



Gender Pay Gap Report 31st March 2023 Cannock Chase District Council

(Published March 2024)

What is the Gender Pay Gap?

The Gender Pay Gap is defined as the difference between the mean or median hourly rate of pay those 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.

Cannock Chase District Council had 415 employees as of 31 March 2023, of which 400 were Gender Pay relevant. The Gender Pay Gap analysis shows an overall split of 57% women and 43% men. 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 on 31st March 2023

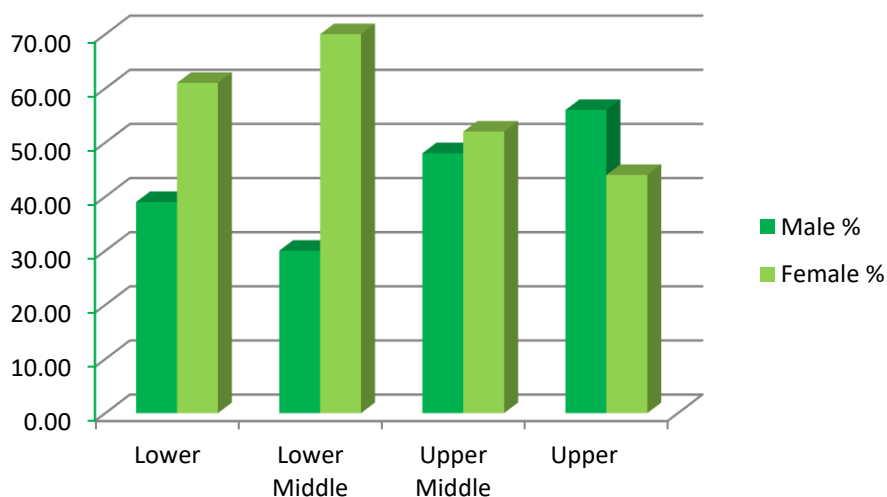
The table below sets out the Council's headline gender pay gap figures at 31st March 2023. Using this information along with other data gathered as part of the Gender Pay Gap analysis, we will demonstrate the current profile of the workforce.

Mean for Male (£ per hr)	16.71	Mean for Female (£ per hr)	14.78	Mean Gender Pay Gap (% age)	11.54%
Median for Male (£ per hr)	16.58	Median for Female (£ per hr)	12.71	Median Gender Pay Gap (% age)	23.34%

Proportion of male and female colleagues in each pay quartile

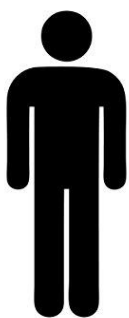
The table and charts below show the gender split for pay in each of the four quartiles.

Quartile	Total Staff	Male	Female	Male %	Female %
Lower	100	39	61	39.00	61.00
Lower Middle	100	30	70	30.00	70.00
Upper Middle	100	48	52	48.00	52.00
Upper	100	56	44	56.00	44.00

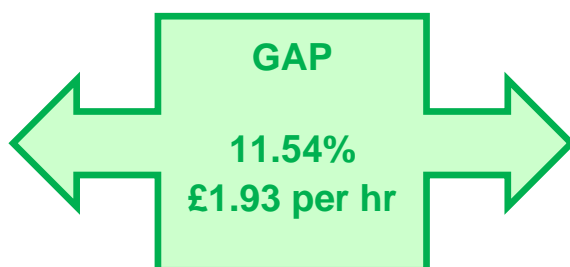


Mean Gap at 31st March 2023

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



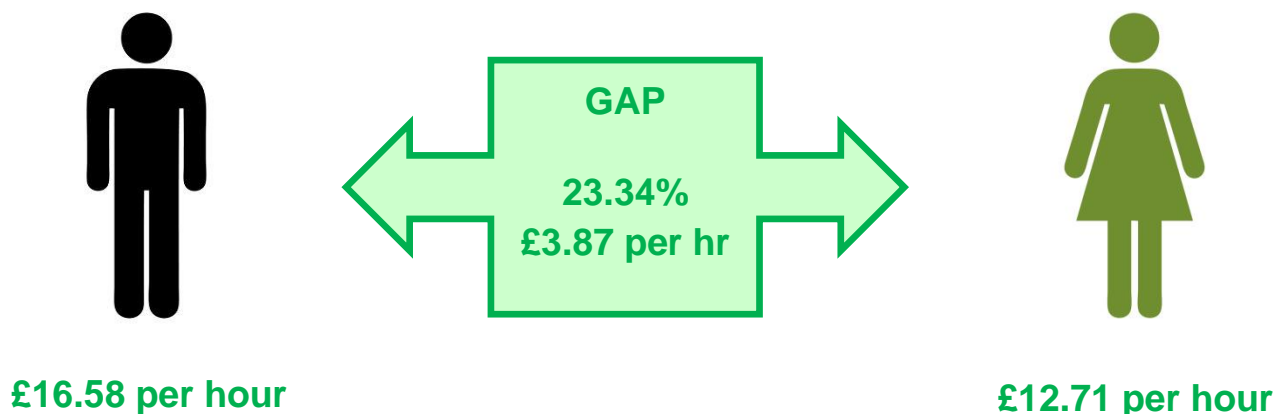
£16.71 per hour



£14.78 per hour

Median Gap at 31st March 2023

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



Proportion of male and female colleagues by working pattern



11.56%

Percentage of men working part time hours



49.77%

Percentage of women working part time hours

32.75% of the total workforce work reduced hours. The diagrams above demonstrate the split between men and women in terms of their respective working patterns. Within the group of male employees 11.56% are employed in part time roles whereas 49.77% of all women employed by the authority undertake work on reduced hours (the authority considers any working pattern under 37 hours per week to be part time).

The Council positively considers requests for flexible working across the 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

Cannock Chase District 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 District Council we are responsible for ensuring a wide range of services are provided to our residents. In order to do this, we employ officers from a range of backgrounds with varying practical, clerical, technical and professional skills.

With this in mind we have shown below the gender split across the authority by category of role. This demonstrates that whilst the front line and support services are represented much more significantly by women; in all other areas of the organisation there is a largely balanced proportion of men and women including at supervisory, professional and senior management level.

Category	Total people in category	%age female	%age male
Senior Managers	25	36.0	64.0
Supervisory and Professional	92	42.4	57.6
Technical	107	57.0	43.0
Front Line & Support	176	67.1	32.9

Why we have a gender pay gap.

Cannock Chase District Council has a mean Gender Pay Gap of 11.54% and a median Gender Pay Gap of 23.34%. The median gap is significantly higher than the national average of 14.3% (for all employees based on ONS calculations in April 2023). Looking at the profile of our workforce just over 45% of the Council's employees are engaged in front line and support services roles and of the total employees within this group nearly two thirds are women.

The Gender Pay Gap is also heavily affected by the make-up of an employers' workforce profile (53% women and 47% men at Cannock Chase) as well as the distribution of staff across grades.

44% of all employees in the Council are employed in Front Line & Support roles. Services which fall within this profile include Cleaning and Clerical roles which are largely made up of female employees who are often attracted to the Flexible Working provisions available in the authority; this is borne out by the data on page 3 of the report which shows that close to 50% of the Council's female employees work reduced hours and often in roles that fall in the lower quartile of earnings across the Council.

Cannock Chase District Council is, however, confident that men and women are paid equally for doing the same job. The Council uses the nationally recognised Job Evaluation Schemes for Local Government; Gauge (up to Chief Officer level) and Hay (Chief Officers and above) to evaluate all roles within the authority.

Gender Pay Gap comparison 2022 and 2023.

The Mean Gap has increased by approximately 0.25% since the 2022 gap figures were published with the median gap having reduced by 0.74% or 18 pence per hour.

The split of males and females in the senior manager category remains unchanged, with a 2.4% increase in the number of females in the supervisory and professional category however there has been a 3% increase in the number of front line and support roles occupied by women since the 2023 gap figures were produced.

Cannock Chase District and Stafford Borough 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 further structural changes to the workforce are expected in 2024.

The two Councils will be working together to define a shared set of values from which a Workforce Development Strategy will be designed during 2024. This Strategy will seek to support the two Councils in attracting, recruiting and retaining a diverse workforce to support delivery of key services.

The profile of our workforce will be impacted by these shared services arrangements as a number of employees will TUPE transfer between the two Councils over the next twelve months to March 2025.

How are we aiming to reduce the gap?

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.