

**REPORT OF DEPUTY LEADER & CABINET MEMBER FOR SOCIAL  
INCLUSION, COMMUNITY SAFETY AND EQUALITY**

**WOMEN & DEMOCRACY**

**A. PURPOSE**

1. To consider a report of the Deputy Leader and Cabinet Member Social Inclusion, Community Safety and Equality.

**BACKGROUND**

2. The United Kingdom celebrated the 100th anniversary of the Representation of the People Act 1918 and marked International Women's Day earlier this year. At a time when there is a great deal of prominence around women's leadership and representation issues, this report brings forward an analysis of national research and local insight into the role of women in Local Government.
3. The attached report, Women & Democracy (Appendix 1) looks at the findings and recommendations from two reports i) 'Does Local Government Work for Women?' by the Fawcett Society and LGIU's Local Government Commission and ii) 'Power to the People – tackling gender imbalance in Combined Authorities and Local Government' by Institute for Public Policy Research. The analysis provided within the two national reports identifies a number of barriers to women's representation in Local Government.
4. The report also includes a statistical breakdown of Birmingham's Councillors in terms of the age, gender and length of service as well as key comparative data of all core cities focusing on women in the labour market. At a local level the available data reinforces the findings from the above reports, with only a third of Birmingham's councillors being women.
5. Ongoing implications for Birmingham City Council are included in the form of an action plan. The mandate for these actions is captured within a 'Statement of Intent' (see Appendix 2).

**MOTION**

- A. That the attached Statement of Intent is agreed;
- B. That Cabinet Members and named officers are asked to implement the action plan included within the report in order to tackle the many barriers to women's representation in Local Government.

# **Women & Democracy**

**December 2018**

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# Introduction

In the summer of 2017, two reports were published separately highlighting gender inequality in local government:

- i) 'Does Local Government Work for Women?' by the Fawcett Society and LGIU's Local Government Commission and
- ii) 'Power to the People – tackling gender imbalance in Combined Authorities and Local Government' by Institute for Public Policy Research,.

This paper summarises the findings and recommendations from these reports as well reporting relevant statistics on Birmingham's councillors and employees, and employment information in comparison to core cities.

Birmingham City Council has an ideal opportunity to review the recommendations and take ownership of those that are relevant to us as a council. Whilst some of the recommendations from the reports go beyond the council's remit – the Government, Local Government Association (LGA), Combined Authorities and political parties all have important roles here – there are a number of areas where the City Council can take the lead and address gender imbalance within Birmingham.

## ***'Does Local Government Work for Women'? Local Government Commission***

The Local Government Commission was established by the Fawcett Society and the Local Government Information Unit (LGIU). Its remit was to gather evidence on female participation and representation across local government and identify the barriers to women's representation. This resulted in a number of recommendations being made on how to address the barriers and improve women's leadership prospects in representation and local government. It was published with the view that if the recommendations are implemented, then local government could start working for women.

The full report can be found [here](#).

## ***'Power to the People – tackling gender imbalance in Combined Authorities and Local Government' Institute for Public Policy Research***

The Institute for Public Policy Research published a report reviewing gender imbalance in political participation arguing that it is being exacerbated through current devolution practices and membership of Combined Authorities. It looks at the various stages in women's representation and how this is hindered through structural and cultural practices. It gathers evidence on best practice with the view of improving representation of women in local and sub-regional politics.

The full report can be found [here](#).

## ***The Leadership Commission***

The Leadership Commission was established to identify the fundamental issues within our region that prevent our high-level positions being reflective of the communities we live in. It recognises that the diversity of the West Midlands is one of our biggest strengths, yet there are barriers to progress in life and work which are felt disproportionately by certain

communities, groups and individuals. Inclusive growth means using diversity as an asset – but what the Leadership Commission makes clear is that we will need a step change in practice to get there.

The headline findings cover the full profile of diversity, not just gender, but identify many of the same issues referred to above – fewer women in senior positions, and the need for improved monitoring.

With regards to women in the West Midlands region, the key findings were:

- Women have been under-represented in leadership roles consistently from 2010 to 2016.
- The West Midlands is lagging Great Britain as a whole in terms of female representation
- Specifically in the public sector:
  - the Leadership Commission's survey of councils in the region showed that female representation in the workforce and in leadership positions is higher than the percentage of women in the working age population in six of the WMCA councils (but slightly lower in the WMCA itself). Female representation in leadership roles is very close to that in the overall workforce
  - Women's representation in the Civil Service was higher than that of the population in the seven WMCA areas. Women employees account for more than 50% of the leadership in the civil service (more than 66% in Walsall) although the percentage is lower than their representation in the civil service workforce as a whole.
  - In the West Midlands Fire Service, data for its workforce based in the WMCA area shows that women make up less than a quarter of the whole workforce and a slightly lower proportion in leadership positions.
  - Women form a large majority of the education sector but a significant minority within the sector's leadership.
  - Women make up 30% of the West Midlands Police (not including civilian staff) and 26% of leadership positions defined as sergeant or above. They do make up 50% of the most senior level of leadership however.
- Evidence on leadership diversity in the cultural sector is sparse but in research commissioned by the Leadership Commission found that out of 48 organisations in total, 54% (26) are led by women, 16% (8) are led by people from ethnic minority backgrounds. Of the organisations led by women, 23% are from an ethnic minority background, which is much higher than the 9% of male leaders.
- An indicator of the diversity of leadership in the private sector is diversity at the company board level. In 2017, women made up only 13% of the directors of corporate boards in the largest (by turnover) 1000 West Midlands companies according to a report commissioned by the Leadership Commission. Only 58 companies have perfectly gender-balanced boards. Over half of the companies (56%) have male-only boards, whereas 2 have female-only boards.

Barriers faced particularly by women include:

- Non-recognition of commitment to personal and family responsibilities;
- More subtle biases such as the requirement for career breaks if having children;
- The dominance of male leadership and male leadership styles.

On the basis of the evidence collated through this research, the West Midlands Leadership

Commission is making a number of recommendations for the WMCA and its partner organisations under five themes:

1. Inclusive leadership to drive inclusive growth
2. Working in partnership with business to develop inclusive leadership
3. A step change in recruitment and human resource development
4. Combatting the evaluation and learning deficit
5. A route map for the next generation.

The full report can be found [here](#).

### ***BCC Councillors & Employees***

The available data from Birmingham supports some of the findings from the above reports, with only a third of Birmingham's councillors being women. However, from a workforce perspective, there are a greater number of women across all grades within the council, although this decreases the higher up you go in the organisation.

When reviewing the demographics of Birmingham City Council councillors, it was found that limited data is available as it is not currently collected by the Council. There is an obvious need here to ensure that robust demographic information is collected so that any inequalities can be identified and addressed. This report therefore recommends that this data is collected as part of the Annual Member Survey (see Action Plan below).

# Findings

## *'Does Local Government Work for Women?' Fawcett Society and LGIU's Local Government Commission*

The key findings from the report, 'Does Local Government Work for Women?' are as follows:

- Experiences of women councillors are very similar, regardless of the political party they represent;
- Decisions that affect women are not proportionately made by them;
- Data is not collected robustly – in order to tackle the problem of gender inequality on councils, we need to be able to measure it. Government must ensure this data is collected and therefore a change to the law is needed so that political parties and civil society can monitor progress and push for equality;
- Improvement on women's representation has stagnated as, at the time of the report, only 33% of councillors in England, and 28% of councillors in Wales are women;
- It will take 48 years to reach equality at the current rate of progress in English county councils. In Wales it will take 82 years;
- Incumbency in local councils disproportionately benefits men. Men outnumber women almost three to one amongst councillors who have been elected for over 20 years;
- Women are deterred from standing from the fear and reality of abuse and harassment, including on social media;
- BAME women, disabled women, and younger women are underrepresented on councils, and experience significant additional intersectional discrimination;
- Women from BAME backgrounds experience racist comments from other councillors, and additional exclusion from the 'old boys networks' that close out all women;
- Muslim women councillors described pressure not to engage with politics from men within their community;
- Disabled women councillors face additional barriers to fulfilling their role;
- There is a lack of maternity leave provision nationally. At the time of the report, only five councils (2%) said that they have a formal maternity policy in place for their ordinary councillors. 12 councils (4%) had a policy in place in relation to councillors who receive Special Responsibility Allowances. Women councillors experienced patchy provision for maternity, childcare, and flexibility on working times and were discouraged from claiming for childcare expenses;
- Council meeting times and the inability to join meetings remotely exclude women with caring responsibilities. One lead member was told she would have to give up her council role if she got pregnant;
- Decades of male over-representation has led to a culture where sexist language is tolerated, and viewed as part of political life. 38% of women experience sexism, and one in ten experience sexual harassment;
- There is no legal requirement for councils to have a formal standards committee and neither councils nor Standards Committees can remove a councillor who, for example, sexually harasses a council colleague;
- Male councillors often promote a macho, combative culture in council chambers, silencing or appropriating women's voices;
- Women councillors are less likely to have access to the informal networks within local government where real power lies;
- There are insufficient mentoring opportunities for women councillors. 44% of women compared with 24% of male councillors cited a lack of confidence;

- At the time of the report, women make up just 17% of council leaders, one in four directly elected mayors, and four of the 22 Welsh leaders. Women comprised just 30% of cabinet members overall, but this rose to 40% where the leader was a woman. Nine councils had all-male cabinets. Just one in seven finance or economic development roles were held by women;
- 42% of women councillors say women are 'pigeonholed' into certain roles;
- At the time of the report publication, 78% of the local government workforce were women yet at the top, male chief executives outnumbered women two to one;
- 73% of women chief executives felt that there was not a sufficient gender balance at the most senior levels of local government. Over half felt that political, organizational, or professional cultures in local authorities were the cause of under-representation in senior roles, while 48% felt that caring responsibilities were a key factor;
- All of the metro mayors are male. Nine in ten seats at the top table of Combined Authorities are occupied by men. In some regions, none of the combined authority representatives are women.

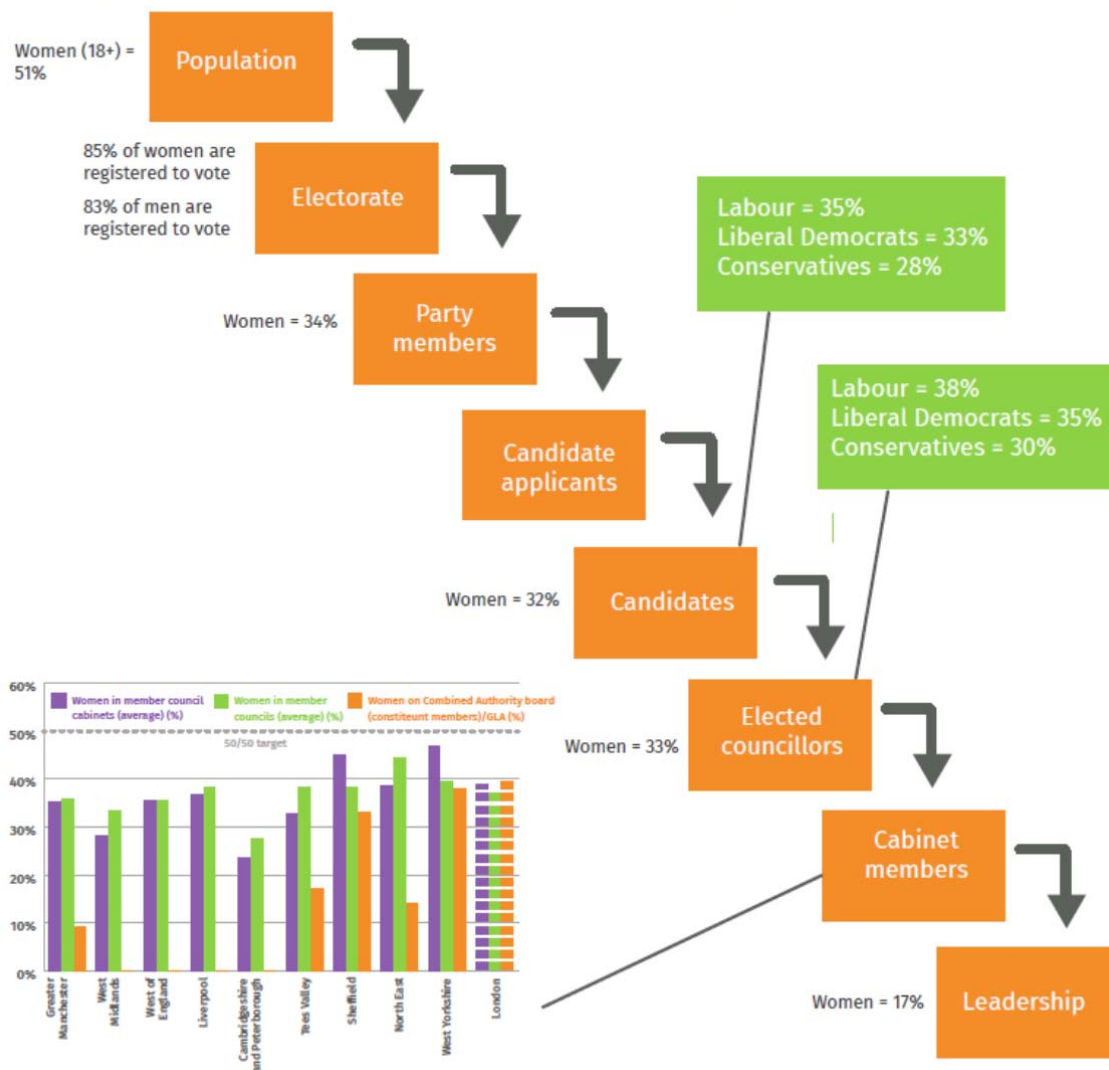


## ***‘Power to the People – tackling gender imbalance in Combined Authorities and Local Government’ Institute for Public Policy Research***

The main findings from the report, *‘Power to the People – tackling gender imbalance in Combined Authorities and Local Government’* are as follows:

- **Women were less likely than men to be political party members and become local councillors**
  - Despite voter turnout amongst women aged 18-24 reaching 53% at the last election compared to 44% in 2015, there was no significant increase in women joining party politics
  - Women made up 38% of Labour party members and 36% of Conservative party members
  - As a result, women are less likely to develop the connections and knowledge needed to become a local councillor.
- **The local selection process for councillors by local parties is not transparent**
  - Selection processes at local level can be informal and shaped by networks, environment and culture - whilst at national level they are largely formal and determined by party rules
  - Political parties collect little or no evidence on the number of women coming forward to be selected as a councillor
  - Decentralised processes tend to favour well networked and resourced candidates
  - Women are less likely to be candidates than men, at 29% (in 2010) and 32% (in 2012) of candidates for metropolitan authorities
  - This ‘pattern of thirds’ continues, with currently only 33% of elected councillors in England being women.
- **To reach a 50:50 gender balance in local government over 3,000 more women councillors need to be elected**
  - In the past 20 years the proportion of women councillors has grown by 5%. At this rate it will take another 68 years to reach 50:50 representation
  - To achieve equal numbers of male and female councillors, 3,028 more women will need to be successfully elected - an increase of over 50%
  - Over 12,000 women need to come forward and apply for council positions, based on previous success rates.
- **Combined authority boards are almost entirely composed of men**
  - At the time of the report, in the West Midlands there were no female councillors in the mayor’s cabinet of 15 constituent members (those with voting rights, including mayors and council leaders) – there is now one (Birmingham’s Deputy Leader). This was also the case for Cambridgeshire and Peterborough, the Liverpool City Region and the West of England
  - Within Combined Authorities cabinets that elected mayors in May 2017, there was 96% male representation rate among constituent members
  - Across all combined authorities comprising multiple councils, women comprise only 11% of constituent members
  - Ahead of local elections in May 2017, only 17% of council leaders were women, an increase of only 2% on 2014/2015.

## The stages at which there are barriers to women reaching the top of local government



Source: Power to the People – tackling gender imbalance in Combined Authorities and Local Government' IPPR

## Best Practice

There are many countries which have adopted radical reforms to increase the participation rates of women into local politics. The following is a summary of best practice examples highlighted by the IPPR.

### Welsh Assembly

In the 1998 Welsh assembly elections, the Welsh Labour Party used ‘twinning and zipping’ to ensure equal representation (one man and one woman) across neighbouring constituencies. Plaid Cymru also used ‘twinning and zipping’ in the additional member system to support higher rates of female representation on a regional basis.

Welsh Labour in 1998, introduced all-women shortlists, and it is suggested that this is the main reason behind the 50:50 split within the assembly in 2003.

It was noted that female assembly members are more likely to ask questions about issues affecting women, such as unequal pay, childcare and women’s health. Also, several key pieces of legislation have been passed by the assembly in recent years including:

- Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act was passed in 2015
- Well-being of Future Generations (Wales) Act was passed in 2015, which works towards a ‘more equal Wales’

The Welsh assembly’s cross-party equality committee has provided the opportunity to redistribute power dimensions, where women as committee advisors have had the opportunity to debate on gender equality. This has enabled women to influence the wider political agenda and give profile to the debate on gender equality within the assembly.

### Sweden

Sweden has been recognised to do particularly well on the representation of women in local and regional politics. Women hold 45% of all elected seats across Swedish local government.

There are 27 federations that organise training sessions for newly elected female representatives, propose candidates for electoral lists and implement initiatives to support the progression of women. For example, to assist women to be active in party politics and local governance, the SDP provides baby-sitting assistance, children’s activities at conferences and compensation for salary reduction.

**Equality guarantees – Varannan Damernas** (literally translating to ‘every other one for the ladies’)

After the relatively low proportion of elected women in the 1991 elections, in 1994 some parties implemented ‘Varannan Damernas’ system to ensure women’s representation. All parties were compelled to strongly consider women’s representation due to the momentum caused by certain parties adopting this system. Once in government, the SDP continued the system, and appointed women to half of all ministerial positions.

The term ‘quota’ can imply that women are not qualified for the positions – therefore, the term ‘alternated lists’ or Varannan Damernas is used to describe this process.

## Mentoring initiatives

Mentoring initiatives bring together new and experienced women representatives in order to provide assistance and moral support in their new political role. Initiatives include the following:

### Maktsalongen (Power Salon)

- Non-governmental organisation that targets young women in civil society and helps them to achieve positions of leadership, including in the fields of local governance, businesses and society in general
- Creates networks of women in leadership to assist and empower the young women
- Initiative aims to create female leaders in civil society and helps with training and networking to prepare them for their role

### JämKom (women and men working together)

- Created by the Swedish Association of Local Authorities in 1995 to develop gender mainstreaming in local policy processes
- Men and women trained to raise awareness of gender implications of their decisions
- The project developed the 3R method – now rolled out to other committees and administrative authorities
  - Representation - representation of both sexes in the decision-making process
  - Resources - equal distribution of resources (including time, money and space) between both sexes
  - Realia - how was representation and resource distribution determined and how gender norms and other factors contributed to the situation of the previous two R's

If local councils in the UK developed this initiative, it would be possible to identify if women had an equal input into the decision making process. The method would explore the level of gender equality within the employment practices of local government.

## Germany

Germany performs better at higher levels of government than at local levels in terms of the number of female representatives. Whereas 36.5 per cent of members of the national parliament are women, only 32.5 per cent of members of the state parliaments are women and 24 per cent of members of local parliaments representing more than 10,000 inhabitants are women.

A number of initiatives and policies in Germany potentially offer interesting lessons for the UK as it seeks to improve women's representation in local and regional politics.

### Helene Weber Kolleg, EAF Berlin

- A network of support, providing coaching and mentoring aiming to get more women into local politics
- Supports both women who are interested in entering local politics, as well as those who are already in municipal government and would like to progress
- Cross-party initiative

### Helene Weber Award

- Prestigiously recognises outstanding female local politicians
- Candidates are nominated by the Bundestag and selected for the award by a jury chaired by the Federal Ministry (BMFSFJ)
- Recipients receive coaching and access to the networking activities among the Helene Weber award winners and furthermore encourages them in the future to act as role models for others
- Award winners receive a budget for local initiatives that encourage and support women interested in local politics
- Encourages these women to continue in politics by recognising their achievements

#### Mentoring programmes

- Several programmes geared at women who are not yet elected but are informally involved to increase motivation, knowledge and capacity
- Mentors are successfully elected local politicians, among them the recipients of the Helene Weber award
- By 2015, the mentoring programmes had supported 65 mentoring pairs

#### Women to Power

- Aimed at women who are already involved in local politics
- Selection is based on written application (scheme has only 150 participants)
- Participants attend two three-day seminars, with female facilitators for the sessions coming from a range of backgrounds
- Topics for the seminars include analysis of gender and politics as well as participants own skillsets, such as leadership and debating

#### Women in Leading Power

- Municipal training (mentoring) course for women hoping to progress within local politics
- Includes coaching for women already in office, such as councillors and mayors, and mentoring to develop women's networks to match men's

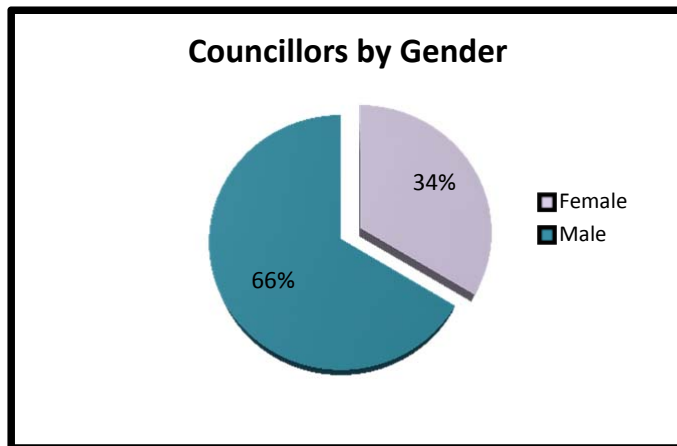
#### Gender quotas within parties

- German parties started to first use gender quotas in the 1980s. Those parties that used quotas resulted in much higher and improving rates of female participation
- There is one party that has no gender quota, and female participation is 18%
- The voluntary party quotas differ quite substantially; they range from no quotas, to 50% quotas, from concrete regulations for party lists with a 'zipper' system with alternating male and female candidates, to quotas for unelected senior party positions
- The Green party requires male and female co-chairs, the SPD requires that one of the top two posts should go to a woman, and the CDU requires that one of the top three posts should go to a woman but only provided a suitable female candidate can be found
- As well as directly increasing the number of women, quotas should act to 'open the door to cultural change' within parties.

## Birmingham City Council Councillors

The available data reinforces the findings from the above reports, with only a third of Birmingham's councillors being women. However, from a workforce perspective, there are a greater number of women across all grades within the council, although this decreases the higher up you go in the organisation.

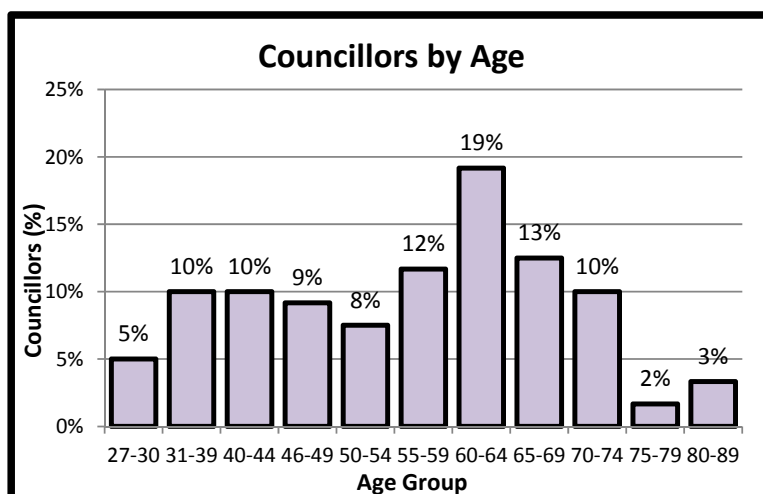
When reviewing the demographics of Birmingham City Council councillors, it was found that limited data is available. There is an obvious need here to ensure that robust demographic information is collected so that any inequalities can be identified and addressed.



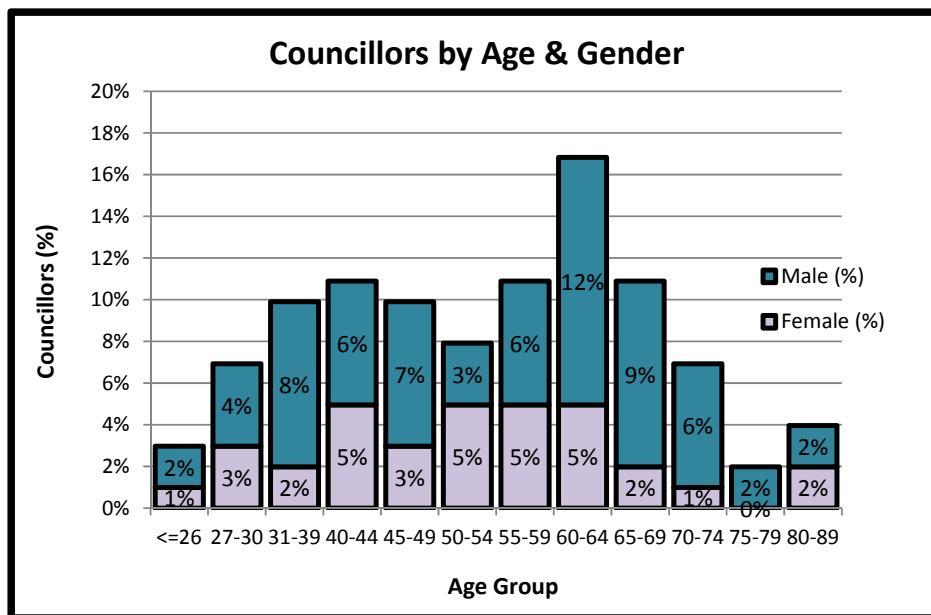
Source data: Workforce Analytics HR, September 2018

The change in ward boundaries in 2018 resulted in the number of councillors declining from 120 to 101. The decrease in council seats seems to have affected female councillors more than male councillors. There are now 34 female councillors (down from 42, a drop of 19%), and 67 male councillors (down from 78, a drop of 14%).

The gender balance of councillors is now 34% female and 66% male.



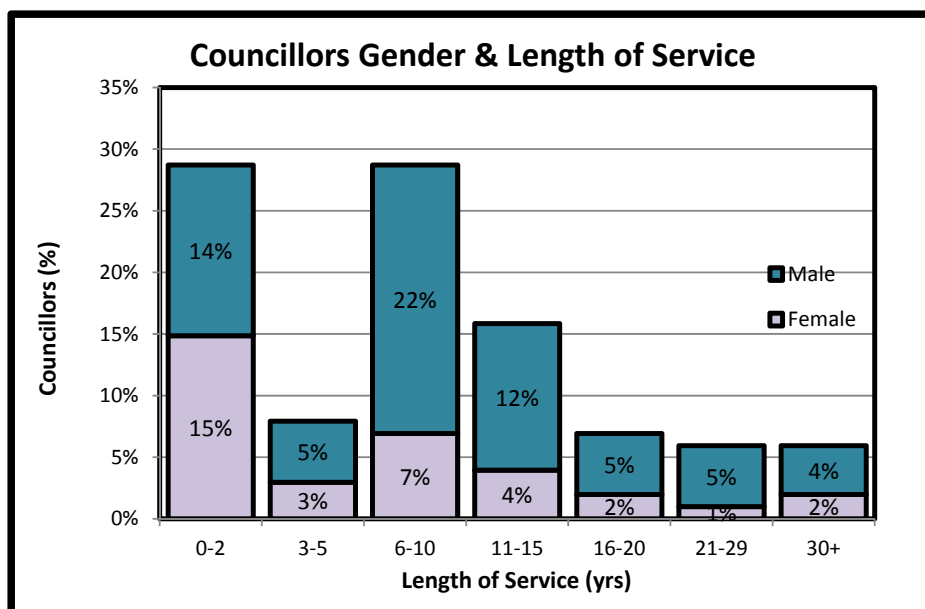
Source data: Workforce Analytics HR, September 2018



Source data: Workforce Analytics HR, September 2018

When broken down by age, 60 councillors (59%) are aged 50 or over. It is interesting to note that there are 20 female councillors (60% of female councillors) aged 50 or over, compared to 40 male councillors (59% of male councillors).

There is little age difference at the younger end of the scale – only 4 (4%) female councillors, compared to 6 (6%) male councillors, are aged under 30 year old.



Source data: Workforce Analytics HR, September 2018

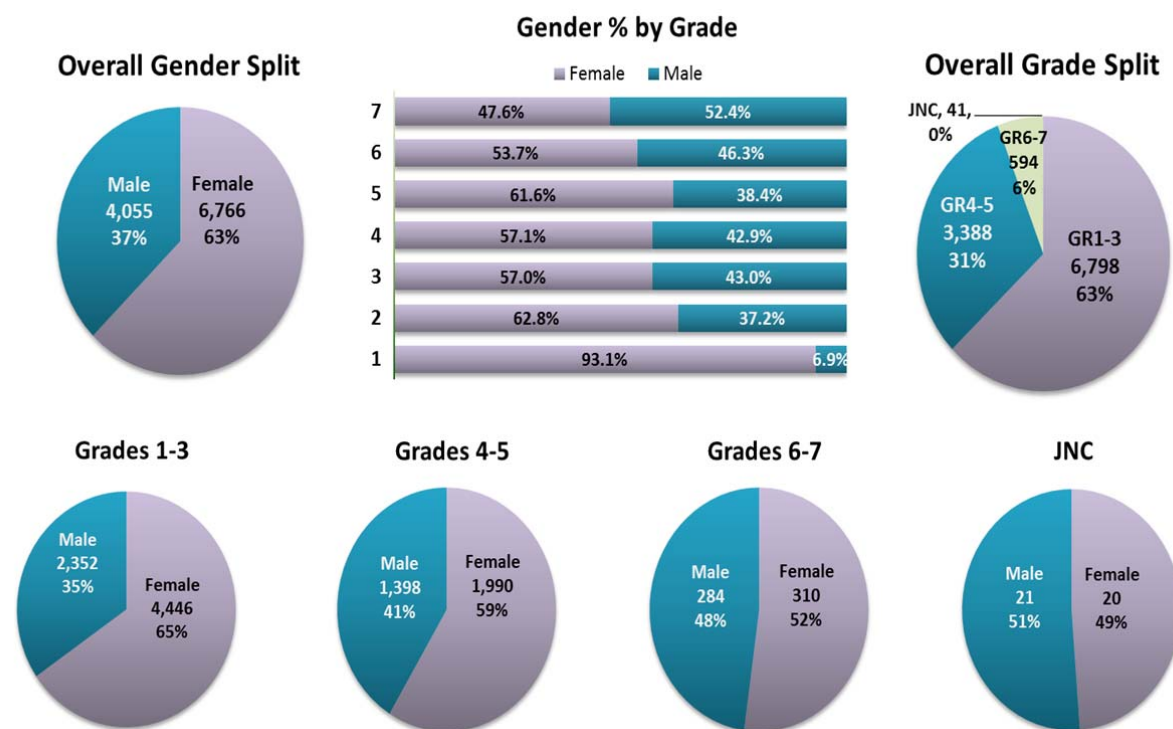
Moving on to length of service, 29% of councillors have been serving for 0-2 years.

Male councillors tend to have been serving for longer periods of time. When broken down by length of service, 15 (15%) female councillors have been serving for 0-2 years, compared to 14 (14%) male councillors. 26% of male councillors have been serving for 11 years or over, compared to 9% of female councillors.

However, at the very top of the scale, numbers are similar – 4 male and 2 female councillors have been serving as councillors for 30 years or over.

## Birmingham City Council Employees

In terms of staff grade distribution by gender, there are more women than men across all grades within the council, although this decreases as income increases.



Source data: Workforce Analytics HR, September 2018



## Women in the Labour Market

Birmingham's performance is amongst the lowest of the all core cities when looking at women against economic and skills measures.

Women in the Labour Market: A comparison of Birmingham to Core Cities											
% Economic activity rate females – aged 16-64	62.9	76.9	74.2	66.5	74.4	64.5	68	70.4	57.1	72.9	73.4
Core Cities Rank	2	10	8	4	9	3	5	6	1	7	
% Employment rate females - aged 16-64	57.3	73.7	67.4	62.6	71.6	61.1	64.8	68.1	54.2	67.6	70.3
Core Cities Rank	2	10	6	4	9	3	5	8	1	7	
% Unemployment rate females - aged 16-64	5.6	3.2	6.8	3.9	2.8	3.4	3.2	2.2	2.9	5.3	3.1
Core Cities Rank	2	7	1	4	9	5	6	10	8	3	
% Females in employment in Higher Skilled Occupations	41.2	50	50.1	43.9	45.1	44.6	39.1	43.8	37.8	42.7	43.1
Core Cities Rank	3	9	10	6	8	7	2	5	1	4	
% with NVQ4+ - females aged 16-64	32.9	53.6	48.7	48.6	37.7	35.7	39.5	38.6	30.2	42.2	40.3
Core Cities Rank	2	10	9	8	4	3	6	5	1	7	
% with no qualifications (NVQ) - females aged 16-64	12.6	5.1	7.1	11.8	11.5	13.5	12.6	9	13.4	8.2	7.8
Core Cities Rank	3	10	9	5	6	1	4	7	2	8	
Average Annual Earnings - Resident Based	£23.7K	£24.9K	£25.7K	£25.0K	£24.1K	£24.1K	£23.1K	£24.0K	£20.2K	£24.4K	£25.3K
Core Cities Rank	3	8	10	9	5	6	2	4	1	7	
Local Authority Comparison	<b>Birmingham</b>	<b>Bristol</b>	<b>Cardiff</b>	<b>Glasgow</b>	<b>Leeds</b>	<b>Liverpool</b>	<b>Manchester</b>	<b>Newcastle</b>	<b>Nottingham</b>	<b>Sheffield</b>	<b>UK</b>

Economic Measure	Economic activity rate females – aged 16-64	Employment rate females - aged 16-64	Unemployment rate females - aged 16-64	% Females in employment in Higher Skilled Occupations	% with NVQ4+ - females aged 16-64	% with no qualifications (NVQ) - females aged 16-64	Average Annual Earnings - Resident Based
Birmingham Gap between female and male	-14.2	-14.3	0.2	-1.4	3	0	-£5.2

Negative value means the male statistic is a higher value.

Source data: Planning Policy, October 2018

Birmingham women have:

- lower economic activity rate than male residents, 62.9% compared to 77.1%

- 2nd lowest economic activity rates amongst the 10 core cities and rates are well below the UK average of 73.4%
- lower employment rate than male residents, 57.3% compared to 71.6%
- 2nd lowest employment rates amongst the 10 core cities and rates are well below the UK average of 70.3%
- higher unemployment rate than male residents, 5.6% compared to 5.4%
- 2<sup>nd</sup> highest unemployment rates amongst the 10 core cities and rates are above the UK average of 3.1%
- proportion of employed female Birmingham residents in higher skilled occupational groups is 41.2% compared to 42.6% for male residents
- 3<sup>rd</sup> lowest share of women in higher skilled jobs amongst the core cities and the rate is below the UK average of 43.1%
- 32.9% of female working age residents in Birmingham have an NVQ4+ level qualification compared to 29.9% of men
- proportion of female residents with higher level qualifications in the city is the 2nd lowest of the 10 core cities and well below the UK average of 40.3%
- 12.6% of female residents have no qualifications, the same proportion as male residents
- 3rd highest rate of females with no qualifications amongst the core cities and a rate well above the UK average of 7.8%
- earn less than males with average annual gross incomes for full time female workers of £23,735 compared to £28,930 for men
- 3rd lowest earners amongst the core cities and on average earn around £1,500 per year less than the average for females across the UK as a whole.

# Recommendations

## *'Does Local Government Work for Women?' Fawcett Society and LGU's Local Government Commission*

A number of recommendations have been made in this report in order to improve the situation and in summary these include the following:

### **Support for parents & flexibility**

- Provide comprehensive maternity, paternity, adoption, and parental leave policies for councillors and cabinet members
- Introduce a comprehensive dependent carer's allowance scheme so that all childcare and adult dependent care costs are covered
- Regularly survey councillors to identify the most mutually convenient meeting times for all members involved in meetings;
- Introduce remote and flexible working policies (as far as is compatible with the law)
- Introduce reasonable adjustment policies to support disabled councillors

### **Eradicate sexism and harassment**

- Work with the police to ensure that women council candidates can report abuse and harassment in the knowledge that they will be taken seriously
- Include a prohibition on sexism and discriminatory behaviour in the council's code of conduct, and implement a formal standards committee
- Establish a formal role to oversee member conduct and promote equality
- Provide councillors with appropriate training to tackle discrimination, and publish audio recordings in order to enable transparency

### **Enable women to progress to leadership**

- Introduce active sponsorship schemes for all new councillors, and ensure women councillors are encouraged to take them up
- Adopt within their constitution a requirement for at least 50% of cabinet members, and chairs of committees, to be women; and introduce assistant or deputy cabinet member roles, filled on a gender equal basis
- Offer all council officer roles, including senior jobs, as flexible working and part-time by default, unless there is a clear business case otherwise;
- Support the development of gender equality networks so that councillor allies can support women local government officers in challenging sexism

## ***‘Power to the People – tackling gender imbalance in Combined Authorities and Local Government’ Institute for Public Policy Research***

The following recommendations have been made in this report to achieve more equal representation of women in local government:

### **Getting more women into local politics**

- Political parties need to collect and publish data on the representation of women and protected groups in relation to party membership, and the initial recruitment and selection of candidates for local government
- Local councils should be responsible for collecting data on elected councillors
- Rankings of local councils and political parties should be published with this improved data to demonstrate how well they reflect and represent the electorate

### **Getting more women selected, elected and into leadership roles**

- To support the goal of encouraging 12,000 more women to come forward for councillor positions by 2025, an ambitious ‘Ask Her to Stand’ initiative for local government should be introduced. This could be coordinated by an existing national pressure group supported by dedicated local groups to pursue local targets
- The Local Government Association’s ‘Be a Councillor’ initiative should be targeted more directly at improving the gender balance in local government
- If the recommendations above have not resulted in greater representation of women in local government, legislation should be introduced in the next parliament for political parties to apply a quota of 40% for women in posts in local government
- Given the UK’s first-past-the-post system, this is most likely to be achieved by parties committing to all-women shortlists in wards and divisions where a councillor is standing down or retiring
- Specific measures should also be taken for the most ‘winnable’ seats to ensure the greatest chances of higher female representation
- The responsibilities of the Minister for Women and Equalities in the UK should include improving the representation of women in both local and national government
- As part of this the Minister should work in partnership with political parties to establish a cross-party scheme to provide coaching and mentoring for promising female councillors in England, working in partnership with political parties to set this up
- This should be as part of an extended brief to monitor progress towards more equal gender representation in local and national politics in the UK

### **Achieving a better gender balance in**

- Most mayoral and non-mayoral combined authorities have a deputy chair alongside a chair (mayor or appointed leader) on

**the leadership of  
local authorities  
and new devolved  
institutions**

combined authority boards

- In order to ensure a more equal gender balance among the leadership of new and existing combined authorities, the deputy chair role should become a mandatory role for combined authorities and these two top positions should be filled by a man and a woman
- The deputy chair role should be nominated from combined authority cabinet members, local authority leaders and local authority cabinet members, and elected by the chair and combined authority members. In mayoral combined authorities this could also be nominated from the deputy mayor(s)
- Where needed to address gender imbalances, this change could be led by mayors, or the leadership of new and existing combined authorities, and changes could be written into their constitutions. However if this does not happen across the majority of these institutions, legislation should be introduced in the next parliament for this to become a legally required position.

## Recommendations: Progress to date

Following the publication of ‘Does Local Government Work for Women?’ (Local Government Commission report) in July 2017, progress has been made to address some of the issues relating to local authorities.

The table below sets out where the recommendations contained in the report that have been completed by Birmingham City Council.

Recommendation from Report	Commentary from Report	Current Position in Birmingham
<p>Introduce maternity, paternity and parental leave entitlements for councillors across England</p> <p>The Secretary of State for Communities and Local Government should introduce a statutory England-wide, comprehensive maternity, paternity, adoption and parental leave policy for councillors. This should be in line with leave available to employees, and ensure that cabinet members continue to receive their allowances.</p>	<p><i>Most councils do not have any maternity, paternity, adoption or parental leave policies in place for councillors across England, and our Freedom of Information request found that <b>only 12 councils</b>, just 4 percent of those responding, have any kind of formal policy in place.</i></p>	<p>Birmingham City Council (BCC) has a parental leave policy in place for councillors, part of members allowance scheme (since May 2018). The policy is in line with that available to employees.</p>
<p>Childcare and caring costs must be covered</p> <p>The Secretary of State for Housing Communities and Local Government should issue guidance to the existing local independent remuneration panels to promote our model for a comprehensive dependent carers' allowance scheme so that all childcare and adult dependent care costs are covered.</p>	<p><i>We found some councils do not cover the costs of childcare or dependent care at all, and many who offer inflexible or unnecessarily limited support. This causes women to struggle financially and in some cases stand down as councillors.</i></p>	<p>BCC councillors can claim a carers allowance under the members allowance scheme. This reflects the requirements of LGC scheme (Note: councillors are also entitled to claim tax free childcare and free nursery hours)</p>

Recommendation from Report	Commentary from Report	Current Position in Birmingham
<p>Change childcare expenses reporting so that councillors can claim</p> <p>The Secretary of State for Housing Communities and Local Government should change the law so that councillors' childcare expenses are reported separately to the main Members' Allowances data, so that reporting of them does not deter women from claiming support</p>	<p><i>Even when allowances are reasonable, the way they are reported can deter women from claiming.</i></p>	<p>BCC councillors' claims are reported in the Annual Payments Schedule according to category (i.e. basic allowance, special responsibility allowance, travel allowance, carers allowance and subsistence)</p>
<p>Codes of conduct to address sexism and discrimination</p> <p>Local authorities should make clear in their codes of conduct that councillor behaviour is governed by the prohibition on sex discrimination in the Equality Act 2010. Codes of conduct must be changed to include a requirement for councillors to promote equality in their actions and behaviour.</p>	<p><i>Councillor codes of conduct vary, and there is no requirement for them to promote equality or prohibit sex discrimination.</i></p>	<p>A revised code of conduct is being prepared. This includes the prohibition: "You <b>must not</b> sexually harass colleagues. Colleagues for this purpose include Members and Officers of Birmingham City Council" To be adopted in 2019.</p>

Recommendation from Report	Commentary from Report	Current Position in Birmingham
<p><b>Standards committees to be established</b></p> <p>Local authorities should be required to establish a formal standards committee, elected by full council on an annual basis, representative of party political make-up, and with a clear process for individuals to make complaints. The Secretary of State should change the law so that these committees have the power to suspend councillors as an ultimate sanction. The Secretary of State should open discussions with the LGA on establishing a higher arbiter of appeals against local standards committee decisions.</p>	<p><i>Following the abolition of Standards for England in 2012 there is no requirement for councils to have a formal standards committee, or any higher power to appeal to if complaints against a councillor are not handled properly. We conclude that formal standards committees, with a duty to promote equality and with real teeth, are needed in all councils so that women can challenge sexism and harassment.</i></p>	<p>BCC has a Standards Committee in place. The scope and processes relating to this have recently been reviewed (changes include increasing the number of independent members and ensuring cross-party representation).</p>
<p><b>Establish a role with authority to oversee member conduct</b></p> <p>Local authorities should establish a formal role to oversee member conduct and promoting equality in their next constitution review. Some councils have used the Chief Whip for this role; the chair of the formal standards committee may also be appropriate</p>	<p><i>We heard an example of good practice whereby a county council had reformed the role of its Chief Whip to be a non-executive role with responsibility for promoting the code of conduct and general member behaviour. We believe that having a senior councillor identified whose role is to promote a culture change could be a useful tool.</i></p>	<p>BCC has a Standards Committee in place – the Chair of the committee undertakes this role</p>



Recommendation from Report	Commentary from Report	Current Position in Birmingham
<p>Reasonable adjustment policies for disabled councillors</p> <p>All local authorities should introduce reasonable adjustments policies for disabled councillors so that access to legal entitlements is not subject to discretion.</p>	<p><i>BAME women, disabled women, and younger women are underrepresented amongst councillors, and experience significant discrimination.</i></p>	<p>Councillors can apply for “access to work” for funding for reasonable adjustments; the City Council supports as required.</p>
<p>Adopt a requirement for gender balanced leadership</p> <p>Local authorities must adopt within their constitution a requirement for at least 50 percent of cabinet members, and chairs of committees, to be women. Political parties must adopt this as their national policy.</p>	<p><i>Women make up just 17 percent of council leaders, one in four directly elected mayors, and four of the 22 Welsh leaders.</i></p> <p><i>We need to address the barriers that women face in the route to the top, which is often through cabinet or committee chair roles. Women comprise 30 percent of cabinet members overall – many in councils where there already is a woman leader. Women are particularly badly represented in cabinet roles in councils led by men. Nine councils still have all-male cabinets. Just one in seven finance or economic development roles are held by women.</i></p>	<p>BCC currently has a Cabinet that is 50% female; and the chairs of Scrutiny, Planning, Licensing, Audit, Trusts &amp; Charities are also 50% female overall.</p>
<p>Create new leadership roles &amp; support women into leadership positions</p> <p>Local authorities should consider introducing assistant or deputy cabinet member roles, filled on a gender equal basis, so that women are enabled to develop the skills and knowledge to take on leadership roles.</p>	<p><i>Women comprise 30 percent of cabinet members overall – many in councils where there already is a woman leader. Women are particularly badly represented in cabinet roles in councils led by men. Nine councils still have all-male cabinets. Just one in seven finance or economic development roles are held by women.</i></p>	<p>Of the Cabinet Advisors, 11 are male and 8 female.</p> <p>The appointment of Cabinet Members and Chairs are matters for the ruling administration and the Constitution should not fetter this.</p>

# Action Plan for Birmingham City Council

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
1. Collect and report diversity monitoring data	Data on the make-up of local council candidates and councillors to be collected and kept up to date. Should include protected characteristics like age, ethnicity, and disability	No additional resource implications - collected as part of the Annual Members Survey	Party Leaders	Jonathan Tew, & Kate Charlton	To be asked as part of the Annual Members Survey	January 2019
2. Local authorities to work with police to tackle abuse of council candidates  <i>Local authorities should work with local police forces to ensure that women council candidates understand the legal protection available against online and offline abuse and harassment, and that they can quickly report it in the knowledge that they will be taken seriously.</i>	Abuse and harassment, including on social media, impacts on women's decisions to run for office. Local police and councils need to work with all future council candidates to ensure that the full force of the law is brought to bear when candidates are targeted with illegal abuse or harassment	No additional resource implications identified as yet – part of existing work between elections and police	Cllr Tristan Chatfield	Robert Connelly, Interim Assistant Director Governance	Meeting with Police held in Nov 2018 to discuss a memorandum of understanding on how Elections are policed across the region.	Ongoing

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
<p>3. Legalise remote attendance at council meetings and use technology to support inclusion</p> <p><i>The Secretary of State should change the law so that remote attendance at meetings, including voting rights, is possible through Skype or other technological solutions. Councils should be required to proactively offer this to their councillors.</i></p>	<p>Technology is a key part of the solution, allowing more efficient use of people's time, and allowing more people who work full time or have caring responsibilities to participate. But at present, the law does not allow councillors to remotely attend or vote at meetings, through applications such as Skype. This too needs to change.</p>	<p>None as yet – to be assessed in light of any change in the law</p>	<p>Cllr Tristan Chatfield</p>	<p>Kate Charlton</p>	<p>Requires change in the law – City Council to lobby government</p> <p>To consider when law changes</p>	<p>April 2019</p> <p>To consider if /when technology changed in Council Chamber – “future proofing”</p>

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
<p>4. Consult on meeting times to better meet the needs of those with caring responsibilities or disabled people</p> <p><i>Council members' services teams should regularly survey councillors to identify the most mutually convenient meeting times for all members involved in meetings, and when setting meeting times should make sure councillors with caring responsibilities and disabled councillors are not excluded.</i></p>	<p>Many women councillors face significant barriers from the inflexibility of meeting times, and almost two thirds of women councillors feel that changing this will bring more women in. Much more needs to be done to ensure all councillors' views are taken into account when meetings take place and how councillors are expected to work.</p>	<p>Resources already committed to Annual Members Survey</p>	<p>Leader</p>	<p>Kate Charlton</p>	<p>Question added to Annual Members Survey</p>	<p>January 2019</p>

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
<p>5. Standards committees to suspend then deselect councillors who sexually harass council colleagues, staff or the public</p> <p>It should not be possible for a councillor to continue to represent a political party, nor to hold elected office if they are found to have sexually harassed someone. If a councillor is accused of sexual harassment they should be suspended pending investigation by the Standards Committee, then deselected if the allegations are upheld</p>	<p><i>The Standards for England and the mandatory code of conduct were abolished by the Localism Act 2011. In their place, local authorities are required to promote and maintain high standards of conduct, and introduce their own local codes and sanctions, with no formal model provided. The only requirement is that they include the 'Nolan principles' of public life.</i></p>	None	Leader	Kate Charlton	To lobby government to give Standards Committees more powers to sanction members who contravene the code of conduct	January 2019

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
<p>6. Standards, training, and transparency</p> <p><i>With clear standards in place, councils should provide councillors with appropriate training to tackle discrimination, and enable transparency through publishing audio recordings in order to monitor behaviour.</i></p>	<p>Council leaders and chairs need to understand the need for change and the nature of discrimination in order to provide leadership on this issue. We recommend that they should undertake unconscious bias training, which is available from providers across the country.</p>	<p>To form part of the existing member development programme</p> <p>Most BCC meetings already webcast so no additional costs.</p>	Party Leaders	Kate Charlton	BCC revised code of conduct to be followed up by member sessions and practical guidance	Revised code of conduct: April 2019; Training and guidance to follow
<p>7. Provide active sponsorship of new councillors</p> <p><i>All local authorities should introduce active sponsorship schemes for all new councillors, and ensure women councillors are encouraged to take them up, to help them progress.</i></p>	<p>Mentoring relationships can be positive, but research literature from within the private sector suggests that an alternative which is often more effective at ensuring women's advancement is sponsorship... a person in a senior role proactively seek to advance another person's career.</p>	None	Party Leaders	Kate Charlton	One to one support offered to all new councillors via the groups. This should be formalised as part of the induction process	Ahead of 2022 election / or for any by-election

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
<p>8. Open up all senior roles to flexible working or part-time by default</p> <p><i>Local authorities should offer all roles, including senior roles, as flexible working and part-time by default, unless there is a clear business case otherwise. This must be backed up by a genuine organizational commitment to viewing flexible working on equal terms with traditional working patterns.</i></p>	<p>The local government workforce is overwhelmingly female, yet at the top male Chief Executives outnumber women two to one. Women council officers highlight the culture amongst politicians at the top of councils, and the failure to promote genuine flexible working, as the root of this waste of women's talents.</p>	Ongoing investigation	Cllr Tristan Chatfield	Dawn Hewins	<p>BCC is aspiring to be an agile organisation and has some great examples of flexible working arrangements.</p> <p>We need to assess what this would mean in practice if implemented across senior roles.</p>	March 2019
<p>9. Local authority gender equality networks to include women officers</p> <p><i>Local authorities must support the development of gender equality networks so that councillor allies can support women local government officers in challenging sexism that they experience.</i></p>		Ongoing investigation	Cllr Tristan Chatfield	Dawn Hewins	<p>Some equality networks are in place – consideration of whether gender specific networks are needed is part of the workforce strategy work</p>	March 2019

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
10. Implement gender mainstreaming into local policy processes	<p>Training for councillors and employees to raise awareness of gender implications of their decisions/ policies/ work. Best practice initiative called JämKom (Swedish Association of LA's)- 3R Method:</p> <p><b>Representation</b></p> <p><b>Resources</b></p> <p><b>Realia</b></p> <p>This approach would identify if women had an equal input into the decision making process. The method would explore the level of gender equality within the employment practices of local government</p>	To be confirmed	Cllr Tristan Chatfield	Jonathan Tew	Project Plan – to include plans for all BCC panels and committees to have both genders represented.	March 2019



Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
11. Exemplar of progressive leadership through peer-to-peer development and action research, leading within the sector on gender equality and good governance	<p>Support the development of gender equality networks so that councillor allies can support women local government officers in challenging sexism that they experience.</p> <p>Establish regional, cross-party, gender equality networks open to councillors and officers. These would build informal networks, and support women and allies to challenge the structures and cultures that hold women back in town halls.</p>	Leadership commission	Cllr Tristan Chatfield	Jonathan Tew Dawn Hewins	Policy and HR to support these processes, but also to link with appropriate partner/ community reps too	March 2019

# Appendix 1

## Birmingham City Council Councillors

### Birmingham City Council Councillors

Source data provided by Workforce Analytics, HR, BCC, Sept 2018

#### Councillors by Gender

Gender	Total	%
Female	34	34%
Male	67	66%
Grand Total	101	100%

#### Councillors by Age

Age band	No.	%
26 or under	3	3%
27-30	7	7%
31-39	10	10%
40-44	11	11%
45-49	10	10%
50-54	8	8%
55-59	11	11%
60-64	17	17%
65-69	11	11%
70-74	7	7%
75-79	2	2%
80-89	4	4%
Grand Total	101	100%

#### Gender of councillors by age

Age Band	No	%
Under 26	3	3%
27-30	7	7%
31-39	10	10%
40-44	11	11%
45-49	10	10%
50-54	8	8%
55-59	11	11%
60-64	17	17%
65-69	11	11%

70-74	7	7%
75-79	2	2%
80-89	4	4%
Grand Total	101	100%

#### Age of councillors by gender

Age Band	Female (No)	Male (No)	Female (%)	Male (%)	Grand Total
Under 26	1	2	1%	2%	3
27-30	3	4	3%	4%	7
31-39	2	8	2%	8%	10
40-44	5	6	5%	6%	11
45-49	3	7	3%	7%	10
50-54	5	3	5%	3%	8
55-59	5	6	5%	6%	11
60-64	5	12	5%	12%	17
65-69	2	9	2%	9%	11
70-74	1	6	1%	6%	7
75-79	0	2	0%	2%	2
80-89	2	2	2%	2%	4
Grand Total	34	67	34%	66%	101

#### Gender of councillors by length of service

Length of Service (yrs)	Female	Male	Female	Male	Grand Total
0-2	15	14	15%	14%	29
3-5	3	5	3%	5%	8
6-10	7	22	7%	22%	29
11-15	4	12	4%	12%	16
16-20	2	5	2%	5%	7
21-29	1	5	1%	5%	6
30+	2	4	2%	4%	6
Grand Total	34	67	34%	66%	101

## Appendix 2

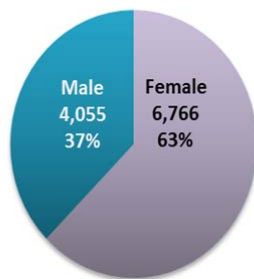
# Birmingham City Council Employees

### BCC Staff Grade by Gender

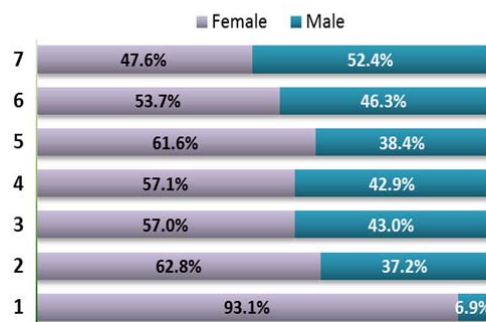
Provided by Workforce Analytics – HR, BCC, Sept 2018

Grade	Count		%	
	Female	Male	Female	Male
GR1	1066	79	93.10%	6.90%
GR2	1708	1010	62.84%	37.16%
GR3	1672	1263	56.97%	43.03%
GR4	1236	928	57.12%	42.88%
GR5	754	470	61.60%	38.40%
GR6	241	208	53.67%	46.33%
GR7	69	76	47.59%	52.41%
JNC	20	21	48.78%	51.22%
Grand Total	6766	4055	62.53%	37.47%

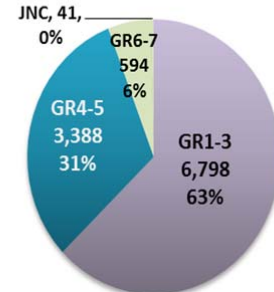
Overall Gender Split



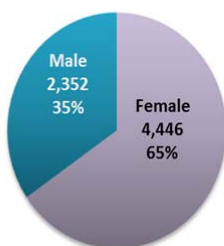
Gender % by Grade



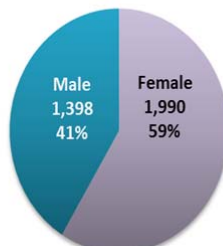
Overall Grade Split



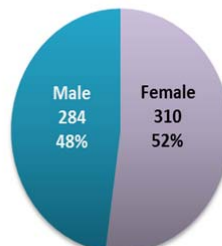
Grades 1-3



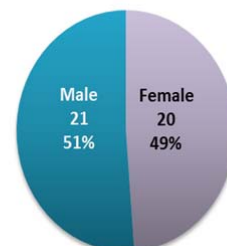
Grades 4-5



Grades 6-7



JNC



## Appendix 3

### Women in the Labour Market

#### Economic Activity and Employment in Birmingham with Comparison to Core Cities

*Produced by Planning Policy, Birmingham City Council, October 2018*

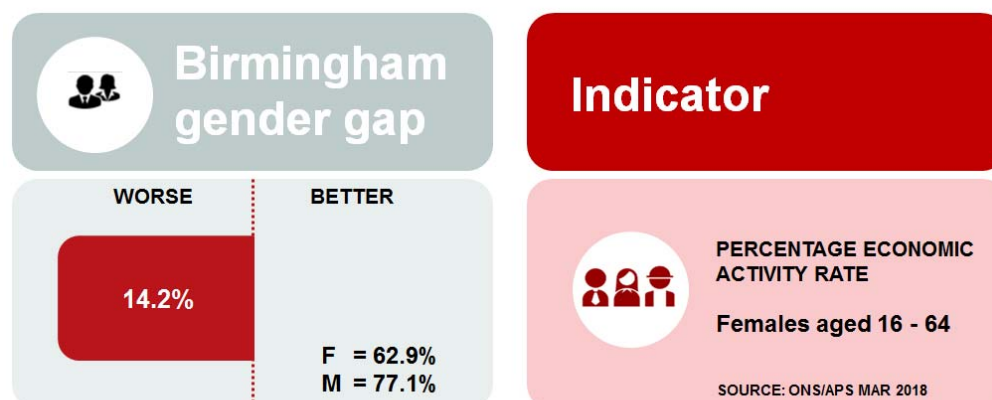
##### 1. Economic Activity

A measure of those residents of working age (16-64) who are either employed or unemployed but seeking work.

- Female Birmingham residents have a lower economic activity rate than male residents, 62.9% compared to 77.1%. Women in the city have the 2<sup>nd</sup> lowest economic activity rates amongst the 10 core cities and rates are well below the UK average of 73.4%.

		Economic activity rate females – aged 16-64		
Area		Economically Active	16-64 Population	%
1	Nottingham	60,900	106,500	57.1
2	<b>Birmingham</b>	<b>228,600</b>	<b>363,300</b>	<b>62.9</b>
3	Liverpool	105,100	162,900	64.5
4	Glasgow	142,800	214,800	66.5
5	Manchester	124,700	183,400	68
6	Newcastle	68,900	97,900	70.4
7	Sheffield	137,000	187,900	72.9
8	Cardiff	90,500	121,900	74.2
9	Leeds	194,400	261,300	74.4
10	Bristol	117,600	153,000	76.9
London		2,181,100	3,023,500	72.1
UK		15,200,000	20,703,500	73.4

Source: ONS/APS March 2018



The size of bar shows the relative difference of male rate to female rate

## 2. Employment Rates

A measure of residents of working age who are employed.

- Female residents of Birmingham have a lower employment rate than male residents, 57.3% compared to 71.6%. Women in the city have the 2<sup>nd</sup> lowest employment rates amongst the 10 core cities and rates are well below the UK average of 70.3%.

Area		Employment rate females - aged 16-64		
		Employed	16-64 Population	%
1	Nottingham	57,700	106,500	54.2
2	<b>Birmingham</b>	<b>208,100</b>	<b>363,300</b>	<b>57.3</b>
3	Liverpool	99,500	162,900	61.1
4	Glasgow	134,400	214,800	62.6
5	Manchester	118,800	183,400	64.8
6	Cardiff	82,200	121,900	67.4
7	Sheffield	127,100	187,900	67.6
8	Newcastle	66,700	97,900	68.1
9	Leeds	187,100	261,300	71.6
10	Bristol	112,700	153,000	73.7
London		2,062,100	3,023,500	68.2
UK		14,553,200	20,703,500	70.3

Source: ONS/APS March 2018

### 3. Unemployment

A measure of residents of working age who are not employed but actively seeking work, this survey based measure of unemployment is broader than the claimant count measure and is not limited to those eligible for unemployment benefit.

- Female residents of Birmingham have a higher unemployment proportion than male residents, 5.6% compared to 5.4%. Women in the city have the 2<sup>nd</sup> highest unemployment proportion amongst the 10 core cities and rates are above the UK average of 3.1%.

Unemployment % females - aged 16-64				
Area		Unemployed	16-64 Population	%
1	Cardiff	8,300	121,900	6.8
2	<b>Birmingham</b>	<b>20,500</b>	<b>363,300</b>	<b>5.6</b>
3	Sheffield	9,900	187,900	5.3
4	Glasgow	8,400	214,800	3.9
5	Liverpool	5,600	162,900	3.4
6	Manchester	5,900	183,400	3.2
7	Bristol	4,900	153,000	3.2
8	Nottingham	3,100	106,500	2.9
9	Leeds	7,300	261,300	2.8
10	Newcastle	2,200	97,900	2.2
London		119,000	3,023,500	3.9
UK		646,800	20,703,500	3.1

Source: ONS/APS March 2018



The size of bar shows the relative difference of male rate to female rate

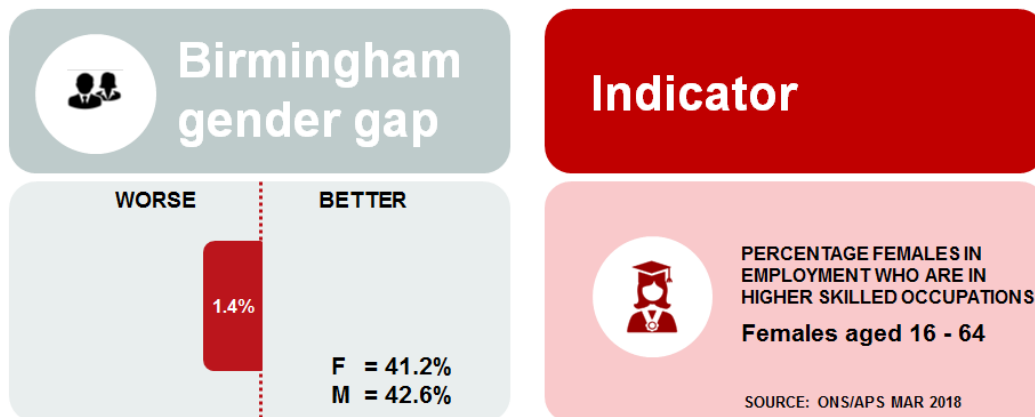
#### 4. Higher Skilled Occupations

This measure looks at the proportion of employed female residents who are in higher skilled and better paid managerial and professional occupations.

- The proportion of employed female Birmingham residents in higher skilled occupational groups is 41.2% compared to 42.6% for male residents. The city has the 3<sup>rd</sup> lowest share of women in higher skilled jobs amongst the core cities and the rate is below the UK average of 43.1%.

Area		% Females in employment who are in Higher Skilled Occupations		
		Higher Occupations	Females in Employment	%
1	Nottingham	22,200	58,800	37.8
2	Manchester	46,800	119,800	39.1
3	<b>Birmingham</b>	<b>87,500</b>	<b>212,200</b>	<b>41.2</b>
4	Sheffield	55,400	129,600	42.7
5	Newcastle	29,700	67,800	43.8
6	Glasgow	60,100	136,800	43.9
7	Liverpool	45,400	101,700	44.6
8	Leeds	85,400	189,500	45.1
9	:Bristol	57,900	115,900	50.0
10	Cardiff	41,900	83,600	50.1
London		1,127,800	2,121,800	53.2
United Kingdom		6,478,300	15,030,000	43.1

Source: ONS/APS March 2018



The size of bar shows the relative difference of male rate to female rate



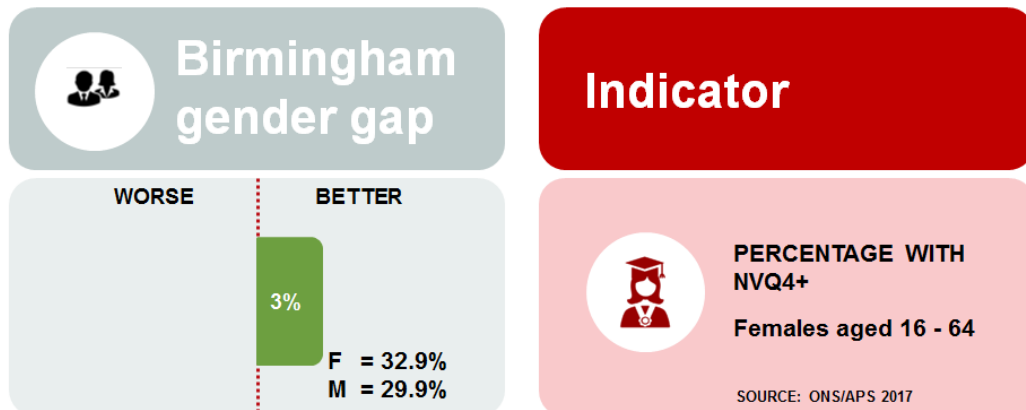
## 5. Qualifications

This measure looks at the proportion of working age female residents who are qualified to NVQ4+ (degree level and above) and those who have no formal qualifications.

- 32.9% of female working age residents in Birmingham have an NVQ4+ level qualification compared to 29.9% of men. The proportion of female residents with higher level qualifications in the city is the 2<sup>nd</sup> lowest of the 10 core cities and well below the UK average of 40.3%.

% with NVQ4+ - females aged 16-64				
	Area	NVQ4+	16-64 Population	%
1	Nottingham	32,100	106,400	30.2
2	<b>Birmingham</b>	<b>119,100</b>	<b>361,900</b>	<b>32.9</b>
3	Liverpool	58,200	163,000	35.7
4	Leeds	97,400	258,100	37.7
5	Newcastle	37,700	97,900	38.6
6	Manchester	72,600	183,900	39.5
7	Sheffield	77,700	183,800	42.2
8	Glasgow	104,200	214,400	48.6
9	Cardiff	59,400	121,900	48.7
10	Bristol	81,600	152,300	53.6
	London	1,588,100	3,009,900	52.8
	UK	8,330,200	20,645,300	40.3

Source: ONS/APS 2017

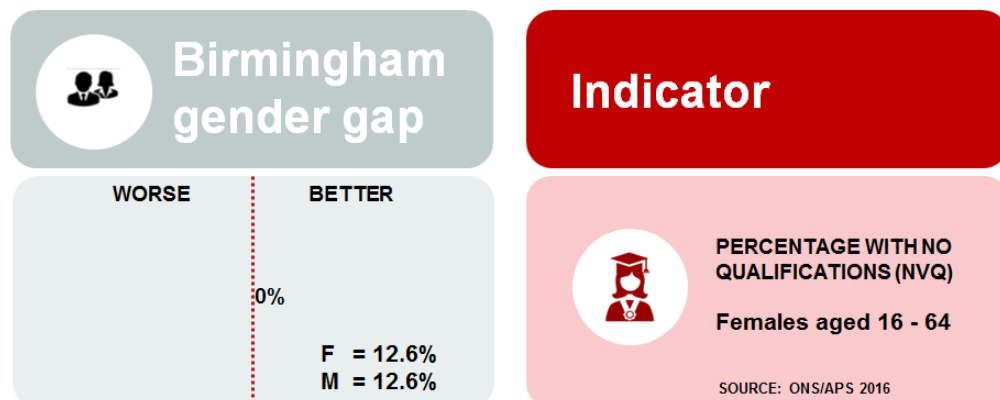


The size of bar shows the relative difference of male rate to female rate

12.6% of female residents have no qualifications, the same proportion as for male residents (12.6%) in the city. Birmingham has the 3<sup>rd</sup> highest rate of females with no qualifications amongst the core cities and a rate well above the UK average of 7.8%.

% with no qualifications (NVQ) - females aged 16-64				
	Area	No Quals	16-64 Population	%
1	Liverpool	21,900	163,000	13.5
2	Nottingham	14,200	106,400	13.4
3	<b>Birmingham</b>	<b>45,600</b>	<b>361,900</b>	<b>12.6</b>
4	Manchester	23,200	183,900	12.6
5	Glasgow	25,300	214,400	11.8
6	Leeds	29,600	258,100	11.5
7	Newcastle	8,800	97,900	9.0
8	Sheffield	15,100	183,800	8.2
9	Cardiff	8,700	121,900	7.1
10	Bristol	7,700	152,300	5.1
	London	197,700	3,009,900	6.6
	UK	1,611,800	20,645,300	7.8

Source: ONS/APS 2017



The size of bar shows the relative difference of male rate to female rate

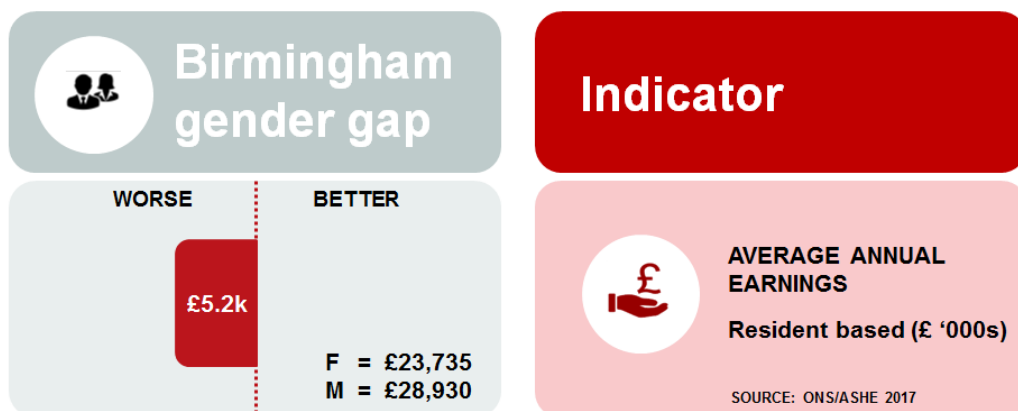
## 6. Earnings

A measure of average earnings for employed female residents, taken from the Annual Survey of Hours and Earnings.

- Female residents earn less than males with average annual gross incomes for full time female workers of £23,735 compared to £28,930 for men. Women in Birmingham are the 3<sup>rd</sup> lowest earners amongst the core cities and on average earn around £1,500 per year less than the average for females across the UK as a whole.

Average Annual Earnings - Resident Based				
	Area	Female Full Time Workers		Male Full Time Workers
1	Nottingham	£	20,193	£ 24,970
2	Manchester	£	23,084	£ 27,769
3	<b>Birmingham</b>	<b>£</b>	<b>23,735</b>	<b>£ 28,930</b>
4	Newcastle	£	24,026	£ 28,045
5	Leeds	£	24,072	£ 30,315
6	Liverpool	£	24,095	£ 26,957
7	Sheffield	£	24,431	£ 28,968
8	Bristol	£	24,913	£ 30,362
9	Glasgow	£	25,022	£ 28,938
10	Cardiff	£	25,708	£ 31,144
	London	£	31,691	£ 37,670
	UK	£	25,308	£ 31,103

Source: ONS/ASHE 2017



The size of bar shows the relative difference of male rate to female rate

## Statement of Intent

### **Inequality and Democracy**

Birmingham City Council is committed to Inclusive Leadership and equal opportunity for all, but recognises there is progress to be made to drive improvement. The first tranche of work has focused on gender inequality particularly to respond to the recommendations published by the Local Government Commission and Institute for Public Policy Research. Subsequent tranches will analyse data related to other protected characteristics.

### **Birmingham City Council will:**

1. Commit to ensuring that everyone, irrespective of their background, has equal input into decision making processes and address any legacy or institutional failings
2. Enable opportunities for progression to leadership roles through active sponsorship of new councillors and member development opportunities that supports councillors effectively
3. Collect and report diversity monitoring data on local councillors in order to ensure any issues around inequality are recognised and addressed
4. Ensure reasonable adjustments policies for disabled councillors are supported so that access to local democracy is not restricted
5. Commit to and reinforce codes of conduct to address, discrimination and harassment and to challenge such behaviour where it occurs
6. Continue the commitment to supporting maternity/paternity provision and keep the Members Allowance Scheme under review
7. Be an exemplar of progressive leadership leading within the sector on, all protected characteristics, equality and good governance.

Signed



Councillor Ian Ward, Leader  
Birmingham City Council.

Signed



Dawn Baxendale, Chief Executive  
Birmingham City Council.