

# GENDER & ETHNICITY PAY GAP REPORT 2025

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 2025.



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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.



# FORWARD

Katy Fox, Executive Director, HR, OD and Transformation

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

Our gender pay gap remains at 0.1%, an achievement that we are proud of. As the largest local authority in Europe, achieving and sustaining near gender parity reflects our unwavering commitment to fairness and equity. This progress is especially meaningful following the resolution of the long-standing equal pay issue, which has historically shaped perceptions of how we see and reward our female colleagues.

Our ethnicity pay gap has increased from 2.7% to 4.9%. This upward movement was anticipated as we continue to encourage colleagues to share their protected characteristics - particularly ethnicity. The more that we understand the demographics of our workforce, the more that we can target our work in achieving parity. While this is disappointing in terms of a widening of the ethnicity pay gap, we recognised

early on that colleagues feeling able to share their personal characteristic data with us enabling us to transfer them from the "unknown" category into their correct ethnic groups would provide greater clarity and accuracy, enabling us to better understand where inequalities exist and where we must focus our efforts.

***Representation isn't a statistic to admire; it is a responsibility we all hold.***

By way of context, recent UK-wide ONS data shows that ethnicity pay gaps remain a national issue. For example, in 2022, Black, African, Caribbean or Black British employees earned a median hourly wage of £13.53 compared with £14.35 for White employees equivalent to a raw ethnicity pay gap of around 5.7%. This highlights the structural challenges across the labour market and reinforces the importance of transparency and targeted action.

Moving forward, I want to be clear that our progress will come from real action, not warm words. Over the past year, we have refreshed our Grade system to enable quicker and fairer pay progression, ensuring colleagues can move through their pay bands with greater recognition of their contribution and potential. This is an important step in strengthening equity across the organisation.

I firmly believe that reflecting the city we serve matters deeply – not only for delivering better outcomes for our communities but for creating a workplace where our workforce feels seen, represented, and valued. Representation isn't a statistic to admire; it is a responsibility we all hold. As we continue this journey, my focus remains on creating the conditions where every colleague can thrive, grow and feel proud of the part they play in shaping the future of our council.

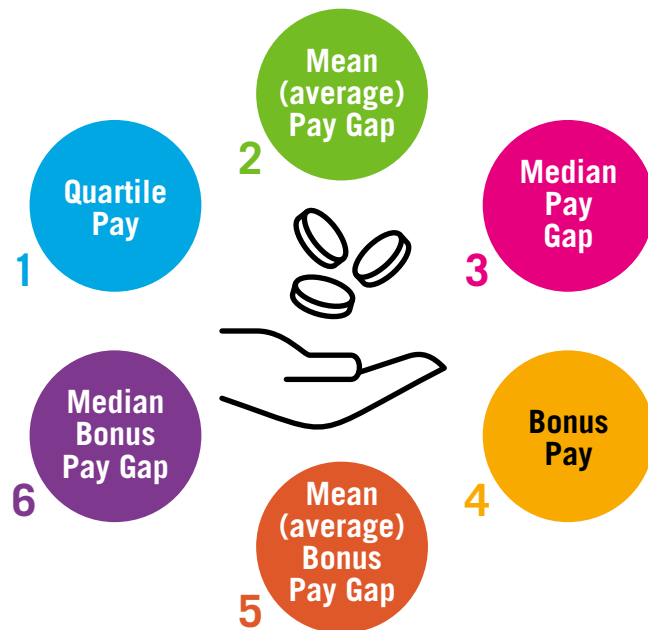


# UNDERSTANDING PAY GAP REPORTING

# 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.



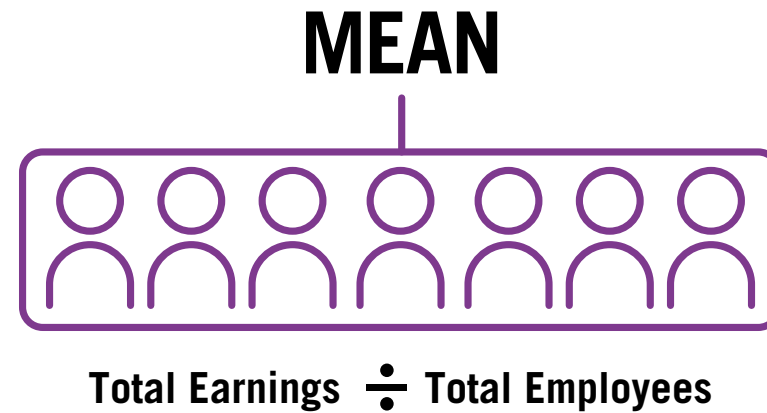
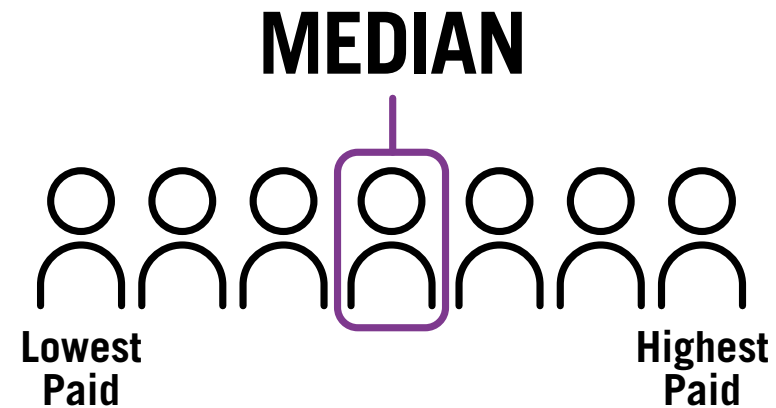
## The Difference Between Pay Gap & Equal Pay

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.

## 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.**

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**

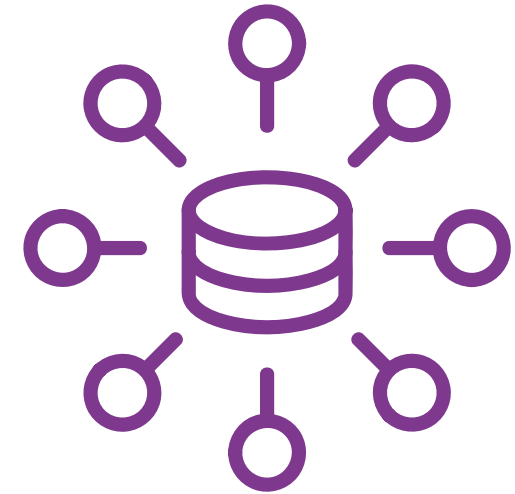
We are proud to state that the Gender Median Pay Gap for 2025 has remained at 0.1%. We have seen a reduction in our Mean from 2.7% to 1.7%

**The Median Gap** equates to a difference of £0.02 on the hour

- Male £17.16
- Female £17.14

**The Mean Gap** equates to a difference of £0.33 on the hour

- Male £19.26
- Female £18.93



Task	2025	2024	2023
Median GPG - All	0.1%	0.1%	0.9%
Mean GPG - All	0.1%	0.1%	0.9%
Median Bonus GPG	1.7%	2.7%	2.8%
Mean Bonus GPG	0.00%	0.00%	0.00%
Proportion of Men receiving a bonus	0.00%	0.00%	0.00%
Proportion of Women receiving a bonus	0.00%	0.00%	0.00%

Pay Quartile	Female	Male	Total
Upper	1417	1032	2449
Upper Middle	1384	1066	2450
Lower Middle	1357	1092	2449
Lower	1552	898	2450
Total	5710	4088	9798

2025

Full Time	Female	Male
Upper	54.2%	45.8%
Upper Middle	52.6%	47.4%
Lower Middle	44.8%	55.2%
Lower	35.6%	64.4%
Grand Total	48.8%	51.2%

2025

Part Time	Female	Male
Upper	82.9%	17.1%
Upper Middle	77.8%	22.2%
Lower Middle	82.0%	18.0%
Lower	80.5%	19.5%
Grand Total	80.8%	19.2%

Full-time workforce is close to parity overall, but women are more represented at the top and less represented at the bottom of our Full-time pay quartiles. Part Time workforce is ~ 4:1 women to men across every quartile – including the upper quartile.

**Composition differs strongly by contract type:**

Part-time roles are overwhelmingly held by women; Full Time roles are mixed, with a male tilt in the lowest Full-Time quartile.



**ETHNICITY**

## What we are doing to close the gaps

We have maintained core long-term interventions from last year and prioritised the following actions in 2025:

- **Refreshing grades and progression:** We have refreshed our Grade system to enable quicker and fairer pay progression, ensuring colleagues can move through their pay bands with greater recognition of contribution and potential.
- **Fair and inclusive job evaluation:** We continue to advance our job evaluation programme with collaborative job design, representative job-holder participation, rigorous moderation and trade union involvement, supported by equality, diversity and inclusion training.
- **Inclusive recruitment:** We have modernised our recruitment by enabling CV-based applications. We will maintain diverse shortlists, structured interviews and transparent criteria to minimise bias.



# Ethnicity Pay Gap

## Hourly Rates

Ethnicity	Mean	Median
White	£20.15	£18.02
Black	£18.06	£17.14
Asian	£18.42	£17.14
Mixed	£18.26	£17.14
Other	£18.65	£17.14
Unknown	£17.86	£15.54
All EM	£18.29	£17.14

- Median ethnicity pay gap. Median hourly pay is now aligned across ethnic minority groups: Black, Asian, Mixed and Other colleagues all have a median of £17.14, compared with £18.02 for White colleagues—a difference of £0.88 (4.9%). The combined All EM median is also £17.14. The only clear exception is the Unknown group at £15.54, which is £2.48 (13.8%) below the White median. This alignment at the median indicates similar mid-point pay across ethnic minority groups; remaining differences are more likely linked to workforce distribution by grade/role rather than different pay for like work. We will continue to improve declaration rates and track grade and pay-quartile distributions to ensure fair progression.
- Improving declaration rates means fewer colleagues are in the Unknown category. Because Unknown has a lower median (£15.54), colleagues who newly declare—many of whom are ethnic minority—shift into the declared EM groups and pull those medians down, while the White median (£18.02) is unchanged. As a result, the observed median ethnicity pay gap widens even if underlying pay practices haven't changed. We expect this effect to continue as declaration increases, before stabilising once most colleagues have declared.

## Ethnicity Pay Gap - Quartiles

Workforce Composition %	White	Black	Asian	Mixed	Other	Unknown	All EM
All	45.4%	14.1%	21.5%	2.7%	1.1%	15.3%	39.3%
Upper Quartile (Q1)	54.9%	10.8%	19.2%	2.3%	1.0%	11.8%	33.3%
Upper Middle Quartile (Q2)	47.0%	15.3%	22.6%	2.9%	1.1%	11.1%	41.9%
Lower Middle Quartile (Q3)	41.8%	15.2%	22.0%	3.0%	1.3%	16.8%	41.4%
Lower Quartile (Q4)	38.0%	14.9%	22.2%	2.7%	1.0%	21.3%	40.7%

- All EM overall: 39.3%
- By quartile: Q1 33.3%, Q2 41.9%, Q3 41.4%, Q4 40.7%
- Unknown: falls with seniority (Q4 21.3% → Q1 11.8%)
- Year-on-year, All EM increased most in Q2 (+3.7pp) and Q4 (+1.4pp) alongside Unknown reductions, indicating that improved declaration is reallocating colleagues (mostly into EM) within the distribution. Q1 rose by +1.3pp but remains below the workforce average, highlighting the need to support progression into higher-paid roles.

### Workforce Comp 25 vs 24

Workforce Composition %	White	Black	Asian	Mixed	Other	Unknown	All EM
All	-1.5%	0.4%	1.1%	0.2%	0.0%	-0.3%	1.8%
	-1.1%	0.4%	0.9%	-0.1%	0.0%	-0.2%	1.3%
Upper Middle Quartile (Q2)	-3.1%	0.7%	2.4%	0.5%	0.1%	-0.7%	3.7%
Lower Middle Quartile (Q3)	-0.6%	0.3%	0.4%	-0.1%	0.1%	0.0%	0.6%
Lower Quartile (Q4)	-1.1%	0.3%	0.5%	0.6%	-0.1%	-0.3%	1.4%

# Gender Pay Gap

	2025	2024	2023	2022
Median GPG - All	0.1%	0.1%	0.9%	4.4%
Mean GPG - All	1.7%	2.7%	2.8%	3.1%
Median Bonus GPG	0.00%	0.00%	0.00%	0.00%
Mean Bonus GPG	0.00%	0.00%	0.00%	0.00%
Proportion of Men receiving a bonus	0.00%	0.00%	0.00%	0.00%
Proportion of Women receiving a bonus	0.00%	0.00%	0.00%	0.00%
Median GPG - FT	-11.0%	-8.6%	-8.7%	-6.0%
Mean GPG - FT	-5.7%	-5.9%	-6.1%	-6.8%
Median GPG - PT	-0.1%	-0.2%	-0.1%	-2.0%
Mean GPG - PT	0.2%	0.8%	-0.9%	-3.1%

Full Time	Female	Male
Upper	54.2%	45.8%
Upper Middle	52.6%	47.4%
Lower Middle	44.8%	55.2%
Lower	35.6%	64.4%
Grand Total	48.8%	51.2%

Part Time	Female	Male
Upper	82.9%	17.1%
Upper Middle	77.8%	22.2%
Lower Middle	82.0%	18.0%
Lower	80.5%	19.5%
Grand Total	80.8%	19.2%

	2025		2024		2023		2022	
	Male	Female	Male	Female	Male	Female	Male	Female
Upper Quartile	57.9%	42.1%	57.4%	42.6%	57.0%	43.0%	57.7%	42.3%
Upper Middle Quartile	56.5%	43.5%	55.8%	44.2%	56.6%	43.4%	55.3%	44.2%
Lower Middle Quartile	55.4%	44.6%	55.7%	44.3%	56.2%	43.8%	55.6%	44.7%
Lower Quartile	63.3%	36.7%	64.8%	35.2%	63.1%	36.9%	62.2%	37.8%



# Intersectionality

At the median, Asian females have the largest gap among declared groups: £16.31 vs £18.36 for White males – a shortfall of £2.05 (11.2%). Comparable gaps are Black males £1.48 (8.1%), Mixed males £1.48 (8.1%), and Black/Other/Mixed females each £1.22 (6.6%).

All EM sits around £17.14 – £17.16. This pattern suggests a compounding effect of ethnicity and sex at the midpoint of the pay distribution: Asian women face the steepest median shortfall relative to the benchmark, even though Asian men are closer to parity (£17.52; £0.84 / 4.5% gap). As data quality improves and more colleagues move out of Unknown

Hourly Rates	Mean		Median	
	Female	Male	Female	Male
Gender				
White	£19.90	£20.49	£17.52	£18.36
Black	£18.20	£17.77	£17.14	£16.88
Asian	£17.79	£19.41	£16.31	£17.52
Mixed	£18.47	£17.92	£17.14	£16.88
Other	£18.24	£19.27	£17.14	£17.14
Unknown	£18.53	£17.35	£15.62	£15.54
All EM	£18.00	£18.78	£17.14	£17.16

Hourly Rates	Mean Pay Gap		Median Pay Gap	
	Female	Male	Female	Male
Gender				
White	2.9%	0.0%	4.5%	0.0%
Black	11.2%	13.3%	6.6%	8.0%
Asian	13.2%	5.3%	11.1%	4.5%
Mixed	9.9%	12.5%	6.6%	8.0%
Other	11.0%	6.0%	6.6%	6.6%
Unknown	9.6%	15.3%	14.9%	15.3%
All EM	12.2%	8.3%	6.62%	6.51%



# OUR PAY GAP DATA



# WHAT WE ARE DOING TO CLOSE THE PAY GAP

## What we are doing to close the gaps cont.

- **Leadership development, mentoring and sponsorship:** Targeted development and sponsorship for underrepresented colleagues in senior full-time roles, focusing on progression into upper quartile roles.
- **Flexible working without penalty:** Ensure part-time and flexible workers have equitable access to development and progression; expand job-sharing and hybrid options for senior roles.
- **Directorate-level action plans:** Deep-dive pay and progression reviews in Directorates with the largest gaps, with clear KPIs and quarterly tracking.
- **Data and transparency:** We have developed a Diversity HR Metrics Dashboard and continued our Workforce Diversity Declaration Campaign to strengthen data completeness and apply an intersectional lens to joiners/leavers, absence and ER trends.



# Gender Pay Gap

	2025	2024	2023	2022
Median GPG - All	0.1%	0.1%	0.9%	4.4%
Mean GPG - All	1.7%	2.7%	2.8%	3.1%
Median Bonus GPG	0.00%	0.00%	0.00%	0.00%
Mean Bonus GPG	0.00%	0.00%	0.00%	0.00%
Proportion of Men receiving a bonus	0.00%	0.00%	0.00%	0.00%
Proportion of Women receiving a bonus	0.00%	0.00%	0.00%	0.00%
Median GPG - FT	-11.0%	-8.6%	-8.7%	-6.0%
Mean GPG - FT	-5.7%	-5.9%	-6.1%	-6.8%
Median GPG - PT	-0.1%	-0.2%	-0.1%	-2.0%
Mean GPG - PT	0.2%	0.8%	-0.9%	-3.1%

Full Time	Female	Male
Upper	54.2%	45.8%
Upper Middle	52.6%	47.4%
Lower Middle	44.8%	55.2%
Lower	35.6%	64.4%
Grand Total	48.8%	51.2%

Part Time	Female	Male
Upper	82.9%	17.1%
Upper Middle	77.8%	22.2%
Lower Middle	82.0%	18.0%
Lower	80.5%	19.5%
Grand Total	80.8%	19.2%

Workforce Numbers	All	White	Black	Asian	Mixed	Other	Unknown	All EM
All	9798	4449	1378	2106	264	106	1495	3854
Upper Quartile (Q1)	2449	1344	265	471	56	24	289	816
Upper Middle Quartile (Q2)	2450	1152	376	553	70	27	272	1026
Lower Middle Quartile (Q3)	2449	1023	372	538	73	31	412	1014
Lower Quartile (Q4)	2450	930	365	544	65	24	522	998

Workforce Composition %		White	Black	Asian	Mixed	Other	Unknown	All EM
All		45.4%	14.1%	21.5%	2.7%	1.1%	15.3%	39.3%
Upper Quartile (Q1)		54.9%	10.8%	19.2%	2.3%	1.0%	11.8%	33.3%
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Lower Middle Quartile (Q3)		41.8%	15.2%	22.0%	3.0%	1.3%	16.8%	41.4%
Lower Quartile (Q4)		38.0%	14.9%	22.2%	2.7%	1.0%	21.3%	40.7%

Workforce Comp 25 vs 24		White	Black	Asian	Mixed	Other	Unknown	All EM
All		-1.5%	0.4%	1.1%	0.2%	0.0%	-0.3%	1.8%
Upper Quartile (Q1)		-1.1%	0.4%	0.9%	-0.1%	0.0%	-0.2%	1.3%
Upper Middle Quartile (Q2)		47.0%	0.7%	2.4%	0.5%	0.1%	-0.7%	3.7%
Lower Middle Quartile (Q3)		41.8%	0.3%	0.4%	-0.1%	0.1%	-0.0%	0.6%
Lower Quartile (Q4)		38.0%	0.3%	0.5%	0.6%	-0.1%	-0.3%	1.4%

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

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