

Gender Pay Gap Report 31st March 2021

Cannock Chase District Council

(Published March 2022)

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 Gender 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 441 employees as of 31 March 2021, of which 431 were Gender Pay relevant. The Gender Pay Gap analysis shows an overall split of 56.95% women and 43.05 % 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 2021

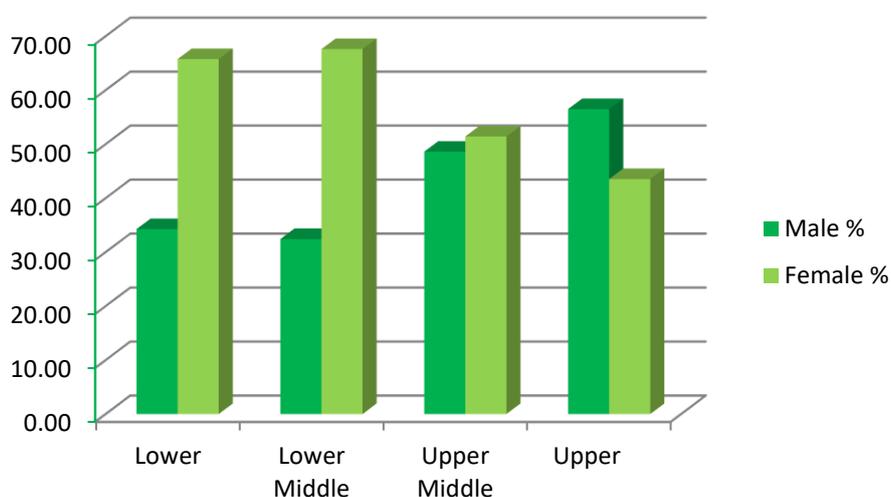
The table below sets out the Council's headline gender pay gap figures at 31st March 2021. Using this information along with other data gathered as part of the Gender Pay Gap analysis, we will demonstrate the current profile of the workforce.

Mean for Male (£ per hr)	15.27	Mean for Female (£ per hr)	13.89	Mean Gender Pay Gap (% age)	9.03%
Median for Male (£ per hr)	15.32	Median for Female (£ per hr)	11.38	Median Gender Pay Gap (% age)	25.71%

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.

	108	37	71	34.25	65.75
	108	35	73	32.40	67.60
	107	52	55	48.59	51.41
	108	61	47	56.48	43.52

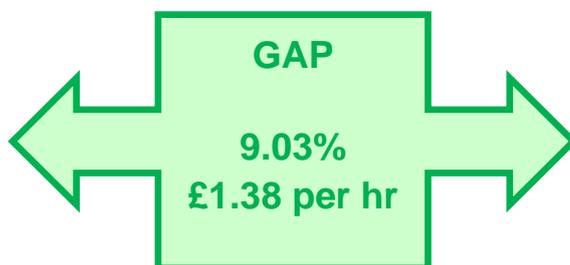


Mean Gap at 31st March 2021

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



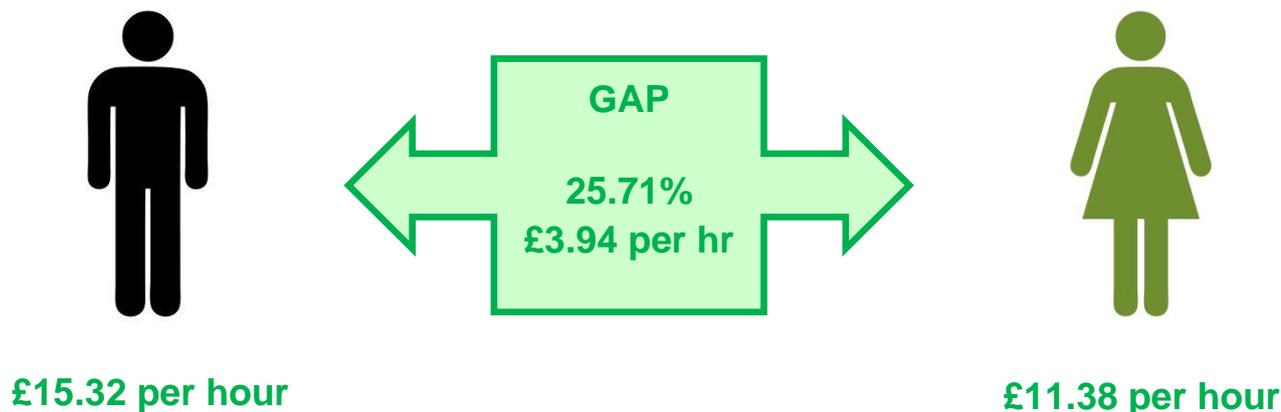
£15.27 per hour



£13.89 per hour

Median Gap at 31st March 2021

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



Proportion of male and female colleagues by working pattern



Percentage of men work part time hours



Percentage of women work part time hours

35.41% 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 14.51% are employed in part time roles whereas 51.21% 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	22	36.6	63.4
Supervisory and Professional	99	45.4	54.6
Technical	119	56.3	43.7
Front Line & Support	192	65.6	34.4

Why we have a gender pay gap

Cannock Chase District Council has a mean Gender Pay Gap of 9.03% and a median Gender Pay Gap of 25.71%. The median gap is significantly higher than the national average of 16.1% (for full-time employees, those working over 30 hours per week based on ONS calculations for 2021). Looking at the profile of our workforce set out above it can be seen that almost 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 (56.95% women and 43.05% men at Cannock Chase) as well as the distribution of staff across grades.

44.4% 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.

Gender Pay Gap comparison 2020 and 2021

The Mean Gap has reduced by over 6% since the 2020 gap figures were published (£1.89 per hour) with the median gap having reduced by just one pence per hour.

Having reviewed the detail of the data it can be noted that the loss of a key senior male officer has reduced the mean gap significantly, yet overall, the workforce demographics have changed relatively little, borne out by only a small reduction in the median gap figures.

For a further successive year there has been an increase in those falling into the technical group, with an 11% increase in employees falling into this category, with a 4% increase in the female element of this group when compared to the 2020 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 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.

The Council was due to implement an Organisational Development Strategy in 2020-21, however implementation was delayed due to the impact of the Coronavirus pandemic on the Council's Priority Delivery Plan.

An Organisational Development Strategy will now be developed during 2022-23 and will take account of the changes made to way in which Council Services are delivered following the pandemic.

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.