

Gender Pay Gap Report 31st March 2020

Cannock Chase District Council

(Published March 2021)

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 56.60% women and 43.40 % 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 2020

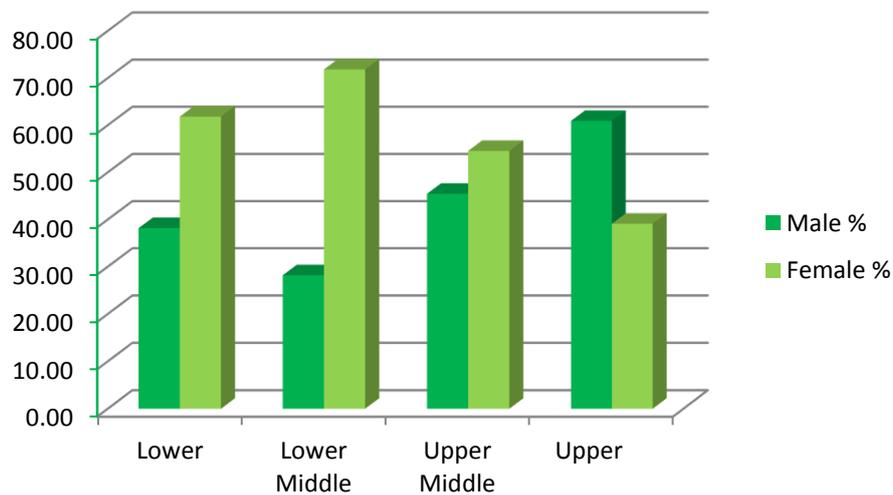
The table below sets out the Council's headline gender pay gap figures at 31st March 2020. Using this information along with other data gathered as part of the gender pay gap analysis, we will demonstrate the current profile of the workforce.

Mean for Male (£ per hr)	14.93	Mean for Female (£ per hr)	12.66	Mean Gender Pay Gap (% age)	15.20%
Median for Male (£ per hr)	14.91	Median for Female (£ per hr)	10.96	Median Gender Pay Gap (% age)	26.49%

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.

	110	42	68	38.18	61.82
	110	31	79	28.18	71.82
	110	50	60	45.45	54.55
	110	67	43	60.90	39.10



Mean Gap at 31st March 2020

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



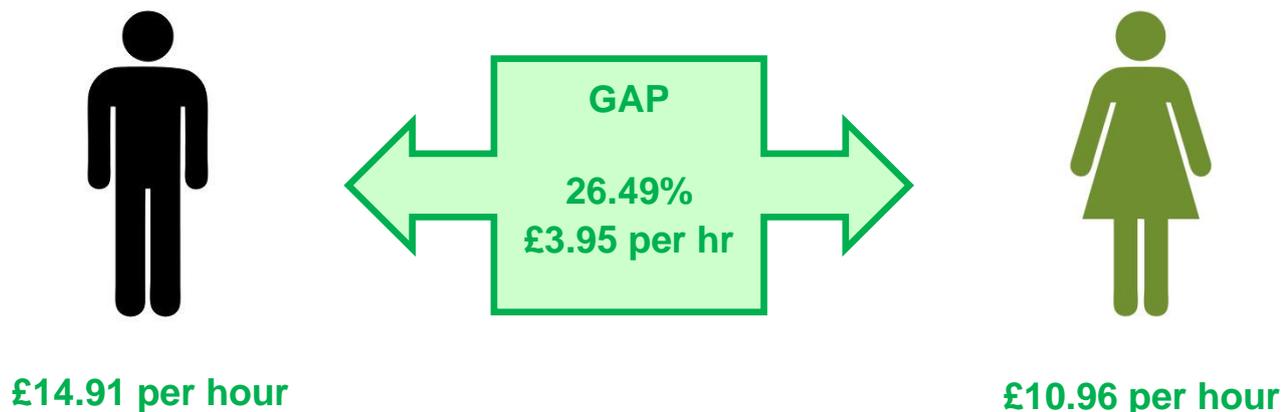
£14.93 per hour



£12.66 per hour

Median Gap at 31st March 2020

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



Proportion of male and female colleagues by working pattern



9.9%

Percentage of men work part time hours



53.4%

Percentage of women work part time hours

34.54% 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 9.9% are employed in part time roles whereas 53.4% 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	24	33.5	66.5
Supervisory and Professional	97	44.4	55.6
Technical	106	52.8	47.2
Front Line & Support	213	66.6	33.4

Why we have a gender pay gap

Cannock Chase District Council has a mean Gender Pay Gap of 15.20% and a median Gender Pay Gap of 26.49%. 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 can be seen that close to 50% of the Council's employees are engaged in front line and support services roles and of the total employees within this group some two thirds are women.

The Gender Pay Gap is also heavily affected by the make up of an employers' workforce profile (56.6% women and 43.4% men at Cannock Chase) as well as the distribution of staff across grades.

48.4% 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 level) and Hay (Chief Officers and above) 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 2019 and 2020

The mean gap has reduced very slightly since the 2019 gap figures were published (4 pence per hour) with the median gap having increased by 8 pence per hour.

Having reviewed the detail of the data further there have been small changes in each of the categories set out above with the largest change in the technical group for the second successive year. Figures show that whilst 58% of leavers in the technical category were women; just 22% of new appointments within this category were women.

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 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 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 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. 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 successfully recruited 4 new Apprentices to the organisation using this approach.

The Council was due to implement a Workforce Development Strategy in 2020-21, however implementation has been delayed due to the impact of the Coronavirus pandemic on the Council's Priority Delivery Plan. Our approach to recruiting, developing and retaining the best people will now be reviewed in light of these changes in Corporate priorities and as the organisation determines its' vision for the medium – longer term we will adapt our approach to our workforce accordingly.