

Gender Pay Gap Report 31st March 2018

Cannock Chase District 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.

Cannock Chase District Council's Gender Pay Gap analysis shows an overall split of 58.84% women and 41.16 % 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 at 31st March 2018

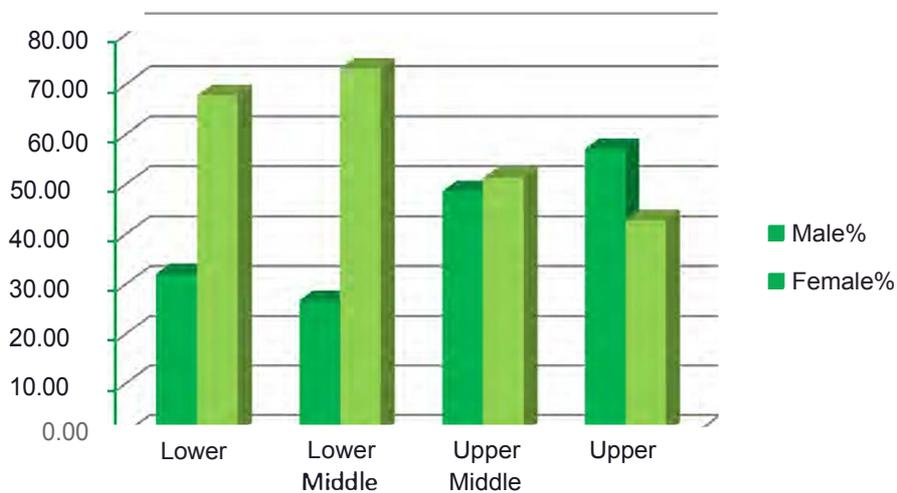
The table below sets out the Council's headline gender pay gap figures at 31st March 2018. Using this information along with other data gathered as part of the gender pay gap analysis we will demonstrate the current profile of the workforce.

| | | | | | |
|---------------------------------------|--------------|---|--------------|--|---------------|
| Mean for Male (£ per hr) | 14.44 | Mean for Female (£ per hr) | 12.30 | Mean Gender Pay Gap (% age) | 14.81% |
| Median for Male (£ per hr) | 14.33 | Median for Female (£ per hr) | 10.54 | Median Gender Pay Gap (% age) | 26.44% |

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 | 112 | 36 | 76 | 32.14 | 67.85 |
| Lower Middle | 112 | 30 | 82 | 26.78 | 73.21 |
| Upper Middle | 111 | 54 | 57 | 48.64 | 51.35 |
| Upper | 112 | 64 | 48 | 57.14 | 42.85 |



Mean Gap at 31st March 2018

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



£14.44 per hour

GAP

14.81%
£2.14 per hr



£12.30 per hour

Median Gap at 31st March 2018

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



£14.33 per hour

GAP

26.44%
£3.79 per hr



£10.54 per hour

Proportion of male and female colleagues by working pattern



9.78%

Percentage of men working part time hours



54.7%

Percentage of women working part time hours

36.24% 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 just 9.78% are employed in part time roles whereas 54.7% 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 | 20 | 35.00 | 65.00 |
| Supervisory and Professional | 104 | 50.00 | 50.00 |
| Technical | 117 | 52.13 | 47.87 |
| Front Line & Support | 206 | 69.40 | 30.60 |

Why we have a gender pay gap

Cannock Chase District Council has a mean Gender Pay Gap of 14.81% and a median Gender Pay Gap of 26.44%. The median gap is significantly higher than the national average of 9.1% reported by the Office of National Statistics in 2017. Looking at the profile of our workforce above it is apparent that we employ a much larger proportion of women than men in our Front Line and Support roles, therefore leading to a lower median rate of pay for females than their male colleagues who are mostly employed on a full-time basis.

The Gender Pay Gap is also heavily affected by the make up of an employers' workforce profile (58.84% women and 41.16% men at Cannock Chase) as well as the distribution of staff across grades.

46% 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 over half 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) and Hay (Chief Officers) to evaluate all roles within the authority and works hard to ensure our recruitment processes mean that we appoint the best candidate for every role based on skill and ability.

Gender Pay Gap comparison 2017 and 2018

To provide additional context to this information, data comparing the mean and median percentage gaps for 2017 and 2018 is set out below.

Both the mean and median gaps have reduced since the 2017 gap figures were reported and in particular an improvement in the mean gap demonstrates that the gap between the average rates of pay for men and women is reducing.

The median gap has also reduced, however this has been by a lower percentage with the middle rate of pay for women sitting at £3.79 per hour less than the middle rate for male employees.

Whilst these figures show a marked improvement from 2017 it is apparent that the make up of our workforce and the positions within it still have a key role to play in determining our gender pay gap. Notwithstanding this Cannock Chase District Council remains committed to further reducing the gap as the information below explains in more detail.

Mean Gap Comparison



Median Gap Comparison



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 any and all positions we advertise. We are also reviewing our recruitment and retention policy this financial year which will include a review of employee benefits and how these are publicised to prospective employees during the recruitment process. It is hoped that an understanding of some of the non cash benefits on offer such as childcare vouchers, flexi time and a generous 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.

In addition a Workforce Development Strategy will be launched by the end of the current financial year with the aim of embedding a culture of identifying future skills gaps and offering development opportunities to fill these gaps from within the organisation wherever possible.

As an employer we have continued to make use of the Apprenticeship Levy requirements by upskilling our existing employees, particularly at the team leader and supervisor levels and will continue to do so in forthcoming years. In addition we hope to encourage new talent to join our organisation as we build a strategy to bring in new Apprentices at a variety of levels within the organisation in the forthcoming months.