

Gender Pay Gap Report 31st March 2019

Cannock Chase District Council

(Published March 2020)

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 57.6% women and 42.4 % 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 2019

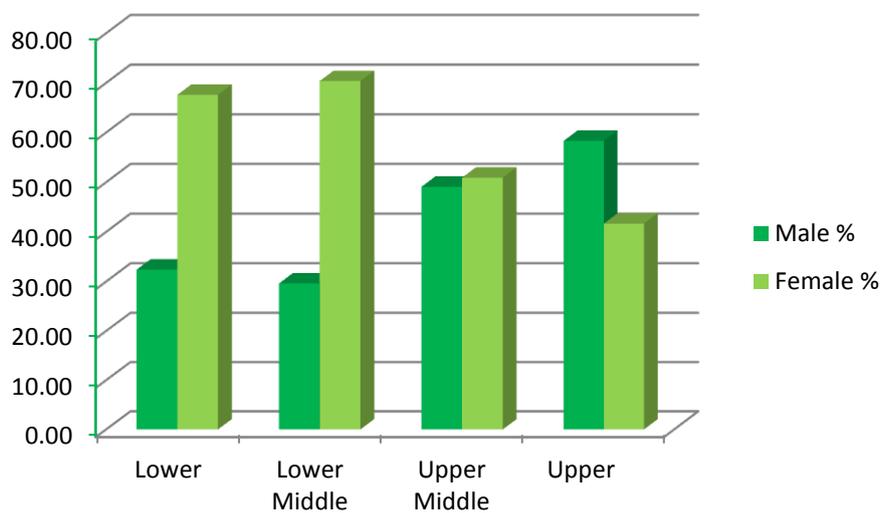
The table below sets out the Council's headline gender pay gap figures at 31st March 2019. Using this information along with other data gathered as part of the gender pay gap analysis we will demonstrate the current profile of the workforce.

Mean for Male (£ per hr)	15.01	Mean for Female (£ per hr)	12.70	Mean Gender Pay Gap (% age)	15.38%
Median for Male (£ per hr)	14.62	Median for Female (£ per hr)	10.75	Median Gender Pay Gap (% age)	26.47%

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	108	35	73	32.40	67.60
Lower Middle	108	32	76	29.62	70.38
Upper Middle	108	53	55	49.07	50.93
Upper	108	63	45	58.33	41.67

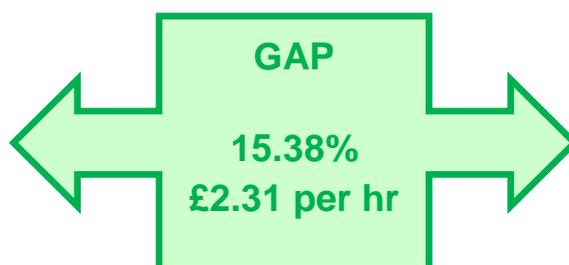


Mean Gap at 31st March 2019

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



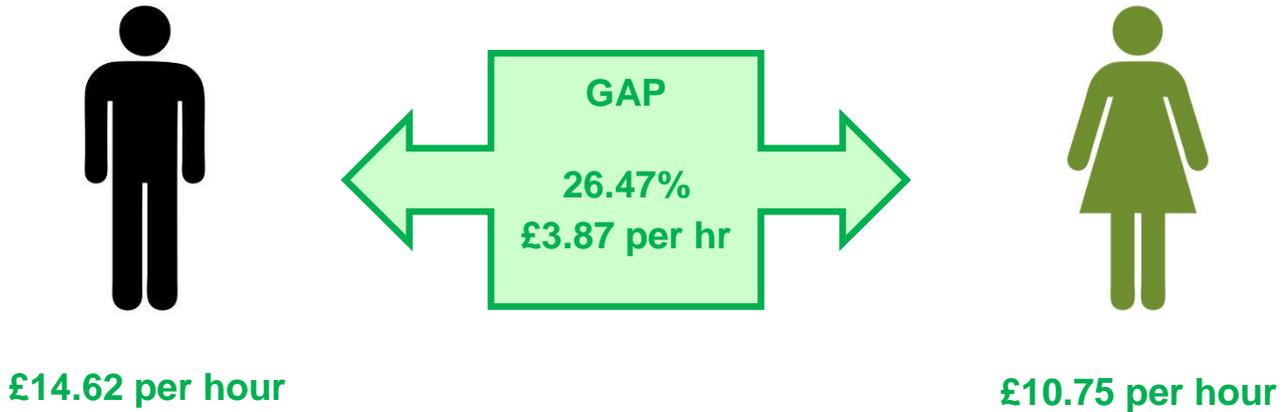
£15.01 per hour



£12.70 per hour

Median Gap at 31st March 2019

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



Proportion of male and female colleagues by working pattern



9.6%

Percentage of men working part time hours



53%

Percentage of women working part time hours

34.49% 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 9.6% are employed in part time roles whereas 53% 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	23	34.8	65.20
Supervisory and Professional	105	45.72	54.28
Technical	105	56.20	43.80
Front Line & Support	199	65.83	34.17

Why we have a gender pay gap

Cannock Chase District Council has a mean Gender Pay Gap of 15.38% and a median Gender Pay Gap of 26.47%. The median gap is significantly higher than the national average of 17.3% (for all employees) reported by the Office of National Statistics in 2019. Looking at the profile of our workforce set out above it is apparent that we employ a much larger proportion of women than men in our Front Line and Support roles, including those that work part-time 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 (57.6% women and 42.4% 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 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) 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 2018 and 2019

Both the mean and median gaps have increased very slightly since the 2018 gap figures were published with the mean gap having increased by 17p per hour and the median gap by 8p per hour.

Having reviewed the detail of the data further it would appear that the largest change in workforce information has occurred in the Technical section of the workforce with a reduction of some 12 employees. Of these 66% of the leavers falling into this category over the 12 months since the last report have been women (following a TUPE Transfer exercise) and it is understood that this transfer has been a major contributing factor to the change in the overall gap figures.

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 have also begun to expand 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 are able to 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 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, in Summer 2019 we introduced a pay mechanism for bringing new Apprentices into the organisation and have agreed that entry level Apprentices will be paid at the National Minimum Wage rate from their start date with Apprentices studying at Level 3 and above being remunerated within the Council's Green Book pay scale following Job Evaluation of the work they will be undertaking. In the 2019-20 year we have successfully recruited 4 new Apprentices to the organisation using this approach.

In addition a Workforce Development Strategy will be launched early in the 2020-21 financial year with the aim of supporting the organisation to achieve its' ambitious Corporate priorities by making the best use of it's' people. The strategy will include proposals in respect of upskilling existing employees as well as ensuring we attract and retain the highest calibre of new talent to the organisation.