Birmingham City Council

Gender Pay Gap Report 2019

What is a gender pay gap?

The gender pay gap in an organisation is the difference between the average hourly wage of all men and all women in the workforce.

It is important to understand that a gender pay gap is not the same as an equal pay gap (or a failure to observe equal pay), although the two are often confused, the differences are as follows;

Equal Pay gap the difference in pay between a male and female undertaking same (or similar) work for a different rate of pay, is unjustifiable where they are doing equal work. This was made illegal in the Equal Pay Act (1970) and superseded by the Equality Act (2010). Examples of an Equal Pay gap situations include:

- Being paid different wages for doing the same or similar job
- Being paid different wages for jobs that are equal in terms of effort, skill or decision-making
- Being paid different wages for jobs that are different, but have been rated under a job evaluation scheme as being equivalent or of equal value

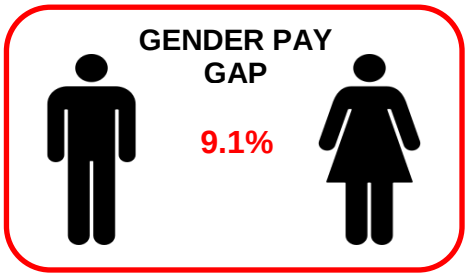
Gender pay gap is the comparison between the average hourly wage of all men within an organisation, and all women within an organisation. This average is worked grade, all the way up from people working at Grade 1 to the Chief Executive.

What do the numbers mean?

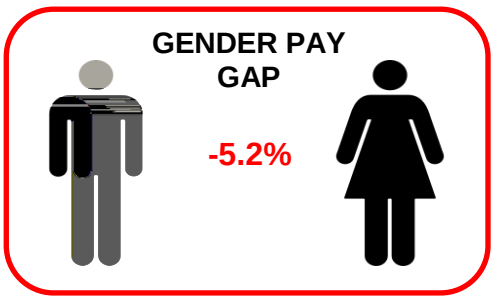
For each of these six calculations, the result is expressed as a percentage of male pay. If there is a positive figure, it means that men are earning more by that amount. If there is a negative figure, it means that men are earning less by that amount.

For example:

In this example, male employees earn 9.1% more than their female counterparts.



In this example, male employees earn 5.2% less than their female counterparts.



Who is included in this report?

For Birmingham City Council, the data covers all full-pay relevant employees. Full-pay relevant employees are those that were employed on the snapshot date of 31st March 2019 and were paid in the period that the snapshot date falls, without any reductions in pay.

Schools employees are excluded from this dataset as their reporting is the responsibility of the relevant governing body. They will be reported separately only where their individual school, or group of schools in a Multi Academy Trust (MAT), has over 250 employees.

What are calculations based upon?

All the data in this report is from the snapshot date of 31st March 2019.

Hourly earnings are utilised to make the calculations, because there is usually a difference between the working patterns of men and women, with far more women in the UK working part-time compared to men. Nationally, only 2,251,000 (13%) men

work part-time compared to 6,313,000 (41%) of women[1]. It would therefore be unfair to compare annual salaries.

Where is this data published?

The regulations require that data is published on the national government website www.gov6pO.7 k/genderpayagap on website www.birmingham.gov6pO.7 k

Data must be published by 30th March in the year after the snapshot date. This report uses data from 31st March 2019, so data will be published online by 30th March 2020.

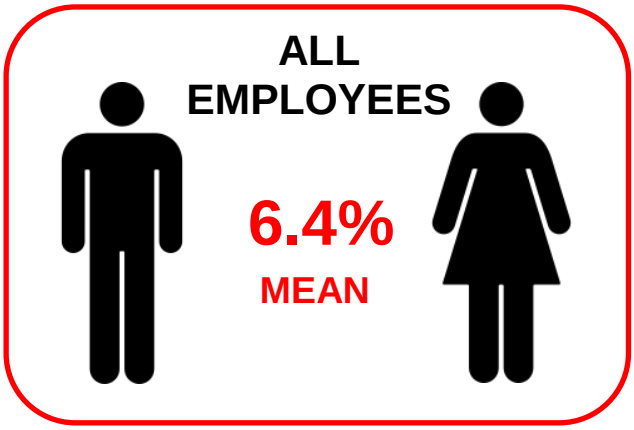
[1] ONS Aug-Oct 2019, EMP01 SA: Full-time, part-time and temporary workers (seasonally adjusted)

Gender Pay Gap 2019

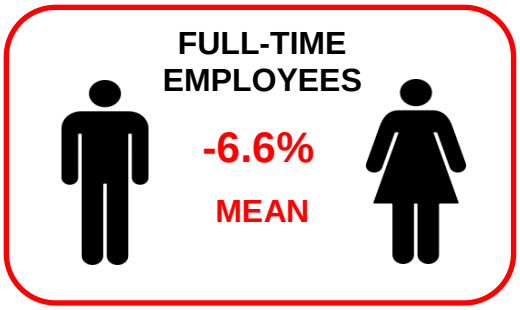
Birmingham City Council Workforce 2019

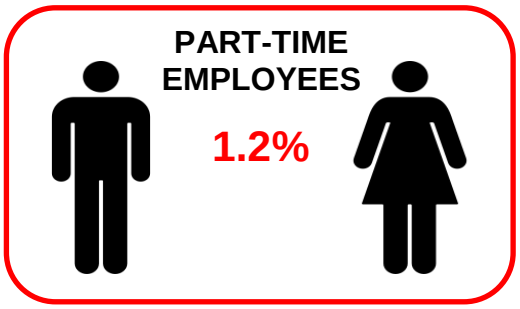
Mean gender pay gap

Overall, the mean gender pay gap at Birmingham City Council on 31st March 2019 was 6.4%. This means that for all employees (both full-time and part-time), men earned on average 6.4% more than women hourly.



The mean pay gap changes when we look at full-time employees and part-time employees separately.





When the data is analysed in this way, full-time males actually earn 6.6% less on an hourly basis than females working full-time. Males working part-time earn 1.2% more than women working part-time.

Median gender pay gap

The median gender pay gap for all employees within Birmingham City Council is 4.5%, which is much lower than the national median pay gap of 17.3%[2].

[2] ONS, Gender pay gap in the UK 2019

These figures show that male and female workers are not evenly distributed across the Council. The workforce is predominantly composed of females; 39% males and 61% females, with this female dominance being a feature of each quartile. The lowest quartile shows the greatest difference with almost 10% difference, however, and is reflective of the number of part time roles and thus, pay. The Lower Middle quartile is reflective of the overall gender breakdown, the Upper Middle quartile has a difference of 6% and the Upper Middle quartile has a difference of 3%.

How does this compare to 2018?

One of the ways that we can measure our progress is by comparing our current pay gap to our pay gap in 2018.

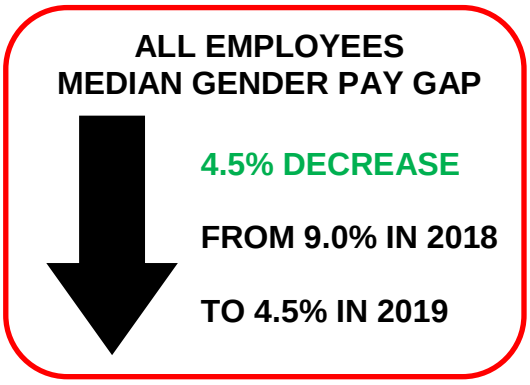
Changes in our workforce

Mean gender pay gap

The mean gender pay gap for all employees has decreased by 2.9%.

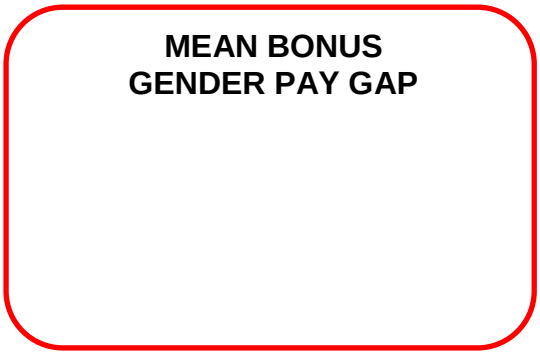
Median gender pay gap

The median gender pay gap for all employees has decreased by 4.5%.



Mean bonus gender pay gap

Birmingham City Council does not pay bonuses, so the mean bonus gender pay gap has not changed.



Median bonus gender pay gap

Birmingham City Council does not pay bonuses, so the median bonus gender pay gap has not changed.

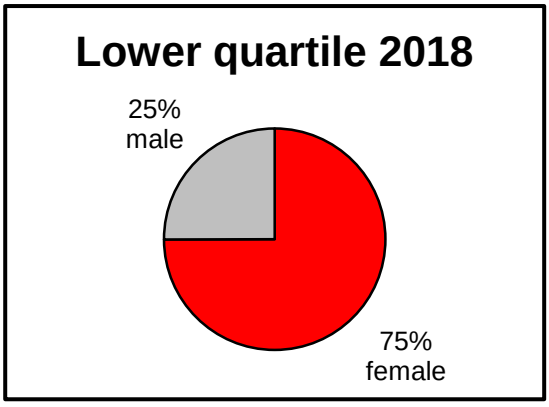
The proportion by gender receiving a bonus

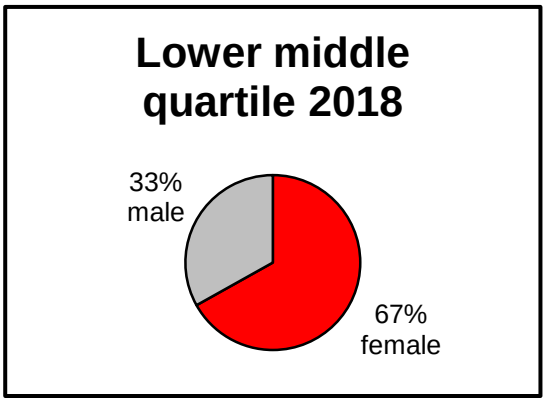
Birmingham City Council does not pay bonuses, so there is no change in the proportion by gender receiving a bonus.

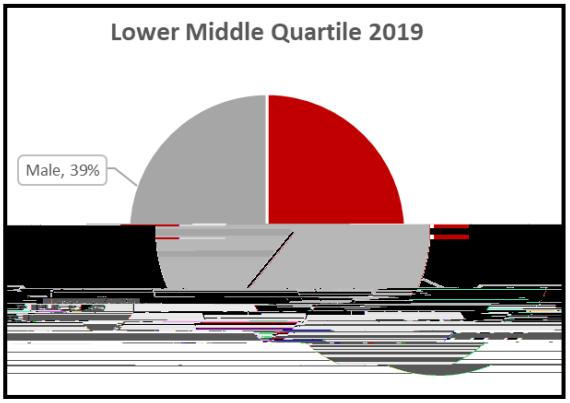
The quartile pay bands

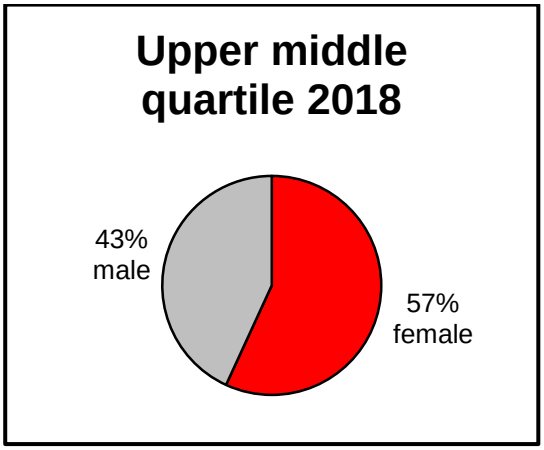
These graphs show the differences between how many males and females are in each pay quartile between 2018 and 2019

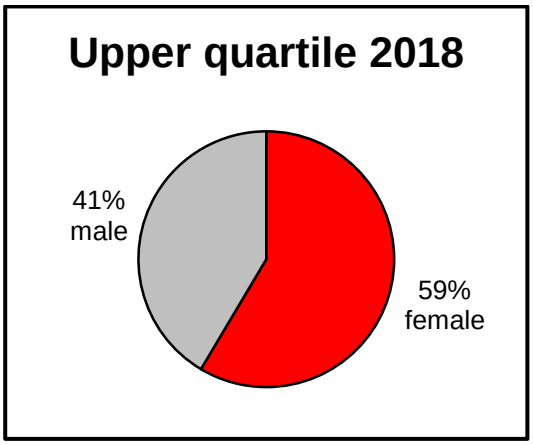
It is important to remember that between 2018 and 2019 the overall gender breakdown of the workforce also changed. The proportion of females in the workforce decreased from 64% in 2018 to 61% in 2019

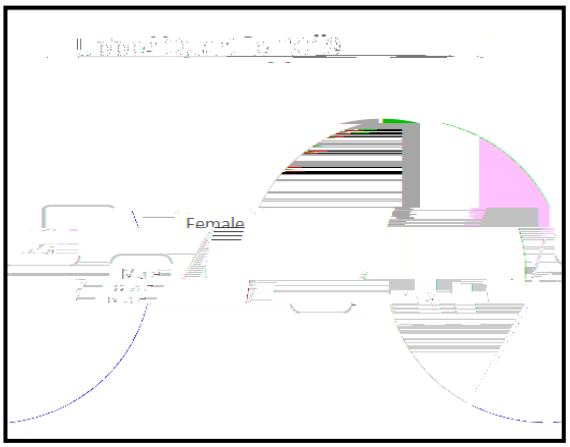

Lower quartile 2018
25% male
75% female


Lower middle quartile 2018
33% male
67% female


Lower Middle Quartile 2019
Male, 39%


Upper middle quartile 2018
43% male
57% female


Upper quartile 2018
41% male
59% female


Female

From 2018 to 2019, the proportion of males increased in all Tf1tBT ales

What are we doing to close the gap?

Birmingham City Council (BCC) is committed to a policy of equality of opportunity in its employment, procedures and practices, and all the services for which it is responsible, ensuring they are and remain non-discriminatory and are compliant with legislation in relation to age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

To ensure that the jobs employees undertake are of equal value, in setting the pay levels, BCC undertakes job evaluation, using National Joint Council for Local Government Services agreed national job evaluation scheme for jobs covered by those terms and conditions of service. Evaluations are undertaken regularly for new jobs and also as part of restructures where a job significantly changes.

Birmingham City Council recruitment and selection processes look to provide commitment to offer internal promotion opportunities and help develop long term careers for employees through creating a mobile, flexible and agile workforce. Monitoring takes place throughout the process and looks at the protected characteristics to ensure they are treated fairly and where necessary, positive action will be undertaken to attract candidates from particularly under-represented groups. The recruitment and selection process is currently under review and BCC will be ensuring that the reduction of the gender pay gap is taken into account for any changes to the policy. Exit monitoring is also carried out that can also be used to identify issues that may affect the gender pay gap.

Pay gap monitoring forms part of the annual pay progression cycle to ensure that any decisions on pay awards as a result of that process do not adversely affect a protected characteristic group.

Flexible working is offered throughout the council for all levels of jobs unless business need means that it is not possible i.e. the use of flexi-time for some frontline employees will be limited in order to maintain the service due to the nature of the job.

There is additional support offered to women returners to work following maternity/adoption leave in order to enable them to return to work and fit around their work life balance. Additionally, there is shared parental leave that encourages male employees to also consider more time off for work life balance. We will continue to develop new ways of working that offers flexibility that enables employees to continue to develop within the organisation whilst still enabling them to get the best out of their home life.