

Gender Pay Gap Report 31 March 2023

Stafford Borough Council

What is the Gender Pay Gap?

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

- The mean pay gap is the difference between average hourly earnings of men and women.
- The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

Stafford Borough Council had 204 employees as at 31 March 2023, of which 202 were Gender Pay relevant. Our gender pay gap analysis is based on the head count of these employees as opposed to full time equivalent numbers.

Headline gender pay gap figures at 31 March 2023

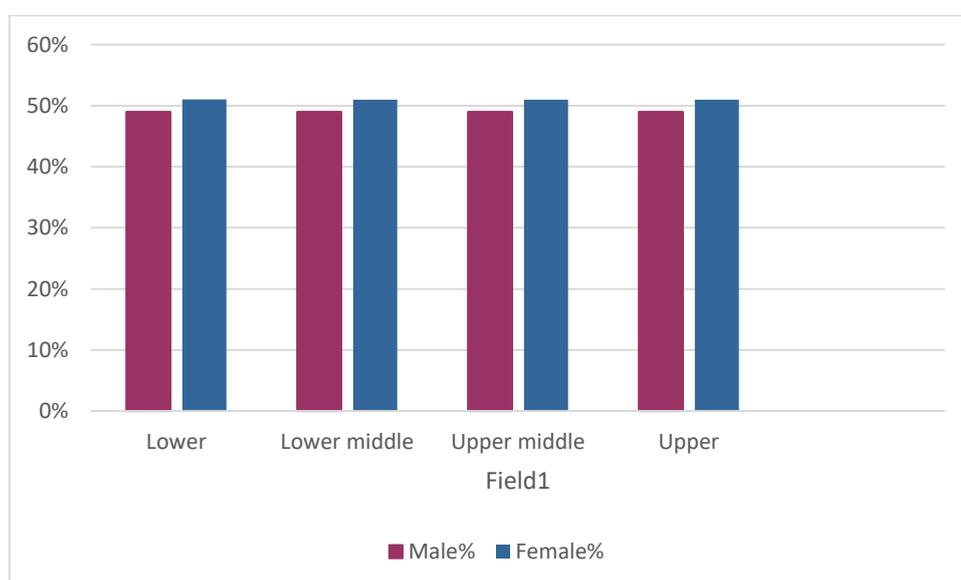
The table below sets out the Council's headline gender pay gap figures at 31 March 2023. Using this information along with other data gathered as part of the gender pay gap analysis we will demonstrate the current profile of the workforce.

Mean for Male (£ per hour)	16.38	Mean for Female (£ per hr)	16.34	Mean Gender Pay Gap (%)	2.44
Median for Male (£ per hour)	13.90	Median for Female (£ per hr)	14.46	Median Gender Pay Gap (%)	-4.03

Proportion of male and female colleagues in each pay quartile

The table and charts below show the gender split for pay in each of the four quartiles.

Quartile	Total Staff	Male	Female	Male %	Female %
Lower	49	24	25	49.00	51.00
Lower Middle	51	25	26	49.00	51.00
Upper Middle	51	25	26	49.00	51.00
Upper	51	25	26	49.00	51.00



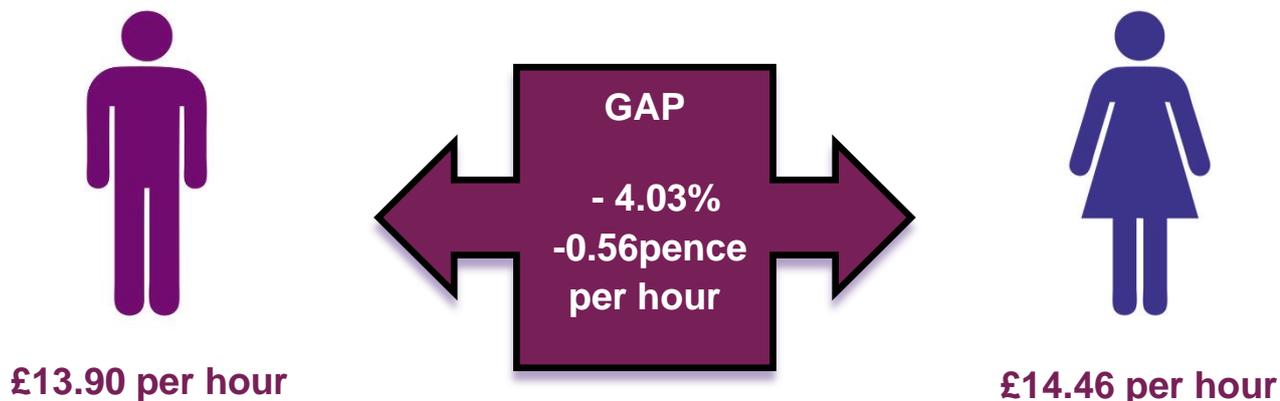
Mean Gap at 31 March 2023

(Average hourly rate of pay and the percentage difference between them)

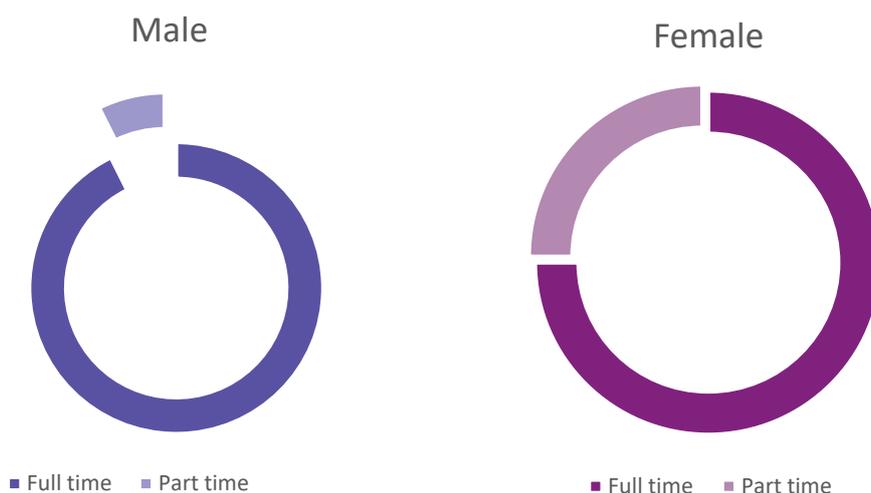


Median Gap at 31 March 2023

(Middle hourly rate of pay and the percentage difference between them)



Proportion of male and female colleagues by working pattern



10.1%

Percentage of men working part time hours

23.3%

Percentage of women working part time hours

The diagrams above demonstrate the split between men and women in terms of working patterns. The Council has a total part time workforce of 16.9% with the percentage of men or women working part time changing little from last year when 8.18% of all men and 25.23% of all women were part time.

The Council positively considers requests for flexible working across its workforce and aims to accommodate requests (through reduced hours, revised patterns of work and or home working) wherever possible in line with statutory guidance.

Proportion of men and women receiving bonuses

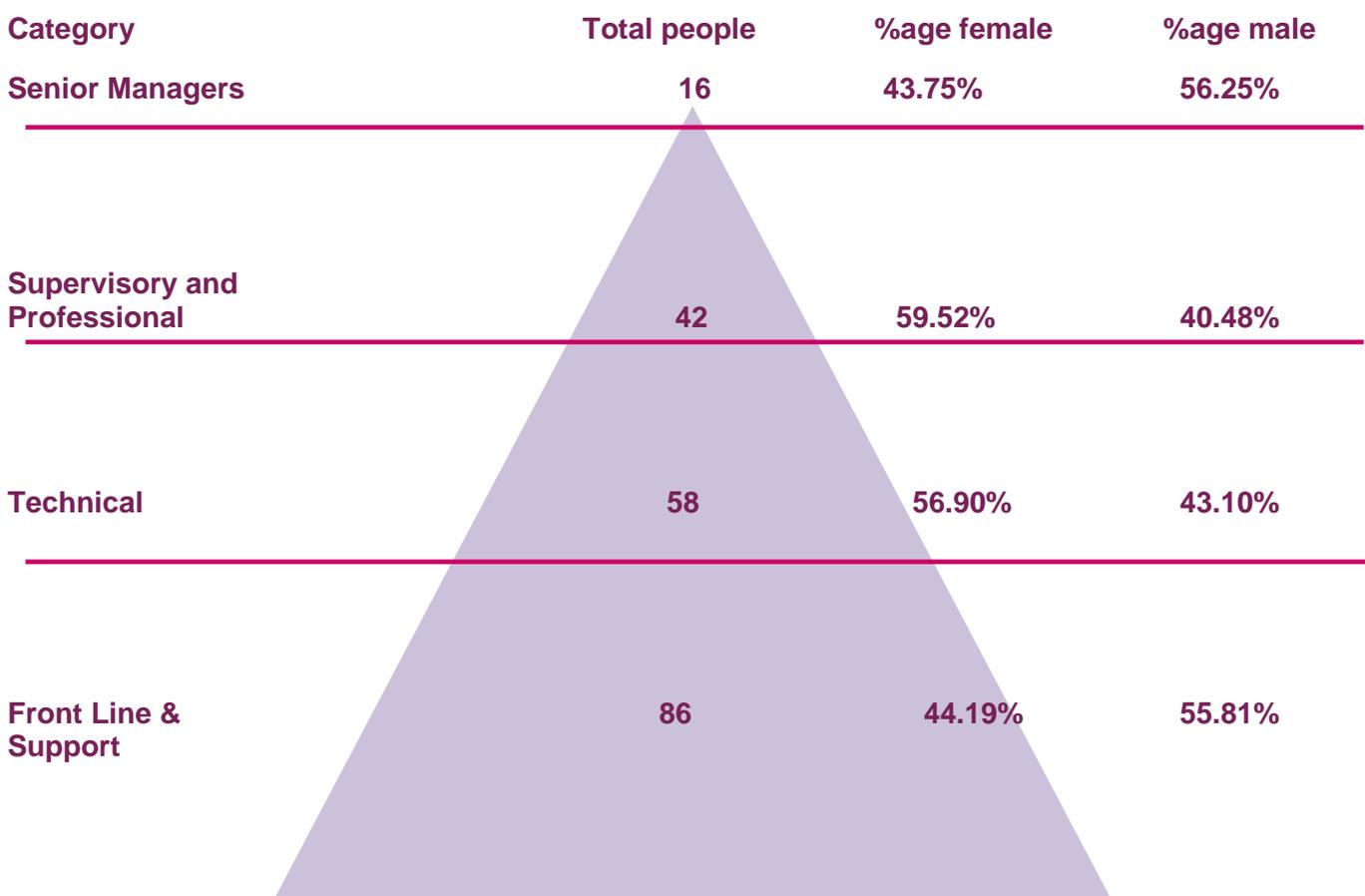
Stafford Borough Council does not operate any performance related pay or bonus scheme and as such has no bonus related gender pay gap.

Bonus Gap = 0%

Demographic across the organisation

As a local authority we are responsible for ensuring a wide range of services are provided to residents of the borough. In order to do this, we employ officers from a range of different backgrounds with varying degrees of technical and professional competence. Our in-house service provision includes maintenance of formal parks, gardens and street cleansing within our borough, considering planning applications and environmental health services as well as a range of support services including legal, ICT & HR.

On this basis we have shown below the gender split across the authority by category of role



Why we have a Gender Pay Gap?

There is little difference in our Mean and Median pay gaps from the last 12 months. Again, we have a negative median pay gap for females at this point as the comparable number of females are paid slightly higher. As a smaller organisation we know that a few minor changes in terms of our male to female ratios at each level can have a significant impact in terms of gender pay. These figures reflect a small increase in more professional female recruits being employed.

Stafford Borough Council is confident that men and women are paid equally for doing the same job. The Council uses the nationally recognised Job Evaluation Scheme for Local Government; Gauge to evaluate all roles within the authority.

How are we aiming to reduce the gap?

We are committed to both reducing and where possible maintaining our relatively small median pay gaps and mean gender pay gaps. We are however fortunate that our workforce continues to remain stable in terms of male and female representation overall, with 99 males and 102 females.

Stafford Borough and Cannock Chase District Councils formally agreed to expand their existing shared service arrangements to include almost all services in December 2022. In April 2023 a shared Leadership Team was appointed across the two Councils as the first stage of this process and further structural changes to the workforce are expected in 2024.

The two Councils will be working together to define a shared set of values from which a Workforce Development Strategy will be designed during 2024. This Strategy will seek to support the two Councils in attracting, recruiting and retaining a diverse workforce to support delivery of key services.

The profile of our workforce will however be impacted by these shared services arrangements as a number of employees will TUPE transfer between the two Councils over the next twelve months to March 2025.

What are we doing?

We are actively promoting the benefits which we are able to offer to candidates, including the provision of flexible working which supports a healthy work life balance, a package of Health and Wellbeing support schemes including a 24x7 Employee Assistance Programme, Healthcare Cash Plans and Flu Vaccinations as well as a local government pension and national discounts and savings through our benefits provider.

We provide development and secondment opportunities where appropriate, whether this is to work on projects, cover long term absence and maternity leave as well supporting succession planning.

We will wherever possible aim to recruit and/or promote more females in technical roles and senior management roles as and when vacancies arise but equally, we will focus on the need to recruit the most qualified and experienced persons with the best skills mix to fulfil these roles.