

## BIRMINGHAM CITY COUNCIL

### PUBLIC

Report to: CABINET  
Report of: Chief Operating Officer  
Date of Decision: 06 March 2018  
SUBJECT: GENDER PAY GAP REPORTING 2017

Key Decision: Yes / No  
If not in the Forward Plan: Chief Executive approved ☐  
(please "X" box) O&S Chair approved ☐  
Relevant Cabinet Member(s) or Councillor Brigid Jones – Deputy Leader  
Relevant Executive Member:  
Relevant O&S Chair: Councillor Mohammed Aikhlaq  
Wards affected: N/A

### 1. Purpose of report:

- 1.1 This report details the gender pay gap data that is required as part of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that requires public sector organisations with over 250 employees as at a snapshot date. The snapshot date for the data in this report is 31 March 2017.

### 2. Decision(s) recommended:

That the Cabinet

- 2.1. Notes the proposed gender pay gap report for publication on the government website [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap) and the Council website [www.birmingham.gov.uk](http://www.birmingham.gov.uk)

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### 3. Consultation

Consultation should include those that have an interest in the decisions recommended

- 3.1 Internal  
Legal Services
- 3.2 External  
The Council's gender pay gap report has been complete in line with the national guidelines set by ACAS.

### 4. Compliance Issues:

#### 4.1 Are the recommended decisions consistent with the Council's policies, plans and strategies?

- 4.1.1 Yes the principles applied within the gender pay gap report are compliant with the Council's People Strategy.

#### 4.2 Financial Implications (How will decisions be carried out within existing finances and Resources?)

4.2.1 There are no financial implications as a result of the gender pay gap report

4.3 Legal Implications

4.3.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. The attached Appendix A – ‘Birmingham City Council Gender Pay Gap Report’ meets the data reporting requirements as part of the Equality Act 2010(Specific Duties and Public Authorities) Regulations 2017.

4.4 Public Sector Equality Duty

4.4.1 The attached gender pay gap report is compiled to meet the requirements of the above mentioned Equality Act 2010

**5. Relevant background/chronology of key events:**

5.1 The Council is statutorily required to undertake an annual review of its gender pay gap based on data at a snapshot date of 31 March of each year and to publish the following data.

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of employees by gender receiving a bonus
- The quartile pay bands by gender

The above details can be found in the attached Appendix A - Birmingham City Council Gender Pay Gap Report 2017

**6. Evaluation of alternative option(s):**

6.1 There is a statutory requirement to publish the data mentioned in 5.1 above an there are no alternative options

**7. Reasons for Decision(s):**

7.1 To ensure that the Council fulfils its statutory obligation to report the data mentioned in 5.1 above.

**Signatures**

**Date**

Councillor Brigid Jones,  
Deputy Leader

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Angela Probert  
Chief Operating Officer,  
Strategic Services

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**List of Background Documents used to compile this Report:**

ACAS Gender\_Pay\_Reporting\_GUIDE\_revised\_201712

The Equality Act 2010 (Specific Duty Public Authority) 2017

**List of Appendices accompanying this Report (if any):**

Appendix A – Birmingham City Council Gender Pay Gap Report

**Report Version 0.1**

**Dated**

## **Equality Act 2010**

The Executive must have due regard to the public sector equality duty when considering Council reports for decision.

The public sector equality duty is as follows:

- 1 The Council must, in the exercise of its functions, have due regard to the need to:
  - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act;
  - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 2 Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
  - (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
  - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
  - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- 3 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- 4 Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
  - (a) tackle prejudice, and
  - (b) promote understanding.
- 5 The relevant protected characteristics are:
  - (a) marriage & civil partnership
  - (b) age
  - (c) disability
  - (d) gender reassignment

- (e) pregnancy and maternity
- (f) race
- (g) religion or belief
- (h) sex
- (i) sexual orientation