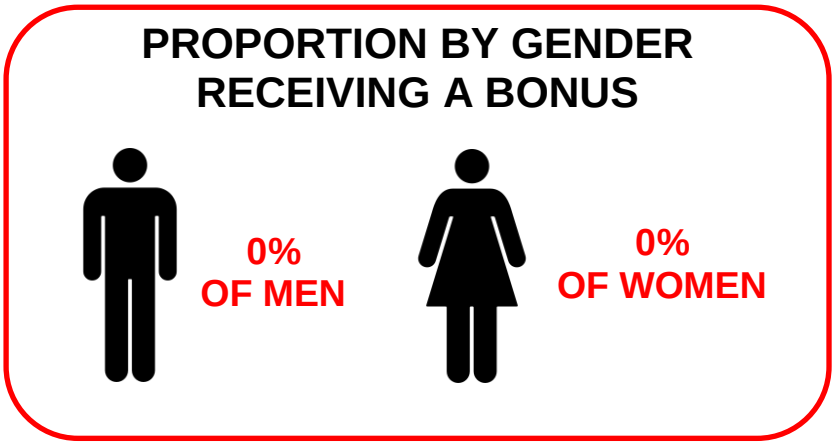


The proportion by gender receiving a bonus

Birmingham City Council does not pay bonuses, so there is no gender difference in who receives bonuses.

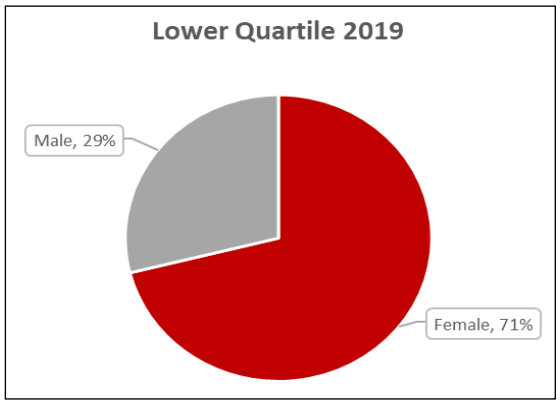


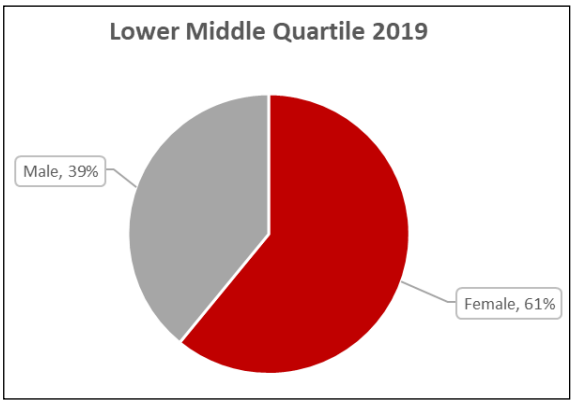
The quartile pay bands

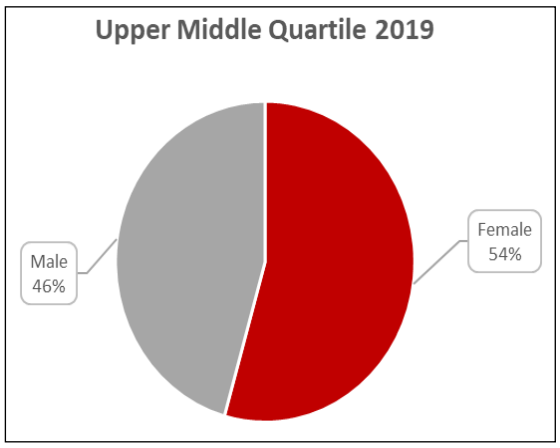
These figures show how many men and how many women are in each of the pay quartiles – lower, lower middle, upper middle, and upper.

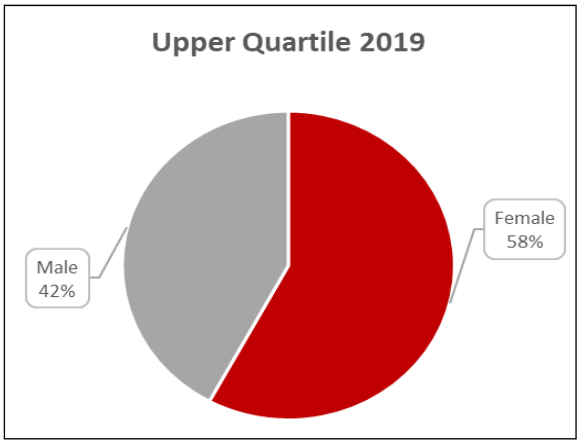
If women and men were evenly distributed across all levels of the organisation, then these figures would match the gender breakdown of the overall workforce – 61% female and 39% male.

These figures show that male and female workers are not evenly distributed across the Council. The workforce is predominantly composed of females; 39% males and 61% females, with this female dominance being a feature of each quartile. The lowest quartile shows the greatest difference with almost 10% difference, however, and is reflective of the number of part time roles and thus, pay. The Lower Middle quartile is reflective of the overall gender breakdown, the Upper Middle quartile has a difference of 6% and the Upper Middle quartile has a difference of 3%.







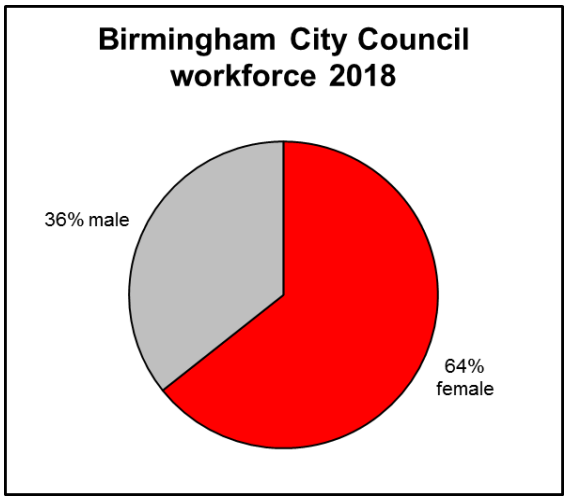


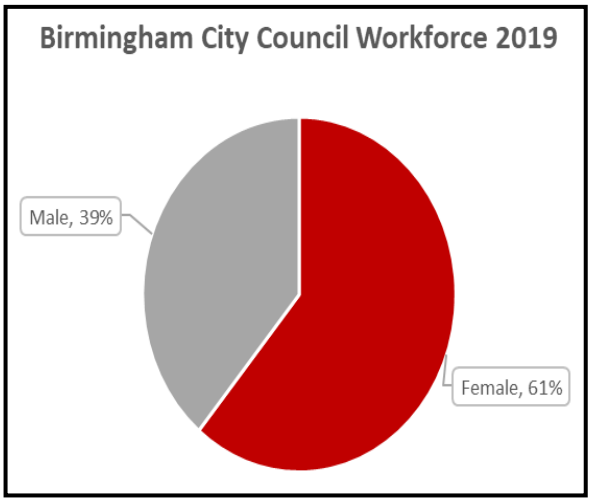
How does this compare to 2018?

One of the ways that we can measure our progress is by comparing our current pay gap to our pay gap in 2018.

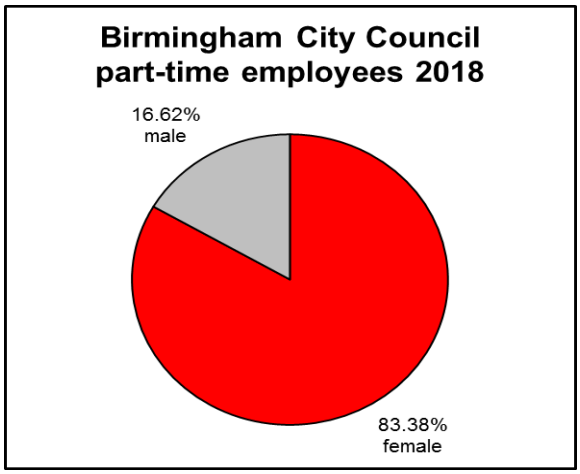
Changes in our workforce

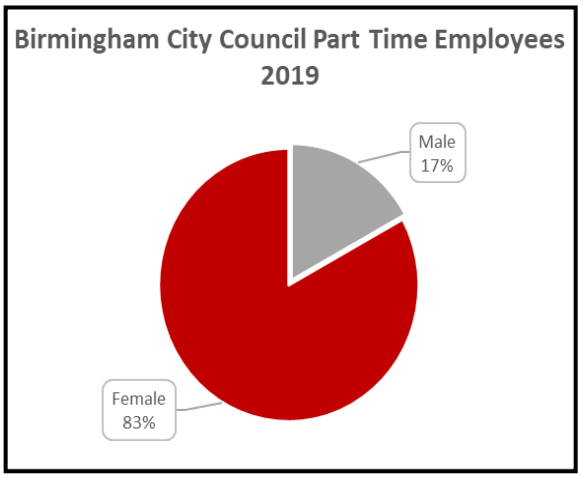
Overall the proportion of women in our workforce decreased from 64% in 2018 to 61% in 2019.

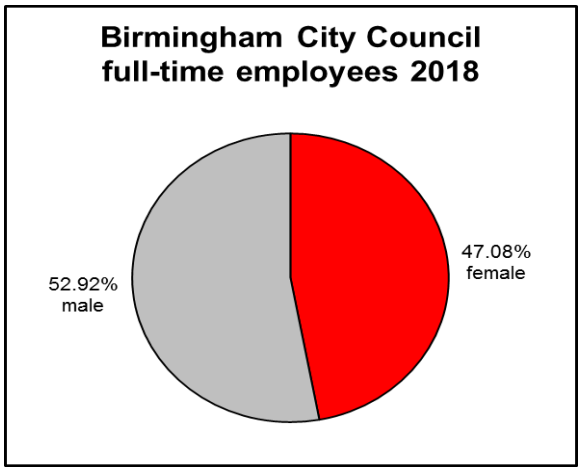


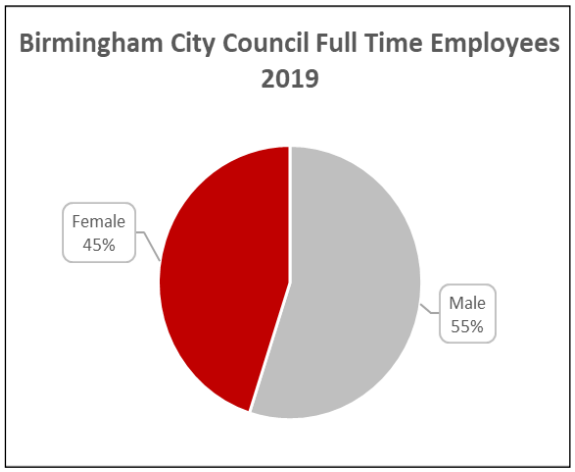


There were no significant changes in the gender breakdown of part-time employees however, there has been a slight reduction in female full-time employees with a reduction of 2%, and a slight increase of male full time employees as a result.



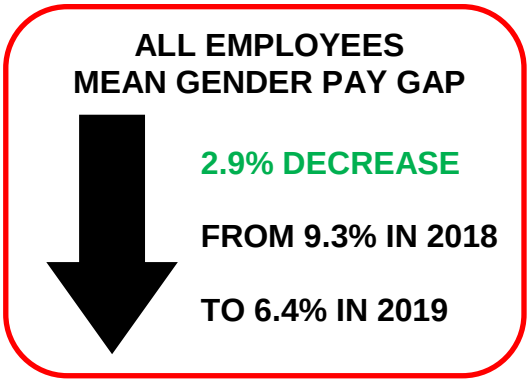






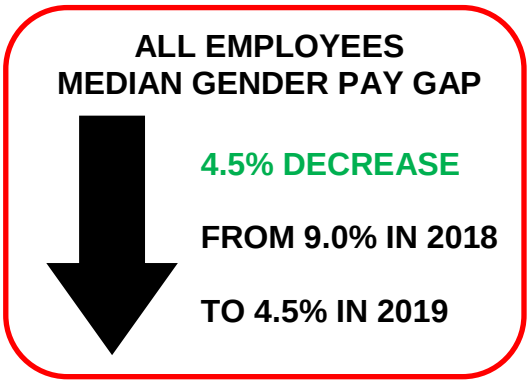
Mean gender pay gap

The mean gender pay gap for all employees has decreased by 2.9%.



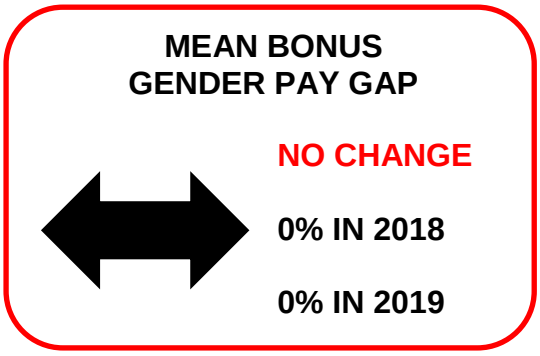
Median gender pay gap

The median gender pay gap for all employees has decreased by 4.5%.



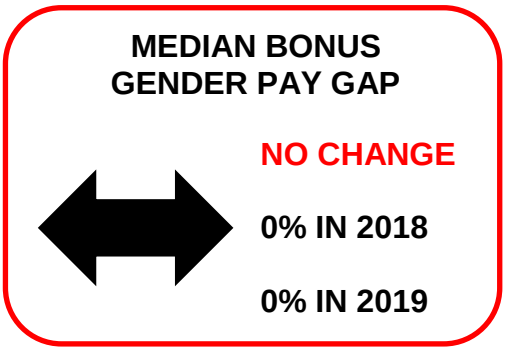
Mean bonus gender pay gap

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



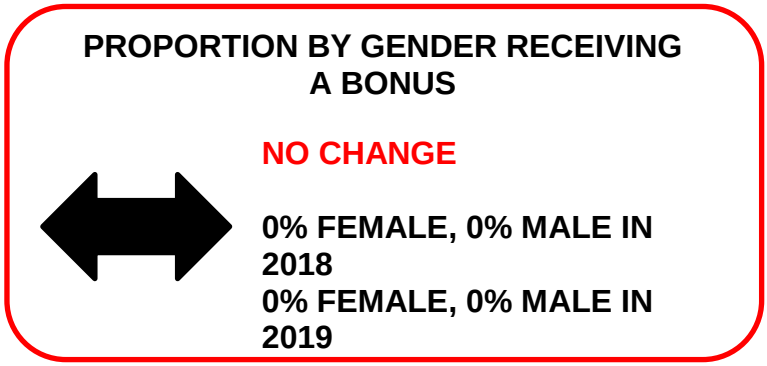
Median bonus gender pay gap

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



The proportion by gender receiving a bonus

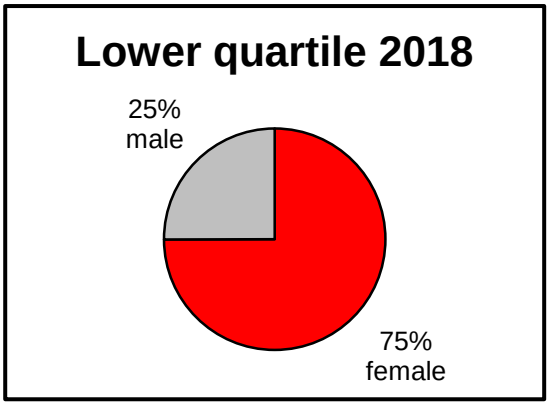
Birmingham City Council does not pay bonuses, so there is no change in the proportion by gender receiving a bonus.

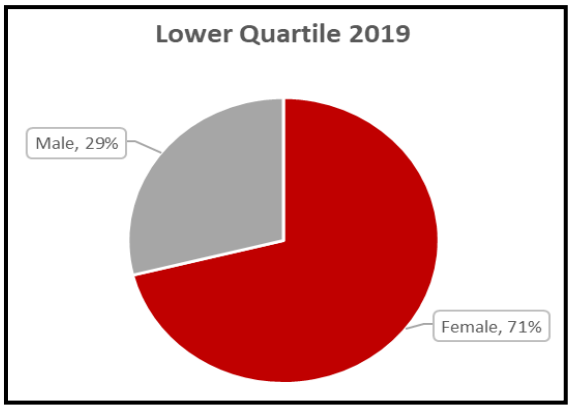


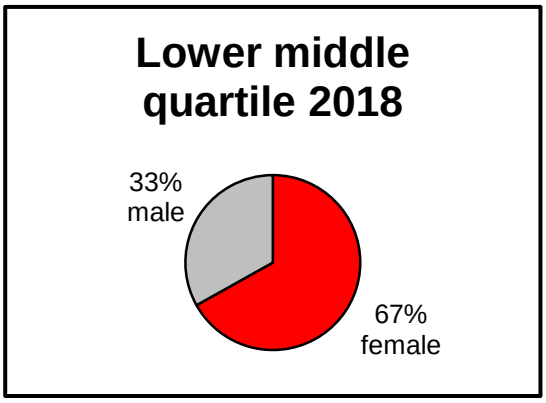
The quartile pay bands

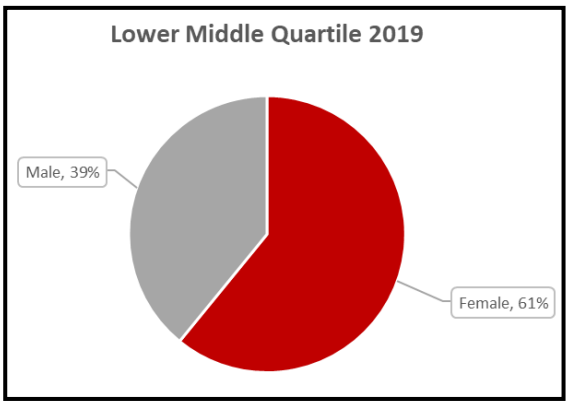
These graphs show the differences between how many males and females are in each pay quartile between 2018 and 2019

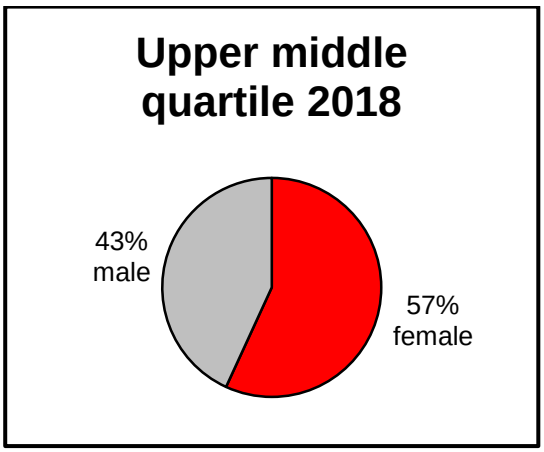
It is important to remember that between 2018 and 2019 the overall gender breakdown of the workforce also changed. The proportion of females in the workforce decreased from 64% in 2018 to 61% in 2019.

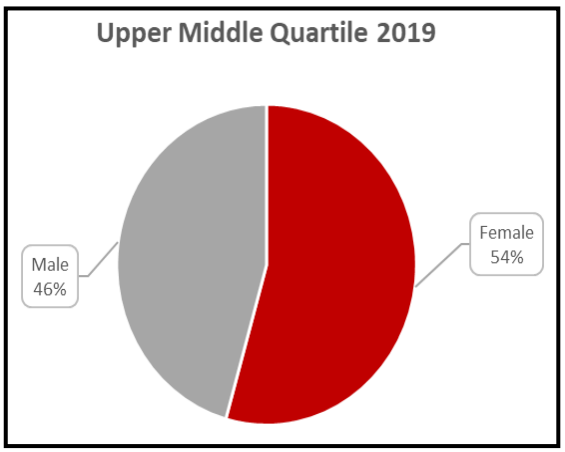

Lower quartile 2018
25%
male
75%
female

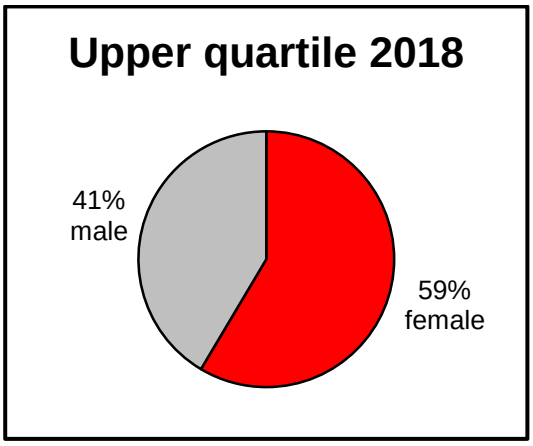

Lower Quartile 2019
Male, 29%
Female, 71%

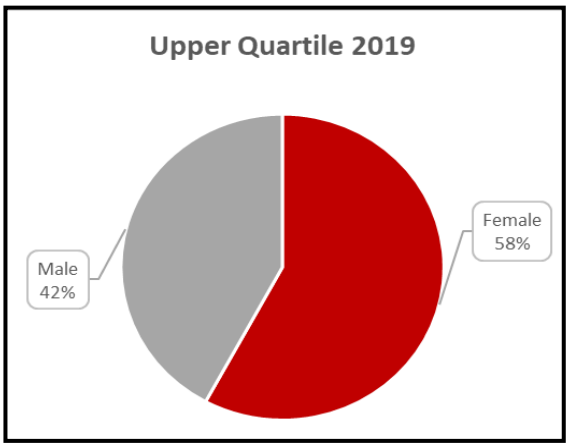

Lower middle quartile 2018
33%
male
67%
female


Lower Middle Quartile 2019
Male, 39%
Female, 61%


Upper middle quartile 2018
43%
male
57%
female


Upper Middle Quartile 2019
Male
46%
Female
54%


Upper quartile 2018
41%
male
59%
female


Upper Quartile 2019
Male
42%
Female
58%

From 2018 to 2019, the proportion of males increased in all quartiles. 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 Lower Middle quartile, with a decrease from 67% female in 2018 to 61% female in 2019.

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, using National Joint Council for Local Government Services agreed national job evaluation scheme for jobs covered by those terms and conditions of service. Evaluations are undertaken regularly for new jobs and also as part of restructures where a job significantly changes.

Birmingham City Council recruitment and selection processes look to provide 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 exploring opportunities for developing leaders of the future; open to all employees and to include positive action to help build capacity in addressing underrepresentation at leadership level.