

Equal Pay Programme

Job Evaluation

Introduction

In July 2023, we announced plans to deliver an expedited job evaluation scheme which will bring about fair pay for all the council's employees.

Together with support from our recognised trade unions GMB, Unison and Unite, we committed through the Equal Pay Programme to undertake a review of around 2,500 roles through an agreed Job Evaluation process.

The purpose of the **Job Evaluation pillar** of the Equal Pay Programme is to carry out consistent evaluation of every job so that no employee is paid less than another for doing a job of equal value.

Initial workshops carried out with school colleagues as part of Job Evaluation highlighted the complexity of evaluating roles across schools in different contexts. As a consequence, we are reviewing the approach to be taken and further details of the schools' strand of the Job Evaluation programme will be published in April 2025, setting out next steps.

Communication

The programme team will communicate regularly through a range of channels including School Noticeboard, Headteacher Fora, school networks and consortia. Non-teaching colleagues in school can access information directly on the School Noticeboard and via updates from school leaders. All routes will provide opportunities to ask questions about the programme.

As a programme team, we aim to be open and transparent by providing clear and informative communications and answering any questions you may have about the programme.

This is an important programme for the Council and your support is vital for its successful delivery. We look forward to working with you.

Your feedback is important to us and can be sent directly to the programme team: EPPSchools@birmingham.gov.uk