



BIRMINGHAM  
CHILDREN'S TRUST

# Gender Pay Gap Report 2023



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## Foreword

### Reflections from Nikki Harding, Head of HR

Birmingham Children's Trust recognises and values the contribution our staff make, we want to be recognised as an attractive employer of choice and a great place to work where we celebrate our diverse and vibrant community. It is important that our workforce is representative of the communities we serve and that we continue to create an environment where everyone can achieve their best for the children, young people and families within Birmingham.

We take seriously our responsibility to lead by example, one of the ways we do this is by reporting our gender pay gap data. Gender Pay Gap reporting in the UK is now in its seventh year, it is possible to have a gender pay gap and to pay men and women fairly. Equal pay looks at the difference in men and women's pay for the same or similar work. The gender pay gap is calculated by taking all employees across an organisation and comparing the average pay between men and women. Reporting annually is an important way to track how recruitment, reward, and progression decisions impact the achievement of a diverse, inclusive workforce.

This report covers the 2023 reporting cycle, using a snapshot date of 31 December 2023.

This year our median pay gap is -7.4% which is much lower than the national average of 14.3%, whilst our mean pay gap increased by just over one percentage to -2.38%. This means on average in 2023 women earned 2.38% more per hour than men, up from 1.3% in 2022.

We can see fluctuations in our reported pay gap as we are a medium-sized organisation with a predominantly female workforce, therefore small changes in our employee profile can have a significant impact.

In reporting our gender pay gap data, we choose to go behind the headline figures. We do this because we are committed to fostering inclusion, equity, and equality within Birmingham Children's Trust and we want to understand how our culture and actions help us to close the gap.



**Nikki Harding FCIPD**  
Head of HR  
Birmingham Children's Trust

Declaration I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information)

A handwritten signature in blue ink, appearing to read 'Nikki Harding', written over a horizontal line.

## Overview - Reporting Gender Pay Gaps

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings.

If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

1. Median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
2. Mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. Median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
4. Mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
5. Bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period.
6. Quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lowermiddle, upper-middle and upper quartile pay bands.

Headlines about the gender pay gap tend to focus on the median figure, which ignores extremes and is therefore thought to be the most representative measure. It is, however, important to report all these measures.

Each one tells you something different about the underlying causes of the gender pay gap and each one can mask issues that another may highlight. If there is a big difference between an organisation's mean and median pay gap, this indicates that the dataset is skewed – either by the presence of very low earners (making the mean lower than the median), or by a group of very high earners (making the mean bigger than the median).

Taking a 'snapshot' of this data on a set date, as required by regulation, creates a level playing field for all reporting organisations.

However, it masks the fluidity of gender pay gaps, which can fluctuate from month to month and across pay quartiles depending on changes to headcount.

## Our UK Gender Pay Data

### The factors affecting our 2023 gender pay gaps

Birmingham Children's Trust has clear, externally benchmarked salary ranges in place for all job roles. This ensures that everyone is paid fairly for undertaking the same or a similar role.

The gender pay gap looks at the distribution of men and women across all job levels of the organisation and identifies how this translates into the average salary and bonus payments made as a result.

Specialist skillsets command very different salaries, so the potential for significant differences in salary in a knowledge-based organisation like ours is high. And, with 81% women and 19% men, relatively small changes in the distribution of men across the different pay quartiles in the organisation can have a significant impact on our gender pay gap.

### Recent factors

Our voluntary attrition rate remains low and whilst of course, we want to retain our talented people and do not want to see an increase in leavers as any shift will play a part in our pay gaps. This is because the salaries of the women who have joined us are likely to be lower than those who have left.

### Tracking our progress

We are proud of the opportunities we give to everyone across our organisation, our flexible working culture supports our employees whilst focusing on inclusion and fairness with 18% of our workforce working part-time.

We are continuing to work on areas of policy and practice, such as maternity and paternity leave, these are focused on enabling new parents to take equal responsibility for childcare commitments. It will take time, but this will help address the current imbalance that occurs when more women than men work flexibly to fulfil family responsibilities.

We are proud that many of our senior roles are undertaken by women and are already carried out on a flexible basis. We are working hard to ensure that our practices encourage everyone to have the option to work flexibly, in a way that suits them, so they can deliver their best work.

## Gender Pay Gap Data 2023

### Snapshot Date 31 December 2023

#### Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	16.16%	83.84%
Upper middle hourly pay quarter	18.17%	81.83%
Lower middle hourly pay quarter	17.76%	82.24%
Lower hourly pay quarter	21.64%	78.36%

#### Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	-1.74%
Median gender pay gap using hourly pay	-7.74%

#### Percentage of men and women who received bonus pay\*

	Men	Women
Percentage of men and women who received bonus pay	0%	0%

\*Birmingham Children's Trust does not pay bonuses

#### Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	N/A
Median gender pay gap using bonus pay	N/A

#### Employee headcount

Number of employees used to establish headcount for gender pay gap reporting	2087
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## Maintaining Our Gender Pay Differences

We are committed to maintaining the positive gap we have already achieved and will continue to promote and develop equality, diversity and inclusion programmes within Birmingham Children's Trust.

We recognise that employers have a responsibility – to their businesses, their people and society – to keep driving the changes we need to see. We also have a responsibility to our own people, and we act on our commitment for greater inclusion, fairness and flexibility in several ways:

### **Recruitment and Retention**

Our aim is to achieve greater inclusion and diversity throughout our recruitment process, we will continue to review our talent attraction approach, using job-specific selection criteria to ensure fairness and inclusivity.

We will continue to advertise all vacancies with transparent pay ranges and an openness to flexible working arrangements. In future we will not ask applicants to disclose their salary history, so they have a fair basis to negotiate pay.

Where we observe diversity imbalances in specific areas of our business, we will explore the potential causes to remove any possible barriers to entry and progression.

### **Employee Voice**

We encourage everyone to use their voice to support us in identifying areas of improvement. We will develop our employee engagement survey, so we can hear the views of all our people. This will generate real-time data on key people issues.

We continue to build on our staff investment in recent years and are progressing against our internal equalities action plan. We role-model flexible and hybrid ways of working and our approach is helping us to attract and retain talented people who are committed to our purpose.

### **Pay Transparency**

We pay above the voluntary 'real' Living Wage and evaluate all job roles externally to ensure our compensation is fair and competitive.

Working in partnership with Birmingham City Council we continue to review and manage the span of our pay grades to provide greater equality for people undertaking the same or similar roles at the same level. By tracking our pay data and conducting a full analysis we will be building a better understanding of what drives our gender pay gaps.

### **Flexible Working**

Gender pay gaps can typically occur when more women than men work flexibly to fulfil family responsibilities, and when this in turn limits their access to higher-paid, senior roles.

Our position is that the request for flexible working should be a right from day one and throughout an employee's service to the Trust. We continue to make full use of evolving technology, innovative workspaces, and new ways of working to empower our people to work however and wherever is most effective for the business, their team, and their own productivity.

## Tracking Our Progress

### Percentage of male and female employees by year



#### Male

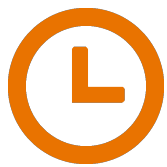
2019	2020	2021	2022	2023
19.77%	19.80%	18.28%	22.25%	19.03%



#### Female

2019	2020	2021	2022	2023
80.22%	80.20%	81.72%	77.75%	80.97%

### Percentage of men and women split by full-time and part-time across each year.



	Full-Time		Part-Time	
	Men	Women	Men	Women
2023	20.03%	79.97%	11.46%	88.54%
2022	21.50%	78.50%	9.90%	90.10%
2021	18.28%	81.72%	12.80%	87.20%
2020	22.08%	77.92%	10.95%	89.05%
2019	22.59%	77.40%	8.78%	91.28%



**Percentage of men and women in each hourly pay quarter per year**

		<b>Men</b>	<b>Women</b>
Upper hourly pay quarter	2023	16.16%	83.84%
	2022	18.70%	81.30%
	2021	18.80%	81.30%
	2020	18.00%	82.00%
	2019	17.80%	82.20%
Upper middle hourly pay quarter	2023	18.17%	81.83%
	2022	20.20%	79.80%
	2021	20.20%	79.80%
	2020	20.00%	80.00%
	2019	19.80%	80.20%
Lower middle hourly pay quarter	2023	17.76%	82.24%
	2022	19.80%	80.20%
	2021	19.80%	80.20%
	2020	20.00%	80.00%
	2019	19.80%	80.20%
Lower hourly pay quarter	2023	21.64%	78.36%
	2022	20.00%	80.00%
	2021	20.00%	80.00%
	2020	21.00%	79.00%
	2019	23.10%	76.90%

### Mean and median gender pay gap using hourly pay per year

Mean gender pay gap using hourly pay	2023	-1.74%
	2022	-1.30%
	2021	-2.30%
	2020	-1.00%
	2019	-1.30%
Median gender pay gap using hourly pay	2023	-7.40%
	2022	-7.74%
	2021	-2.90%
	2020	-8.00%
	2019	-14.7%