

# Appendix 2 - Equality Duty & Gender Pay Gap Report

March 2022



# Equality Duty

## Introduction

Staffordshire County Council is a diverse county, and recognises the importance of equality and inclusion in improving public services for everyone. The Council has a legal duty under the Equality Act 2010 to advance equality of opportunity, eliminate unlawful discrimination and promote good relations between people. As part of this Act, the public sector equality duty requires the Council to show how it is meeting its responsibilities as an employer, including a requirement to publish information on its workforce, broken down by protected characteristics, which are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

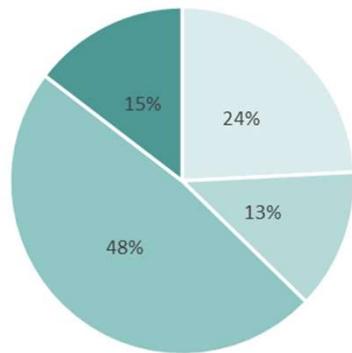
This report forms part of the Council's response to that duty, and provides workforce data which will help us to understand the effectiveness of our own employment policies and processes in promoting equality.

All figures for the 2021-2022 financial year are taken as at 01/01/2022.



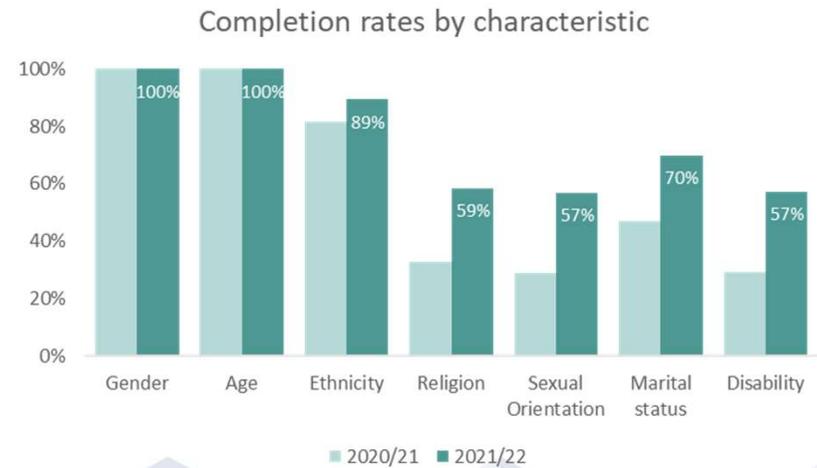
# Overview

- As at the 1<sup>st</sup> January 2022, SCC employed people in 3891 contracts across 4 directorates, *Economy, Infrastructure and Skills* being the smallest (accounting for 13% of the headcount), and *Families and Communities* being the largest (48% of the headcount).



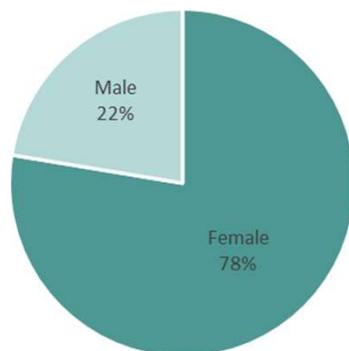
- Corporate Services
- Economy Infrastructure and Skills
- Families and Communities
- Health and Care

- Significant progress has been made over the last year in improving the completeness of our equalities data, particularly for Religion, Sexual Orientation and Disability.



## Protected characteristics – Age and Sex

- Staffordshire County Council has a predominantly female workforce; as at January 2022, 78% of the workforce was female.
- The distribution of workers by age group has been consistent year-on-year, but does vary between genders; there are higher proportions of females in the 30-59 age groups, whereas the male workforce has higher proportions of staff in the 60+ age range

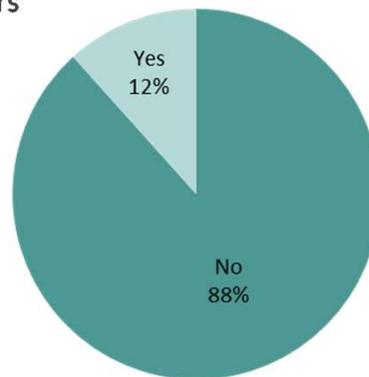


- The County Council's age profile has remained stable since 2009, and currently 27% of staff are aged 39 or under, 26% are aged 40-49, 33% are aged 50-59, and the remaining 14% are aged 60 or over
- The average age of the workforce is 47.2 years, with the male workforce consistently averaging 2-3 years older than the female workforce

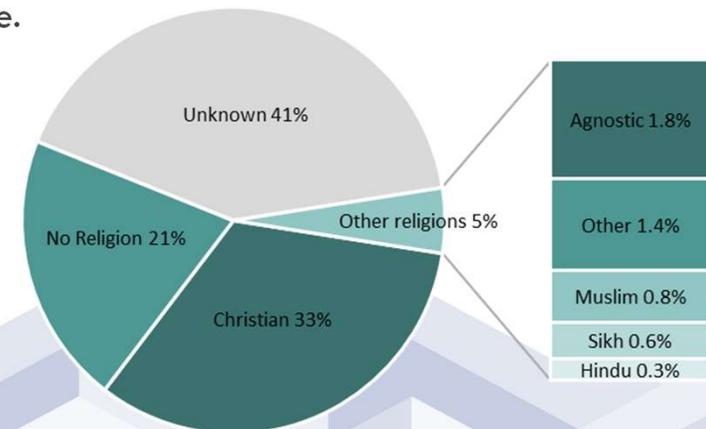


## Protected characteristics – Disability and Religion

- Disability information is now held for 57% of staff – 2230 people. This represents a 97% increase on the figures reported in previous years
- 261 people indicated that they have a disability, equivalent to 12% of the 'known' workforce and 7% of the workforce as a whole

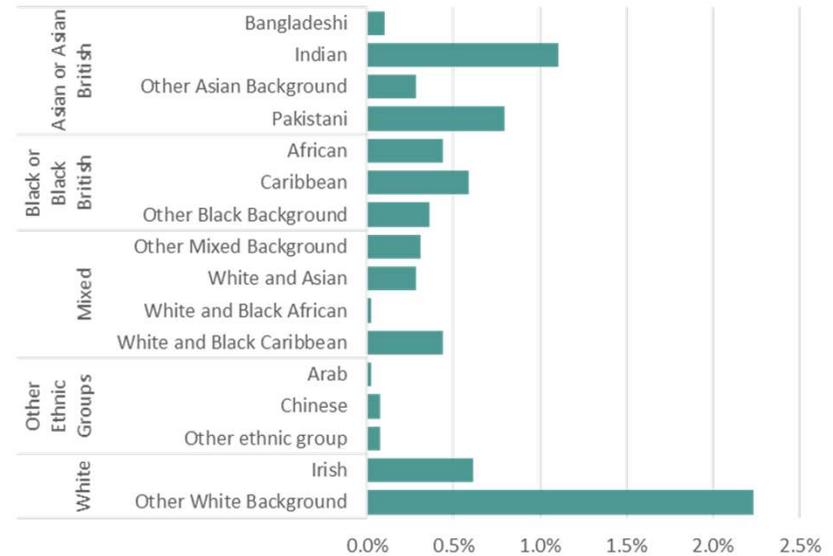
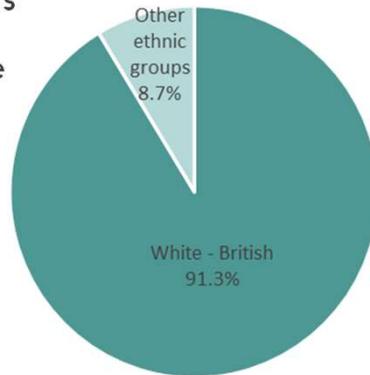


- Information on religion or belief is now held for 59% of staff – 2230 people - which represents a 78% increase on the figures reported in previous years
- Christianity is the most commonly cited religion, accounting for 56% of the 'known' workforce and 33% of the workforce as a whole.
- Staff citing 'no religion' account for a further 35% of the 'known' workforce and 21% of the workforce as a whole.



# Protected characteristics – Ethnicity

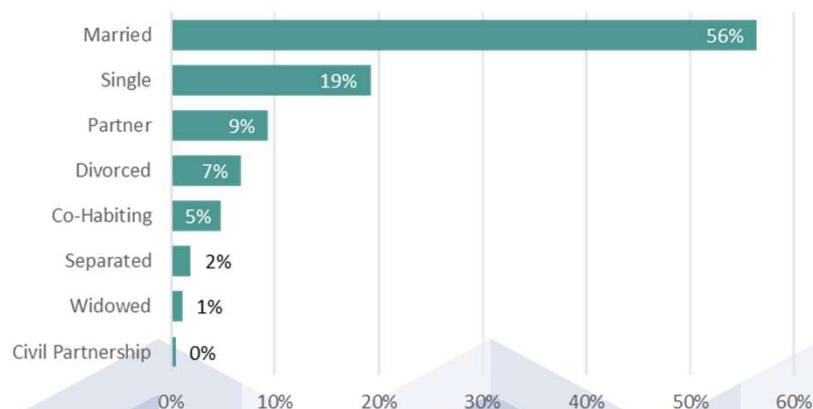
- Ethnicity information is now held for 89% of staff – 3478 people. This represents a 9% increase on the figures reported in previous years
- 8.7% of the known workforce are from ethnic backgrounds other than White – British, which is an increase on previous years (previously 7.2%)



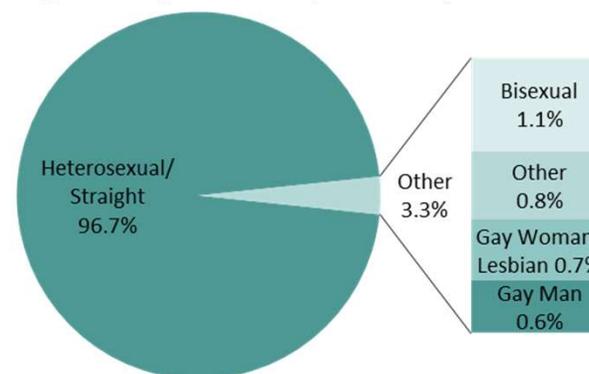
- Previous analysis against data from the 2011 Census has shown that our workforce is broadly representative of the wider Staffordshire population, and this will be refreshed once the 2021 data is published

## Protected characteristics – Marital Status & Sexual Orientation

- Information on marriage and civil partnerships is now held for 70% of staff – 2720 people. This represents a 49% increase on the figures reported in previous years
- The current figures remain broadly in line with those from previous years, although the proportion of staff recorded as *Married* has fallen slightly, while those for *Single* and *Co-Habiting* have both increased



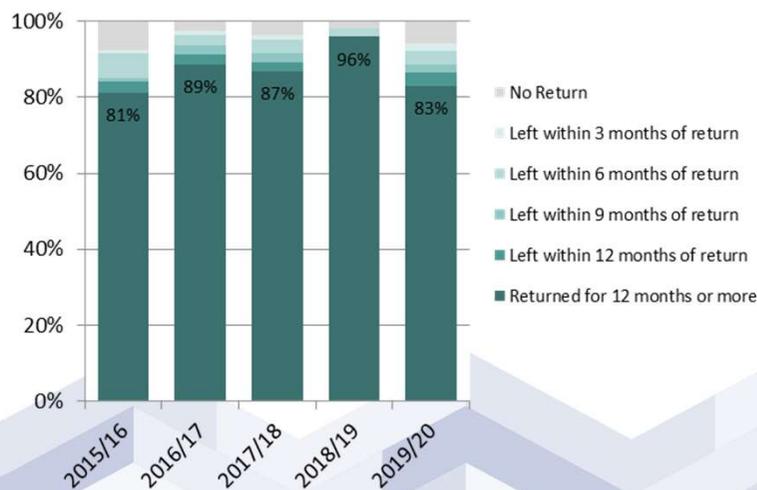
- Information on sexual orientation is now held for 57% of staff – 2215 people - which represents a 98% increase on the figures reported in previous years



- The current figures are in line with those from previous years, but are lower than we might expect to see based on estimates for the UK population as a whole

## Protected characteristics – Pregnancy & Gender Reassignment

- The proportion of staff returning from maternity leave for 12 months or more averages 87% across the last five years.
- This proportion fell last year, but any issues underlying this are currently unclear and will require further investigation



- The Council does not currently hold sufficient data on gender re-assignment to be able to publish meaningful figures at this time.
- There is also no reliable national estimate at the current time regarding the number of people identified as transgender, although a 2009 Home Office-funded study estimated the number to be between 200,000 and 500,000, which would suggest 10 to 25 transgender employees in an organisation the size of SCC.

# Gender Pay Gap

Snapshot Date 31 March 2021

## Introduction

Staffordshire County Council, as a public sector employer of more than 250 employees, is required to report on its gender pay gap in line with 'The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017' for workers in scope.

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women undertaking the same or similar jobs considered equal value. It is unlawful to pay people differently who perform the same (or similar) duties because they are male or female. The gender pay gap is a measure of the difference between men and women's average earnings; it allows organisations to be transparent about gender pay differences and to take action to address them.

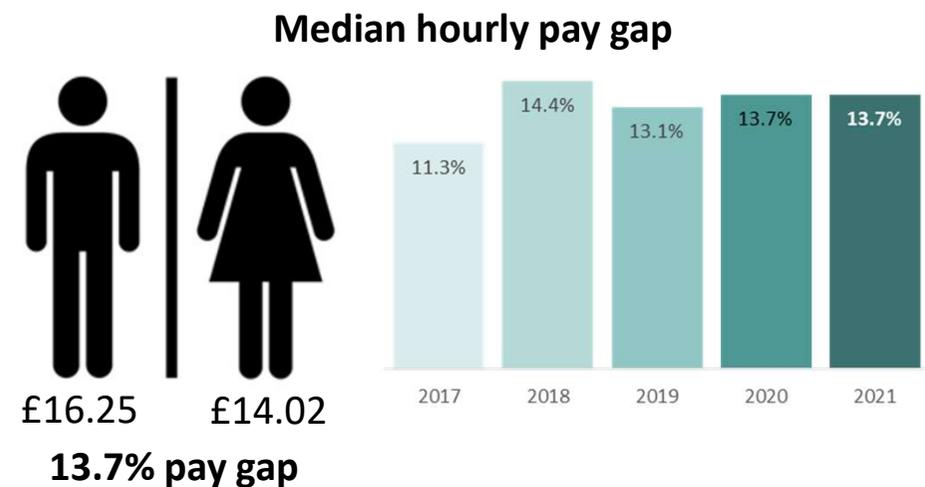
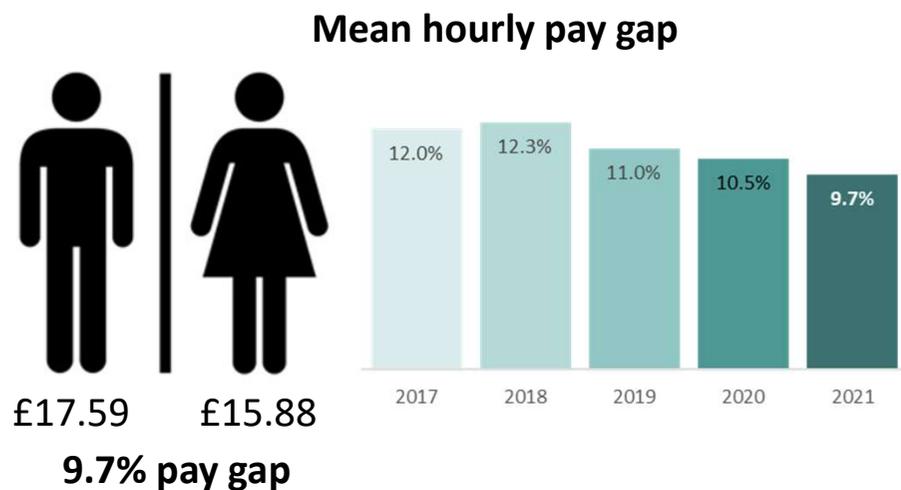
As stipulated in the legislation we are required to publish the following gender pay data:

- ✓ Gender pay gap (mean and median values)
- ✓ Gender bonus gap (mean and median values)
- ✓ Proportion of men and women receiving bonuses
- ✓ Proportion of men and women in each quartile of the organisation's pay structure.

The deadline for this years Gender Pay Gap Report publication is 30th March 2022, and salary data will be based on the snapshot date of 31st March 2021. Bonus data will include all bonus payments made in the 12 months up to and including the snapshot date of 31st March 2021. Full pay employees and casual workers in post at the snapshot date are included in the figures.

## Gender Pay Gap – Average Hourly Rates

- Our mean gender pay gap has continued to reduce and now stands at 9.7 %, while the median gender pay gap remains consistent at 13.7%. Both measures remain significantly lower than national and public sector benchmarks\*

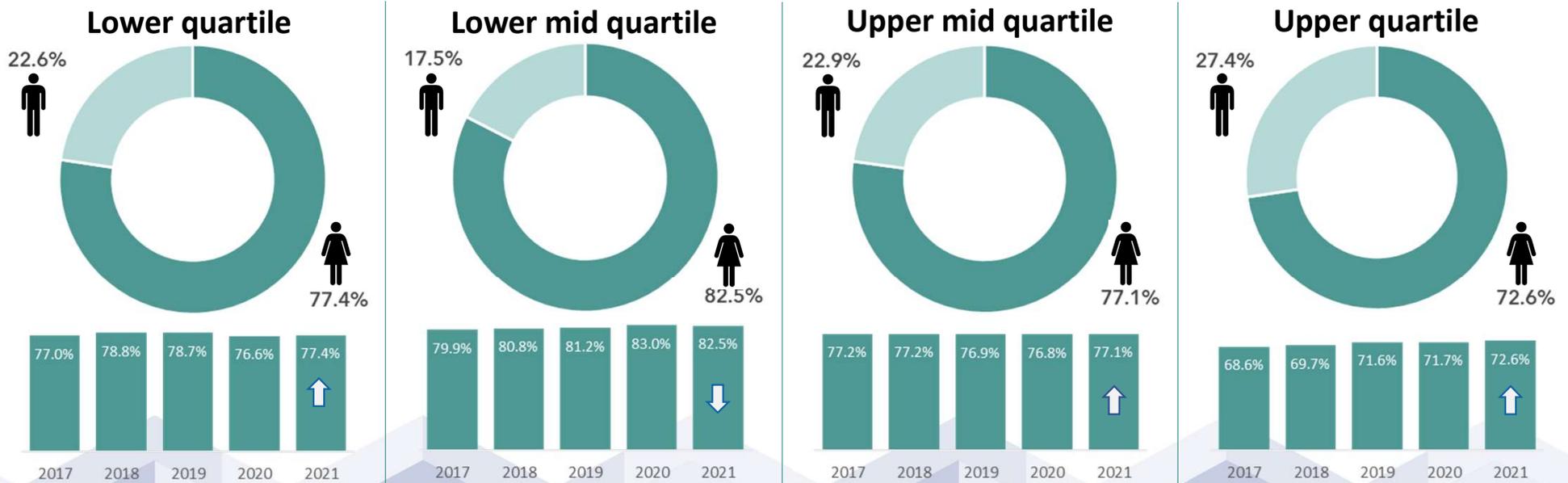


- Our bonus pay gap remains at 100%, with just one person receiving a bonus in the form of performance related pay

\*Figures from ONS (ASHE 2021) Overall 14.9% mean/15.4% median, Public sector 14.8% mean/18% median, Private sector 17.8% mean/19.6% median

## Gender pay gap – workforce quartiles

- 77.4% of our workforce are female, but their distribution throughout the pay quartiles does vary. The number of female staff in the lower mid quartile is disproportionately high, whereas the number in the upper quartile is disproportionately low but continues to increase year-on-year and is a key driver in reducing our pay gap.



# Understanding Our Pay Gap

Since the first gender pay gap publication in March 2018, we have undertaken significant analysis to understand the reasons for our pay gap and have identified the following:

- Our pay gap fluctuates during the year and is susceptible to change.
- The make-up of our workforce, including the types of jobs that we have, impacts on reducing our pay gap.
- There is a greater proportion of women than men in part time lower paid jobs.
- We have very few part time employees within managerial roles and within the upper pay quartile.
- There are gender imbalances across the organisation by job category.
- There are historical societal factors which we can not control, and which may take some years to see change.



Senior managers and political leaders within the Council are committed to taking steps to achieve greater equality, diversity & inclusion and in turn, reduce our gender pay gap. Actions include:

- ✓ Embedding our People Strategy to support a more diverse workforce and to create a positive working environment which embodies our values and ensures we provide an inclusive and accessible working environment.
- ✓ Improving our workforce data collection and creating a diversity workforce profile to; identify trends, drive improvements and monitor our progress.
- ✓ Developing and implementing our Equality, Diversity and Inclusion strategy and action plan.
- ✓ Facilitating the set up of employee forums to enable colleagues from different backgrounds to share their experiences of working at SCC and to help us make positive improvements to our working environment.
- ✓ Continuing to develop our Smart Working and Digital agenda, to increase the opportunities for employees to work flexibly where possible, increase the choice of working environment and help balance busy work and home lives.
- ✓ Making pay and reward processes more transparent using our job evaluation framework.
- ✓ Reviewing all of our People Policies with the principle that they will be inclusive, supportive and consider employee wellbeing.
- ✓ Reviewing our recruitment practices and technology to ensure they are truly inclusive which will ensure we attract and retain diverse talent and become an employer of choice.
- ✓ Participating in ongoing local initiatives such as Women in Leadership, Menopause at Work and the New Parent Mentoring Scheme.
- ✓ Ensuring that managers have the skills to lead, inspire and develop their teams ensuring everyone has the opportunity to grow through our management and leadership development programme.
- ✓ Developing our apprenticeship strategy and considering how we can increase underrepresented groups within particular jobs.