



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
--	------

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Nikki Harding FCIPD

Head of HR

3rd April 2024