

Gender Pay Gap Report 31 March 2019

Stafford Borough Council

(Published March 2020)

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 224 employees as at 31 March 2019, who 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.

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.

Headline gender pay gap figures at 31 March 2019

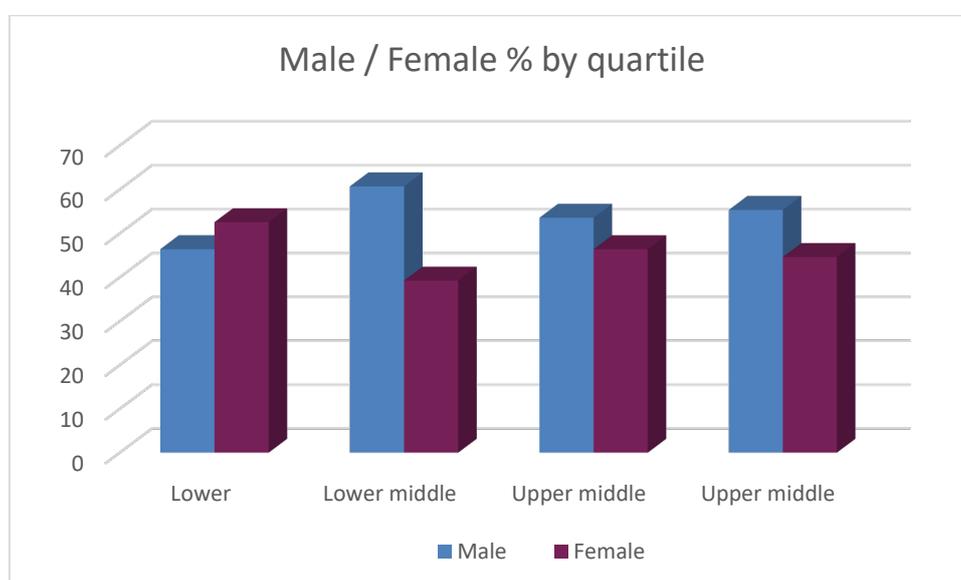
The table below sets out the Council's headline gender pay gap figures at 31 March 2019. Using this information along with other data gathered as part of the gender pay gap analysis we will demonstrate the current profile of the workforce.

Mean for Male (£ per hour)	14.74	Mean for Female (£ per hr)	13.74	Mean Gender Pay Gap (%)	6.78 %
Median for Male (£ per hour)	12.36	Median for Female (£ per hr)	11.73	Median Gender Pay Gap (%)	5.09%

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	56	26	30	46.42%	53.58%
Lower Middle	56	34	22	60.72%	39.28%
Upper Middle	56	30	26	53.58%	46.42%
Upper	56	31	25	55.35%	44.65%



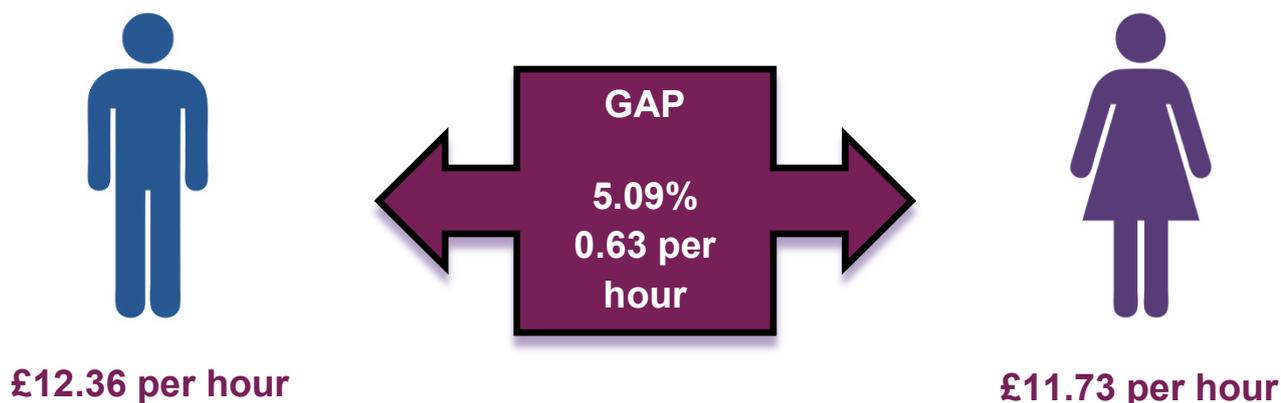
Mean Gap at 31 March 2019

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



Median Gap at 31 March 2019

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



Proportion of male and female colleagues by working pattern



6.05%

Percentage of men working part time hours

31.93%

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 combined part time workforce of 37.98%, which has reduced slightly over the past 12 months. Of all men employed, 6.05% of them work part time whereas 31.93% of women undertake work on a part time basis.

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

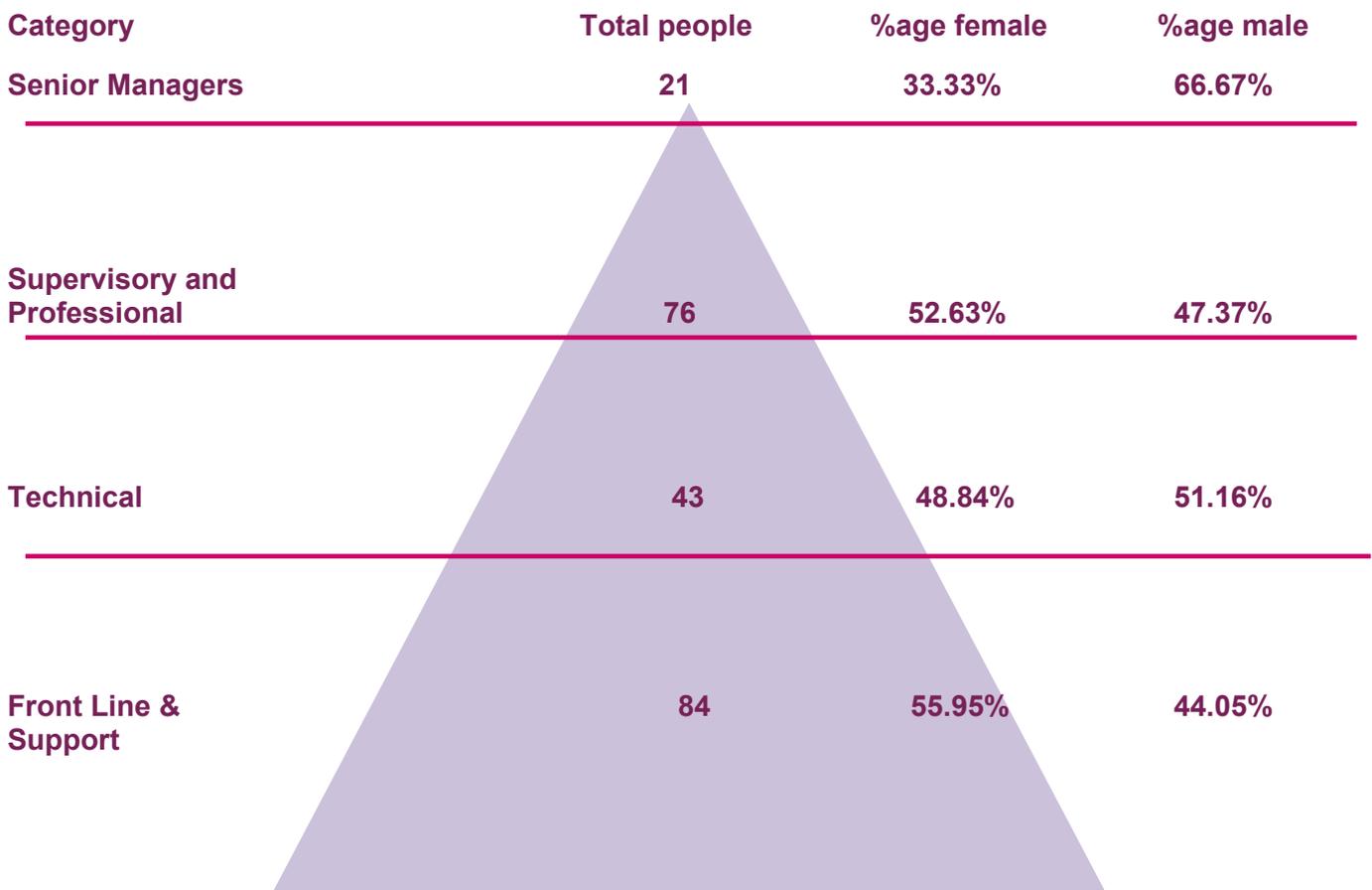
Stafford Borough Council does not operate any performance related pay or bonus scheme and as such has no bonus related gender pay gap.

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 include maintenance of formal parks, gardens and street cleansing within our borough, considering planning applications and environmental health services.

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



Why we have a Gender Pay Gap?

Our Mean Gender Pay Gap has reduced from 8.8% to 6.78% since 2017. Our Median Pay Gap was negative (-2.36%) in 2018 but has increased **slightly** to 5.09% in 2019. As a smaller organisation a few minor changes in terms of our male to female ratios at each level can have a significant impact.

In considering the staffing profile by job role, male representation still dominates the technical and senior management roles within the organisation whilst the gap is closer in terms of the supervisory and professional and front line and support roles.

How are we aiming to reduce the gap?

We are committed to reducing the median pay gap and reduce further the mean gender pay gap. The Council needs to continue to attract and/or promote an equal number of women to higher paid, technical and operational roles within the organisation.

What are we doing?

- a) We have a new Employee Review process which takes a holistic approach to employee development with a specific requirement to look at succession planning and links to the development of a new Workforce Development Strategy
- b) We are actively promoting the benefits which we are able to offer to candidates. This will be developed further in terms of our 'offer' by a new Recruitment & Retention Policy which we envisage being made up of two parts. Firstly the development of an employer brand and an internal policy which supports the development of internal candidates and is linked to our Workforce Development Strategy.
- c) A revised flexible working policy is under development. This is being developed in consultation with senior managers and an empowering people focus group. This new policy will provide employees with the opportunity to work in more flexibly in terms of hours of work, remote/agile working and location.
- d) We will wherever possible aim to recruit and/or promote more females to front line & 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.