



Ethnicity Pay Gap Data 2025

Snapshot Date 31 December 2025

Percentage of white and global majority in each hourly pay quarter

| | White | Global Majority | Unknown |
|---------------------------------|-------|-----------------|---------|
| Upper hourly pay quarter | 43.4% | 45.1% | 11.5% |
| Upper middle hourly pay quarter | 41.9% | 48.6% | 9.5% |
| Lower middle hourly pay quarter | 37.2% | 53.3% | 9.4% |
| Lower hourly pay quarter | 33.9% | 52.4% | 13.7% |

Mean and median ethnicity pay gap using hourly pay

| | |
|---|-------|
| Mean ethnicity pay gap using hourly pay | 5.93% |
| Median ethnicity pay gap using hourly pay | 3.34% |

Percentage of white and global majority who received bonus pay*

| | White | Global Majority |
|--|-------|-----------------|
| Percentage of white and global majority who received bonus pay | 0% | 0% |

*Birmingham Children's Trust does not pay bonuses

Mean and median ethnicity pay gap using bonus pay

| | |
|--|-----|
| Mean ethnicity pay gap using bonus pay | N/A |
| Median ethnicity pay gap using bonus pay | N/A |

Employee headcount

| | |
|---|------|
| Number of employees used to establish headcount for ethnicity pay gap reporting | 2344 |
|---|------|

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

20th January 2026