

Gender Pay Gap Report 31 March 2024

Stafford Borough Council

(Published March 2025)

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 215 employees as at 31 March 2024, of which 212 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 2024

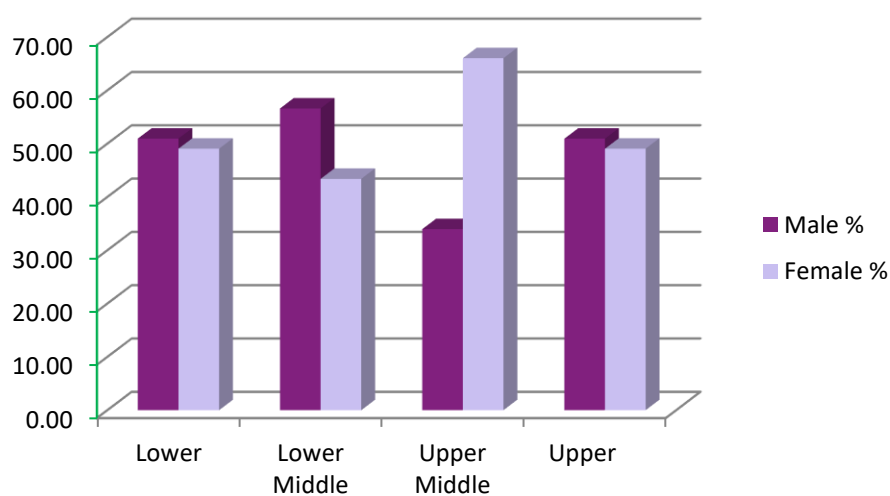
The table below sets out the Council's headline gender pay gap figures at 31 March 2024. Using this information along with other data gathered as part of the gender pay gap analysis we will demonstrate the current profile of the workforce.

Mean for Male (£ per hour)	17.97	Mean for Female (£ per hr)	17.15	Mean Gender Pay Gap (%)	4.56
Median for Male (£ per hour)	14.16	Median for Female (£ per hr)	16.00	Median Gender Pay Gap (%)	-12.99%

Proportion of male and female colleagues in each pay quartile

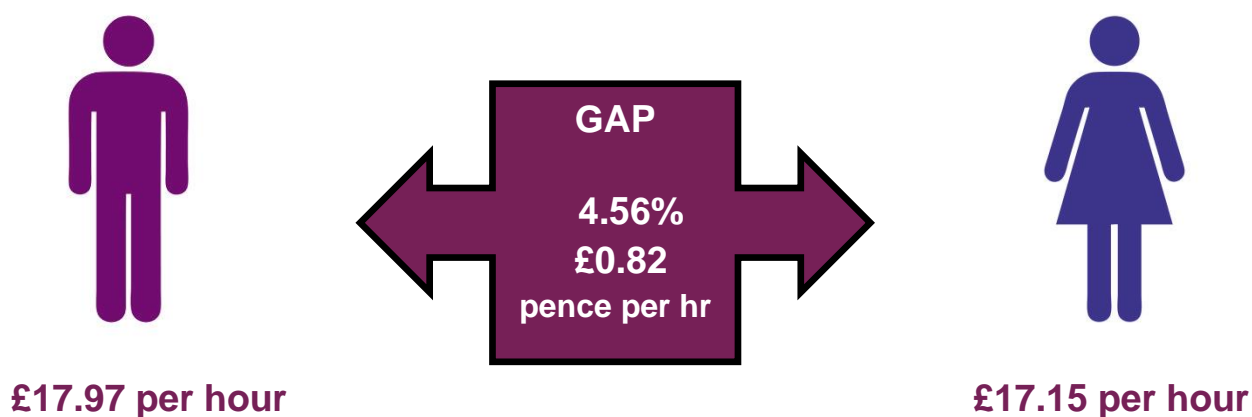
The table and charts below show the gender split for pay in each of the four quartiles.

Quartile	Total Staff	Male	Female	Male %	Female %
Lower	53	27	26	50.9	49.1
Lower Middle	53	30	23	56.6	43.4
Upper Middle	53	18	35	34.0	66.0
Upper	53	27	26	50.9	49.1



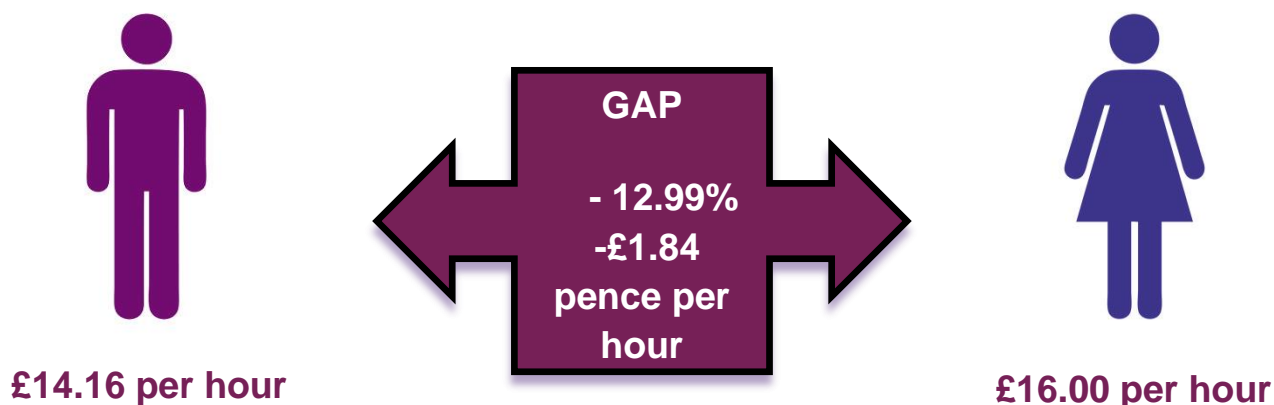
Mean Gap at 31 March 2024

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

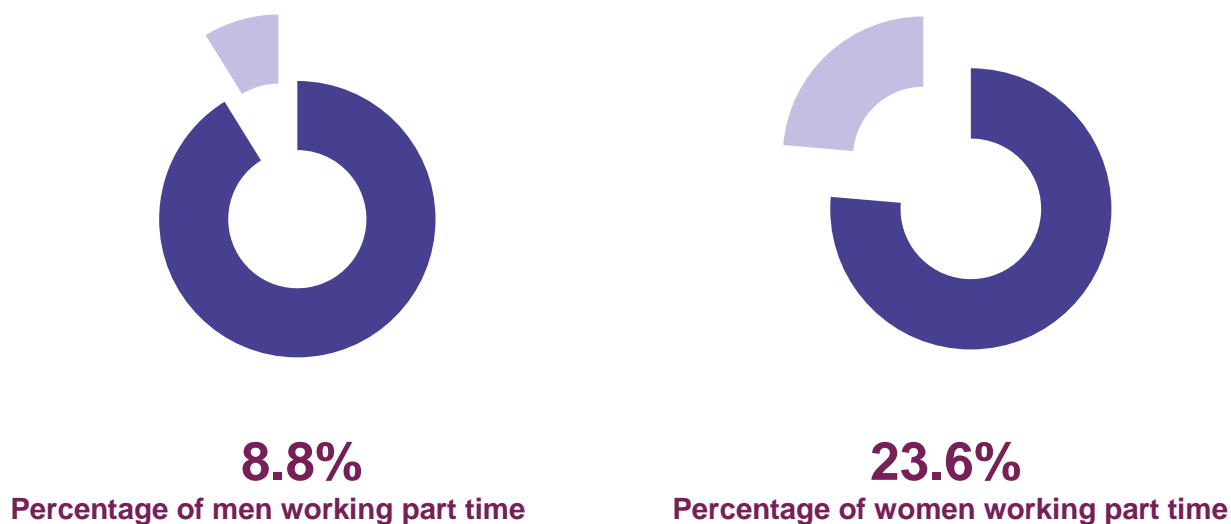


Median Gap at 31 March 2024

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



Proportion of male and female colleagues by working pattern



The diagrams above demonstrate the split between men and women in terms of working patterns. The Council has a total part time workforce of 16.5% with the percentage of men or women working part time remaining largely unchanged from last years' figures of 10.1% and 23.3% for men and women respectively.

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

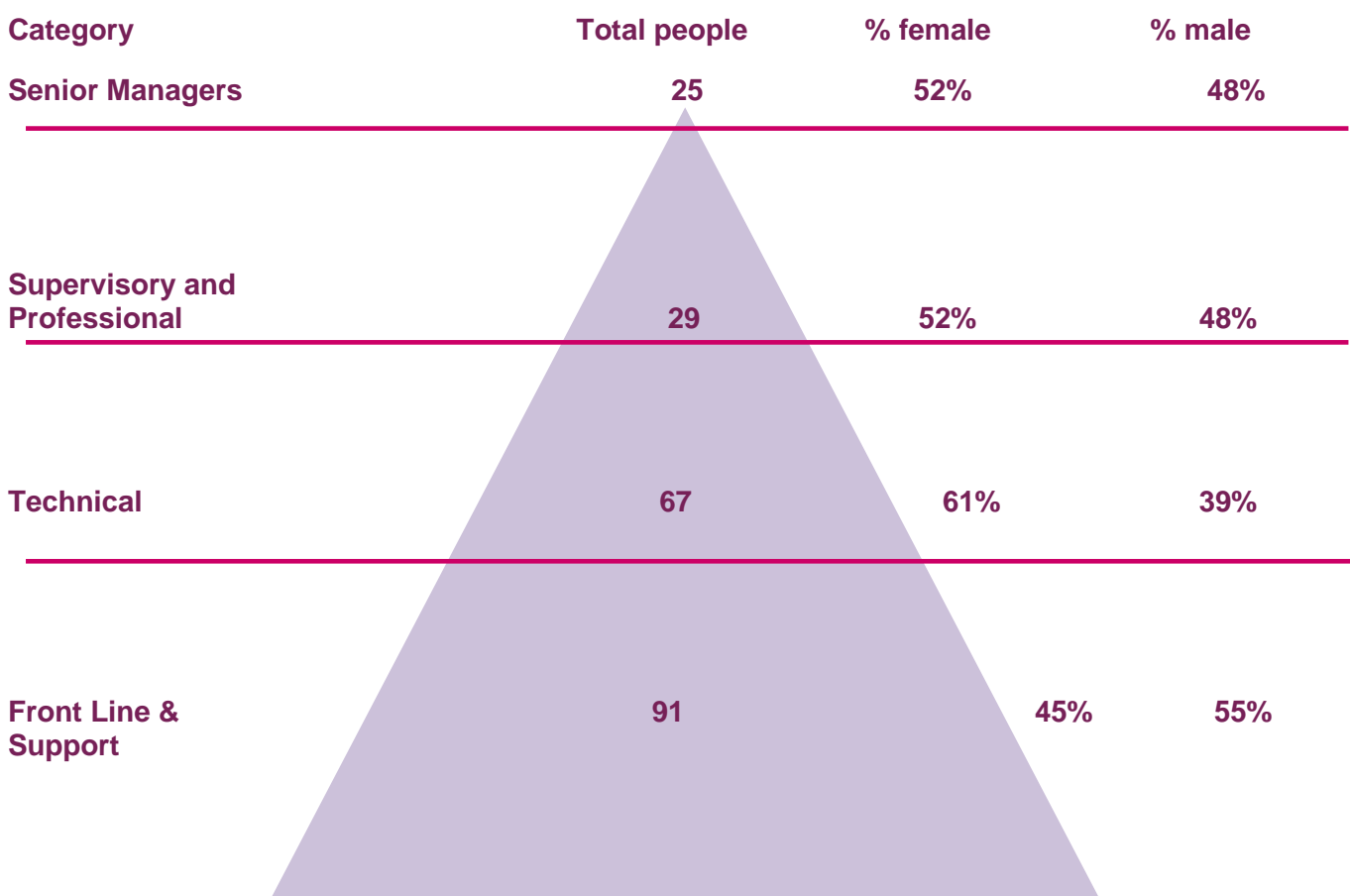
Stafford Borough Council does not operate any performance related pay or bonus scheme and as such has no bonus related gender pay gap.

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 and HR.

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



Gender Pay Gap comparison 2023 and 2024.

There is little difference in our Mean pay gap since April 2023 which remains significantly lower than the national Gender Pay Gap figures (13.1%) for all employees published by the Office of National Statistics in April 2024.

Our median gap has reduced by a further 8% to -12.99% since March 2023, demonstrating that the middle salary point for women is almost 13% higher than the comparable middle salary point for men in the authority.

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. This change in figures reflects the creation of a shared Leadership Team from 1 April 2023 with a number of Chief Officers TUPE transferring from our neighbouring authority Cannock Chase District Council as part of our shared services arrangements.

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 roles up to Senior Manager level and Hay for all roles at Senior Manager level and above within the authority.

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 a shared Senior Manager structure was also implemented from June 2024.

The two Councils will continue to work together over the coming years and in doing so will be developing approaches to ensure we attract, recruit and retain a diverse workforce to support delivery of key services.

The profile of our workforce may be impacted by these arrangements as some employees may TUPE transfer between the two Councils over the next twelve months to March 2025.

What are we doing?

As a Council we will continue to ensure that our recruitment advertising is equally accessible to all candidates and that our recruitment processes continue to be based on ensuring we find the best candidate based on skills and abilities for all positions we advertise.

We have also expanded our standard advertising mechanisms to include a national online site and a West Midlands' based jobs board with the aim of attracting a much broader candidate base to positions across the authority.

In addition, we now actively promote the employee benefits we can offer in our recruitment advertising. It is hoped that an understanding of some of the non-cash benefits on offer such as flexi time, generous annual leave entitlements, discounted leisure membership as well as membership of the Local Government Pension scheme may attract a broader spectrum of candidates to roles across the grade structure.

Once we have appointed our people, we are keen to support them in their roles and make every effort to positively consider requests for flexible working as well as offering opportunities for development both through on the job and external training and development.

As an employer we continue to make use of the Apprenticeship Levy by upskilling our existing employees, particularly at the team leader and supervisor levels and will continue to do so in forthcoming years.

We will wherever possible aim to recruit and/or promote more females into 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.