

Gender Pay Gap Report 31 March 2017 Stafford Borough Council

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.

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 employed 638 employees as at 31 March 2017. 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 2017

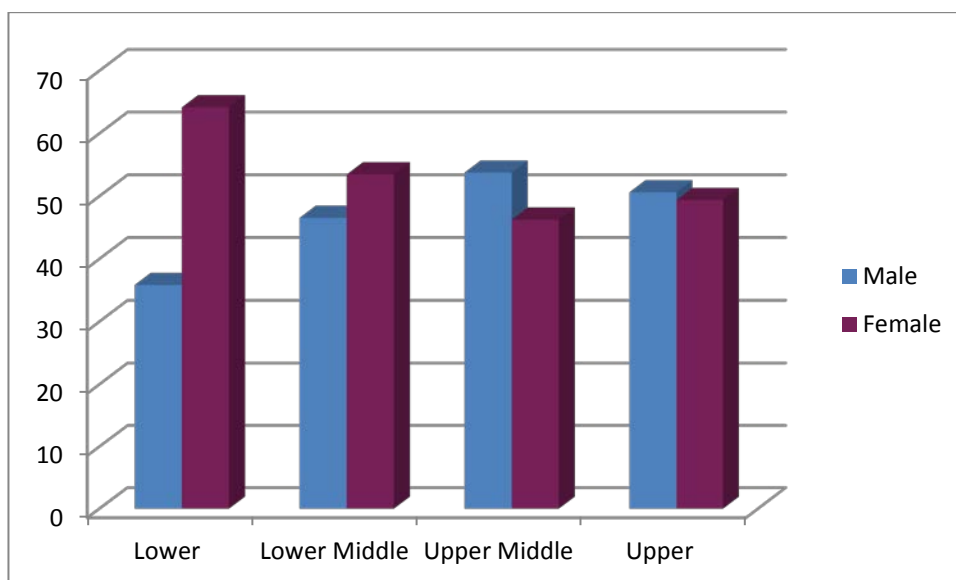
The table below sets out the Council's headline gender pay gap figures at 31 March 2017. Using this information along with other data gathered as part of the gender pay gap analysis we will demonstrate the current profile of the workforce.

Mean for Male (£ per hour)	12.16	Mean for Female (£ per hr)	11.08	Mean Gender Pay Gap (%)	8.88%
Median for Male (£ per hour)	12.06	Median for Female (£ per hr)	12.00	Median Gender Pay Gap (%)	0.49%

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	159	57	102	35.84	64.16
Lower Middle	159	74	85	46.54	53.46
Upper Middle	160	86	74	53.75	46.25
Upper	160	81	79	50.62	49.38

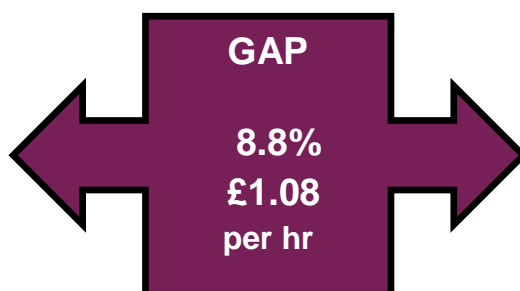


Mean Gap at 31 March 2017

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



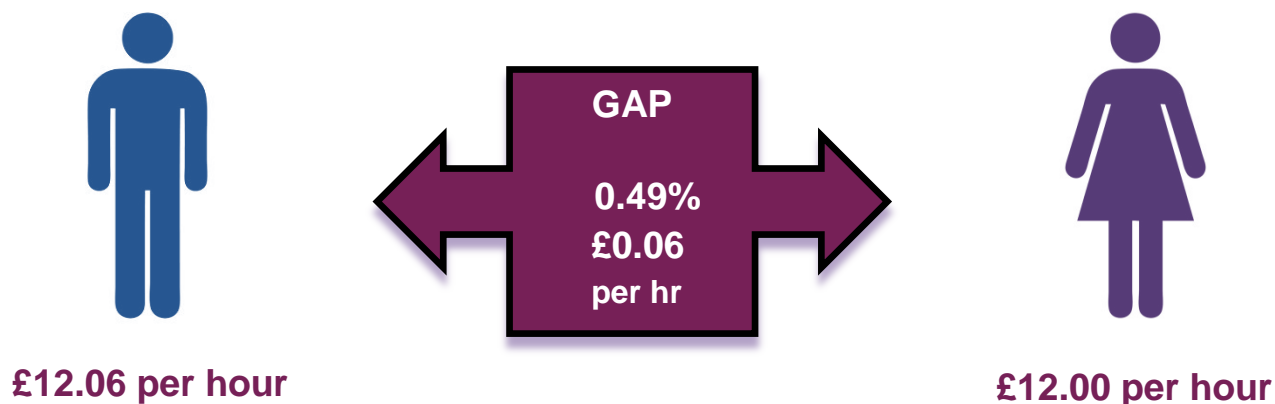
£12.16 per hour



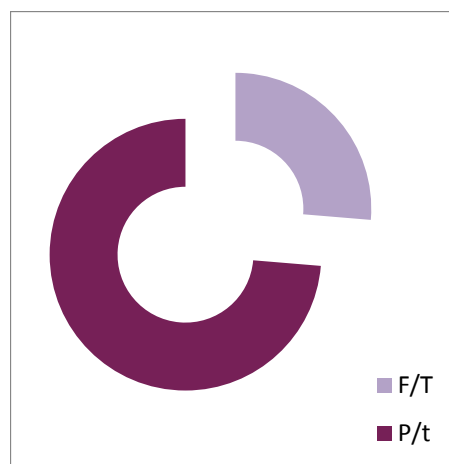
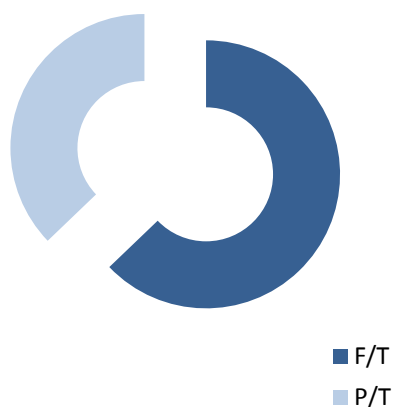
£11.08 per hour

Median Gap at 31 March 2017

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



Proportion of male and female colleagues by working pattern



Percentage of men working part time hours 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 higher than average split of full time/part time employees with a total of 56% of employees being employed on a part time basis. Of all men employed, 38% of them work part time/casual hours whereas 73% of women undertake work on a part time/casual 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

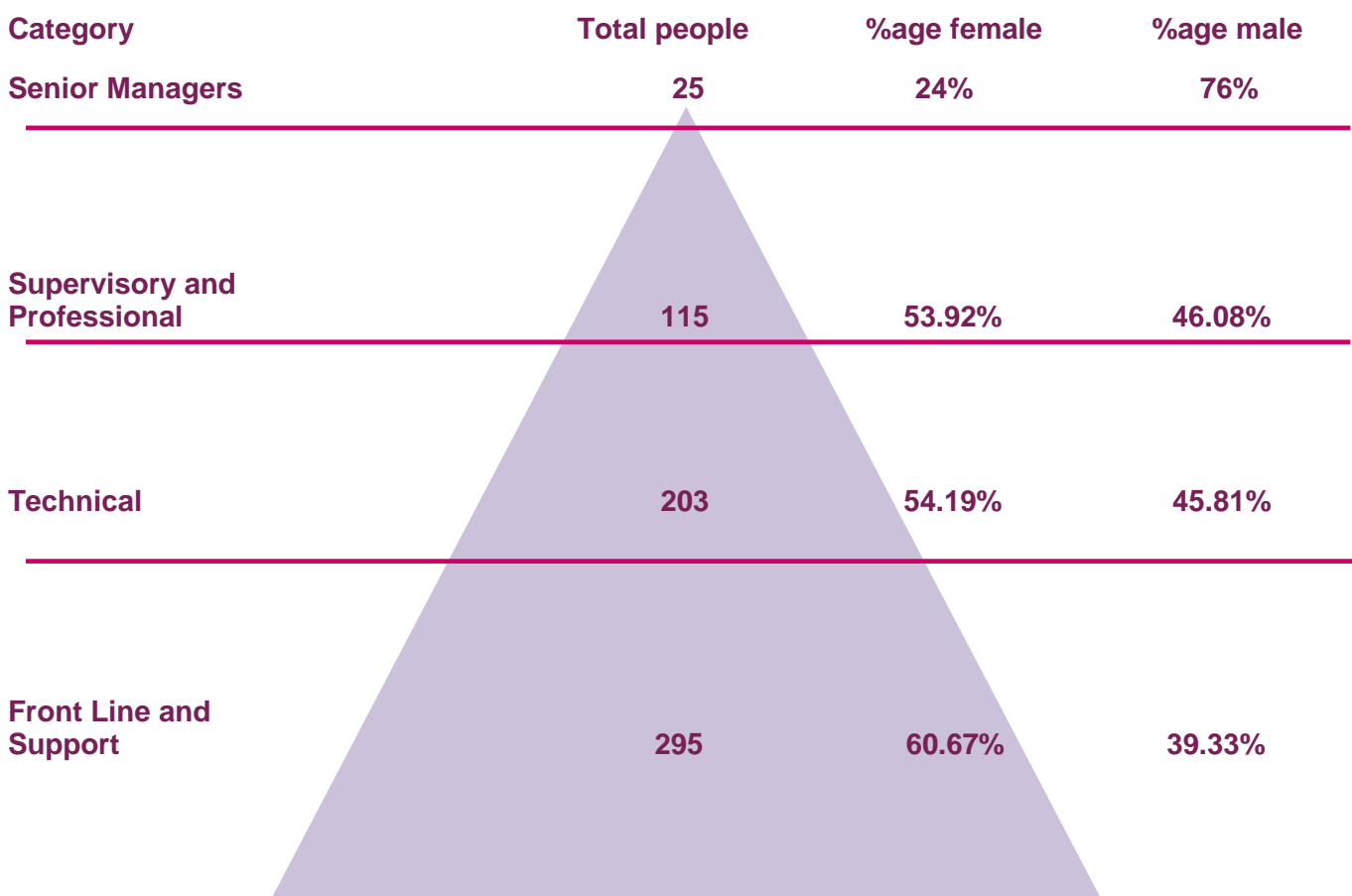
Stafford Borough Council does not operate any performance related pay or bonus scheme and as such has no bonus related gender pay gap.

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 employee 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 as of 31 March 2017, the Council still had responsibility for the delivery of leisure services covering 3 sites across the borough.

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



Why we have a Gender Pay Gap

The reality is that we do not have a significant gender pay gap as demonstrated by our Mean Gender Pay Gap of 8.8% against the national average of 18.1% (Office of National Statistics 2016 Annual Survey). Our pay gap can readily be attributed to limited roles and opportunities which arise. Equally our Median Gender Pay Gap of 0.49% is significantly below the 23% average according to the Chartered Management Institute 2016 Gender Pay Survey.

We do however accept that given the Categories of jobs there is a gap in terms of representation within Senior Management and Front Line and Support Services which shows a higher male representation. The Front Line and Support areas can be attributed in some way to the types of jobs which fall within this area and the flexible working opportunities as demonstrated by the higher than average part time workforce make up. Equally at Senior Management level the female representation is lower but this may in some part be due to the technical nature of some job roles which have historically been attributed to the male population (Environmental Health, Planning and Legal roles), together with reductions in senior positions in recent years due to the need to reduce the pay bill.

How are we aiming to reduce the gap

We will wherever possible aim to recruit more females to Senior Management and Leadership roles as and when vacancies arise but equally we will focus on the need to recruit the right person with the right skills to fulfil these roles. Given the higher than average part time/casual workforce representation of 56%, mainly within our leisure services, we believe that the provision of flexible working opportunities is advantageous to the Council and would not want to be seen to reduce the opportunities available for both young people who have gained valuable experience and employees who wish to rebalance their work-life balance and who may have caring responsibilities.