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The regulations require that gender pay gap data is published on the National Government website [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap) and on Birmingham City Council's website [www.birmingham.gov.uk](http://www.birmingham.gov.uk) before 31 March 2024.

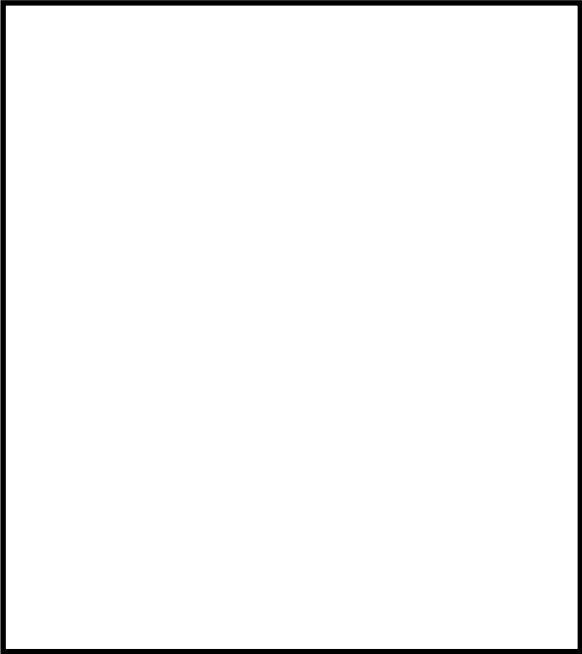
# Foreword

For the first time, we have ever combined gender and ethnicity pay gap report. It is part of how we understand and tackle these important issues of fairness.

Birmingham City Council is committed

## Types Of Pay Gap Reporting

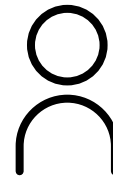






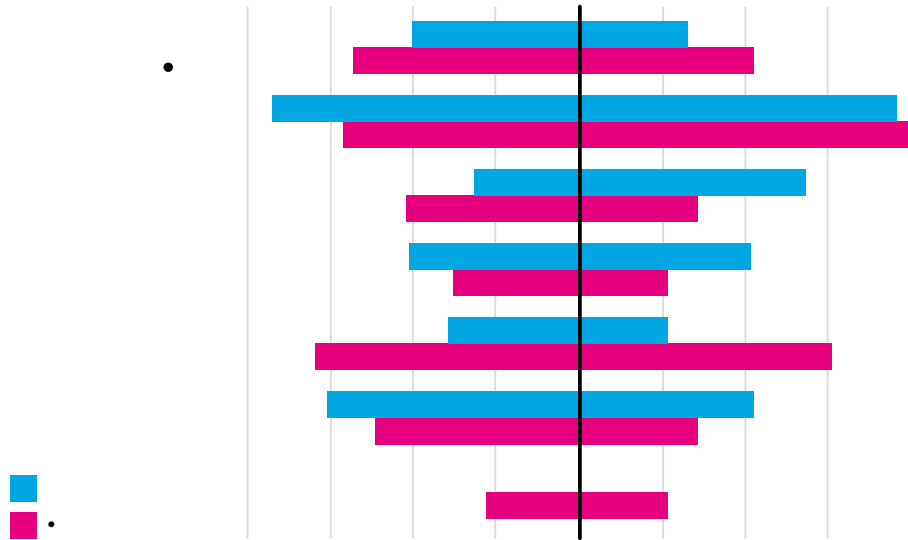


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### Intersectionality

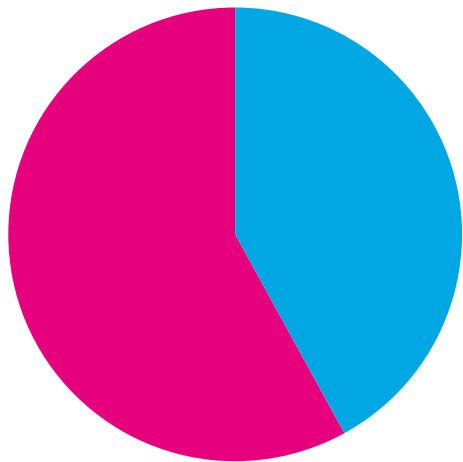
Reviewing average pay by gender and ethnicity and comparing this to average pay for White males provides us with a more nuanced understanding of workplace gap. The highest pay gaps are for Asian female employees and male employees identifying as Other, Black or of Mixed Heritage.





# Gender Pay Gap

The proportion of men and women employees across the council is 58% female and 42% male.



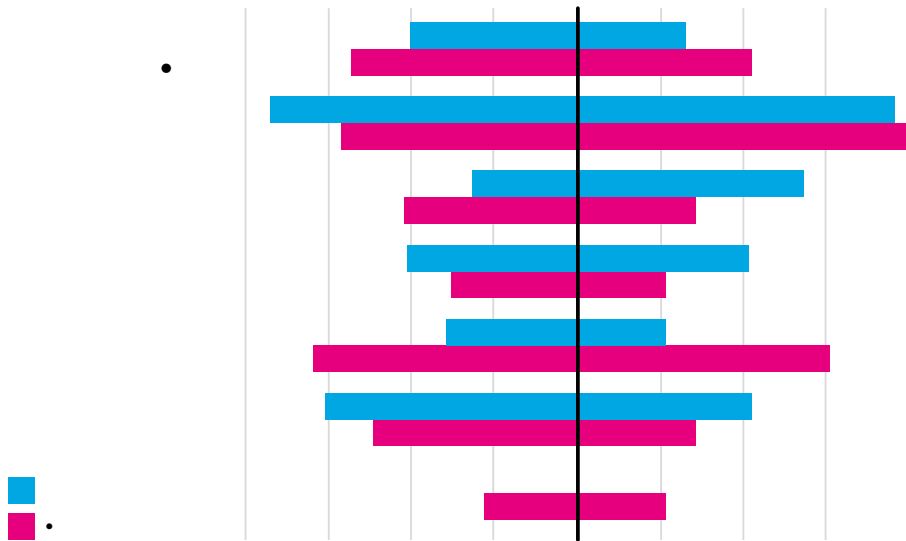
	17/18	18/19	19/20
MEDIAN GENDER PAY GAP	4.9%	4.4%	4.7%
MEAN GENDER PAY GAP	2.8%	3.1%	3.9%

	17/18	18/19
% DIFFERENCE HOUR OF FULL-TIME EMPLOYEES	0.2%	-8.7%
% DIFFERENCE HOUR OF PART-TIME EMPLOYEES	0.2%	-0.9%



WHITE	0.0%	0.0%
BLACK	10.4%	5.4%
ASIAN	9.4%	5.5%
MIXED	5.5%	0.1%
OTHER	5.7%	4.9%
UNKNOWN	13.9%	14.6%
BLACK, ASIAN & MI	5.584T 8 0 0	8 D 283 >>BDI9.3701 H7739g (en-55.7356 Tm2o535.7R0ID 267 S0 gs 280.0 EMC /P <</Lang08 0 /P <</Lang





# What We Are Doing To Close The Pay Gap

implement the action plan and here is a summary of some of the key deliverables since September 2022

## What We Have Done

- Interactive diversity dashboard  
parameters. The dashboard is updated quarterly and available to all via the Intranet. Our goal in sharing information in this way is to generate trust and transparency as giving everyone access to the same information decisions can be evidence based. Plus, the power to highlight and address inequity becomes everyone's business.
- Senior recruitment tracker  
and five strategy we now track every stage of the recruitment process from longlist, shortlist, appointment offers and the composition of interview panels for up of our leadership is changing slowly, for example in 2022 over 80% of senior roles were occupied
- Training  
of education and awareness seminars and workshops delivered online and in person, over 2,000 of our staff have completed workshops. Plus, all senior managers and Councillors involved

## Gender & Ethnicity Pay Gap

