

# GENDER & ETHNICITY PAY GAP REPORT 2024

Birmingham City Council's gender and ethnicity pay gap has been calculated in accordance with Government Regulations for calculating gender pay gaps

This report is based on snapshot data as of **31 March 2024**

 **RESET**

 **RESHAPE**

 **RESTART**

Foreword	<b>3</b>
Understanding Pay Gap Reporting	<b>4</b>
Gender	<b>9</b>
Ethnicity	<b>12</b>
Our Success Stories	<b>16</b>
What We Are Doing To Close The Pay Gap	<b>21</b>
What We Want To Do Next	<b>28</b>
Our Pay Gap Data	<b>34</b>
Summary	<b>38</b>



The regulations require that gender pay gap data is published on the National Government website [www.gov.uk/genderpaygap](https://www.gov.uk/genderpaygap) and on Birmingham City Council's website [www.birmingham.gov.uk](https://www.birmingham.gov.uk) before 31 March 2025.

# Foreword

By Joanne Roney CBE, Managing Director



I am pleased to share the latest updates on our organisation's pay gap figures.

**Our gender pay gap has significantly decreased to an impressive 0.1%, and our ethnicity pay gap now stands at 2.7%.**

These reductions are a testament to our ongoing commitment to fostering an inclusive and equitable workplace.

We are particularly proud of the progress we have made towards gender parity. As the largest local authority in Europe, achieving near gender parity is

a significant milestone that reflects our dedication to fairness and equity. This accomplishment is especially meaningful as we have recently resolved the equal pay issue that has long affected how we are perceived in terms of rewarding our female staff.

Moving forward, we remain dedicated to advancing upon this progress. We will continue to implement policies and practices that promote equity and ensure that all employees are valued and rewarded fairly for their contributions. Our journey towards complete parity is ongoing, and we are dedicated to creating a workplace where everyone can thrive.



# UNDERSTANDING PAY GAP REPORTING

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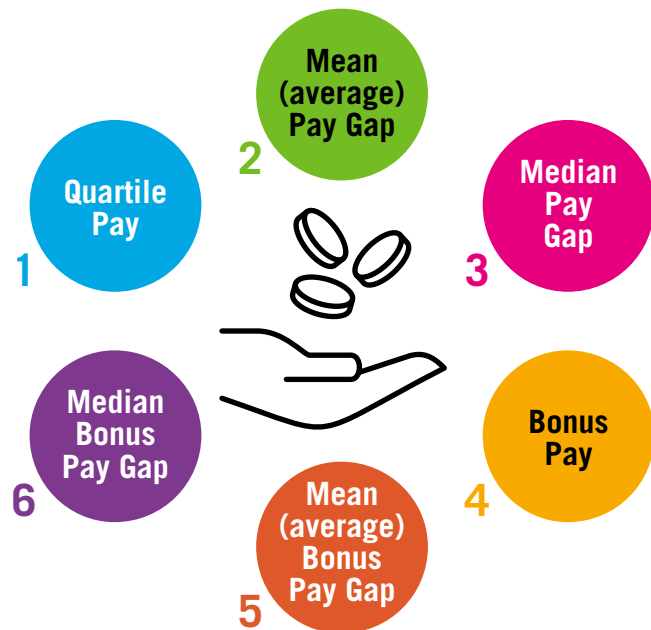
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# What Is A Pay Gap?

In the UK, any employer with 250 or more employees must report their gender pay gap data annually, based on a snapshot date each year. This forms part of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the six pay gap reporting measures are:

## SIX MEASURES



## Types Of Pay Gap Reporting

1. Quartile Pay is a statistical term used to divide a data set into four equal parts. Each quartile represents 25% of the data. When analysing pay gaps, quartiles help illustrate the distribution of pay within an organisation.
2. Regarding Pay Gap, the Mean refers to the average salary. It's calculated by adding up all the salaries in a group and then dividing by the number of salaries.
3. In the context of pay gaps, the Median is the middle value in a list of salaries when they are arranged in ascending order. It effectively divides the data set into two equal halves.

## Here's how it works:

- If the number of salaries is odd, the median is the middle number.
- If the number of salaries is even, the median is the average of the two middle numbers.

1. Refers to the difference in bonus payments received by different groups of employees, typically comparing men and women. It highlights disparities in the distribution of bonuses within an organization.
2. To calculate the bonus pay gap, you can look at both the mean (average) and median (middle value) bonus payments:
3. Mean Bonus Pay Gap: The difference between the average bonus payments for men and women.
4. Median Bonus Pay Gap: The difference between the middle value of bonus payments for men and women.
5. Note - The Council does not make bonus payments and therefore have no relevant data for measures 4, 5 and 6. We have used the same methodology applied which informs gender pay gaps to determine our ethnicity and intersectional pay gaps.

## The Difference Between Pay Gap & Equal Pay

1. A Pay Gap refers to the difference in average earnings between different groups, such as men and women, across an organisation or sector. It highlights disparities in overall pay distribution and can be influenced by factors like job roles, seniority and working hours.
2. In contrast, an Equal Pay report focuses on ensuring that individuals performing the same or similar work receive the same pay, regardless of gender or other characteristics. While a pay gap analysis looks at broad averages and can reveal systemic issues, an equal pay report examines specific cases of pay equity for equal work, ensuring compliance with laws like the Equal Pay Act.



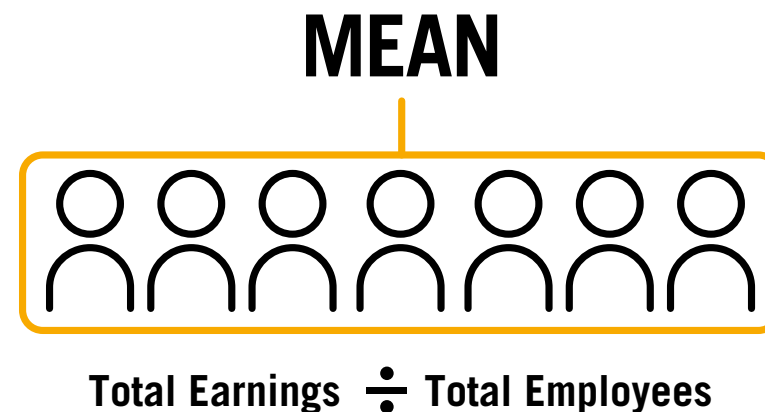
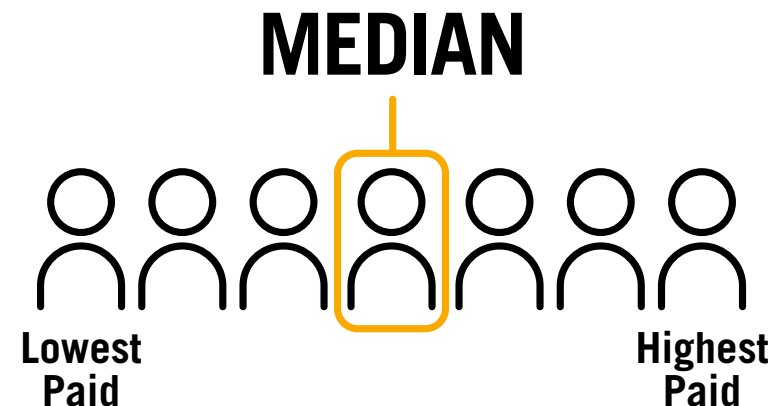
# What Is Mean And Median?

## Mean And Median Pay Calculations

The median pay gap is the difference in hourly pay based on the midpoint. The calculation lines employees from lowest to highest paid and selects the mid-point.

The mean pay gap is the difference in average hourly pay. It is calculated by totalling all pay rates and then divide by the total number of employees.

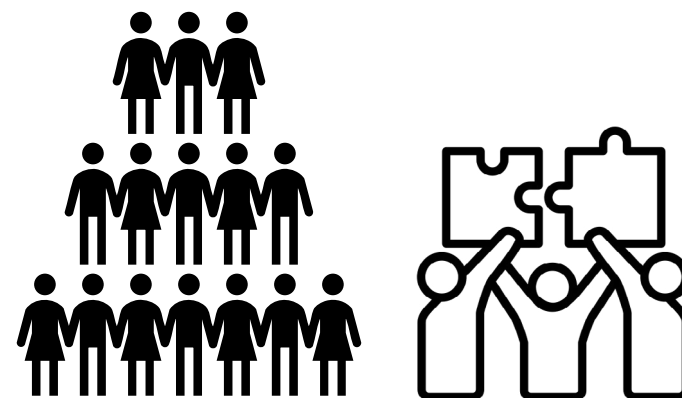
**The median is the most representative measure as it stops a small number of very high or very low salaries skewing the results.**



# How Do We Refer To Our People?

There have been many terms to describe people from non-white communities. Whilst we recognise there is no agreed term that all ethnicities accept, at Birmingham City Council we use the Office for National Statistics (ONS) terminology to align our results to other comparable data. This ensures we can accurately understand how we compare to other organisations and what we need to do to improve.

**Where we refer to a collective of Black, Asian and/or Minority Ethnicity, we will use the full terminology, rather than refer to this group as BAME. You can see further meaning on the table to the right.**



GROUP	FULL MEANING
ASIAN	Asian, Asian British
BLACK	Black, Black British Caribbean or African
MIXED	Mixed or Multiple Ethnic Groups
OTHER	Any other Ethnic Groups
UNKNOWN	Ethnicity not known or prefer not to say





# GENDER

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# Gender Pay Gap

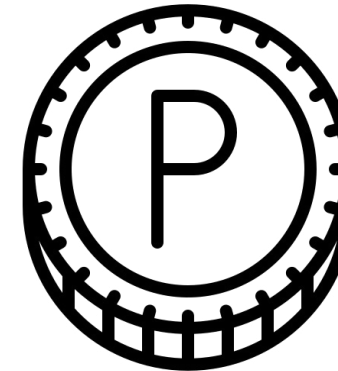
We are proud to state that the Pay Gap for 2024 is 0.1%. This is a reduction of 0.8% from last year and a reduction of 8.9% since we started reporting in 2018.

**The Median Gap** equates to a difference of £0.01 on the hour

- Male £16.48
- Female £16.47

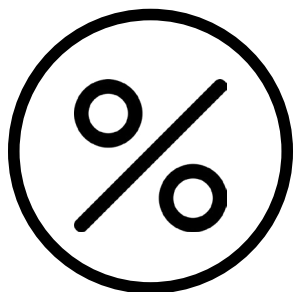
**The Mean Gap** equates to a difference of £0.49 on the hour

- Male £18.47
- Female £17.98



	2024	2023
Median GPG - All	0.1%	0.9%
Mean GPG - All	2.7%	2.8%
Median Bonus GPG	0.0%	0.0%
Mean Bonus GPG	0.0%	0.0%
Proportion of Men receiving a bonus	0.0%	0.0%
Proportion of Women receiving a bonus	0.0%	0.0%

	FEMALE	MALE	FEMALE	MALE
Upper Quartile	57.4%	42.6%	57.0%	43.0%
Upper Middle Quartile	55.8%	44.2%	56.6%	43.4%
Lower Middle Quartile	55.7%	44.3%	56.2%	43.8%
Lower Quartile	64.8%	35.2%	63.1%	36.9%



We have a consistent representation across most of the pay quartiles except for one.

**The Lower Quartile has the highest female representation (64.8%). However, the second highest is the Upper Quartile (57.4%).**

One of the reasons for the higher representation within the lower quartile is that many of our female colleagues utilise our flexible working opportunities whilst they have other responsibilities outside of the workplace. Whilst BCC supports females in flexible working, we also encourage our male colleagues to utilise flexible working to allow them similar opportunities.

WORKFORCE COMPOSITION	FEMALE	MALE
ALL	58.4%	42.6%
FULL TIME	47.7%	52.3%
PART TIME	81.6%	18.4%





# ETHNICITY

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# Ethnicity Pay Gap

- Expressed as the % difference in hourly rate when compared to white employees.
- Median Ethnicity Pay Gap (EPG) has reduced by 2.7% for all ethnic minority (EM) groups combined.
- Mean EPG decreased by 0.1%.
- When we review specific ethnicity groups, a different picture emerges, and we see how employees who are Mixed Heritage have a much smaller pay gap (5.5% mean and 0.1% median) compared to Black and Asian employees.
- We can observe that our Asian employees a paid the lowest based upon the median calculation.

	MEDIAN EPG		MEAN EPG	
	2024	VS 2023	2024	VS 2023
White	0.0%	0.0%	0.0%	0.0%
Black	2.2%	-3.2%	9.8%	-0.6%
Asian	5.0%	-0.5%	9.1%	-0.3%
Mixed	2.2%	2.1%	7.8%	2.3%
Other	7.6%	2.7%	7.9%	2.2%
Unknown	13.2%	-1.4%	12.5%	1.4%
<b>All EM</b>	<b>2.7%</b>	<b>-2.7%</b>	<b>9.3%</b>	<b>-0.1%</b>

**Unknown are currently the lowest. However, it is difficult to understand who these colleagues are. This is why we are encouraging our colleagues to declare their characteristics, ensuring a more accurate report.**

2023	Mean	Median
WHITE	£17.82	£15.47
BLACK	£15.97	£14.64
ASIAN	£16.15	£14.62
MIXED	£16.84	£15.46
OTHER	£16.80	£14.71
UNKNOWN	£15.34	£13.21
<b>ALL EM</b>	<b>£16.15</b>	<b>£14.64</b>

# Ethnicity Pay Gap - Quartiles

WORKFORCE COMPOSITION % 2024	WHITE	BLACK	ASIAN	MIXED	OTHER	UNKNOWN	ALL EM
ALL	46.9%	13.6%	20.4%	2.5%	1.1%	15.6%	37.6%
UPPER QUARTILE (Q1)	56.0%	10.4%	18.3%	2.4%	1.0%	12.0%	32.0%
UPPER MIDDLE QUARTILE (Q2)	50.1%	14.7%	20.1%	2.3%	1.0%	11.8%	38.1%
LOWER MIDDLE QUARTILE (Q3)	42.4%	14.9%	21.5%	3.1%	1.2%	16.8%	40.8%
LOWER QUARTILE (Q4)	39.1%	14.6%	21.7%	2.0%	1.1%	21.6%	39.3%

WORKFORCE COMPOSITION % 2023	WHITE	BLACK	ASIAN	MIXED	OTHER	UNKNOWN	ALL EM
ALL	47.3%	13.4%	19.4%	2.4%	1.0%	16.5%	36.2%
UPPER QUARTILE (Q1)	58.6%	9.7%	17.5%	2.1%	1.1%	10.9%	30.4%
UPPER MIDDLE QUARTILE (Q2)	48.2%	15.6%	19.2%	2.8%	0.8%	13.3%	38.5%
LOWER MIDDLE QUARTILE (Q3)	43.7%	15.0%	20.0%	2.6%	1.2%	17.4%	38.8%
LOWER QUARTILE (Q4)	38.5%	13.4%	21.0%	2.0%	0.8%	24.4%	37.2%

The one area of concern is that we do not currently have sufficient representation for our Black, Asian and mixed heritage colleagues within the Upper quartile.

We are reviewing how we can increase our representation within the upper quartile through

mentoring and a more robust and transparent recruitment process.

However, when the upper quartile is compared to the 2023 data, the representation has increased for all three ethnic groups.

# Intersectionality

Reviewing the pay gap data against both gender and ethnicity, we can observe that Black Males currently earn on average (median) 10.7% less than the average White Male (the control group). This is not the highest difference, as Unknown is 18.7%. However, it is important to recognise and take proactive steps to address this disparity in hourly rate.

## Gender

HOURLY	MEAN	MEAN	MEDIAN	MEDIAN
	FEMALE	MALE	FEMALE	MALE
WHITE	£18.82	£19.82	£16.47	£17.82
BLACK	£17.45	£17.07	£16.47	£15.92
ASIAN	£16.85	£18.44	£15.10	£16.84
MIXED	£17.77	£17.67	£16.47	£16.47
OTHER	£17.23	£18.40	£15.31	£15.56
UNKNOWN	£17.41	£16.38	£14.96	£14.60
ALL EM	£17.15	£17.96	£15.91	£16.47

The Head of Equity, Diversity, Inclusion & Belonging (EDI&B) has shared an approach to address this difference through a targeted intervention that helps elevate the most impacted colleagues\*.

\*details are shared within this report.

## Gender

HOURLY	MEAN	MEAN	MEDIAN	MEDIAN
	FEMALE	MALE	FEMALE	MALE
WHITE	5.1%	0.0%	7.6%	0.0%
BLACK	12.0%	13.9%	7.6%	10.7%
ASIAN	15.0%	7.0%	15.3%	5.5%
MIXED	10.4%	10.9%	7.6%	7.6%
OTHER	13.1%	7.2%	14.1%	12.7%
UNKNOWN	12.2%	17.4%	16.0%	18.1%
ALL EM	13.5%	9.4%	10.7%	7.6%



# OUR SUCCESS STORIES

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# Our Success Stories

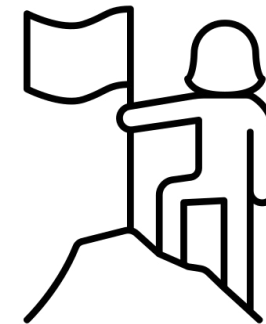
## Charlotte Vann - Executive Assistant

I started working at BCC when I was 18, shortly after leaving college. Unsure of what I wanted to study at university, I decided to dive straight into work.

I began with an agency position on a fixed-term contract (FTC). Unfortunately, the contract wasn't extended, which was disappointing as I enjoyed working with the team and the council. However, I was fortunate to secure another role within a different department in the council for a further nine months. This is when I truly began to immerse myself in the role and gain the experience I was looking for.

When that position ended, I moved to yet another department, still through the agency. At that point, I recognised the value of all the experience I was accumulating and was happy to keep going until a permanent opportunity arose. After a year or two of agency work, I successfully secured a permanent position. I knew I could succeed in this role and have invested myself fully into my career.

Since then, I've continued to progress between departments, constantly seeking new challenges and opportunities to grow. Working at BCC has offered me many benefits, allowing me to maintain a well-balanced life. While work can sometimes be all-consuming, it's important to stay connected to our individuality outside of our jobs. With the rise of hybrid roles, I've been able to enjoy greater flexibility while also building my personal portfolio. Being a female in the council and a person of mixed heritage, I have never felt that either have had any impact on my opportunities or development.



# Our Success Stories

## Anju Dhir - Engagement & Communications Lead

I started as a Student Environmental Health Officer in 2007 and qualified as an EHO after a year, working across various departments. Over 10 years, I became a Chartered EHO and then moved to the Culture Change Team in HR and OD, where I was promoted to Culture Change Manager. I led on employee health and wellbeing during the Covid-19 pandemic and later became the Engagement and Communications Lead. This team leads initiatives like the Colleague Engagement Survey, Colleague Community and Managers Insights Webinars.

The Council has supported my growth, allowing me to balance work and family life, pursue further education, and engage in volunteering. I am grateful for the investment the Council and my leaders have placed in me, from attending the Advancing Women in the Workplace course (2012) to graduating with an Executive MBA from the University of Birmingham (2024).

I have grown across the organisation while raising my family and volunteering externally, making me a more rounded person. Despite opportunities to leave, I have chosen to stay due to the diverse work opportunities that allow me to use my skills for the betterment of our colleagues and the communities we serve.

Thank you, BCC, for making me a better public servant.



# Our Success Stories

## Marcia Reid - Child Employment Team Leader

I joined the Birmingham City Council (BCC) as a Grade 1 Clerical Assistant within Environmental Services in 1985. Over the years I have held various positions within what was then known as the Social Services Department and the Education Department. I worked part-time initially as I had a young child and as opportunities presented itself, I gradually worked my way up through various administrative and supervisory roles, to my current role as a Team Leader within Children Services. Where I was unsuccessful when applying for new jobs, I always took advantage of feedback being offered which helped me to identify specific skills or experiences I needed to develop further. This helped significantly and boosted my confidence with future interviews.

Over the years, development opportunities were made available within BCC, which again I took advantage of. All of which I was permitted to do within works time. My most recent training was 'LeadHERship in Colour' a 6-month Coaching & Mentoring Program for Women of colour which I completed in 2023. Currently, I am undertaking a 'Level 5 Coaching Professional Apprenticeship' within BCC, which will provide me the opportunity to not only develop my skills further but to also help to empower employees within the council.

I am also committed to equality, diversity and inclusion. As a result, I very early became involved in the Black Managers Forum and the Black Workers Group. These were Employee Network Groups within BCC that addressed equality issues for Black, Asian and Minority Ethnic employees. In my role as Chair of the Corporate Black Workers Support Group (2021 – 2023), I was able to make a difference in supporting many employees within BCC. This involved meeting with Formal Cabinet members, the Director and members of the Senior Leadership Team to bring to their attention issues Black, Asian and Minority Ethnic employees were facing which hindered their development, so that changes could be implemented.



# Our Success Stories

## Maria Stankiewicz - Senior Commissioning Officer

I joined Birmingham City Council through Impact, the Local Government Graduate Scheme. Through the programme, I had the opportunity to experience and contribute to very different parts of the Council. I worked directly with our communities, gained experience in commissioning, and tried my hand in BCC's corporate centre.

Throughout the programme, I spent a day every week working towards an ILM Level 7 qualification in leadership and management, which provided a useful framework to reflect on my work experiences and enabled me to learn from both theory and practice.

To make the most out of each rotation, I had to quickly adapt to unfamiliar environments, understand priorities, and navigate different areas of work. Having completed placements in Special Projects, Improvement, and Delivery Unit, Public Participation, and in Asylum-Move on, I was successful in securing a role as Senior Commissioning Officer, where I lead on Resettlement Programmes. In this role, I collaborate with partners across the city, managing contracts and grants to support families arriving in the UK on national resettlement schemes. My job is to help resettled families feel at home in Birmingham and use their skills in a meaningful way.



Within my directorate and team I value the diversity of staff, and I found Adult Social Care Directorate to be an easy place to fit in and feel a sense of belonging to. Being the only one in my family to live in the UK, it takes a little bit more planning to have (an equivalent of) the Sunday roast. Working at BCC, I really appreciate the flexibility of my role, which enables me to both support new Brummie families and to regularly see my own.





# WHAT WE ARE DOING TO CLOSE THE PAY GAP

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# What We Are Doing To Close The Pay Gap

Birmingham City Council is committed to creating a council where our policies, procedures and practices are founded upon our ethos of equity, diversity, inclusion and belonging. We strive to ensure we uphold our adherence to the Equality Act 2010 and our moral commitment to removing barriers and providing inclusive opportunities throughout the council and its services.

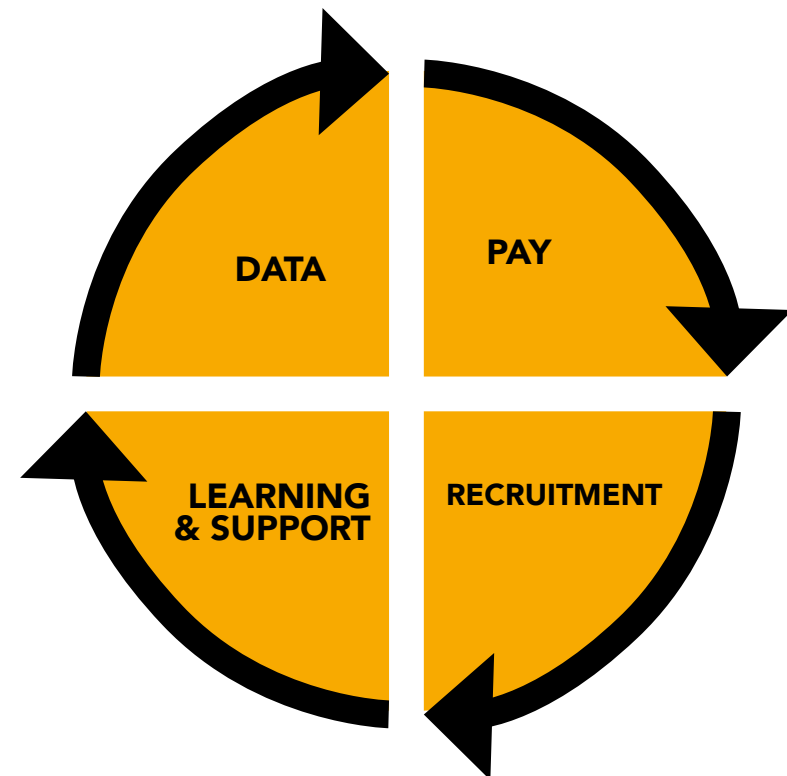
As shared within this report we are committed to going above and beyond the legislative and moral commitments to ensure that Birmingham City Council is place where our people can thrive.



# What We Are Doing To Close The Pay Gap

This report is a snapshot of 31st of March 2024. We have since commenced our improvement and recovery journey aimed to reset, reshape, and restart our organisation. Aligned to this we have taken the following actions to further close the pay gaps.

We have commenced work to further close the gaps in the following areas:



# Pay

We continue to progress with our job evaluation programme. Job evaluation is a process to analyse a group of jobs (as opposed to the individuals undertaking them).

The process accurately and reliably measures the factors which determine the value of different jobs. The job evaluation process is objective and unbiased, using standardised criteria and methods that are consistently applied to all jobs, regardless of personal characteristics or preferences.

**We have introduced inclusive working practices across the job evaluation programme, this includes:**

- Job holder/line manager jointly agree job descriptions and job descriptions questionnaires as part of the process
- 12% minimum job holder attendance in workshops – randomly selected but representative of the workforce
- A robust moderation process that quality assesses our approach
- Trade Union participation in each stage of job evaluation process to ensure transparency
- Regular The Emotional Quotient Inventory to review our approach to Job evaluation /Pay & grading
- Equalities training for those involved in the process





# Recruitment

We have replaced the previous application process which required a supporting statement with option to apply with a CV instead. In the near future we will introduce redacted CV's (also known as blind CV's), which removes all bias influencing details from a CV.

This will help to reduce gender bias but also bias against a multitude of other characteristics such as ethnicity, age, religion, social mobility and so much more.

**We truly want to give everyone the opportunity to succeed, we can only do this if we create an equitable recruitment process as part of the change.**



# Learning & Support

The Head of Equity, Diversity, Inclusion and Belonging (EDI&B) has provided feedback and bespoke support to each directorate to better understand their specific pay gap concerns to tackle any highlighted issues. By supporting each directorate, we ensure that we take into consideration the nuances of each directorate, which supports us in resolving the collective pay gap collectively.

Each directorate has their own needs, we therefore understand that we must address each area with a bespoke and tailored plan.

We continue to partner with ENEI, A UK- based, not-for-profit organisation, dedicated to assisting employers in fostering diverse teams and inclusive cultures. ENEI supports organisations in building and sustaining inclusivity. Through this partnership all our colleagues can benefit from an array of information and learning on offer to develop their understanding and awareness of diversity and inclusion in our organisation and teams.

Our managers can now access more support to identify, understand and address their gender and ethnicity related challenges. This includes access to webinars, resources, events, white papers and a variety of additional supporting content.



# Data

We understand the importance of data in gaining a better picture of our workforce demographics and informing key decisions. We have improved our current HR metrics dashboard and ensured that all our key stakeholders including our staff networks can access this to promote openness, transparency and encourage employee voice.

We will also be looking intersectionally at all our key metrics such as our leavers and joiners, absences, employee relations cases and more to recognise any trends and to put in place preventative measures to eliminate barriers or unconscious bias. Through the intersectional lens we will be able to gain insight into the multiple experiences and conditions our colleagues may face and better support them.

Our EDI&B team have launched the workforce diversity declaration campaign to encourage our colleagues to share their diversity information. We are co-creating this campaign with our staff networks and colleague community to better understand the issues colleagues may face that would prevent them from disclosing their personal information.

We are firstly focusing on disability as we have the lowest disclosure rate. This will help us in the future to create a meaningful disability pay gap report. Through this campaign we can ensure that our data is reliable, robust and reflects the characteristics and experiences of our people.





# WHAT WE WANT TO DO NEXT

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# What We Want To Do Next

We recognise our positive progress towards gender parity. We are committed to continue to develop an inclusive workplace. We will continue to grow our colleague community, engage openly, and build our relationship with our trade unions. We want our leaders to continue to advocate for our under- represented groups whilst ensuring that the council is sustainable and represents the city which we serve.

We will create SMART objectives around the EDIB strategy ensuring we are accountable to our colleagues to make equitable changes where they are needed.

**We will:**

1. Continue with the progress of our Health & Wellbeing passport
2. Restructure and re-invigorate our staff networks
3. Develop a dedicated diversity dashboard with an intersectional approach
4. Investigate the option to introduce a reverse mentoring scheme

The above actions are subsequently discussed in further detail.



# Health & Wellbeing Passport

The Health and Wellbeing Passport is a document completed by an employee and their line manager. It serves as a formal record to support the employee in sharing information about their disability or health condition. It aids our colleagues in discussing potential adjustments at work to remove or reduce any barriers affecting their role.

A comprehensive review of the scheme has led to significant improvements including adjustments for women affected by long-term symptoms associated with perimenopause/menopause. It now places greater emphasis on the social model of disability and aligns the scheme with our Disability Confident Leader commitment.



# Staff Networks

We aim to have in place effective, efficient and sustainable staff networks across the council representing the protected characteristics, disadvantage and vulnerable groups. The aim of Staff Network is to also enable members to **work collaboratively**, and through an **intersectional lens**.

## **We will embed a new Policy Framework that includes the following:**

- Establishing a clear definition of what the purpose and benefits are of Staff Networks
- Implementing a new EDI&B Governance structure, which includes clear accountability and reporting mechanisms. Robust Terms of Reference
- Reviewing, rebranding and relaunching the Staff Networks that are aligned with the protected characteristics including vulnerable and disadvantage groups
- Introducing a robust election process & role profiles, executive sponsor and where appropriate allies
- A whole Wrap-Around Support Team (from People Services) to support Staff Networks, to ensure their success and sustainability
- All key roles will be allocated protected time
- All Chairs will have a dotted line reporting to the EDI&B Lead, including 1-2-1 monthly meetings
- All Chairs will be required to develop an Annual Work Plan and produce an annual progress report
- All Staff Networks will be required to work together to host an annual celebration event each year to coincide with the National Staff Network Day that is held annually in May. one awareness event each year which support their protected characteristics
- Staff Network members, will receive support with their personal development and career progression.



# The Diversity Dashboard

In June 2025 we will launch the diversity dashboard with more enhanced and intersectional view of data related to our workforce demographics.

This dashboard will cover all nine protected characteristics including ethnicity and gender which will also highlight key elements of the employee life cycle. This data will assist us to further close the pay gap and improve the employee experience.



# Reverse Mentoring

Reverse mentoring, also known as reciprocal mentoring, is a form of mentoring where both parties learn from each other's lived experience in order to create more inclusive leadership and culture.

We will be investigating whether we can introduce reverse mentoring for our female colleagues and ethnic minority colleagues to encourage open conversations, address the hidden barriers that many may face.







# SUMMARY: WHAT NEXT FOR PAY GAP REPORTING?

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# What Next For Pay Gap Reporting?

We are near gender parity which is a significant milestone for our organisation and our people. We understand that this is a progressive journey, and we are committed to continuing with this momentum. In the near future (with sufficient information) we will seek to commence further pay gap reports disability, gender identity pay gap report.

Moving forward, we will develop both data informed and people centred activities to benefit all of our people.

We will embed the equality impact assessments (EIA) to ensure that we anticipate, record, act on and review the consequences of proposals on everyone. The EIA will also allow us to assess and mitigate any negative impact on certain protected characteristic groups wherever possible including pay gaps.

We will ensure belonging is at the core of everything we do at Birmingham. Our people will know that they can and will succeed.





# OUR PAY GAP DATA

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# Gender Pay Gap

BCC workforce as at 31/03/24

Quartile Distribution

Gender Pay Gap

PAY QUARTILE	FEMALE	MALE	TOTAL	HOURLY RATES	MEDIAN	MEAN
UPPER	1438	1069	2507	MALE	£16.48	£18.47
UPPER MIDDLE	1399	1108	2507	FEMALE	£16.47	£17.98
LOWER MIDDLE	1397	1110	2507			
LOWER	1625	882	2507		<b>MEDIAN</b>	<b>MEAN</b>
<b>TOTAL</b>	<b>5859</b>	<b>4169</b>	<b>10028</b>	<b>GENDER PAY GAP</b>	0.1%	2.6%

PAY QUARTILE	FEMALE	MALE
UPPER	57%	43%
UPPER MIDDLE	56%	44%
LOWER MIDDLE	56%	44%
LOWER	65%	35%
<b>TOTAL</b>	<b>58%</b>	<b>42%</b>

# Gender Pay Gap

<b>MEDIAN GPG - ALL</b>	0.1%
<b>MEAN GPG - ALL</b>	2.7%
<b>MEDIAN BONUS GPG</b>	0.00%
<b>MEAN BONUS GPG</b>	0.00%
<b>PROPORTION OF MEN RECEIVING A BONUS</b>	0.00%
<b>PROPORTION OF WOMEN RECEIVING A BONUS</b>	0.00%

## Part-time

	<b>FEMALE</b>	<b>MALE</b>
<b>UPPER QUARTILE</b>	57.4%	42.6%
<b>UPPER MIDDLE QUARTILE</b>	55.8%	44.2%
<b>LOWER MIDDLE QUARTILE</b>	55.7%	44.3%
<b>LOWER QUARTILE</b>	64.8%	35.2%

# Ethnicity Pay Gap

Workforce Numbers	All	White	Black	Asian	Mixed	Other	Unknown	All EM
All	10028	4701	1368	2047	246	106	1560	3767
Upper Quartile (Q1)	2507	1403	261	459	59	24	301	803
Upper Middle Quartile (Q2)	2507	1256	368	505	58	25	295	956
Lower Middle Quartile (Q3)	2507	1063	374	540	78	30	422	1022
Lower Quartile (Q4)	2507	979	365	543	51	27	542	986

Workforce Composition %	White	Black	Asian	Mixed	Other	Unknown	All EM
All	46.9%	13.6%	20.4%	2.5%	1.1%	15.6%	37.6%
Upper Quartile (Q1)	56.0%	10.4%	18.3%	2.4%	1.0%	12.0%	32.0%
Upper Middle Quartile (Q2)	50.1%	14.7%	20.1%	2.3%	1.0%	11.8%	38.1%
Lower Middle Quartile (Q3)	42.4%	14.9%	21.5%	3.1%	1.2%	16.8%	40.8%
Lower Quartile (Q4)	39.1%	14.6%	21.7%	2.0%	1.1%	21.6%	39.3%

Workforce Comp 24 vs 23	White	Black	Asian	Mixed	Other	Unknown	All EM
All	-0.4%	0.2%	1.0%	0.1%	0.1%	-1.0%	1.3%
Upper Quartile (Q1)	-2.7%	0.7%	0.8%	0.2%	-0.1%	1.1%	1.6%
Upper Middle Quartile (Q2)	1.9%	-0.9%	0.9%	-0.5%	0.2%	-1.5%	-0.3%
Lower Middle Quartile (Q3)	-1.3%	-0.1%	1.5%	0.5%	0.0%	-0.6%	1.9%
Lower Quartile (Q4)	0.6%	1.1%	0.7%	0.1%	0.2%	-2.7%	2.2%

**FOR MORE INFORMATION ABOUT THIS REPORT PLEASE CONTACT:**

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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 2025.*





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 **RESET**

 **RESHAPE**

 **RESTART**