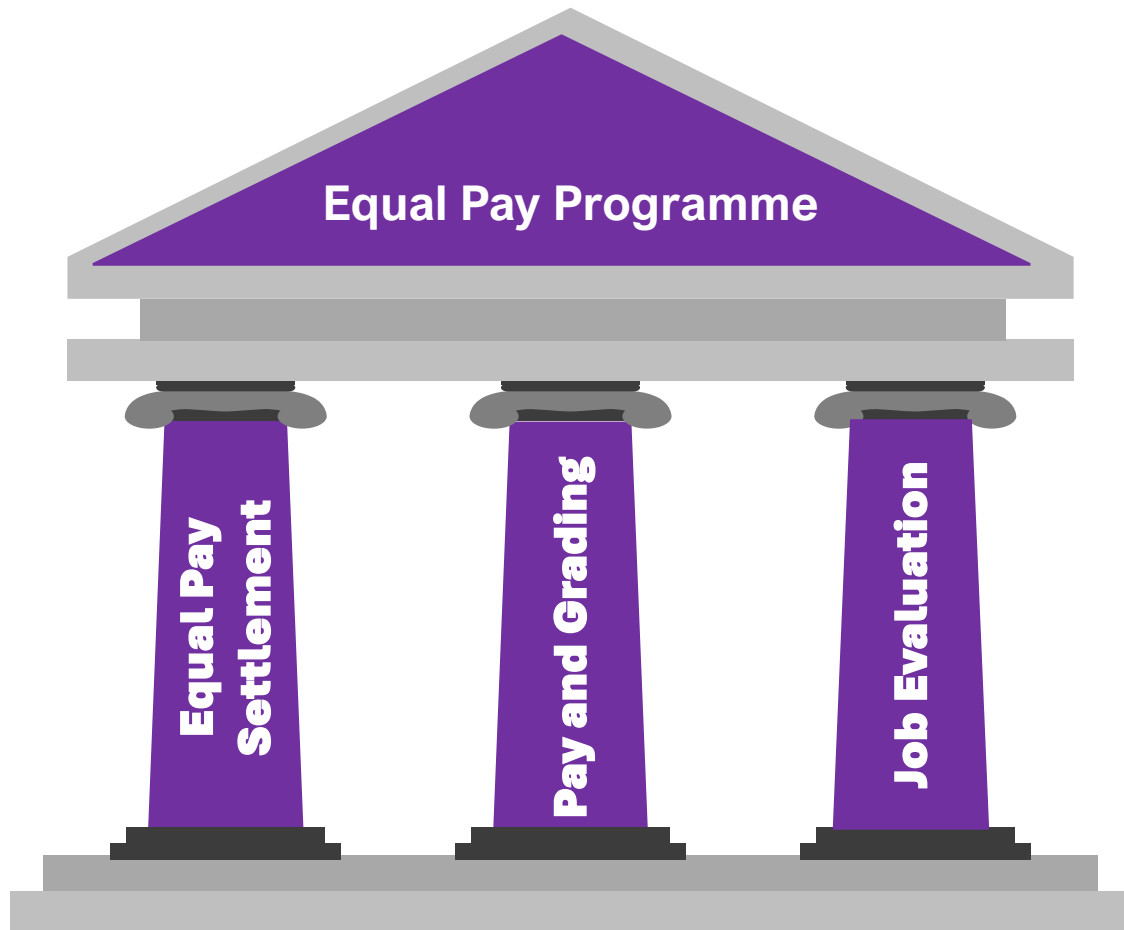


The **Equal Pay Programme** has three major pillars of work to complete over a three-year period. In July 2023, the Chief Executive announced plans to deliver a new expedited job evaluation scheme by April 2025, to bring about fair pay for all council employees.

Together with support from our recognised trade unions, GMB, Unison and Unite the Union, we committed through the Programme to undertake a review of around 2,500 roles within Birmingham City Council (BCC), Birmingham Children's Trust (BCT), Acivico and Schools where BCC is the employer (non-teaching roles). The purpose is to ensure every job evaluation is consistent and to have a new pay and grading structure in place that is simpler and more transparent.



Equal Pay Settlement – a settlement solution to existing equal pay claims and to mitigate (reduce) the risk of potential claims

Pay and Grading - implement a reshaped structure across the organisation (BCC, BCT, Acivico and non-teaching roles in Schools where BCC is the employer)

Job Evaluation of all roles across the organisation (BCC, BCT, Acivico and non-teaching roles in Schools where BCC is the employer).