

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 31st 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 31st March 2018.

Gender Pay Gap 2018

Our workforce

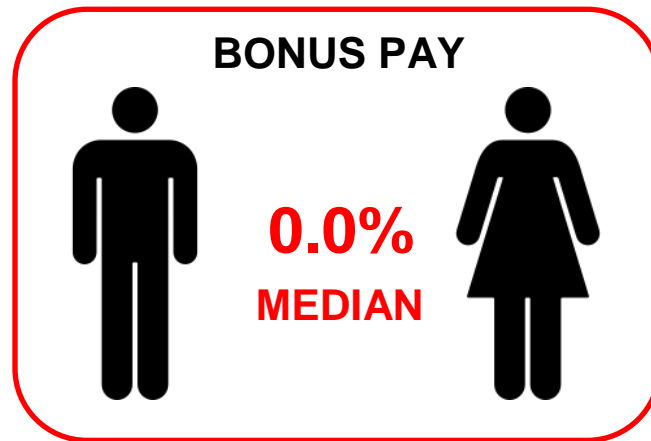
Again the gender pay gap is very different when broken down to full-time and part-time employees. Men working full-time earn 16.9% less than women working full-time. There is no gender gap between part-time employees.

Mean bonus gender pay gap

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

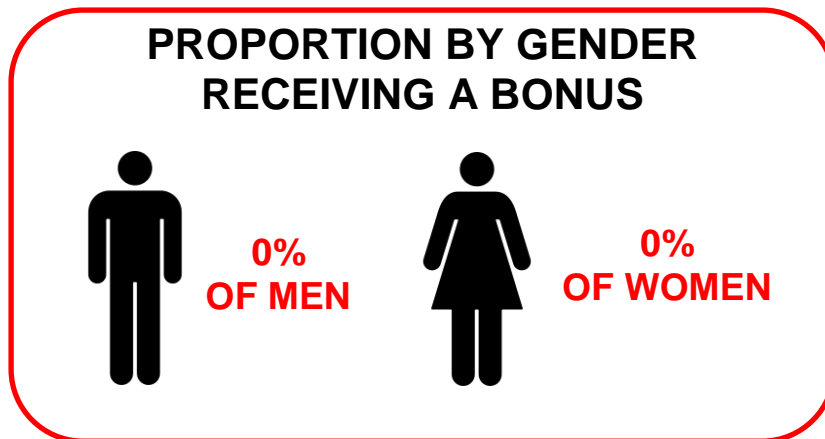
Median bonus gender pay gap

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.

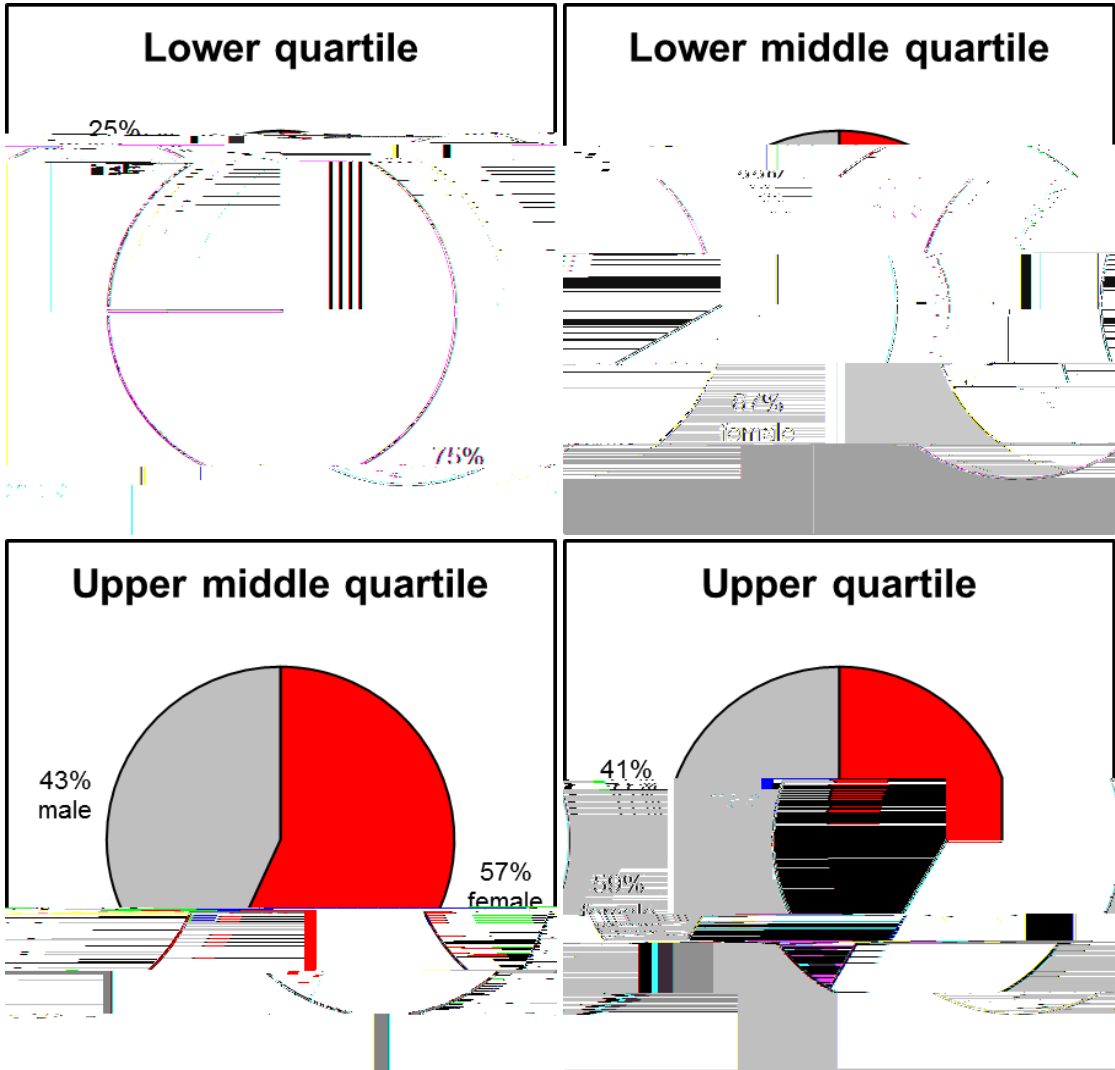


The quartile pay bands

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.

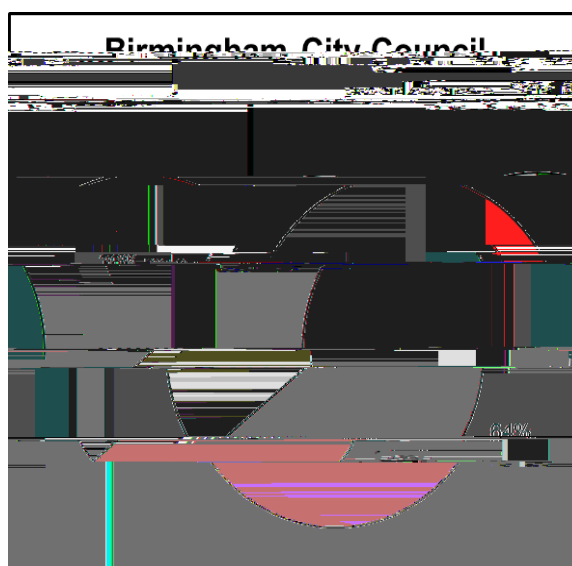
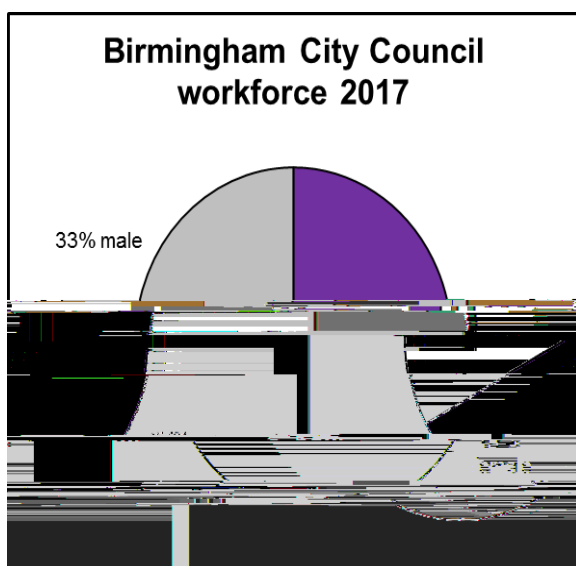


How does this compare to 2017?

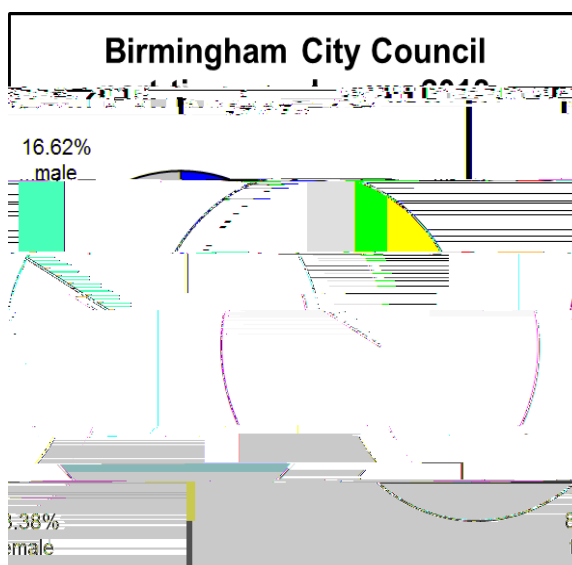
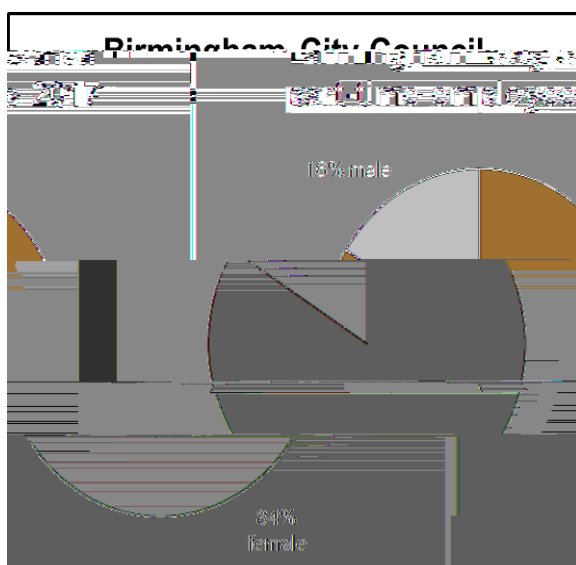
One of the ways that we can measure our progress is by comparing our current pay gap to our pay gap in 2017.

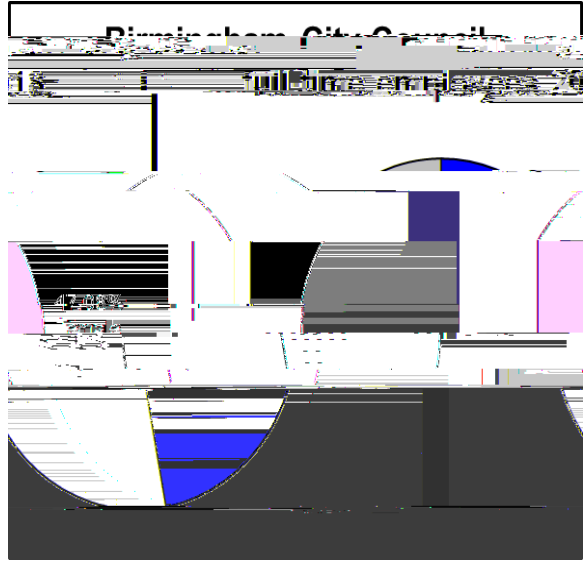
Changes in our workforce

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



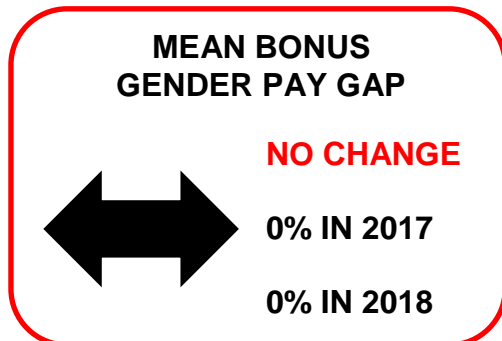
There were no significant changes in the gender breakdown of full-time employees and part-time employees.





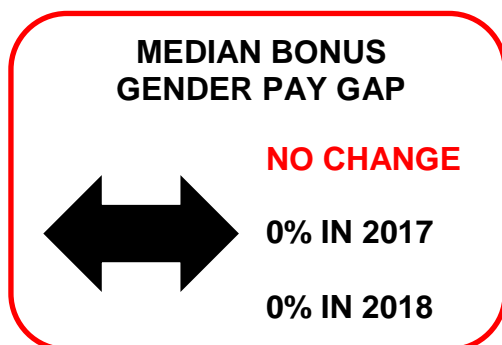
Mean bonus gender pay gap

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



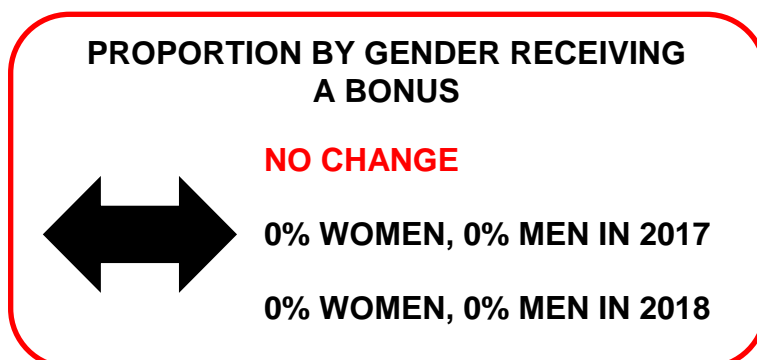
Median bonus gender pay gap

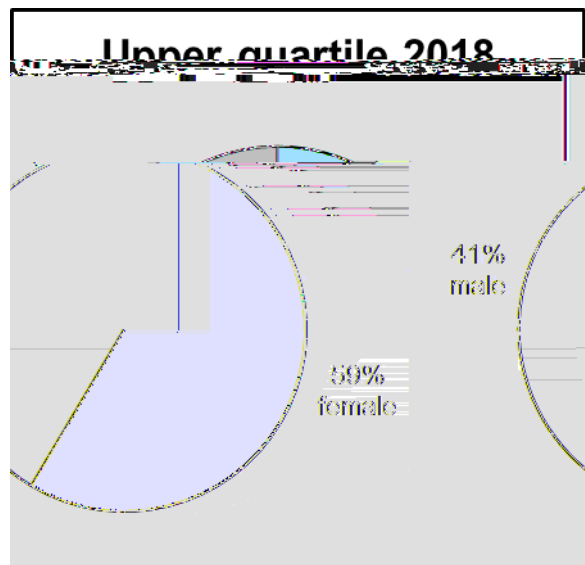
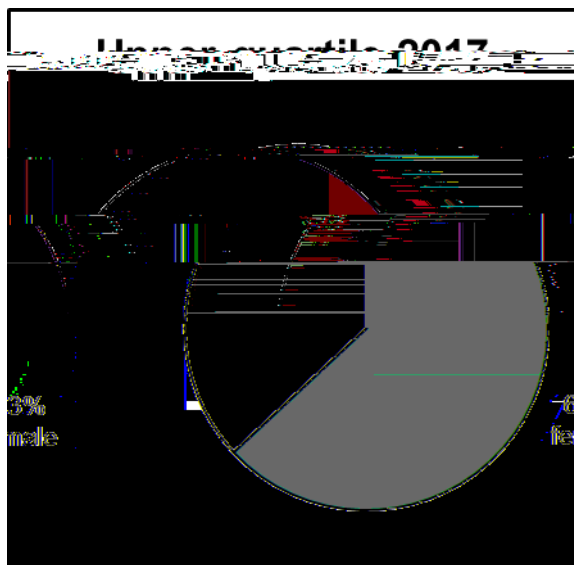
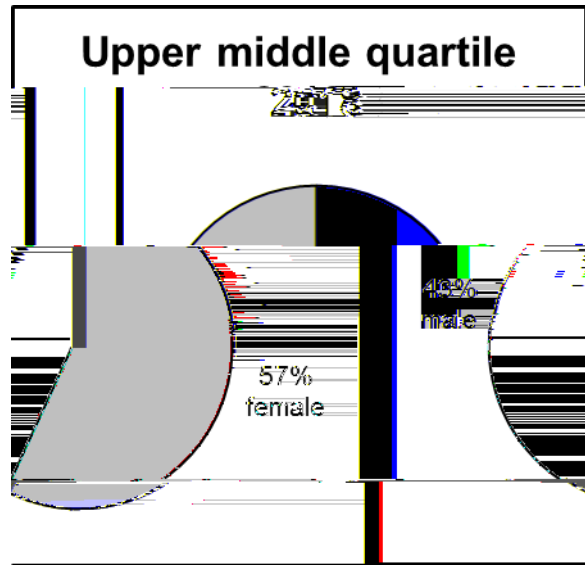
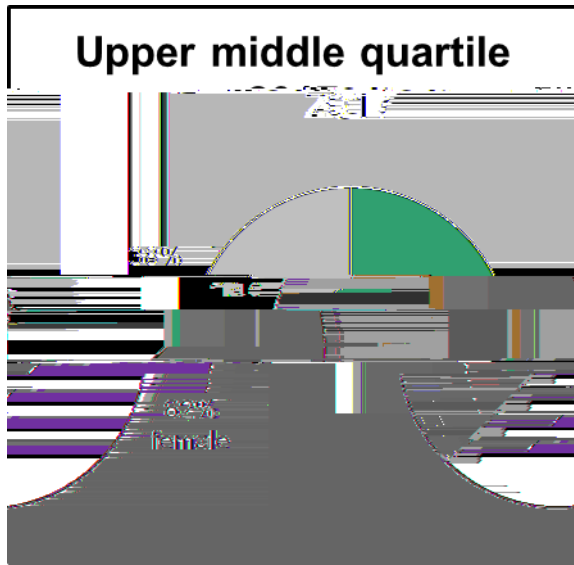
We do not pay bonuses, so our median bonus gender pay gap has not changed.



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.





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.

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.