

BIRMINGHAM CHILDRENS TRUST

GENDER PAY GAP REPORT 2019

Report

Birmingham Children's Trust – Gender Pay Gap Report

Foreword

As a private sector employer with over 250 employees, Birmingham Children's trust is required to publish data on our gender pay gap – the difference between the average hourly wage of all men and all women in our workforce. Publishing the data is a requirement under the Equality Act 2010 (Specific Duties and Public Authorities) 2017.

By Publishing this report, we are not only meeting our requirements under legislation, but also reaffirming our commitment to be a modern, inclusive employer where every member of staff feels valued and supported to succeed, regardless of their gender or other protected characteristics.

Birmingham is a vibrant and diverse city, and we think it is important that our workforce is representative of the people we serve. Creating an environment where everyone is able to achieve their fullest potential isn't just good for our employees – it ensures that we are making the best use of all the skills and talent available, and doing our best for the Children, Young People and families of Birmingham. This report is only one way in which we are promoting equality and opportunity to everyone and will help us to identify new ways in which we can become a modern employer of the future.

What is the 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 unequal pay although the two are often confused.

Unequal pay is paying men and women a different wage for the same (or similar) work. This is always unjustifiable and has been illegal since 1970. Examples of unequal pay situations include:

- Being Paid different wages for doing the same or similar job ('Like work')
- Being paid different wages for jobs that are equal in terms of effort, skill or decision-making responsibility ('work of equal value')
- Being paid different wages for jobs that are different, but have been rated under 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 out using everyone's jobs regardless of their grade, all the way up from people working at Grade 1 to the Chief Executive.

Understanding the data in this report

In this report you will find all the data that we are required to publish under the Equality Act 2010 (Specific Duties and Public Authorities) 2017.

As a private sector employer with 250 employees or more, we are required to publish the following information:

Mean gender pay gap

The percentage pay difference between the average mean hourly rate of pay male full-pay relevant employees and that of female full-pay relevant employees.

Median gender pay gap

The percentage pay difference between the average median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Mean bonus gender pay gap

The percentage difference between the average mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Median bonus gender pay gap

The percentage difference between the average median bonus pay paid to male relevant employees and that paid to female relevant employees.

The proportion by gender receiving a bonus

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

The quartile pay bands

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle, and upper quartile pay bands.

What do mean numbers mean?

For each of these six calculations, the result is expressed as a percentage of male and female 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





GENDER PAY
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-5.2%



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

Who is included in this report?

For Birmingham Children's Trust, our data covers all full-pay relevant employees. Full pay relevant employees are those that were employed on the snapshot date of 31st December 2019 and were paid in the period that the snapshot date falls, without any reductions in pay.

How did we do our calculations?

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

We use hourly earnings to make these calculations. Hourly earnings are used 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 2,223,000 (26.01%) men work part-time compared to 6,321,000 (73.98%) of women¹. It would therefore be unfair and statistically inaccurate to only compare based on annual salaries.

Where is the data published?

The regulations require that we publish our data on the national government website www.gov.uk/genderpaygap and on our website www.birminghamchildrenstrust.co.uk

We are required to publish our data by 30th March in the year after the snapshot. This report uses data from the 31st March 2019, so the data will be published online by 30th March 2020.

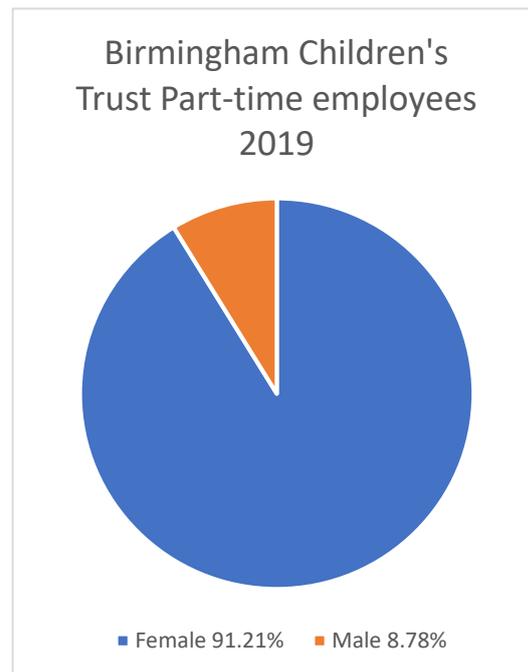
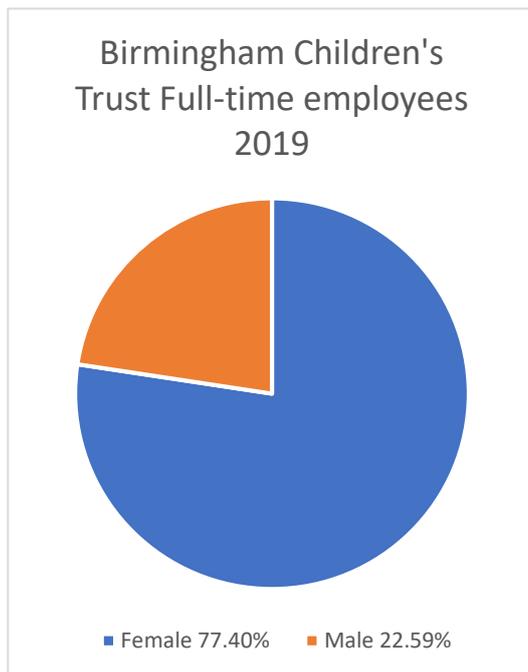
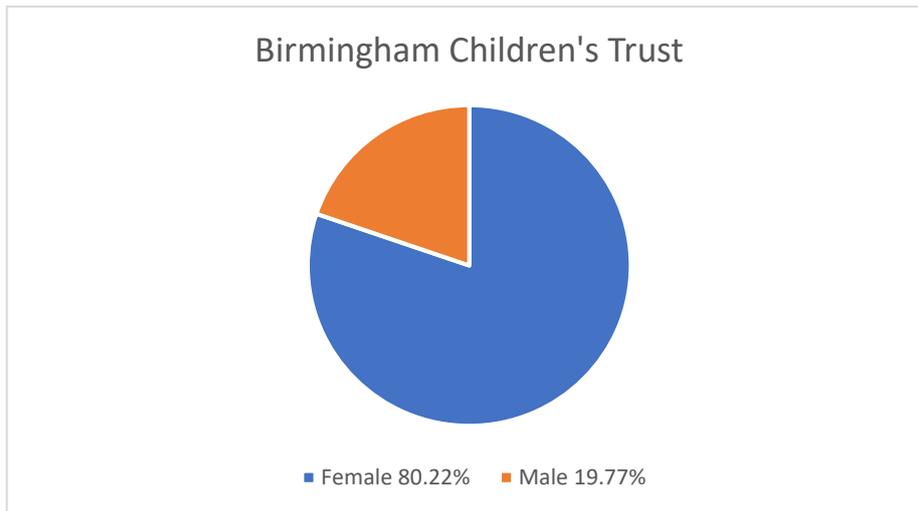
¹ONS Sept-Nov 2019, EMP01 SA: Full-time, Part-time & temporary workers (Seasonally Adjusted)

Gender Pay Gap 2019

Our Workforce

Like most public sector employers, we have more female employees than male employees.

Overall in Birmingham Children's trust our workforce is 80.22% Female and 19.77% Male



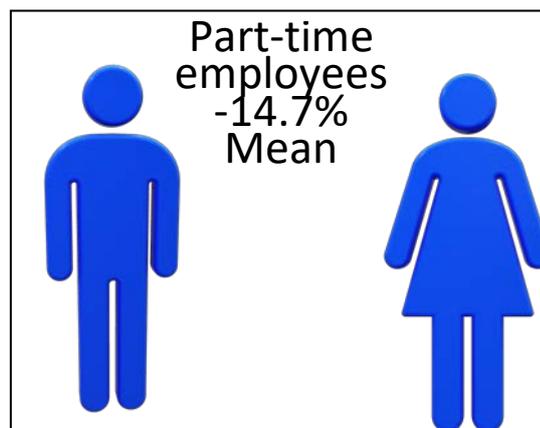
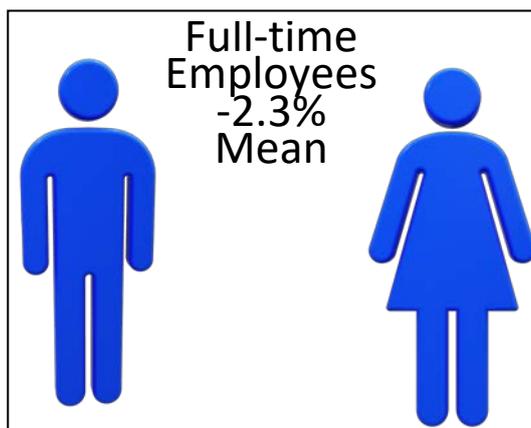
There is a slight difference between the gender make-up of employees in the full-time and part-time workforce. Women make up 91.21% of part-time employees and 77.40% of full-time employees.

Mean Gender pay gap

Overall the mean gender pay gap at Birmingham Children's trust on 31st December 2019 was 1.3%. This means on average that for all employees (both full-time and part-time), women earned on average 1.3% more than men hourly.



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

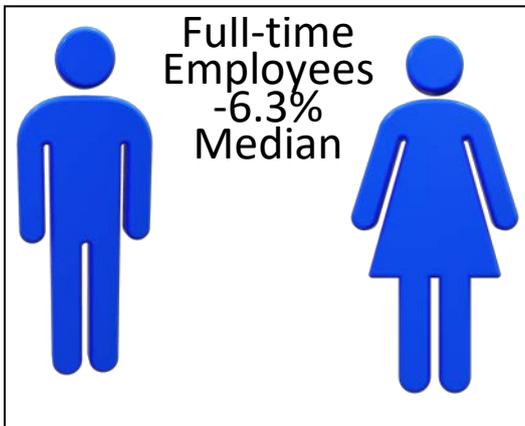


When we break down the data in this way, full-time men actually earn 2.3% less on an hourly basis than women working full-time. Men working part-time earn 14.7% less than women working part-time.

Median Gender Pay Gap

Our median gender pay gap for all employees is -14.7% which is much lower than the national median pay gap of 17.3%².

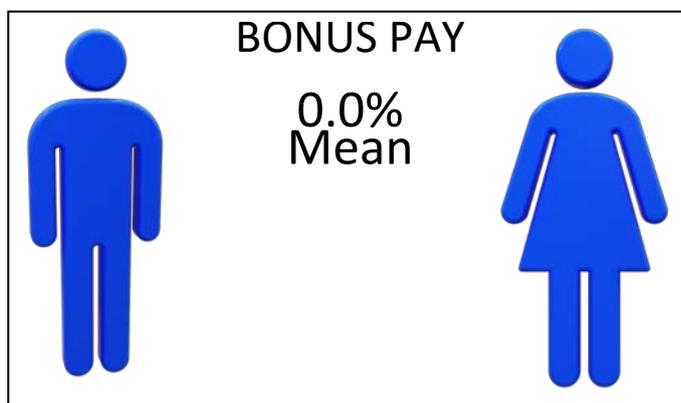
²ONS, Gender pay gap in the UK 2019



The gender pay gap is different again when broken down to full-time and part-time employees. Men working full-time earn 6.3% less than women working full-time. For men working part-time they earn 10.2% less than women working part-time.

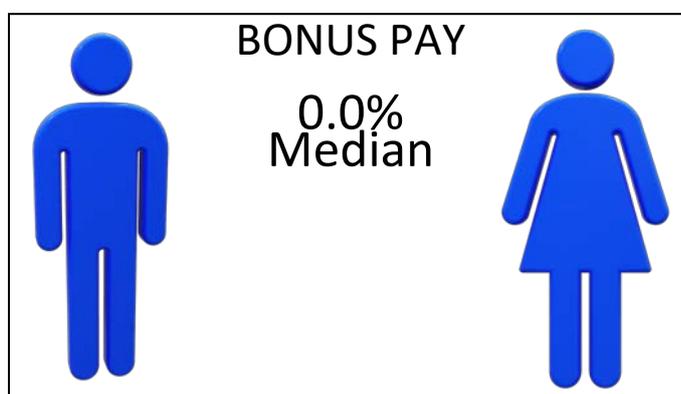
Mean Bonus Gender Pay Gap

We do not pay bonuses, so our mean bonus gender pay gap is 0%



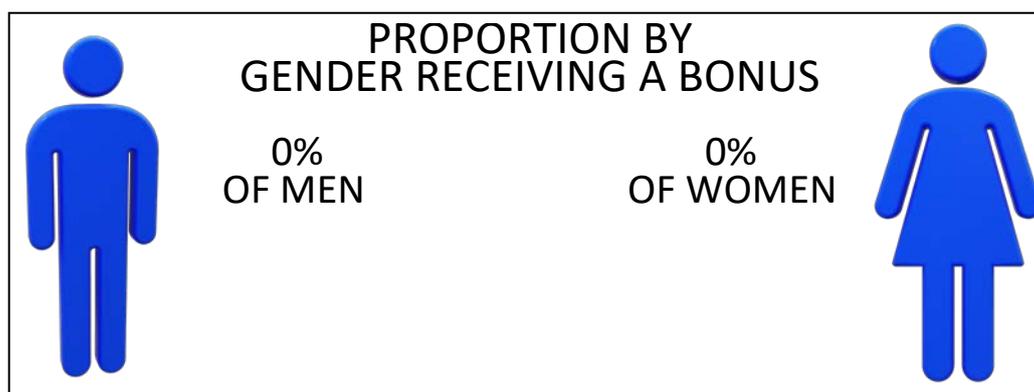
Median bonus gender pay gap

We do not pay bonuses, so our median bonus gender pay gap is 0%



The Proportion by gender receiving a bonus

We do not pay bonuses, so there is no gender difference in who receives bonuses



The quartile pay bands

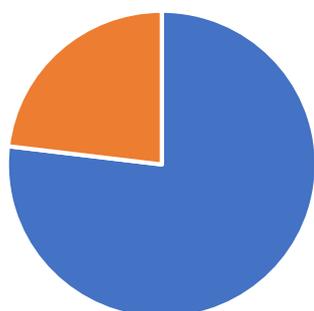
These figures show how many men and how many women are in each of the pay quartiles – lower, lower middle, upper middle, and upper.

If women and men were eventually distributed across all levels of the organisation then these figures would match the gender breakdown of the overall workforce – 80.22% female and 19.77% male.

These figures show that men and women are evenly distributed across the Trust. There are significantly more women than men in each quartile. The women in each quartile are evenly matched with only a 5.3% difference between women in the lower quartile 76.90% and women in the upper quartile 82.20%. If we compare men in the same quartiles, men in the lower quartile are at 23.10% and men in the upper quartile 17.80%. This shows a slight reverse to the women.

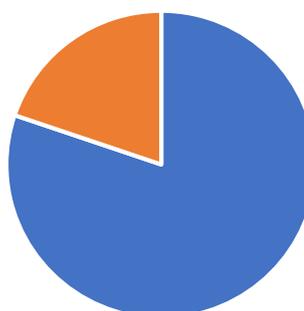


Lower Quartile



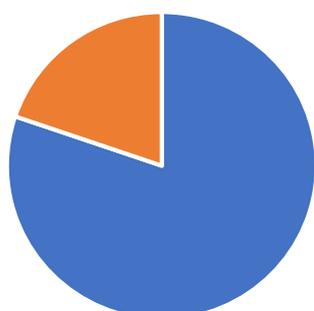
■ Female 76.9 % ■ Male 23.10%

Lower middle Quartile



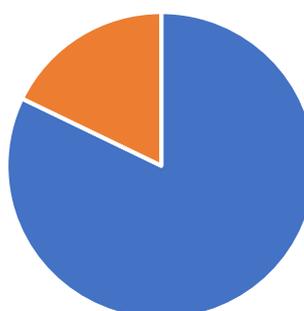
■ Female 80.20 % ■ Male 19.80%

Upper Middle Quartile



■ Female 80.20% ■ Male 19.80%

Upper Quartile



■ Female 82.20 % ■ Male 17.80 %

What are we doing to close the gap?

Birmingham children's trust (BCT) 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 partnerships and pregnancy and maternity.

To ensure that the jobs employees undertake are of equal value, in setting the pay levels BCT undertakes job evaluation to determine the size of a job by following the nationally recognised job evaluation scheme for national joint council employees and the local government employers job evaluation scheme for the joint National Council employees. Evaluations are undertaken regularly for new jobs and also as part of restructures where a job significantly changes.

Our recruitment and selection process is look to support our 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 particular under representative groups. The recruitment and selection process is currently under review and BCT 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 gender pay gap.

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

Flexible working is offered throughout the trust 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 returning 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 also consider more timer 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 while still enabling them to get the best out of their home life.

Birmingham children's trust is going to explore the opportunities for developing leaders of the future that would be open to all employees and will also include positive actions help build capacity in addressing under representation at leadership level.