

In November 2021 GMB identified a potential equal pay claim facing workers at Birmingham City Council.

We launched a major campaign to make our members aware of their rights to equal pay, despite the Council assuring us there was no equal pay liability to be found.

Equal pay is a big complex issue, but if you work for Birmingham City Council, it could have a big real life impact on YOUR wages.

We're fighting for equal pay in Birmingham and it's been a long road to where we are today.

2018

Many employees took a "3rd Generation" claim with no win no fee solicitors. Rather than defend these cases Birmingham City council settled them in the hope that they would go away. If this was you, then it is unlikely that you will be receiving an offer direct from the city which GMB refer to as the "MoU", unless you used Leigh Day as your no win no fee solicitor at the time.

Trade unions, including GMB entered negotiations to agree settlement figures for its members as we could not find any evidence of an equal pay claim. The outcome of these negotiations was the MoU... The agreed payments were between £1200 up to £9000 and would be paid to trade union members IF they satisfied Birmingham City Council eligibility criteria.

GMB visited your workplaces and informed you of the above settlement, we submitted your names as members unless you told us not too. We told you there was no prospect of a legal challenge as we did not have any evidence despite looking for it. **This is the payment that is currently being sent out to eligible members. THE MoU IS FLAWED!**

2019/2020

2021

GMB found evidence that Birmingham city had conceded that their job evaluations could not be relied up on. This was a huge flag to us, and we advised our members to not sign any offers until we had investigated further. We informed you that we believed that you were worth more and urged you to fill in our online application, to submit your equal pay claim.

One no win no fee solicitor refused to settle with Birmingham City council in 2018, those claimants have just been awarded 3 times the amount of those that have signed the MoU. Whilst the time period of these claims is longer, we do not believe these claims include the discriminatory practices that GMB have evidence of.

GMB is still taking Equal pay claims, we have instructed Leigh Day to act on our behalf and as a GMB member you will receive 100% of any compensation owned if we win.

TODAY

So why wait? Join GMB and submit your claim today!

SUBMIT YOUR CLAIM

gmb.powerappsportals.com



JOIN GMB

gmb.org.uk/join



I work in a faith school; I have not received anything.

Faith schools are not directly employed by Birmingham city council and therefore do not qualify for the claim at this point (with exception of voluntary controlled schools who are in scope for equal pay claims).

I work in an Academy, but I have worked for Birmingham city for 10 years.

If your school was taken over by an academy more than 6 years ago, we are unable to lodge an equal pay claim for you as there is a 6-year time limit.

I work in a school and my payslip is provided by Birmingham city Council

Your school would need to be directly governed by BCC – otherwise it is likely that your employer pays Birmingham for its payroll services, but you are not directly employed by them.

I received an offer in 2018 from a no win no fee, I have not been sent anything by BCC

You have already settled your claim for the period that the MoU covers. You can still submit a GMB Equal pay claim. Although it is unlikely that you would get a full pay out as you have already been compensated for part of this period.

I filled out the GMB equal pay claim form online, when will I receive my equal pay.

From the above history you will see that previous claims have taken years to settle.

GMB will not tolerate already underpaid women be further pushed down the ladder and ignored. It is GMB's aim to build an army of women who will stand and be counted to show the council that we will not sit by quietly and wait like good little women – we are angry, we are strong, and we are going to demand what we are rightfully owed.

The logo for GMB Midlands, featuring the letters 'GMB' in white on an orange square background.The logo for GMB Midlands, featuring the word 'MIDLANDS' in white on a black rectangular background.