

Birmingham City Council's Equal Pay Claims — £650–760m Liability, a Section 114 Notice and a 2025 Settlement (Cautionary Case)

Gender Equality · Good practice · United Kingdom

Quality score: 30/100

Evidence strength: Cautionary / limited

Summary

Unresolved equal pay claims by mostly female staff grew into a £650–760m liability (June 2023), contributed to a section 114 notice, and were settled in Oct 2025 on confidential terms without admission of liability.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	0/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	0/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-08

[Birmingham City Council; UNISON; GMB](#) — accessed 2026-10-08

[Local Government Lawyer — settlement](#) — accessed 2026-10-08

[Public Finance — 2012 Supreme Court ruling](#) — accessed 2026-10-08

[GMB — section 114 notice](#) — accessed 2026-10-08

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