

Our UK Gender Pay

Gap Report 2024

The Birmingham Children’s Trust

Gender Pay Gap Report 2024

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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 eighth 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 2024 reporting cycle, using a snapshot date of 31 December 2024.

This year our median pay gap is 13.43% which is slightly lower than the national average of 14.9%, whilst our mean pay gap was 2.16%. This means on average in 2024 women earned 0.46p less per hour than men.

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.

Declaration 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

Birmingham Children’s Trust

# **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, lower-middle, 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 2024 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 81.7% women and 18.3% 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 15.86% 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 2024**

**Snapshot Date 31 December 2024**

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

|  |  |  |
| --- | --- | --- |
|  | **Men** | **Women** |
| Upper hourly pay quarter  | 17.4% | 82.6% |
| Upper middle hourly pay quarter  | 17.8% | 82.2% |
| Lower middle hourly pay quarter  | 18.0% | 82.0% |
| Lower hourly pay quarter | 20.4% | 79.6% |

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

|  |  |
| --- | --- |
| Mean gender pay gap using hourly pay | 2.16% |
| Median gender pay gap using hourly pay | 13.43% |

**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 | 2225 |

# **Maintaining Our Gender Pay Differences**

We are committed to improving the identified gap 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 have developed our employee engagement survey “Your Voice”, so we can hear the views of all our people. This generates 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 undertaking a full analysis we will 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.