

Gender Pay Gap Report 31 March 2021

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 221 employees as at 31 March 2021, of which 217 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 2021

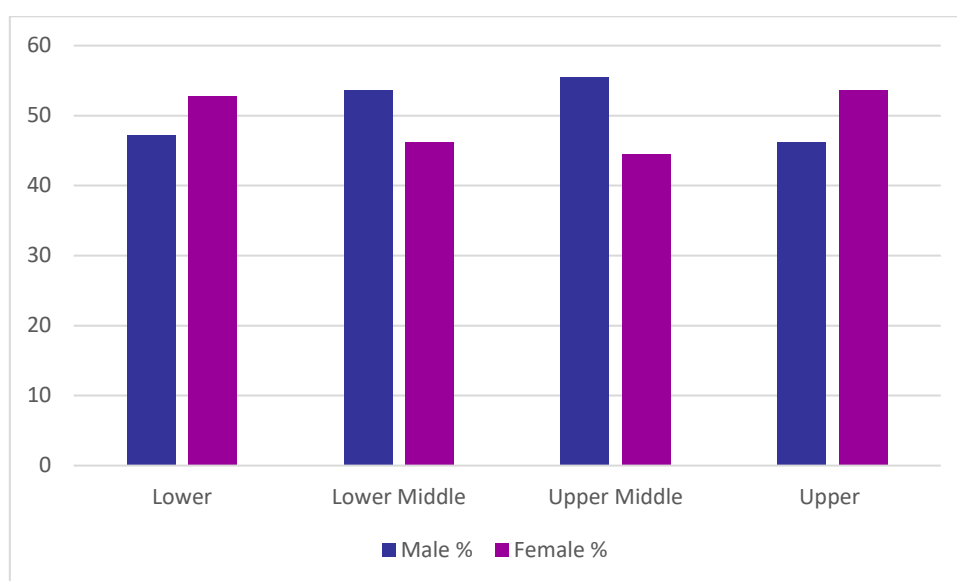
The table below sets out the Council's headline gender pay gap figures at 31 March 2021. Using this information along with other data gathered as part of the gender pay gap analysis we will demonstrate the current profile of the workforce.

Mean for Male (£ per hour)	15.67	Mean for Female (£ per hr)	14.99	Mean Gender Pay Gap (%)	4.33
Median for Male (£ per hour)	13.20	Median for Female (£ per hr)	12.68	Median Gender Pay Gap (%)	3.93

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	55	26	29	47.27	52.73
Lower Middle	54	29	25	53.70	46.30
Upper Middle	54	30	24	55.55	44.45
Upper	54	25	24	46.30	53.70

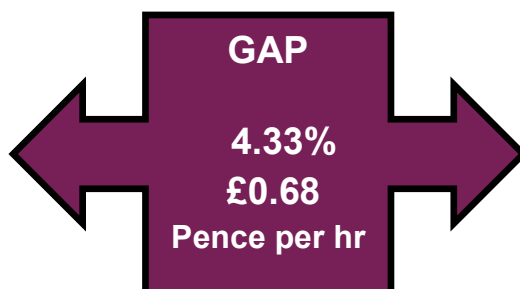


Mean Gap at 31 March 2021

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



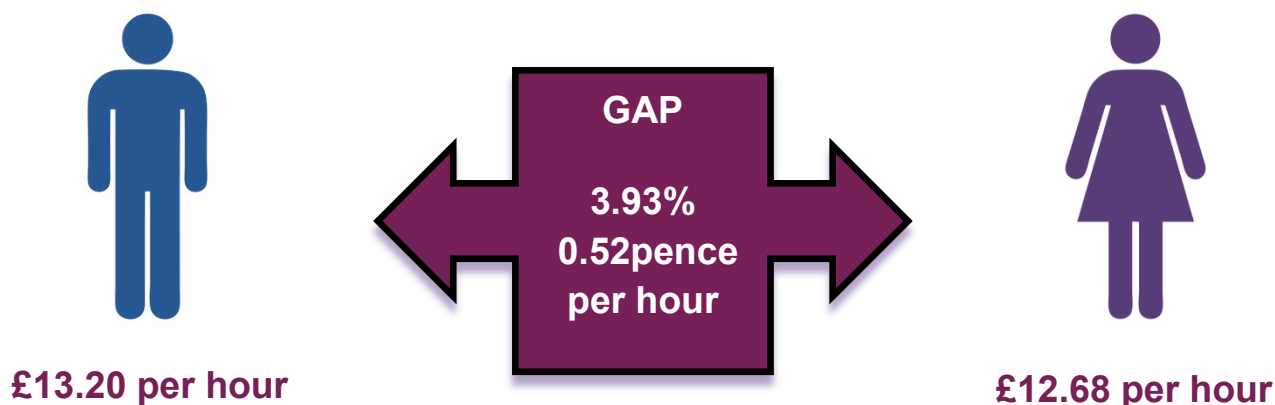
£15.67 per hour



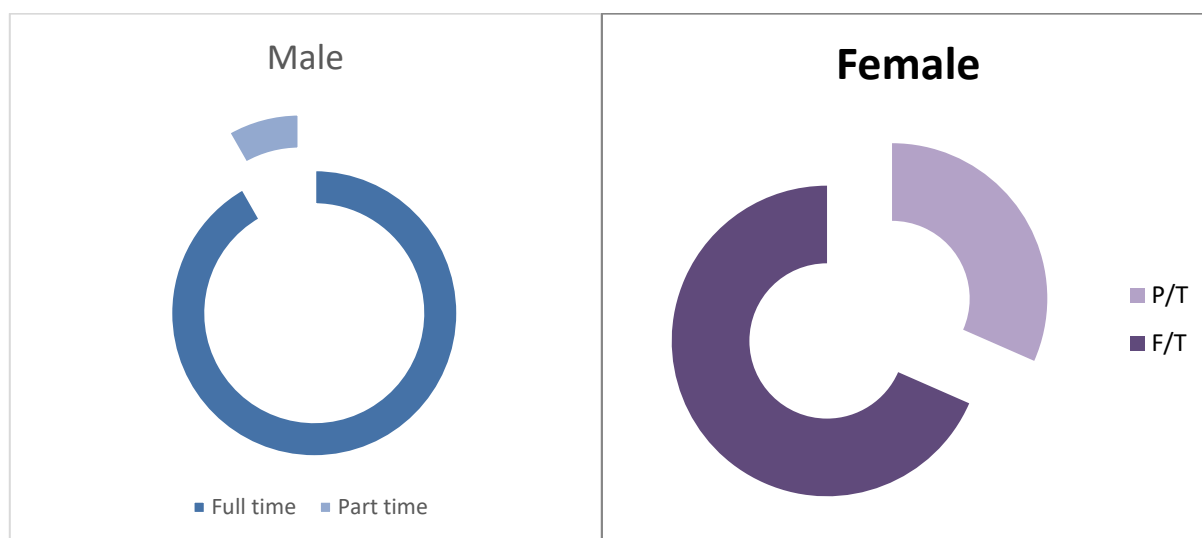
£14.99 per hour

Median Gap at 31 March 2021

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



Proportion of male and female colleagues by working pattern



8.18%

Percentage of men working part time hours

25.23%

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 33.41%, which has reduced slightly over the past 12 months from 37.61%. Of all men employed, 8.18 % of them work part time whereas 25.23% of women undertake work on a part time basis. Interestingly the number of male employees working part time has increased from 6.03% whilst the number of females working part time has decreased from 31.58%.

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

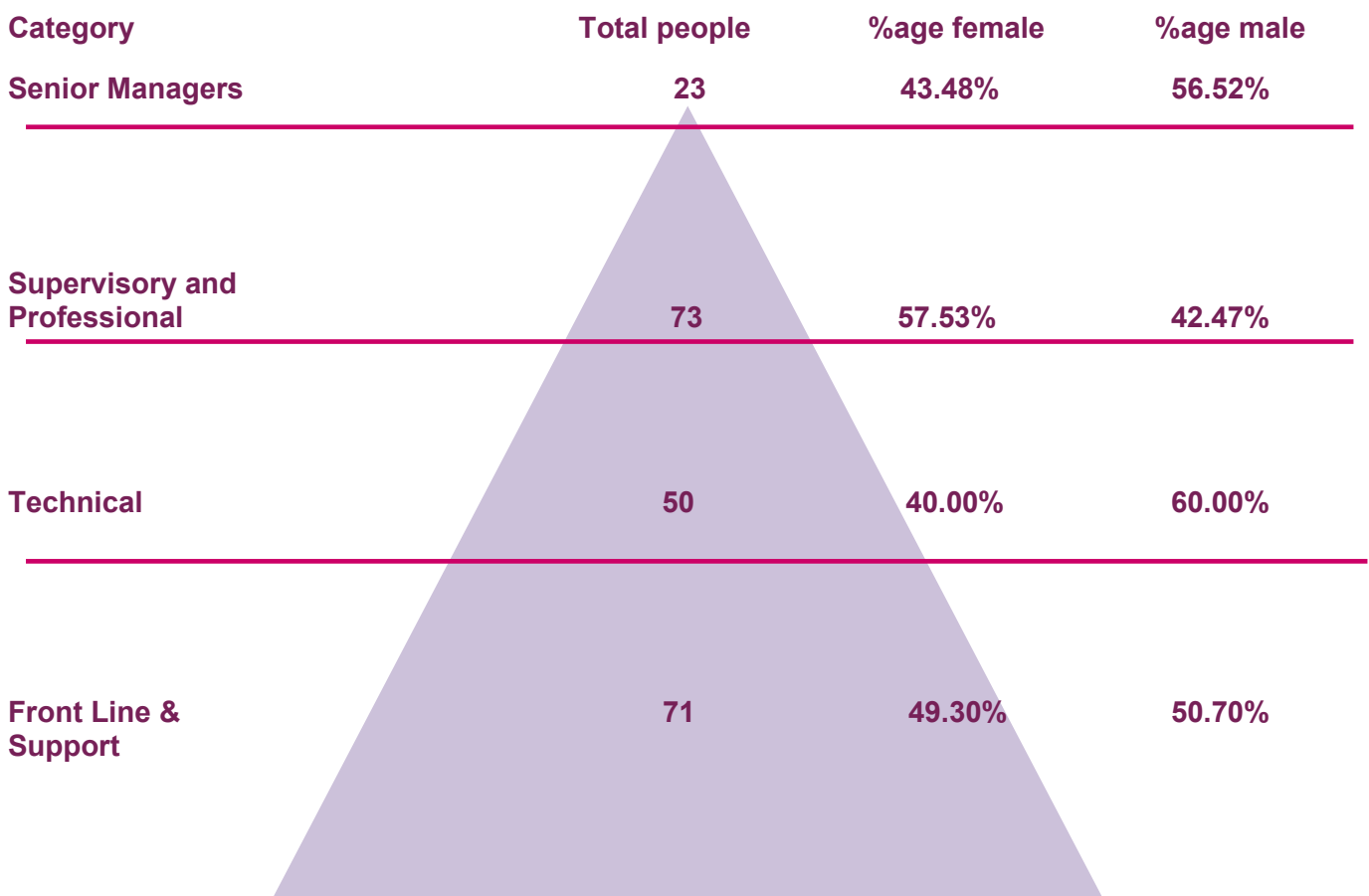
Stafford Borough Council does not operate any performance related pay or bonus scheme and as such has no bonus related gender pay gap.

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 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?

Both our Mean and Median pay gaps have increased slightly over the past 12 months. 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, which has been the case in this instance. The TUPE transfer of our colleagues from SASSOT to the newly formed Together Active organisation has had an impact both in terms of highly paid females leaving the organisation and the fact that a large proportion of these individuals also worked part time.

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 109 males and 108 females.

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 has obviously grown out of the pandemic and supports a healthy work life balance to all, as well Vivup, the new benefit package which has recently been implemented and is growing in terms of engagement month by month.
- 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.