

Gender Pay Gap Report March 2018

Stafford Borough Council

(Published March 2019)

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 223 employees as at 31st March 2018, 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 31st March 2018

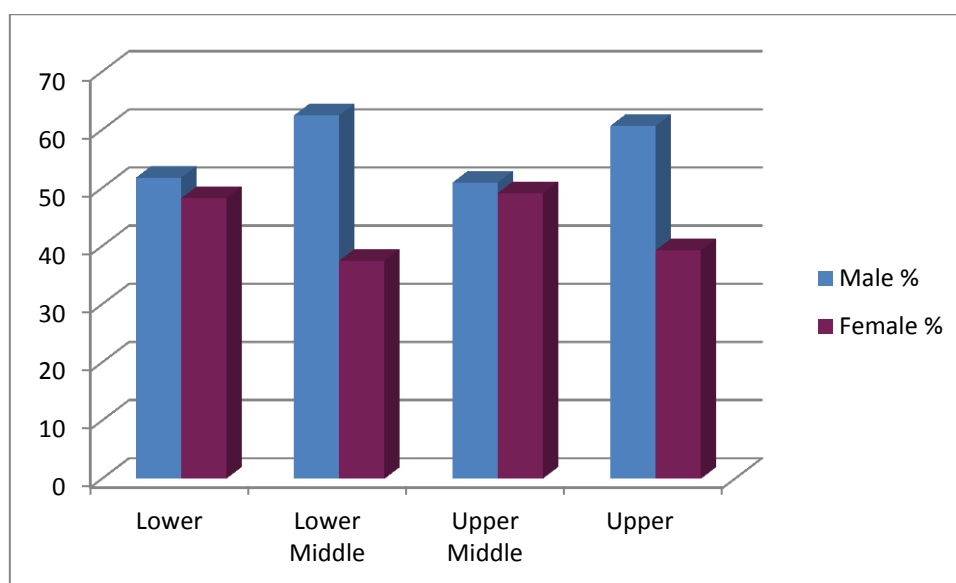
The table below sets out the Council's headline gender pay gap figures at 31st March 2018. Using this information along with other data gathered as part of the gender pay gap analysis we will demonstrate the current profile of the workforce.

Mean for Male (£ per hour)	14.51	Mean for Female (£ per hr)	13.41	Mean Gender Pay Gap (%)	7.58 %
Median for Male (£ per hour)	11.84	Median for Female (£ per hr)	12.12	Median Gender Pay Gap (%)	-2.36 %

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	29	27	51.78	48.22
Lower Middle	56	35	21	62.50	37.50
Upper Middle	55	28	27	50.91	49.09
Upper	56	34	22	60.71	39.29

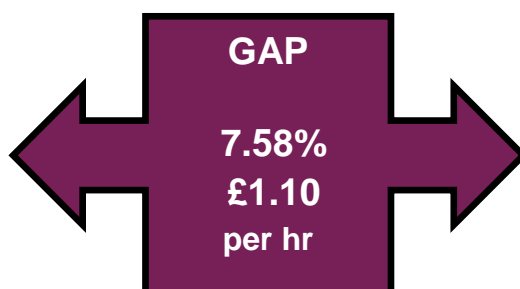


Mean Gap at 31st March 2018

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



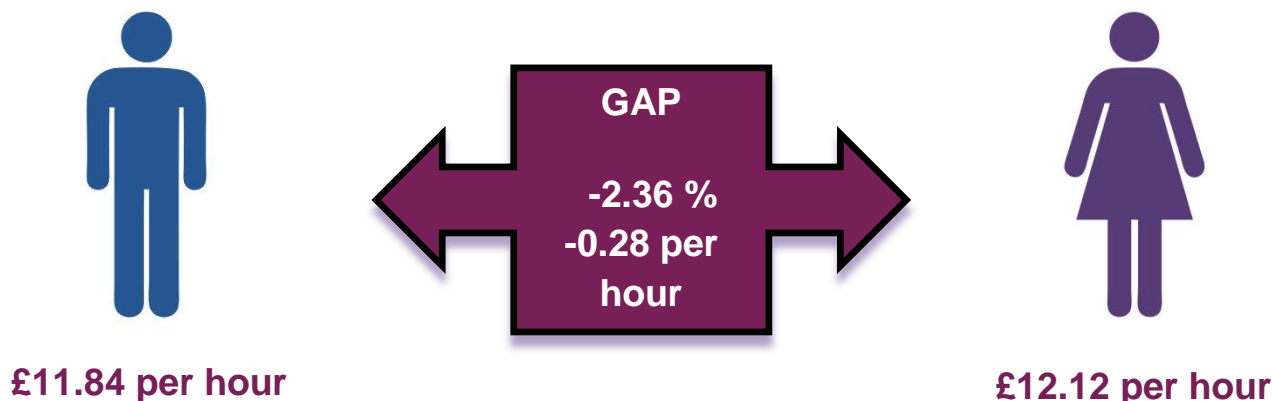
£14.51 per hour



£13.41 per hour

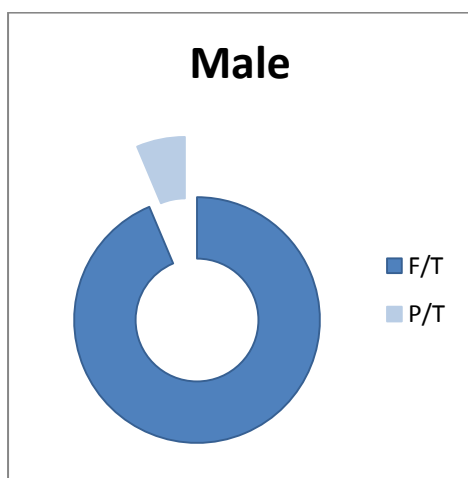
Median Gap at 31st March 2018

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



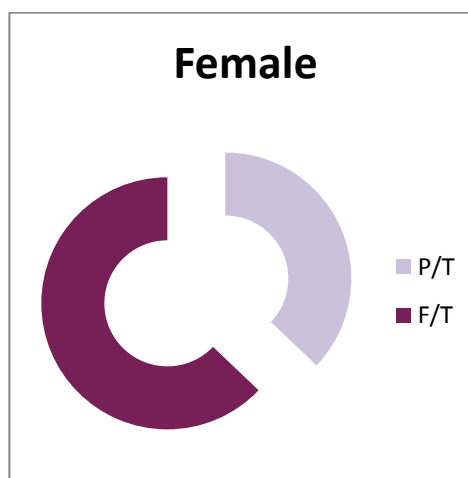
Proportion of male and female colleagues by working pattern

Percentage of men working part time hours



10.08%

Percentage of women working part time hours



37.11%

The diagrams above demonstrate the split between men and women in terms of working patterns. The Council has a combined part time workforce of 47.19%, which has reduced over the past 12 months. Of all men employed, 10.08% of them work part time whereas 37.11% 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

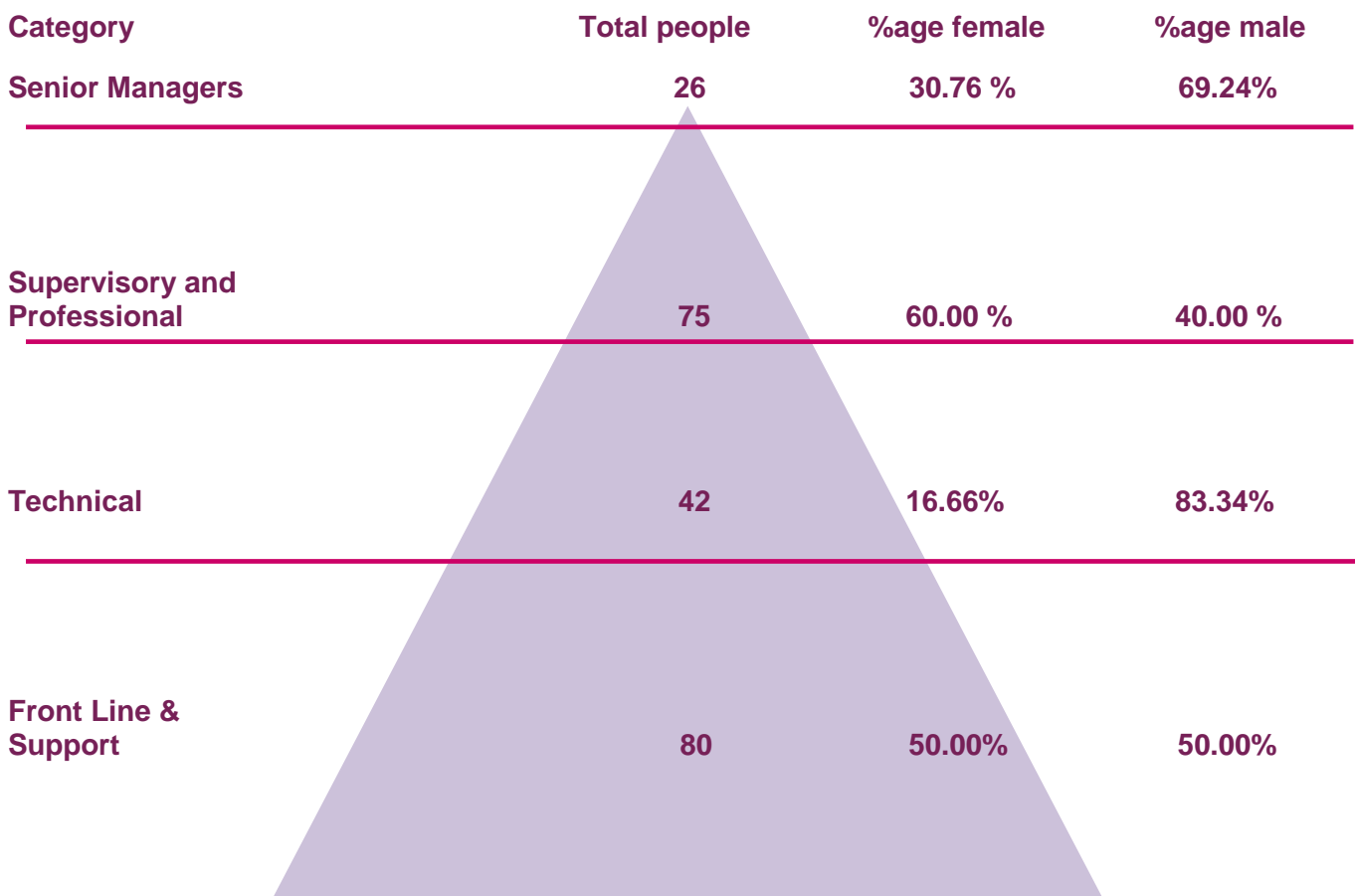
Stafford Borough Council does not operate any performance related pay or bonus scheme and as such has no bonus related gender pay gap.

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 7.71% since 2017, whilst our Median Pay Gap has become a negative (-2.36%) in favour of the female representation in the organisation. Following the TUPE transfer of leisure services at the end of November 2017 we were unsure as to how this might change our workforce profile, which has been better than anticipated. In considering the staffing profile by job role it is clear that male representation dominates the technical and senior management roles within the organisation whilst the balance is equal in front line and support roles whilst the gap in supervisory and professional roles is closer.

How are we aiming to reduce the gap

In order to maintain 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.

How can we do this?

- a) Ensure that female candidates for vacancies consider Stafford Borough Council to be an employer of choice and apply for roles we advertise.
- b) Ensuring that as far as is possible the Council advertises roles to a broad candidate pool including internally
- c) Encouraging female employees to develop within their roles to enable them to be in a position to take up promotional opportunities as they arise within the organisation;
- d) Continue to promote and where possible enhance the Council's flexible working policies to internal and outside candidates

We will wherever possible aim to recruit and/or promote more females to front line & support roles and senior management and technical 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.