

Stroud
District
Council

Gender Pay Gap
Statement
2023



STROUD DISTRICT COUNCIL
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Gender Pay Gap Statement

March 2023

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.

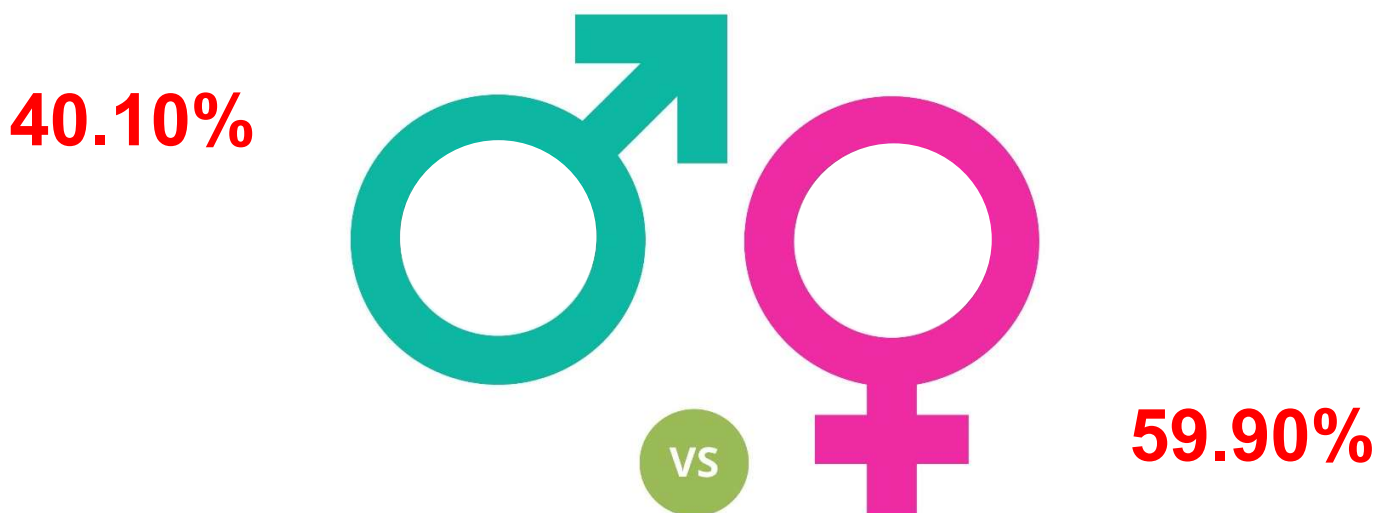
The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'. The figures must be calculated using a specific reference date - this is called the 'snapshot date'. The snapshot date for the reporting year 2022-2023 was 31st March 2023 with a publication deadline of 30th March 2024 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 Overview

The male/female split for Stroud District Council is as follows:



Gender Pay Gap

Mean – 08.13%
Median – 15.18%

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

Quartile	Male	Female	Difference in % of female in each quartile compared with SDC overall workforce
Mean Hourly Rate	£18.81	£17.28	
Median Hourly Rate	£17.98	£15.25	
Upper Quartile	57%	43%	-16.90%
Upper Middle Quartile	38%	62%	2.1%
Lower Middle Quartile	27%	73%	13.1%
Lower Quartile	30%	70%	10.1%

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 **59.90%** female and **40.10%** 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 (*covering the hourly rates £16.25- £21.97 Stroud 4 to Stroud 6*). 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 (*covering the hourly rates £42.22- £65.52 Stroud 10 to Stroud 12*) is the biggest disparity where the male percentage is higher than female (*male 57% and female 43%*). 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.

Progress


 Implementation & Development of Leadership Management Team – **50%** Female & **50%** Male

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 and we recognise that this is wider than focusing solely on the differences between the average pay of men and women.

-  Our People Strategy sets out that we wish to be an employer of choice with our commitment to:
- Inspiring leaders who role model our values and behaviors
 - Our People are engaged and empowered.
 - We care about our people and will create an environment that empowers and supports them to have the right work life balance, to enhance and improve their lives
 - We believe that everyone has talent and we will provide development opportunities to help our people learn and grow, to reach their full potential. We encourage constructive supportive feedback and use it as an opportunity to do things differently.

Our culture is one that is supportive and inclusive, ensuring that everyone has the opportunity to develop and grow and with our key people strategies centered around this.

-  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.

- 🌐 We have implemented a Managing Menopause in the workplace Policy, where we provided training to all managers on how to support menopause in the workplace. We also developed an internal menopause support group that we will continue to develop.
- 🌐 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)
- 🌐 Continue to work on developing relevant HR policies, working with the Trade Unions as appropriate.
- 🌐 Continue to conduct and analyse exit interviews.
- 🌐 SDC actively encourages a healthy work life balance and promotes a flexible working approach. This has improved with the hybrid working model that took shape during the pandemic and we continue to build on the benefits and flexibility this offers to staff.
- 🌐 As part of the Equalities Champion group we plan to develop focus groups to look in more details on how Equalities impact on our staff and as part of that one of the focus groups will look at Staff who have been on Maternity leave over the last 5 years to identify any impact this break has on their career development and what we can then do to improve our policies and processes.
- 🌐 As part of the wider Equalities work raise the profile of women into management.
- 🌐 We are launching a Pledge24 campaign where we are actively using the Apprenticeship Levy funding to upskill and support professional studies across the Council.
- 🌐 We have a commitment to improve our workforce data and review this regularly through our Corporate Governance so that we can easily identify trends and gaps so that we can address areas of need throughout the year.
- 🌐 We have developed an internal Leadership Development Programme that we run annually to develop our people.
- 🌐 We will continue to work as one Council to address our gender pay gap, our Strategic Leadership Team, Leadership and Management Team and Political leaders are committed to taking positive steps to achieve a greater gender balance.