

Stroud District Council – Gender Pay Gap Statement March 2018

Introduction

Stroud District Council is committed to promoting equality and tackling discrimination. This means treating people fairly, valuing differences and removing the barriers that prevent people from fully participating in public life and realising their full potential. At SDC we will make equality integral to the way we reach decisions, provide services, recruit and support our employees.

Background

From April 2017, under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish statutory gender pay gap calculations every year.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'.

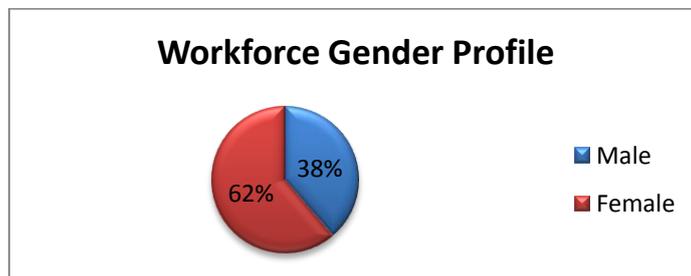
The figures must be calculated using a specific reference date - this is called the 'snapshot date'. The snapshot date for 2018 data was 31st March 2018 with a publication deadline of 30th March 2019 for public sector organisations.

As part of these new regulations, employers are required to:

- Publish their median gender pay gap figures - by identifying the wage of the middle earner, the median is the best representation of the 'typical' gender difference.
- Publish their mean gender pay gap figures - by taking into account the full earnings distribution, the mean takes into account the low and high earners in an organisation – this is particularly useful as women are often over-represented at the low earning extreme and men are over-represented at the high earning extreme.
- Publish the proportion of men & women in each quartile of the pay structure - this data will show the spread of male and female earners across an organisation, helping to show employers where women's progress might be stalling so they can take action to support their career development.
- Publish the gender pay gaps for any bonuses paid out during the year – this is not applicable at Stroud District Council.

Gender Pay Gap Data Overview for Stroud District Council

The male/female split for SDC is as follows:



Gender pay gap

	Mean	Median
Pay gap	13.29%	15.89%

The Council is fully committed to the development of policies to promote equality of opportunity in employment and supports the principle that pay and conditions should not discriminate unlawfully. The Council recognises that the attainment of equitable pay requires a pay system that is transparent and based on objective criteria.

The Council uses a well established job evaluation scheme, Greater London Provincial Council scheme (GLPC) to ensure a fair process in the grading of posts within the Council.

Analysis of Gender Pay Data for Stroud District Council

Quartile			Difference in % of female in each quartile compared with SDC overall workforce
Mean hourly rate	£14.93	£12.94	
Median hourly rate	£12.93	£10.88	
Upper quartile	54%	46%	-16%
Upper middle quartile	35%	65%	3%
Lower middle quartile	25%	75%	13%
Lower quartile	43%	57%	-5%

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For there to be no gender pay gap, the percentages within each of the quartiles would reflect the gender percentages of the makeup of the workforce. Stroud District Council's workforce is predominantly female, made up of 62% female and 38% male, which would explain why there are a consistently higher percentage of females across the quartiles.

In summary, the gender pay gap identified for the Council does not appear to be concerning and appears to reflect the findings in general for the disparity of male and females across the employment sector.

The biggest percentage difference is the lower middle quartile. The Council considers itself to be a supportive employer offering development opportunities where possible, recognising the needs of employees through its practical application and commitment to flexible working arrangements.

The upper quartile is the biggest disparity where the male percentage is higher than female (male: 54% and female 46%). The upper quartile statistics cover a wide salary range and in reality this would encompass different management levels as well as recognising technical roles within the Council. During 2018 we have seen an increase in women in this quartile from 42% (March 2018) to 46%.

Progress

- **During 2018, 54% of participants who attended and completed the Management Development Programme were female.**
- **We have implemented the new Childcare Voucher scheme in August 2018**
- **For the second year in a row we have had two female staff representing the Council as part of the Young Local Authority of the Year challenge.**
- **90% of apprentices recruited in 2018 were female.**

What is Stroud District Council doing to address its gender pay gap?

SDC is committed to its action plan to address and improve the gender pay gap.

1. Continue with the existing commitment to flexible working practices in areas such as, maternity and paternity leave, adoption leave, shared parental leave, homeworking arrangements, time off for dependants, sabbaticals, childcare vouchers and the leave market scheme which offers an opportunity to purchase additional annual leave.

2. To continue to review the Council's current recruitment practices to ensure that all adverts and job descriptions will use language that is gender neutral and highlight the Council's commitment to flexible working practices. We will also ensure we use a diverse range of communication and advertising channels for our recruitment. The Council will work to ensure Managers are up skilled and continuously developed in the Council's recruitment practices (including writing job descriptions and person specifications as well as interviewing skills best practice)
3. Continue to work on developing relevant HR policies, working with the Trade Unions as appropriate.
4. Continue to conduct and analyse exit interviews.
5. Continue to find ways that we can break down barriers to ensure that all staff realise their full potential.