

# BIRMINGHAM 2022 GENDER PAY GAP REPORT

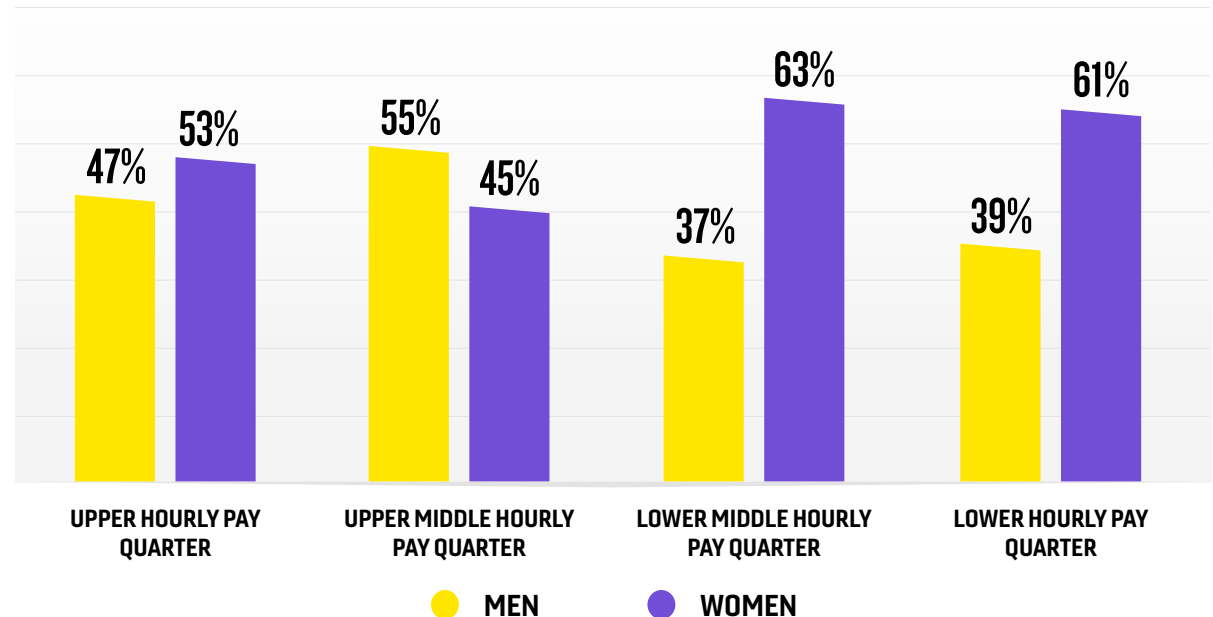
## ▶ WHAT IS GENDER PAY?

Gender pay gap legislation requires any employing entity with **250 employees or more** to publish their gender pay for these employees.

Gender pay is different from equal pay. Gender pay compares the average earnings of all male colleagues versus all female colleagues, irrespective of their individual role or seniority, whereas equal pay compares the pay a man and a woman both receive when doing the same or similar job.

## ▶ PAY QUARTILES

The pay rates ranked from the highest to lowest and split into four equal sized groups, with the percentage of men and women in each quartile.



## ▶ OUR GENDER PAY GAP

The difference in the hourly pay for women compared to men in the pay period that included the snapshot date (5th April 2021)

MEAN PAY GAP	11%	NAT AVERAGE 8%
MEDIAN PAY GAP	4%	NAT AVERAGE 15%

## ► SUMMARY

This is the first year the Organising Committee has reported its Gender Pay Gap data. In line with statutory reporting requirements, the data presented here represents a snapshot of our workforce on 5 April 2021. **On that date, the OC employed 321 people.** Since then, we have grown rapidly in size as the Games approach and now employ 763 people (as of 15 March 2022). Once the Games are over, the OC will be wound up and we expect to have zero remaining employees by March 2023.

Given the unique nature of the organisation and its relatively short lifespan, we have a limited opportunity to significantly address any gender pay gap issues or formulate a longer term actionable plan and our continued focus remains on providing experience to enable future career opportunities as part of our legacy programme.

As of 5 April 2021, our median pay gap was 4% which is significantly lower than the national average of 15%.

While 56% of our paid workforce were female and women occupied 53% of the highest paid jobs (in the upper pay quartile), our mean pay gap was **11%, three percentage points higher than the national average of 8%.** This is due to the fact that there is a higher proportion of men in the most senior roles in the upper paid quartile.

We will continue to help to address traditional gender pay gap variances and provide balance for all employees through a range of initiatives. These include our outplacement and apprentice programmes along with our broader development and EDI initiatives and network groups, which aim to enable employees to optimise their experience working with the Organising Committee to transfer into new roles beyond the Games.