

# Gender pay gap report 2023

12/06/2024



## Executive summary

- 1.1 Lichfield District Council aims to ensure people are treated fairly, whether this is the community we serve, companies and partners we engage with or our employees in the way they are treated at work. Diversity and inclusion are a key priority for us and forms one of our corporate values – ‘Having Respect for Everyone’.
  - 1.2 This gender pay gap report developed is in line with a legal requirement for all public-sector bodies under the Equality Act 2010 amended regulations, and forms part of our end of financial year processes.
  - 1.3 Transparency is a vital step towards harnessing the power of a diverse workforce. Reporting pay gap information provides employers with an essential foundation on which to identify, and then tackle, any barriers to creating a truly diverse workforce.
  - 1.4 A gender pay gap report shows the difference between the average (mean or median) earnings of male and female staff. The difference is expressed as a percentage of earnings and used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximized, and links into our Being a Better Council – ‘Better Performing’ work stream.
  - 1.5 Our reported gender pay gap for this period is **-4.3%** (A negative percentage shows that males have lower pay than females), which is lower than last year’s figure of **2.4%**, and **2.36%** the previous year. **-4.3%** is substantially lower than the national average for the public sector as a whole which is **13.4%** and Local Authorities only which was **3.6%**. (Data source ONS and LG Inform) However, continuing to target resources effectively to improve our gender pay gap (GPG) is important to continually review our data to really understand the causes of any imbalance.
  - 1.6 We have robust policies and procedures in place to make sure staff are paid fairly and equally across all sections of the workforce, and we are confident that our gender pay gap does not stem from paying males and females differently for the same or equivalent work. Albeit there is an average (mean) gender pay gap of **-4.3%**, this gap is continually being reviewed using the supporting tools provided by the Behavioral Insight Team at the [Government Equalities Office](#)
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Our Gender Pay Gap is reflective of our workforce make up. Our head count as of the 2023 reporting period was **305 contracted staff** made up of full and part time workers. In addition, we host a joint waste service with Tamworth Borough Council, which traditionally attracts a larger proportion of male employees, and as a result, we employ a higher number of males in the lower middle quartile.

Headcount	Job Type		
Gender	Full Time	Part Time	Grand Total
Female	78	45	123
Male	166	16	182
Grand Total	244	61	305

Gender	Full Time	Part Time
Female	25.57%	14.76%
Male	54.43%	5.24%

- 25.57% of the workforce is full time female
- 14.76% of the workforce is part time female
- 54.43% of the workforce is full time male
- 5.24% of the workforce is part time

Total 100%

## 2.0 What is the gender pay gap?

**2.1** The gender pay gap is the way we express the difference between the average pay of males and females in all roles in the organisation regardless of the type of work carried out.

**2.2** It is calculated using two methods of average pay across quartiles:

**Mean** The percentage pay difference between the average mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The mean hourly rate is the 'average' hourly rate when adding together the total of the hourly rates of all employees and dividing the total by the number of employees.

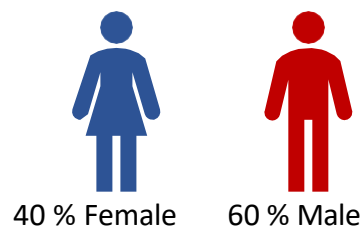
**Median** The percentage pay difference between the average median hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees. The median hourly rate is a different way of calculating an “average” hourly rate. This is calculated by sorting the hourly rate of workers from lowest to highest and working out what the middle employee’s hourly rate is.

- 2.3 The report also illustrates the proportion of males and females in each quartile pay band. **See pay quartiles 3.6**
- 2.4 Our report does not show certain calculations, as the council does not currently pay bonuses.
- 2.5 The information must be published available on our website at <https://www.lichfielddc.gov.uk/equality/gender-pay-report> and on the designated government website [Find and compare gender pay gap data - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/finding-gender-pay-gap-data)

### 3.0 Our data

Our gender pay gap reporting figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The snapshot data period on the government website is for 2023.

#### 3.1 Our workforce gender profile



Our gender split is **40 % Female and 60 % Male**. We have seen a shift in the make-up of our work force that is attributed to organisational change and the introduction of our Target Operating Model as a result of Being a Better Council. We will continue to monitor our workforce trend.

### 3.2 Our workforce gender profile – broken down into full-time and part-time staff

Around 80% of our workforce is full-time and 20% works part-time. This is a change from previous reporting where 75% were classed as full-time and 25% were part-time.

### 3.3 Our Full-Time Workforce Pay

The average (**mean**) hourly rate of pay for **females** who work full time is **£15.94 compared to males at £15.29** This shows that females who work full-time within the authority are on average paid more than males.

### 3.4 Our Part-Time Workforce

The average (**mean**) hourly rate of pay for females working part-time is **£13.94** (previous was £12.53) compared to males at **£14.98** (previous £12.94)

This demonstrates that males who work part-time are on average paid more than females who work part-time. Following the departure of a number of female part-time staff in the last year, we are now seeing a continued trend where more males are requesting part time working and some of these are from the more technical professional posts. Work life balance and hybrid/flexible working is important, and this trend reflects the performance outcomes culture we are supporting as a council.

Average of Hourly Rate	Job Type	
Gender	Full Time	Part Time
Female	15.94	13.94
Male	15.29	14.98

### 3.5 Mean and median gender pay gap

As expressed earlier:

**Mean** is the entire range of pay expressed as an average by gender. The % difference is calculated between male and female average pay.

**Median** is the mid-point in the range of salaries for both male and female employees from which the % difference is calculated with regards to the difference in hourly pay. The calculations are provided by our **third-party payroll provider Stoke City Council**.

A positive percentage shows that females have lower pay than males.

A negative percentage shows that males have lower pay than females.

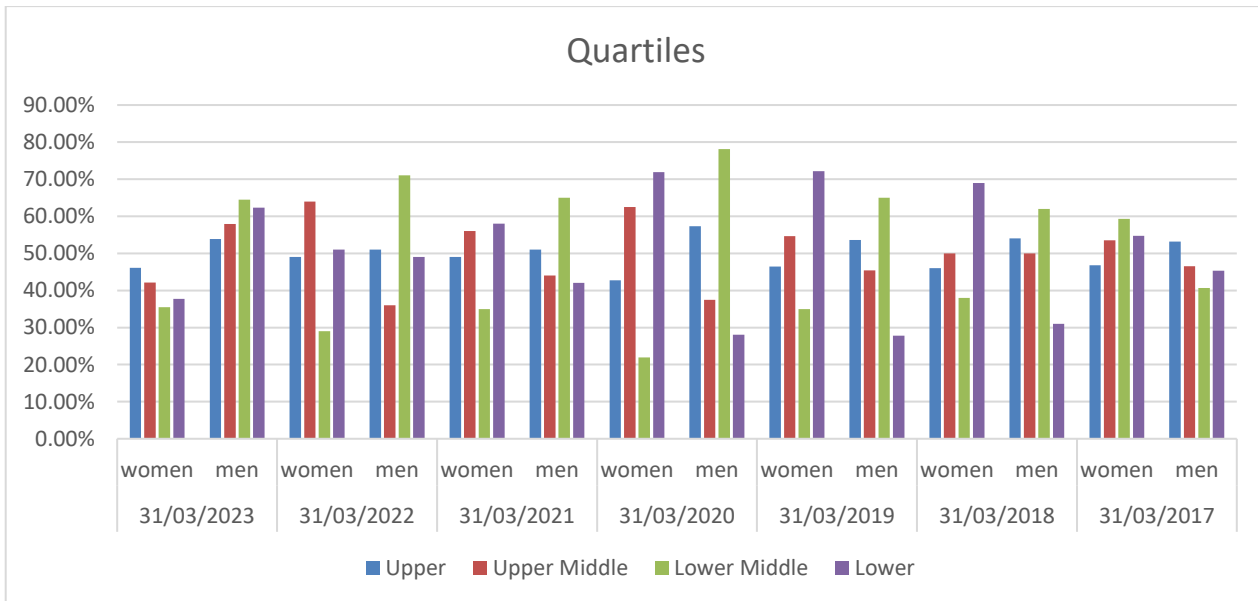
Our gender pay gap – mean and median	
Mean gender pay gap	-4.3%
Median gender pay gap	-1.9%

### Pay Quartiles

**3.6** The **quartiles** are calculated by ranking the pay data values and dividing the data set into four equal groups, each group comprising a quarter of the data. Upon analysis of our quartiles, we see no evidence of any disadvantage to females achieving higher paid roles within the authority and we are confident that the changes within the organisation through Being a Better Council and our future plans for Talent Acquisition, recruitment and retention will continue to support our gender balance at these upper quartile levels.

Quartile	Male	Female	Description
<b>Lower quartile</b>	62%	38%	Includes all employees whose standard hourly rate places them at or below the lower quartile
<b>Lower middle quartile</b>	65%	35%	Includes all employees whose standard hourly rate places them at or below the median
<b>Upper middle quartile</b>	58%	42%	Includes all employees whose standard hourly rate places them at the median, at or below the upper quartile
<b>Upper quartile</b>	54%	46%	Includes all employees whose standard hourly rate places them above the upper quartile

The graph below shows how our quartiles have changed over time.



## **4.0 Commentary**

**4.1** Under the Equal Pay Act 1970, male and female employees must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

**4.2** We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or any other protected characteristics.

**4.3** To achieve this, we:

- Operate a job evaluation methodology to grade all jobs, using the National Joint Council Job Evaluation Scheme to ensure that jobs are paid fairly.
- Ensure that allowances are awarded fairly and consistently across the council.
- Re-evaluate job roles and pay grades as necessary to ensure a fair structure.

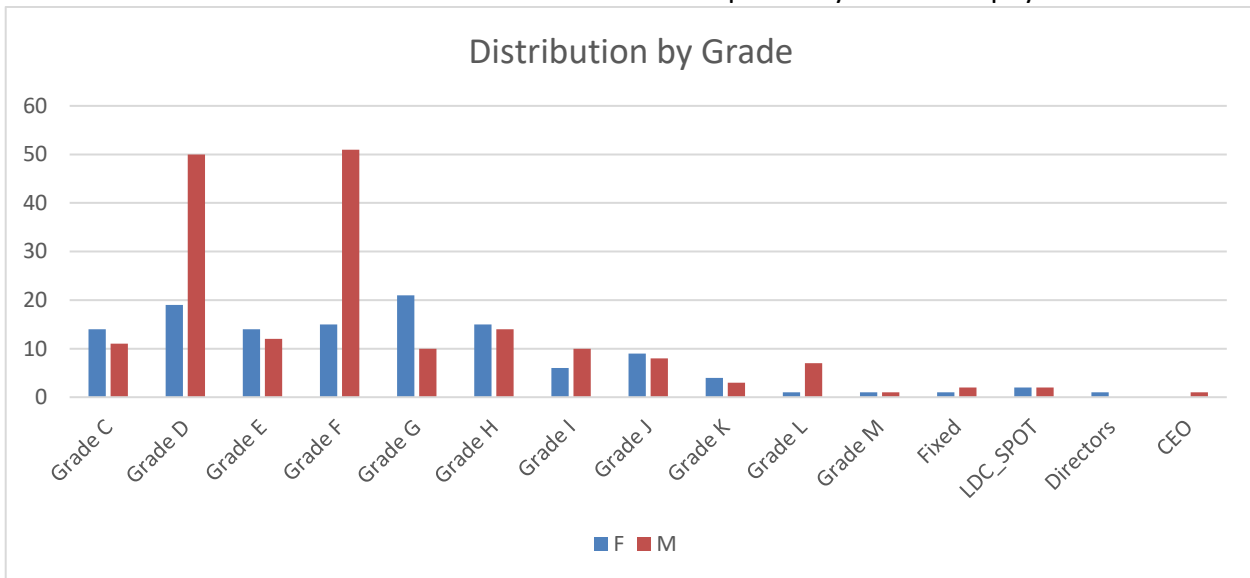
**4.4** We are therefore confident that our gender pay gap does not stem from paying male and female differently for the same or equivalent work. Rather our gender pay gap may be as a result of the roles in which male and female employees undertake within the council and the salaries that these roles attract. There are also external market factors that affect job roles.

**4.5** Analysis by the Chartered Management Institute (CMI) has found that fewer than half (41%) of management roles in the UK workplace are held by females. The figure falls to 38% when examining the number of females in senior business leading positions. This is despite the fact that female make up nearly half (48%) of the UK working population.

**4.6** At Lichfield DC three out of five individuals are female and occupy our most senior leadership roles. As part of our equality and diversity work, we are actively encouraging career pathways for apprentices - both males and females in choosing a career in local government.

## Grade Scale Data and Graph by Gender

The graph below demonstrates the spread across the pay bands split between male and female. Fixed means there is no increment allocated with that post only a national pay award.



At Employment Committee in October 2022, it was agreed to increase our minimum pay rates to everyone on Bands A – C to the relevant current rate per hour, in line with the Joseph Rowntree – ‘The real Living Wage’. For this reporting period that rate is £10.90 per hour. This is a voluntary supplement we currently pay those individuals on those bands up to SCP3, it is a rate of pay that is based on the actual cost of living.



## 5.0 Benchmarking

5.1 The following table identifies comparable information to provide a benchmark for the Lichfield District Council figures.

	Lichfield District Council	Mean for all LA in the West Midlands	All Sectors public and private *	Local Authorities Only Mean *
Mean Gender pay gap	-4.3%	2.7%	13.4%	3.6%

\* 2022 ONS, LGA, LG Inform and Government Equalities Office

5.2 Benchmarking against our neighboring Councils on their 2023 published data also shows we fair well with other councils in our area.

5.3 This link is to the [Data and reports | LG Inform \(local.gov.uk\)](#)

Council	Mean Hourly Rate %	Median gender pay gap %
Figures available for 2022		
<b>Lichfield District Council</b>	<b>-4.3%</b>	<b>-1.9%</b>
Cannock Chase District Council	11.5%	23.3%
East Staffs Borough Council	1.1%	-1.8%
Tamworth Borough Council	6.4%	1.6%
Stafford Borough Council	2.4%	4.0%
Redditch Borough Council	7.5%	10.4%
Newcastle under Lyme Borough Council	0.2%	2.8%
North Warwick Borough Council	2.0%	0%
Stratford on Avon District Council	15.7%	13.2%
Wyre Forest District Council	-7.1%	-6.0%
Bromsgrove District Council	-8.0%	-8.2%
Rugby Borough Council	-0.1%	0%
Nuneaton and Bedworth Borough Council	0.9%	3.2%

## 6.0 Going forward

- 6.1 We will continue to embed principles of diversity and inclusion in all our activities. We recognise that the world has changed not just because of the pandemic but because the economy itself is in crisis and that effects pay. Our aim is to continue to be an inclusive, fair and a transparent employer. So, our approach to workforce management and monitoring needs to have an element of rigor to ensure our strategies are aligned with practice. This will be achieved through quarterly monitoring of reports around workforce and using benchmarking data to help us keep focused.
- 6.2 We are looking at how our HR practices and processes work in delivering efficient and real time data. We will do this by adopting smarter virtual recruitment methods, greater use of digitalisation and technology to better understand the nature of the labour market in different sectors. In addition, we will look inwardly to have greater insight in how our workforce is changing and respond to those needs, for example: early and flexible retirement trends / part time working arrangements and the impact of shared parental or caring responsibilities of both males and females.
- 6.3 We have a '**Talent Acquisition**' service that sits within the new company LWMTS. This approach is to attracting talent into the council will ensure we have the right cultural fit and skill set, competencies, attributes, and capabilities to help us achieve our strategic ambition.
- 6.4 Exit monitoring is also carried out that is used to identify issues that may affect the gender pay gap.
- 6.5 Pay gap monitoring forms part of the annual pay progression cycle to ensure that any decisions on pay awards as a result of that process do not adversely affect a protected characteristic group.
- 6.6 Flexible / hybrid working is offered throughout the council for all levels of jobs wherever this is possible.
- 6.7 Support is offered following shared parental/maternity/ caring and adoption leave and is included in our family friendly policies.