

Equality Duty & Gender Pay Gap

March 2023



Equality Duty

Introduction

Staffordshire County Council is proud of the diversity of the county, and recognises that promoting equality and inclusion will improve 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.

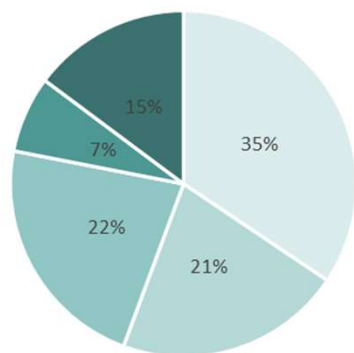
This report forms part of the Council's response to that duty, and provides workforce data which will help us to understand the effectiveness of our own employment policies and processes in promoting equality.

All figures for the 2022-2023 financial year are taken as at 01/01/2023.



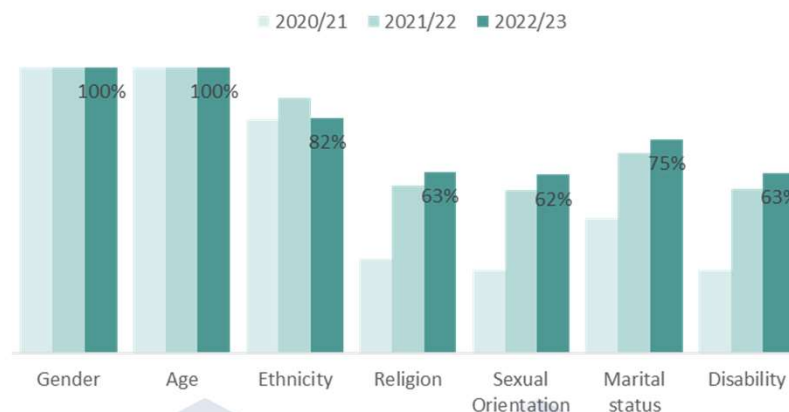
Overview

- The structure of the Council has changed over the last year, with a number of staff transferring in from other employers, and a new Directorate being created. As at the 1st January 2023, SCC employed people in 4,226 contracts across 5 directorates, *Finance* being the smallest, and *Children and Families* being the largest.
- Further progress has been made over the last year in improving the completeness of our equalities data, particularly for Religion, Sexual Orientation and Disability.



- Children and Families
- Corporate Services
- Economy, Infrastructure and Skills
- Finance
- Health and Care

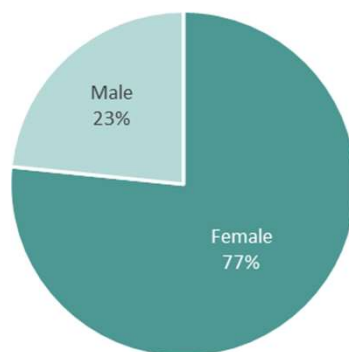
Completion rates by characteristic



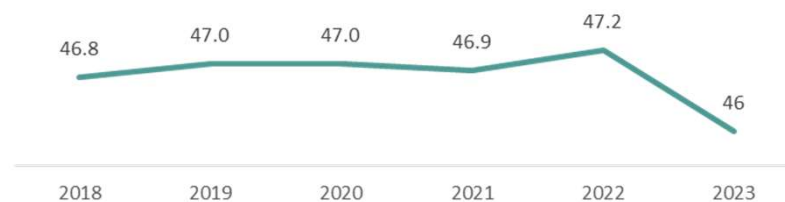
- Please note that although the Council works with a number of partner organisations to deliver its services, particularly in the adult social care sector, the figures in this report only cover those people directly employed by SCC

Protected characteristics – Age and Sex

- Staffordshire County Council has always had a predominantly female workforce; as at January 2023, 77% 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

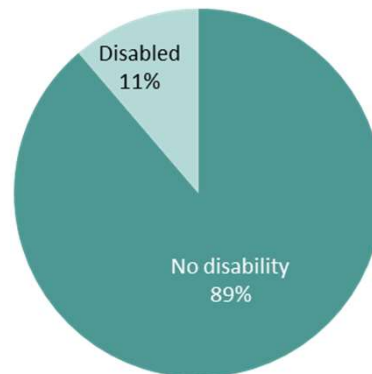


- The County Council's age profile has remained stable since 2009, and currently 28% of staff are aged 39 or under, 25% are aged 40-49, 32% are aged 50-59, and the remaining 14% are aged 60 or over
- The average age of the workforce has fallen over the last year to 46, although the male workforce continues to average 2-3 years older than the female workforce

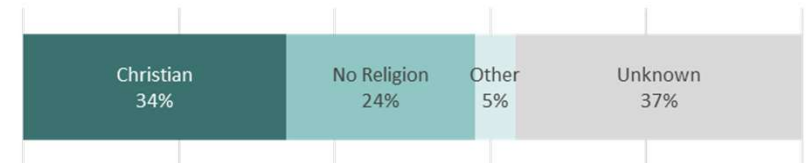


Protected characteristics – Disability and Religion

- Disability information is now held for 63% of staff – 2,657 people, which represents an increase of 10% from last year
- 299 people indicated that they have a disability, equivalent to 11% of the ‘known’ workforce and 7% of the workforce as a whole



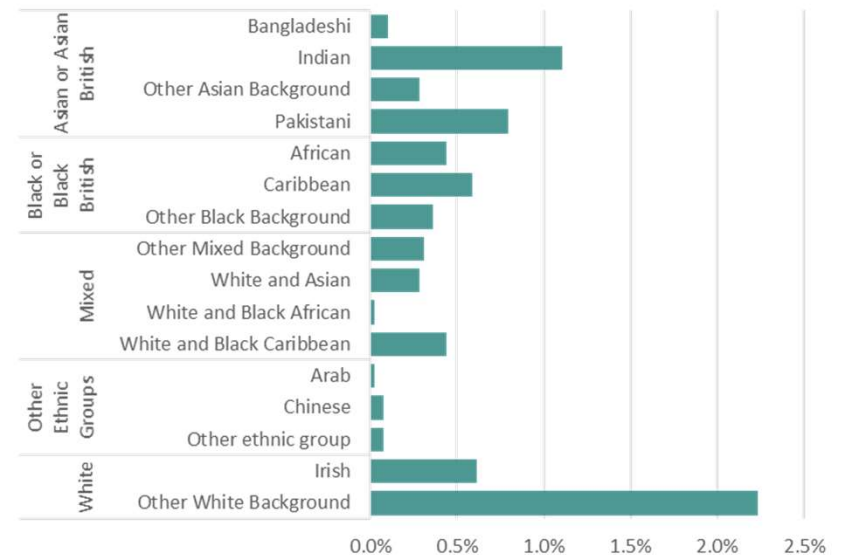
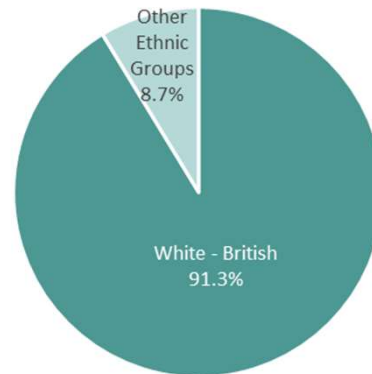
- Information on religion or belief is now held for 63% of staff – 2,672 people - which represents an increase of 8% from last year



- Christianity is the commonly cited religion, accounting for 53% of the ‘known’ workforce and 34% of the workforce as a whole.
- Staff citing ‘no religion’ account for a further 38% of the ‘known’ workforce and 24% of the workforce as a whole.
- Although recorded individually, the remaining responses have been grouped as ‘Other’ for ease of presentation; this group includes Islam, Sikhism, Hinduism, Buddhism and Judaism, but Agnostic is the most populous response

Protected characteristics – Ethnicity

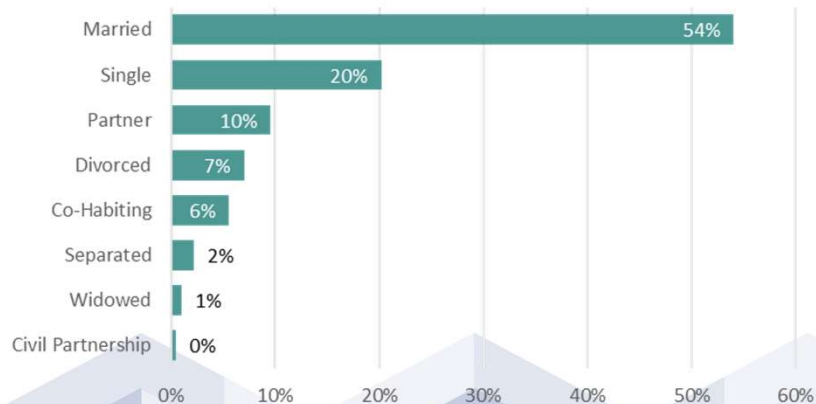
- Ethnicity information is now held for 82% of staff – 3,471 people. Although the number of records held is virtually unchanged from last year, the larger workforce means that in real terms this represents a fall of 8%
- 8.7% of the known workforce are from ethnic backgrounds other than White – British, within which Other White Background is the most populous group, followed by Asian or Asian British - Indian



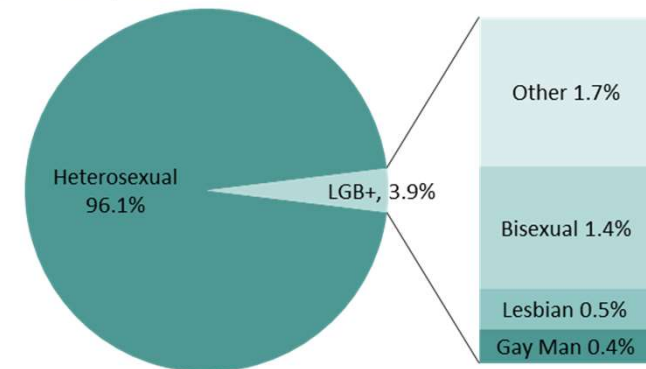
- Previous analysis against data from the 2011 Census has shown that our workforce is broadly representative of the wider Staffordshire population, and this will be refreshed as more detailed information from the 2021 census becomes available

Protected characteristics – Marital Status & Sexual Orientation

- Information on marriage and civil partnerships is now held for 75% of staff – 3,160 people. This represents an increase of 7% from last year
- The current figures remain broadly in line with those from previous years, although the proportion of staff recorded as *Married* has again fallen slightly, while those for *Single* and *Co-Habiting* have both increased



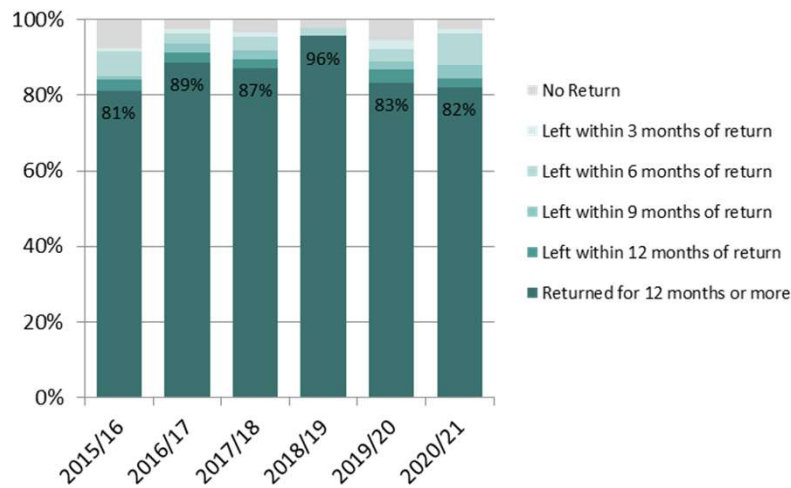
- Information on sexual orientation is now held for 62% of staff – 2,635 people - which represents an increase of 10% from last year



- The number and proportion of staff recorded as gay, lesbian, bisexual or other has increased from last year, but remain less diverse than we would 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 has been consistently high, averaging 86% across the last six years.



- A person has the protected characteristic of gender reassignment if they are proposing to undergo, are undergoing or have undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex.
- The Council currently has too few employees with this characteristic recorded to be able to publish figures whilst maintaining their confidentiality

Gender Pay Gap

Reporting date – 31 March 2022

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 positive action to address them.

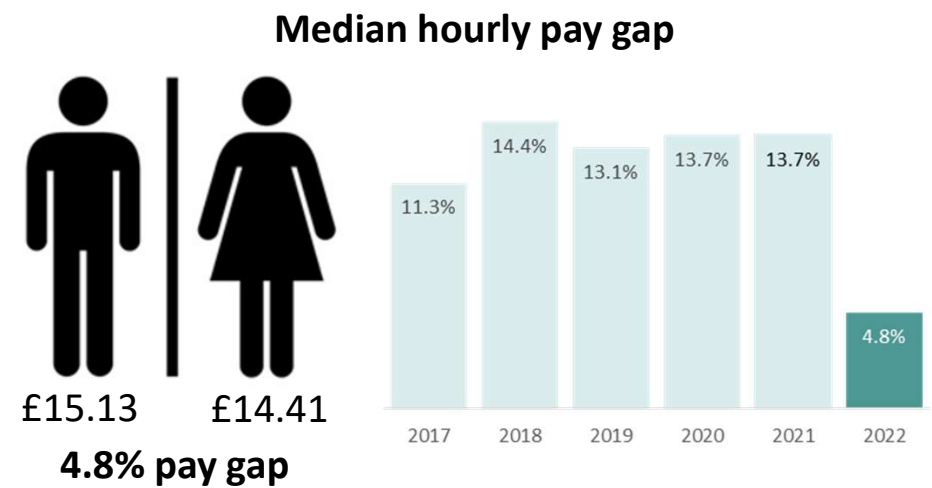
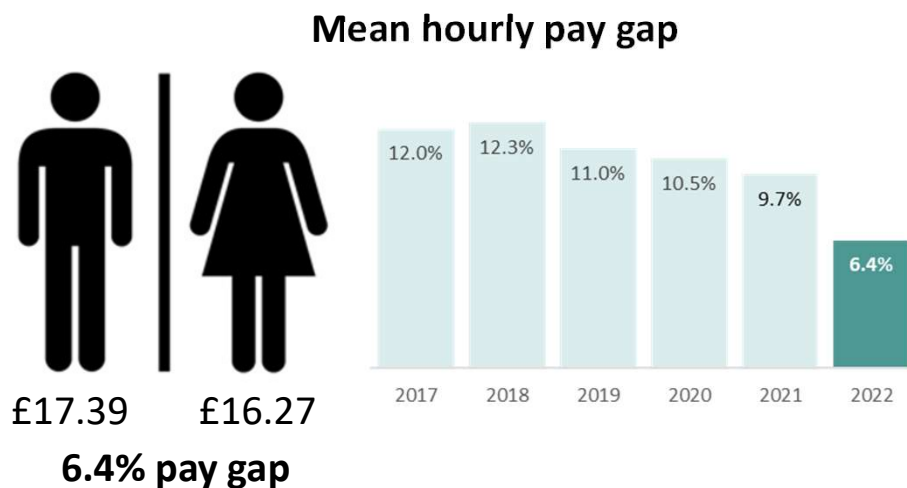
As stipulated in the legislation we are required to publish the following gender pay data:

- ✓ 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 2023, and salary data will be based on the snapshot date of 31st March 2022. Bonus data will include all bonus payments made in the 12 months up to and including the snapshot date of 31st March 2022. 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 6.4%, while the median gender pay gap has fallen significantly to 4.8%. Both measures remain significantly lower than national and public sector benchmarks*

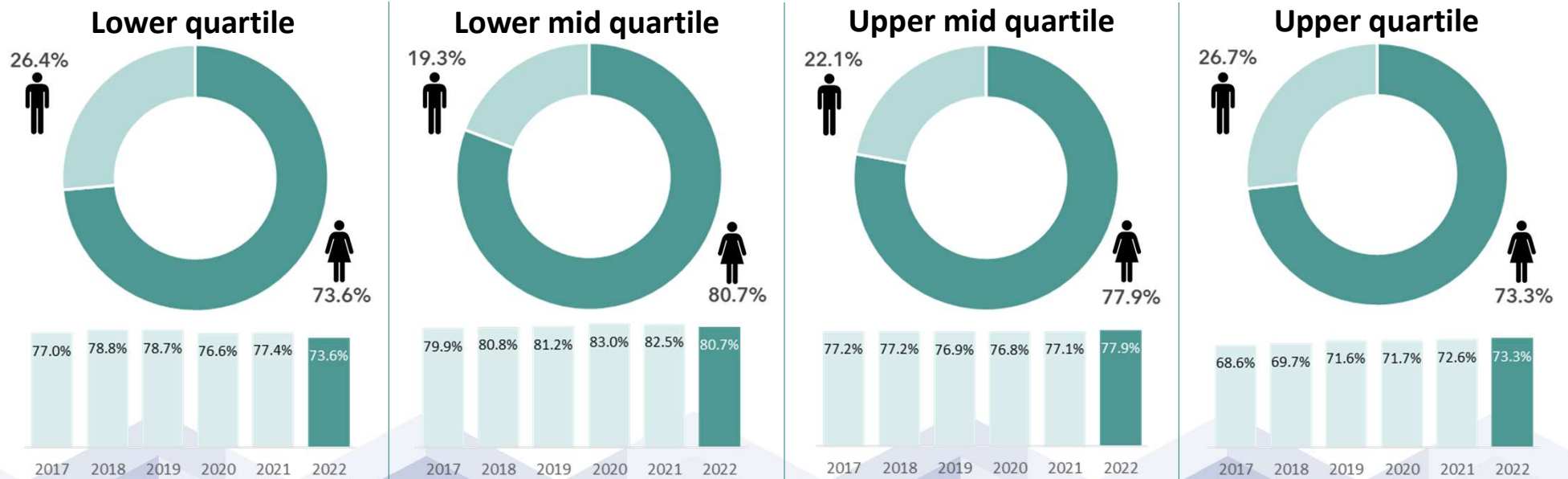


- Our bonus pay gap is now zero, with no staff receiving bonus payments in the last 12 months

*Figures from ONS (ASHE 2022) Overall 13.9% mean/14.9% median, Public sector 13.6% mean/15.9% median, Private sector 16.7% mean/19.6% median

Gender pay gap – workforce quartiles

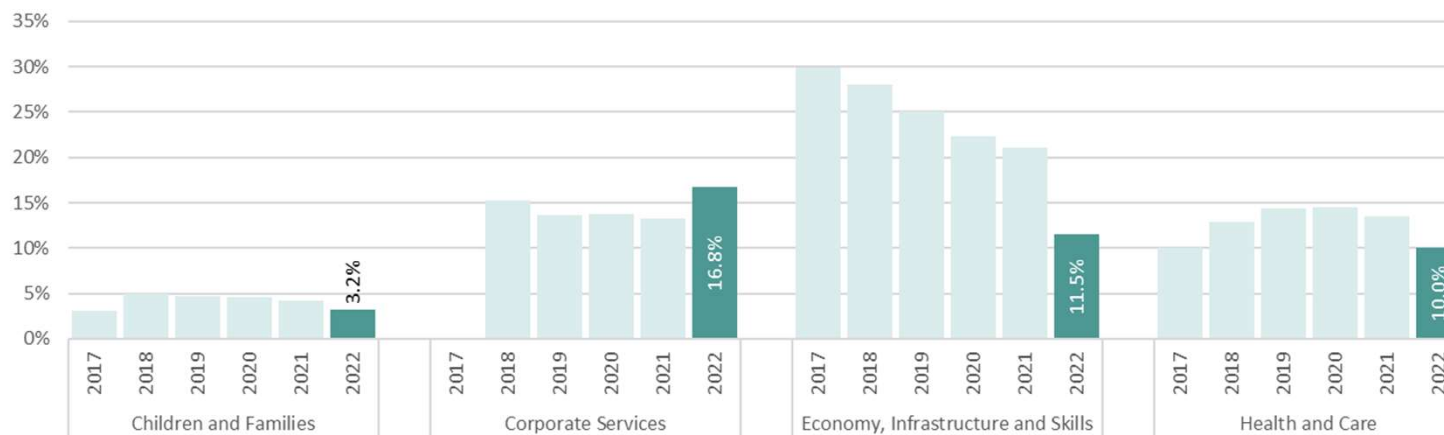
- 76.4% of our workforce are female, but their distribution throughout the pay quartiles does vary. The number of female staff in the lower mid quartile is disproportionately high, whereas the number in the upper quartile is disproportionately low; this percentage has increased year-on-year and is one of the key drivers in reducing our pay gap.



- Changes in our workforce over the last year have had a positive effect on this balance. There is an increase in males in the lower and lower mid quartiles and therefore reductions in the proportion of females, and further increases of females in the upper mid and upper quartiles.

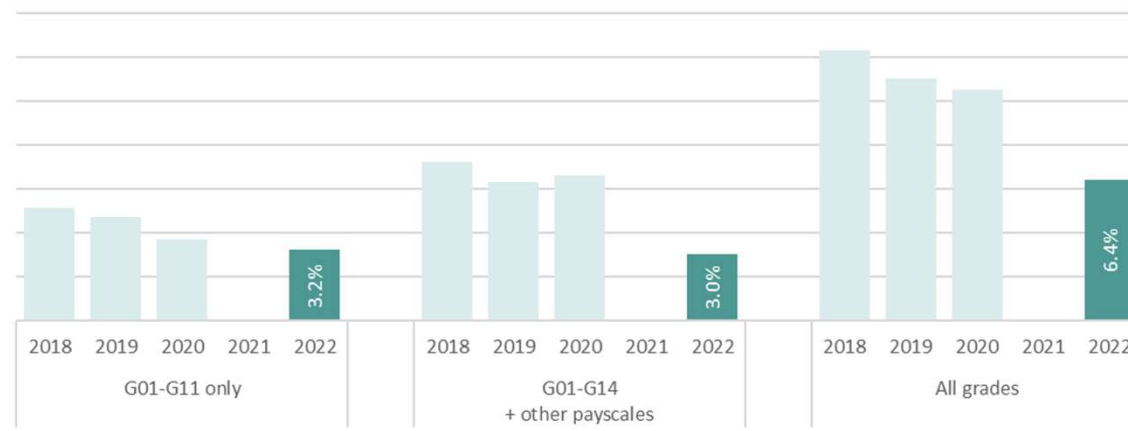
Gender pay gap by directorate

- Changes in our organisational structure have had significant impacts on the mean pay gaps of the individual directorates: the transfer of business support in Children’s Social Care to Corporate Services has increased the pay gap in Corporate and reduced it in Children & Families, the TUPE transfer of HWRC staff has significantly reduced the gap in Economy Infrastructure & Skills, whilst the gap in Health & Care has continued to narrow



Gender pay gap by grade

- Previous work to understand our gender pay gap has shown that the gap is relatively narrow for employees within grades 1 to 11, then increases as more senior employees are included
- This year's data shows a median pay gap of 3.0% up to and including G14 – the improvement here being largely due to the HWRC TUPE - increasing to 6.4% when the 50 employees at G15 and above are included
- It is also worth noting that the pay gap amongst employees at G15 and above is 13.6%, despite 28 of the 50 roles being occupied by women



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 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.
- ✓ Historical societal factors which we can not control and which may take some years to see change.

Our equality, diversity and gender pay gap commitments

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:

- ✓ Developing 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.