

NON-CONFIDENTIAL



Borough of Tamworth

8 March 2021

Dear Councillor

You are hereby summoned to attend a **meeting of the Council of this Borough** to be held on **TUESDAY, 16TH MARCH, 2021** at 6.10 pm in the **ONLINE MEETING**, for the transaction of the following business:-

AGENDA

NON CONFIDENTIAL

- 1 Apologies for Absence**
- 2 To receive the Minutes of a previous meeting** (Pages 3 - 10)
- 3 Declarations of Interest**

To receive any declarations of Members' interests (pecuniary and non-pecuniary) in any matters which are to be considered at this meeting.

When Members are declaring a pecuniary or non-pecuniary interest in respect of which they have dispensation, they should specify the nature of such interest. Members should leave the room if they have a pecuniary or non-pecuniary interest in respect of which they do not have a dispensation.

- 4 To receive any announcements from the Mayor, Leader, Members of the Cabinet or the Chief Executive**
- 5 Question Time:**
 - (i) To answer questions from members of the public pursuant to Procedure Rule No. 10.
 - (ii) To answer questions from members of the Council pursuant to Procedure Rule No. 11

6 Gender Pay Gap Report 2020 (Pages 11 - 22)

(Report of the Leader of the Council)

7 Appointment of the Monitoring Officer (Pages 23 - 24)

(Report of the Chief Executive Officer)

Yours faithfully



CHIEF EXECUTIVE

Access arrangements

If you have any particular access requirements when attending the meeting, please contact Democratic Services on 01827 709267 or e-mail democratic-services@tamworth.gov.uk. We can then endeavour to ensure that any particular requirements you may have are catered for.

Filming of Meetings

The public part of this meeting may be filmed and broadcast. Please refer to the Council's Protocol on Filming, Videoing, Photography and Audio Recording at Council meetings which can be found [here](#) for further information.

The Protocol requires that no members of the public are to be deliberately filmed. Where possible, an area in the meeting room will be set aside for videoing, this is normally from the front of the public gallery. This aims to allow filming to be carried out whilst minimising the risk of the public being accidentally filmed.

If a member of the public is particularly concerned about accidental filming, please consider the location of any cameras when selecting a seat.

FAQs

For further information about the Council's Committee arrangements please see the FAQ page [here](#)

Marmion House
Lichfield Street
Tamworth



MINUTES OF A MEETING OF THE COUNCIL HELD ON 23rd FEBRUARY 2021

PRESENT: Councillor R Claymore (Mayor), Councillors M Bailey, D Box, P Brindley, J Chesworth, R Bilcliff, T Clements, D Cook, M Cook, C Cooke, S Doyle, A Farrell, J Faulkner, R Ford, S Goodall, M J Greatorex, T Jay, R Kingstone, K Norchi, J Oates, S Peale, Dr S Peale, B Price, S Pritchard, R Rogers, M Summers and P Thurgood

The following officers were present: Andrew Barratt (Chief Executive), Anica Goodwin (Executive Director Organisation), Stefan Garner (Executive Director Finance), Lynne Pugh (Assistant Director Finance), Rebecca Neill (Head of Audit & Governance and Monitoring Officer), Tracey Pointon (Legal Admin & Democratic Services Manager), Jodie Small (Legal, Democratic and Corporate Support Assistant) and Adam Deakin (Technical Infrastructure Engineer)

Apologies received from: Councillor(s) M Oates, R Pritchard and P Standen

42 TO RECEIVE THE MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 15th December 2020 were approved and signed as a correct record.

(Moved by Councillor D Cook and seconded by Councillor Dr S Peale)

43 DECLARATIONS OF INTEREST

There were no Declarations of Interest.

44 TO RECEIVE ANY ANNOUNCEMENTS FROM THE MAYOR, LEADER, MEMBERS OF THE CABINET OR THE CHIEF EXECUTIVE

The Chief Executive Andrew Barratt made the following announcement-

“Thank you Madam Mayor I would just like to confirm that I have formally received notification from the Leader of the Council of his intention to retire from office as of the 1st March. Later on the agenda tonight there is the proposal to vote in a new Leader of the Council. Thank you very much.”

45 QUESTION TIME:

No questions received

MOTIONS WITHOUT NOTICE RULE 4.13C

Councillor D Cook proposed to change the running order of the agenda, to bring agenda item 8 forward, therefore agenda item 8, recommendation from Corporate Scrutiny - Cemetery Regulations is now agenda item 6.

(Moved by Councillor D Cook and seconded by Councillor C Cooke)

46 RECOMMENDATION FROM THE CORPORATE SCRUTINY COMMITTEE - CEMETERIES REGULATIONS

The Chair of Corporate Scrutiny Councillor T Jay updated Council on this item which had been referred to the Committee from Council on 15th December 2020, which had previously received a Petition requesting that a bench be placed at Wigginton Cemetery.

The Chair of Corporate Scrutiny reported that this Committee had 2 meetings on the 18th January 2021 and the 28th January 2021.

The Chair advised that during the 2 meetings there was good debate and discussion and committee was able to draw to a conclusion.

The Chair went on to say that this was a high profile, emotive case, and the Committee looked at the policy as a whole and not individual cases.

After discussions and questions & answers during the 2 Scrutiny meetings it was decided and clear by Committee that the main policy should remain unchanged.

Councillor T Jay advised there were some additional recommendations which were referred to Cabinet in reference to Memorial plaques, which Scrutiny Committee felt the scheme wasn't being used, so requested Cabinet to consult with the wider public to look at alternative memorial options.

Councillor D Cook also spoke regarding the recommendations which came to Cabinet on the 4th February 2021.

Resolving that the policy was correct but there is other matters that need looking at long term, such as a memorial garden, and the plaque scheme.

Councillor D Cook informed Council that Cabinet had endorsed that the policy was correct, and that Cabinet has also sent the Portfolio Holder and Assistant Director a task to look at the other parts of the policy around memorial gardens and the plaque scheme.

Councillor D Cook advised Council he has written to Keeley Bunkers family offering further discussion if they wish, around placing the bench somewhere else in Tamworth and offering to work with the family as best as possible to try and reach a resolution, but at this time it was not possible to site the bench in Wigginton Cemetery.

Councillor Dr S People asked the Leader, Councillor D Cook if Cabinet have referred this alternative forms of memorialisation task back to Cabinet or if it will be referred back to scrutiny, and if there is a time frame.

Councillor D Cook responded that technically he will not be the Leader of the Council after tonight so would be difficult to answer but he did put a recommendation to Cabinet that the Portfolio Holder and the Officer feedback by late spring, early summer with something that the public can be consulted on. Councillor D cook did mention he has no problem with Scrutiny being involved with the process, and congratulated every member of the Corporate Scrutiny Committee for giving this the diligence it deserves.

47 CORPORATE VISION, PRIORITIES PLAN, BUDGET & MEDIUM TERM FINANCIAL STRATEGY 2021/22

The Leader of the Council proposed the Vision Statement, Priority Themes, Corporate Priorities and Plans and their inclusion in the Corporate Plan.

To approve the recommended package of budget proposals to enable the Council to agree the:

General Fund (GF) Revenue Budget and Council Tax for 2021/22;

Housing Revenue Account (HRA) Budget for 2021/22;

5 Year General Fund Capital Programme (2021/26);

5 Year HRA Capital Programme (2021/26);

3 Year General Fund Medium Term Financial Strategy (MTFS) (2021/24);
and

5 Year HRA Medium Term Financial Strategy (MTFS) (2021/26).

To comply with the requirement of the Council's Treasury Management Policy in reporting to Council the proposed strategy for the forthcoming year and the Local Government Act 2003 with the reporting of the Prudential Indicators and the requirement to prepare an annual Corporate Capital Strategy.

The Leader reported that the Council received Community Infrastructure Levy (CIL) income based on its policy for developments within the borough, 15% of the income is set aside in reserve to fund neighbourhood projects and the balance

now stands at over £35,000, therefore The Leader proposed an additional recommendation as set out at recommendation 28 below.

The Leader also pointed out an error within recommendation 5, the correct year should be 2021/22 not 2020/21 which has been corrected below.

RESOLVED That Council approved;

1. the Vision Statement, Priority Themes, Corporate Priorities and Outcomes for 2021/22 (Appendix A);
2. the proposed revisions to Service Revenue Budgets (Policy Changes) (Appendix C);
3. the sum of £60,376 be applied from Council Tax Collection Fund surpluses in reducing the Council Tax demand in 2021/22 (Appendix E);
4. the sum of £7,137,191 be applied to Business Rates Collection Fund deficits in 2021/22, in part offset by a transfer from the Business Rates reserve of £6,876,350 (Appendix E);
5. that on 3rd December 2020, the Cabinet calculated the Council Tax Base 2021/22 for the whole Council area as 22,366 [Item T in the formula in Section 31B(3) of the Local Government Finance Act 1992, as amended (the "Act")];
6. that the Council Tax requirement for the Council's own purposes for 2021/22 is £4,179,982 (Appendix E);
7. the following amounts as calculated for the year 2021/22 in accordance with Sections 31 to 36 of the Act:
 - a. £54,121,642 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act (Outgoings excluding internal GF Recharges);
 - b. £49,941,660 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act (Income excluding internal GF Recharges);
 - c. £4,179,982 being the amount by which the aggregate at 7(a) above exceeds the aggregate at 7(b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year (Item R in the formula in Section 31A(4) of the Act);
 - d. £186.89 being the amount at 7(c) above (Item R), all divided by Item T (at 5 above), calculated by the Council, in accordance with Section 31B(1) of the Act, as the basic amount of its Council Tax for the year;
8. the Council Tax level for the Borough Council for 2020/21 of £186.89 (an increase of £5 (2.75%) on the 2020/21 level of £181.89) at Band D;
9. an aggregate Council Tax (comprising the respective demands of the Borough Council, Staffordshire County Council, Office of the Police and Crime Commissioner Staffordshire and Stoke-on-Trent and Staffordshire

- Fire and Rescue Authority) of £1,864.86 at Band D for 2021/22 be noted (£1,780.17 in 2020/21) (Appendix H);
10. the Council Tax levels at each band for 2021/22 (Appendix H);
 11. the sum of £206,157 be transferred from General Fund Revenue Balances in 2021/22 (Appendix E);
 12. the Summary General Fund Revenue Budget for 2021/22 (Appendix E);
 13. the Provisional General Fund Budgets for 2022/23 to 2023/24, summarised at Appendix G, as the basis for future planning;
 14. minimum level for balances of £500k to be held for each of the General Fund, Housing Revenue Account, General Capital Fund and Housing Capital Fund;
 15. Cabinet be authorised to release funding from the General Contingency budget and that the release of funding for Specific Contingency items be delegated to the Corporate Management Team in consultation with the Leader of the Council;
 16. proposed HRA Expenditure level of £14,745,710 for 2021/22 (Appendix D);
 17. rents for Council House Tenants in General Accommodation for 2021/22 be set at an average of £89.25 (2020/21 £87.93), over a 48 week rent year (including a 1.5% increase);
 18. rents for Council House Tenants due for 52 weeks in 2021/22 be collected over 48 weeks;
 19. the HRA deficit of £342,610 be financed through a transfer from Housing Revenue Account Balances in 2021/22 (Appendix D);
 20. the proposed 5 year General Fund Capital Programme of £30.732m, as detailed in Appendix I to the report;
 21. the proposed 5 year Housing Capital Programme of £33.742m, as detailed in Appendix J to the report;
 22. to delegate authority to Cabinet to approve/add new capital schemes to the capital programme where grant funding is received or there is no net additional cost to the Council;
 23. the Treasury Management Strategy Statement, the Treasury Management Policy Statement, Minimum Revenue Provision Strategy and Annual Investment Statement 2021/22 (as detailed at Appendix N);
 24. the Prudential and Treasury Indicators and Limits for 2021/22 to 2023/24 contained within Appendix N;
 25. adoption of the Treasury Management Practices contained within ANNEX 8;
 26. the detailed criteria of the Investment Strategy 2021/22 contained in the Treasury Management Strategy within ANNEX 4; and
 27. the Corporate Capital Strategy and associated Action Plan (as detailed at Appendix O).

28. the current funding of £35,000 held in the CIL neighbourhood reserve be released to create a budget in 2021/22 for Cabinet to allocate on a neighbourhood project basis.

(Moved by Councillor D Cook and seconded by Councillor S Pritchard)

Named Vote

Named vote takes place *In accordance with Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014, the Council is required to take a recorded vote on decisions which approve the budget or set the council tax.*

FOR

Councillor M Bailey
Councillor P Brindley
Councillor J Chesworth
Councillor R Claymore
Councillor T Clements
Councillor D Cook
Councillor C Cooke
Councillor M Cook
Councillor S Doyle
Councillor A Farrell
Councillor R Ford
Councillor S Goodall
Councillor M Greatorex
Councillor T Jay
Councillor R Kingstone
Councillor J Oates
Councillor B Price
Councillor S Pritchard
Councillor R Rogers
Councillor M summers
Councillor P Thurgood

AGAINST

Councillor R Bilcliff
Councillor J Faulkner
Councillor K Norchi
Councillor Dr S Peale
Councillor S Peale

ABSTAIN

Councillor D Box

48 APPOINTMENT OF THE LEADER OF THE COUNCIL

Councillor J Oates was nominated for Leader of the Council.

There was no other nominations.

On a Vote being taken Councillor J Oates was elected Leader of the Council

(Moved by Councillor B Price and seconded by Councillor A Farrell)

Councillor J Oates advised Council that Councillor R Pritchard will remain as Deputy Leader, and advised of the changes to the Cabinet Portfolio structure which are detailed below.

Commendations then followed and were given to Councillor D Cook outgoing Leader and to Councillor J Oates incoming Leader from Councillors B Price, A Farrell, Dr S Peple, R Claymore, S Peple, S Doyle, S Goodall, M Cooke, T Clements and S Pritchard with comments of Thanks and Congratulations.

Councillor D Cook advised Council of his intention to resign as Leader of the Council with immediate effect.

Leader of the Council Cllr Jeremy Oates		Assets and Finance Cllr Rob Pritchard (Deputy leader)		Heritage and Performance Cllr Danny Cook	
Portfolio	A.D.	Portfolio	A.D.	Portfolio	A.D.
Business Continuity	A.D. Assets	Property Management Investment	A.D. Assets	Performance	A.D. People
TSP (Tamworth Strategic Partnership)	A.D. Partnerships	GF Repairs	A.D. Assets	Heritage	A.D. Growth
Emergency Planning	A.D. Neighbourhoods	DFG's	A.D. Assets	Market Tender	A.D. Growth
MTFS	A.D. Finance	Commercial Property Portfolio	A.D. Assets	Dry Recycling Disposal Contract	C.E.O.
Organisational Development	A.D. People	Asset Management	A.D. Assets		
PR / Comms / Corporate Consultation	A.D. People	Revenues & Benefits	A.D. Finance		
Marketing	A.D. People	Treasury Management	A.D. Finance		
Customer Insight	A.D. People	Finance	A.D. Finance		
Partnership Development	A.D. Partnerships	Procurement	A.D. Finance		
Member Development	E.D. Organisation	HR & Payroll	A.D. People		
Corporate Assessments	C.E.O.	Audit & Governance	C.E.O.		
Corporate Risk Management	A.D. Finance	Democratic Services	E.D. Organisation		
Commercial Investment Strategy (CIS)	A.D. Finance	Land Charges/Legal/RTB	E.D. Organisation		
WMCA Member	A.D. Growth	Constitution	C.E.O.		
Local Enterprise Partnerships (LEP's)	A.D. Growth	Customer Services	A.D. People		
Economic & Business Development	A.D. Growth	Information Mgt/GDPR/Ombudsman	A.D. People		
Tourism / Destination Tamworth	A.D. Growth	Technology	A.D. People		
Castle	A.D. Growth	Town Centre Car Parks	A.D. Growth		
Education / Educational Attainment	A.D. Growth				
Career Skills and Training	A.D. Growth				
Town Centre Regeneration	A.D. Growth				
Town Centre Master-planning	A.D. Growth				
TIC	A.D. Growth & A.D. People				
Regulatory and Community Safety Cllr Stephen Doyle		Environment and Culture Cllr John Chesworth		Neighbourhoods Cllr Michelle Cook	
Portfolio	A.D.	Portfolio	A.D.	Portfolio	A.D.
Local Plan	A.D. Growth	Waste Management	C.E.O.	Neighbourhood Services	A.D.
Development Control (Planning)	A.D. Growth	Joint Waste Board with LDC.	C.E.O.	HRA Repairs	A.D. Assets
Building Control (Planning)	A.D. Growth	Street Scene / Tamworth in Bloom	A.D. Op's & Leisure	HRA Business Planning	A.D.
Enforcement	A.D. Partnerships	Cemeteries	A.D. Op's & Leisure	HRA Neighbourhood Renewal	A.D. Assets
Environmental Health (Licencing)	A.D. Growth	Arts / Culture	A.D. Op's & Leisure	Tenant Regulation	A.D.
Licensing Policy	A.D. Neighbourhoods	Outdoor Events	A.D. Op's & Leisure	HRA Solutions	A.D.
Health & Safety	A.D. Op's & Leisure	Community Leisure / Sport	A.D. Op's & Leisure	Homelessness Prevention	A.D.
Local Health Engagement	A.D. Partnerships	Public Toilets	A.D. Assets	Private Rental Sector	A.D.
PCC Engagement	A.D. Partnerships	Nature Reserves, Parks and Play	A.D. Op's & Leisure	HRA Cleaning	A.D. Assets
Community Safety	A.D. Partnerships	Assembly Rooms	A.D. Op's & Leisure	Social Landlord Providers	A.D.
Corporate ASB Strategy	A.D. Neighbourhoods	Sports Development	A.D. Op's & Leisure	HRA Green Spaces and Neighbourhoods	A.D. Op's &
Safeguarding	A.D. Partnerships	Tamworth Community Offer	E.D. Communities	HRA Strategy	A.D.
Civil Parking Enforcement	A.D. Partnerships	Voluntary Sector	A.D. Partnerships		
Community Wardens	A.D. Neighbourhoods				
CCTV	A.D. Neighbourhoods				

The Mayor

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TUESDAY, 16 MARCH 2021

Report of The Leader of the Council

GENDER PAY GAP REPORT 2020

Exempt Information

None

Purpose

To brief Elected Members on Tamworth Borough Council's position with respect to the Gender Pay Gap as at 31st March 2020.

Recommendation

The Council is invited to endorse the gender pay gap data based on the snap-shot date of 31st March 2020 and in doing so comply with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Executive Summary

Under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017) legislation, the council is required to publish its Gender Pay Gap data on an annual basis. The Gender Pay Gap information presented within this report (Appendix 1) is for the snap shot date of 31st March 2020.

Findings for the snapshot date of 31st March 2020 indicate that significant progress has been made in reducing our Gender Pay Gap, this has been formally reported and published as dictated by legislation.

The difference in the mean hourly rate between male and females reduced from 11.03% in 2019 to 6.41% in 2020.

The median hourly pay gap decreased from 8.45% in 2019 to 7.63% in 2020. The median Gender Pay Gap for the whole UK economy is 7.4% and therefore Tamworth Borough Council's pay gap is comparable.

The whole workforce comprises 64.58% women and 35.42% men an increase of 2% of women in the year. The upper quartile is 57.69% women and 42.31% men which represents an increase of 6% women in the top quartile and is now more representative of the full organisational breakdown. The upper middle quartile is 62.65% women and 37.35% men which is again reflective of the wider organisation. The lower middle quartile is 64.13% women and 35.87% men and again this is reflective of the organisation as a whole. Finally the percentage of women in the lowest quartile reduced by 7.46% to 67.19% women and 32.81% men which has been the biggest shift in the year and is now more representative of the organisation.

The improvement to the Gender Pay Gap can be mostly attributed to the new pay structure which came into effect on the 1st April 2019 whereby the lowest 3 pay grades received a higher percentage pay increase (between 5.27% and 7.3%) compared to 2% for all other grades. The new pay structure was designed with narrower pay bands and some spinal column points were removed to meet the primary objective of reducing our Gender Pay Gap.

Options Considered
N/A

Resource Implications

There are no resource implications arising from this report

Legal/Risk Implications Background

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) must be complied with this is mitigated by publishing our Gender Pay Gap on the government portal by the 31st March 2021.

Equalities Implications

The Gender Pay Gap report ensures that the Council continues to comply with legislation.

Sustainability Implications

There are no sustainability implications arising from this report

Background Information

Report Author

Zoe Wolicki, Assistant Director People

List of Background Papers

Appendices

Appendix 1 Gender Pay Gap report

Gender Pay Gap Report 2020

Background

Tamworth Borough Council (TBC) has published its first Gender Pay Gap report since 2018 to meet government requirements that employers with 250 or more employees must publish information each year to show the difference in average pay between male and female employees.

This is TBC's third annual report and provides data as at a "snapshot" date of 31 March 2020.

The gender pay gap report sets out Tamworth Borough Council's results in relation to 6 calculations:

Mean Gender Pay Gap	Median Gender Pay Gap	Mean Bonus Gap	Median Bonus Gap	Bonus proportions	Pay Quartile
The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.	The difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.	The difference between the mean bonus pay paid to male relevant employees and that paid to female full pay relevant employees.	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.	The proportions of male and female relevant employees who were paid a bonus during the relevant period.	The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The Council must publish its result both on its own website and the government gender pay gap service website. The data analysed relates to all employees of Tamworth Borough Council employed in temporary or permanent contracts on the reporting snapshot date (known as relevant employees). It includes those under an apprenticeship or contract to provide a service which falls under the IR35 regulations. Pay is based on ordinary pay which includes basic pay (hourly rate), contractual enhancements (such as stand by or essential car user) and sick pay. Pay excludes expenses, overtime pay, pay in lieu of leave, benefits in kind and redundancy pay.

How does Tamworth Borough Council's gender pay gap compare to previous years?

Headcount

Tamworth Borough Council's headcount was 319 as at 31 March 2020. 206 (64.58%) of employees are female and 113 (35.42%) of employees are male. This is a decrease in headcount from 2019 and the proportion of female employees has increased by 2.18%.

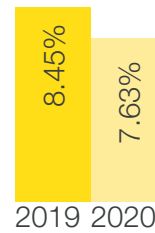
The mean hourly pay gap



Average pay



The median hourly gap



Median pay



Breakdown of genders in each quartile

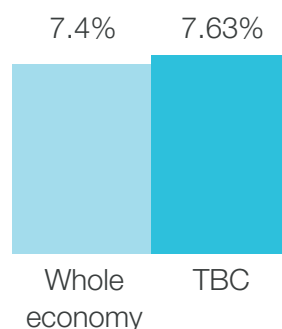
The breakdown of genders in each quartile continues to show improvement in the top quartile as the gender split is now 57.69% (female) and 42.31% (male), an improvement of 6% from last year. Therefore, the percentage of females in the top quartile continues to move towards reflecting the organisation's gender profile.



How does Tamworth Borough Council's gender pay gap compare with that of other organisations?

The median gender pay gap for the whole economy (according to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) was 9%. In April 2020 this reduced to 7.4%. Evidence from the ASHE and the Labour Force Survey suggests that COVID19 factors did not have a notable impact on the Gender Pay Gap in 2020 but it is accepted that the impact of the pandemic may not be fully reflected. Tamworth Borough Council did not furlough staff during 2020. At 7.63%, Tamworth Borough Council's median gender pay gap is comparable the whole economy.

Median gender pay gap - April 2020



Gender Pay Gap Outcomes

The results of the 6 required calculations are outlined below, based on data for the snapshot date of 31 March 2020 and are also compared with the data from previous years.

Gender	Full pay relevant employee count			
	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	206 (64.58%)	216 (62.42%)	217 (63.26%)	214 (61.85%)
Male	113 (35.42%)	130 (37.58%)	126 (36.67%)	132 (38.15%)
Total	319	346	343	346

Mean Gender Pay Gap

The mean (average) gender pay gap is the difference between the mean hourly pay rate of relevant male employees and that of relevant female employees as a percentage of men's earnings.

Gender	Mean hourly rate			
	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	13.92	13.60	13.11	13.11
Male	14.87	15.29	15.00	14.79
Mean Average	14.26	14.24	13.80	13.75
% mean hourly rate is lower for women	6.41%	11.03%	12.6%	11.37%

Therefore, at Tamworth Borough Council the **mean** hourly rate for female employees is **6.41%** lower than for male employees.

Median Gender Pay Gap

The median (middle value) gender pay gap is the difference between the median hourly pay rate of the relevant male employees and that of relevant female employees as a percentage of men's earnings.

Gender	Median hourly rate			
	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Female	12.59	12.08	11.98	12.18
Male	13.63	13.19	13.05	12.97
Median Average	12.99	12.66	12.70	12.80
& median hourly rate is lower for women	7.63%	8.45%	8.2%	6.05%

Therefore, at Tamworth Borough Council the **median** hourly rate for female employees is **7.63%** lower than for male employees.

Bonus Pay Gap

Tamworth Borough Council does not pay bonus payments to employees in line with the criteria within the scope of the data requirements and therefore we are unable to report on this element.

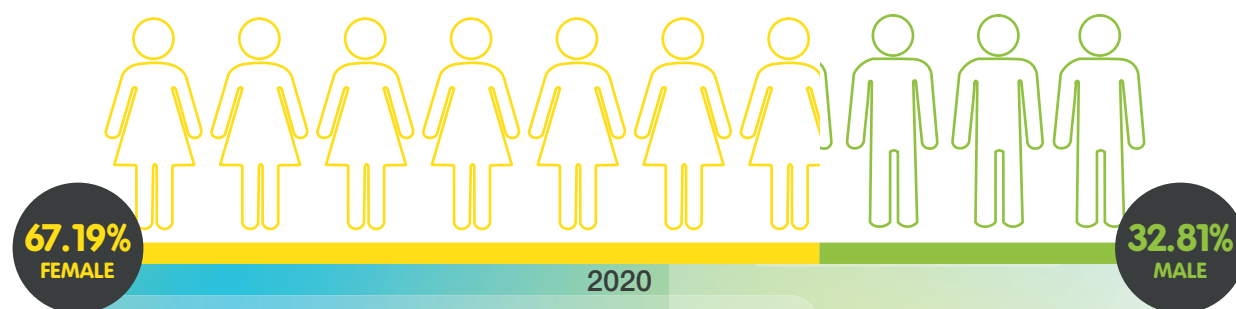
Quartile Pay Bands

The proportions of male and female relevant employees in the four quartiles for the current and previous submission (current year in highlighted columns):

	No. of employees				Male employees				Female employees			
	2020	2019	2018	2017	2020	2019	2018	2017	2020	2019	2018	2017
Lower quartile	128	71	69	61	42 32.81%	18 25.35%	13 18.84%	14 22.95%	86 67.19%	53 74.65%	56 81.15%	47 77.05%
Lower-middle quartile	92	102	102	109	33 35.87%	42 41.18%	41 40.20%	44 40.37%	59 64.13%	60 58.82%	61 59.80%	65 59.63%
Upper-middle quartile	83	84	86	103	31 37.35%	27 32.14%	29 33.72%	37 35.92%	52 62.65%	57 67.86%	57 66.28%	66 64.08%
Upper quartile	78	89	86	73	33 42.31%	43 48.31%	43 50%	37 50.68%	45 57.69%	46 51.69%	43 50%	36 49.32%

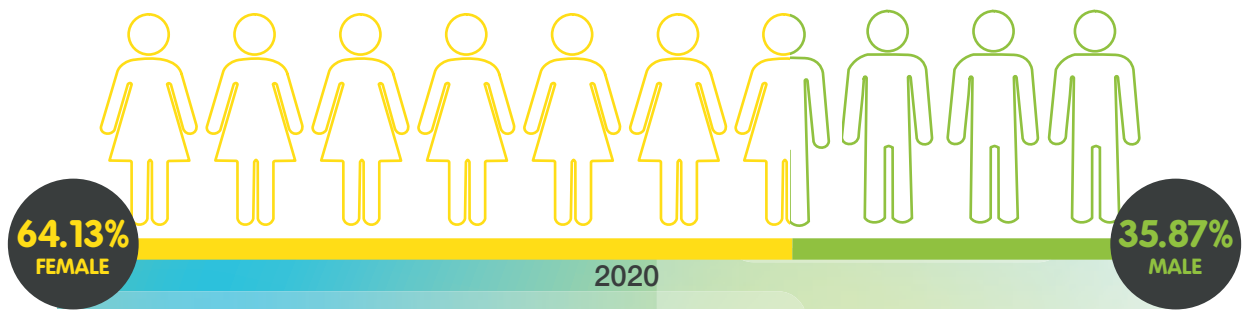
The above chart shows Tamworth Borough Council's workforce divided into four equal-sized groups based on hourly pay rates, the lowest paid 25% of employees (the lower quartile) rising to the highest paid 25% (the upper quartile).

Lower quartile within the Council

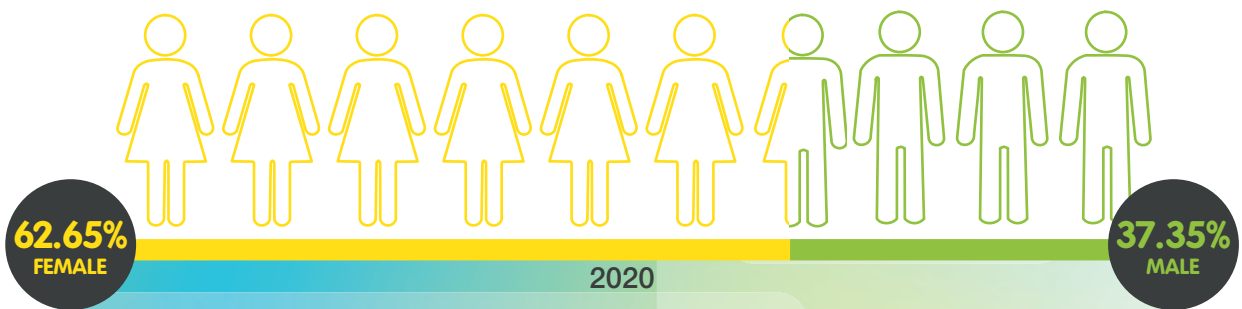


A slightly disproportionate amount of women are within this quartile, which is known as occupational segregation, where more women than men are concentrated in certain occupations. Historical societal factors, such as gender stereotypes, affect career choices. In TBC case roles such as Cleaners and Customer Service Assistants (i.e. grade B - the lowest pay grade within the Council) are still predominantly female. On a positive note, this continues to improve.

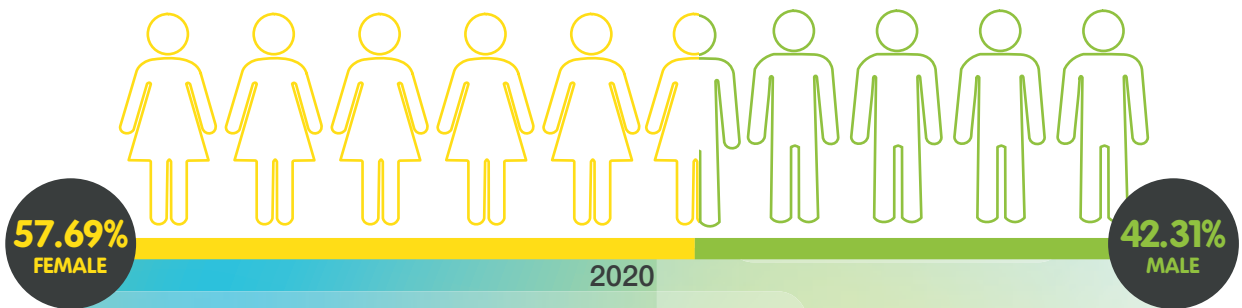
Lower-middle quartile within the Council



Upper-middle quartile within the Council



Upper quartile within the Council



Improvement continues to be made with an increase of female employees in this quartile of 6% from the previous year.

What are the underlying causes of Tamworth Borough Council's gender pay gap?

Under employment legislation, men and women must receive equal pay for:

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

Tamworth Borough Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women choose to apply for within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front line roles at the lower end of the organisation. Women are more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part time basis are relatively low paid.

What is Tamworth Borough doing to address its gender pay gap?

Whilst Tamworth Borough Council's gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject about which Tamworth Borough Council is complacent, and it is committed to doing everything that it can to reduce the gap.

The introduction of the new pay structure, effective from 1 April 2019, made a positive impact on the gender pay gap, reducing the mean percentage gap significantly from 11.03% to 6.41%. Employees on spinal column points 1-5 (Grade A-C) received a higher percentage pay increase (ranging from 5.27%-7.3%) compared against a 2% increase for higher grades.

Tamworth Borough Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, job roles are evaluated to determine pay grades irrespective of the post holder's gender.

To date, Tamworth Borough Council has taken steps to promote gender diversity in all areas of its workforce. The Council has considered all aspects of the employee life cycle; attraction, recruitment, on boarding, development, retention and separation, including the following:

- All vacancies are eligible for part time and full time staff.
- Recruitment is standardised with a structured interview and often with tasks to reduce bias.
- Governance is in place to ensure starting salaries above the minimum spinal column point for the grade are fair and equitable.
- All job roles are evaluated via nationally recognised mechanisms.
- The executive levels of the organisation are appointed to spot a salary which limits the opportunity to negotiate and thus removes bias.
- An agile working policy promoting flexible working; including part time, job share, flexible start and finish times for all staff and new entrants.
- TBC supports parents with maternity leave, shared parental leave and adoption leave.
- Male and female employees receive the same enhancements for overtime and allowances.

- Training and development (including professional qualifications) is available to all staff.
- We will continue to encourage and monitor the take up of mandatory Diversity and Inclusion training to further minimise discrimination.
- We will provide a leadership and management development programme to establish a talent pipeline for leaders and managers of the future.
- Performance is not linked to pay awards. Research has proven men are more successful at negotiating higher performance ratings.
- Exit interviews are carried out and any areas of concern are examined.

Future actions

None of these initiatives, will, of itself, remove the gender pay gap – and it may be several years before some have any impact at all. In the meantime, TBC is committed to reporting on an annual basis on what it is doing to resolve the gender pay gap and the progress it is making. Furthermore, TBC policies are impact assessed to minimise unfavourable treatment on staff.

Summary

In conclusion, Tamworth Borough Council is pleased there has been a decrease of 4.62% (mean) in the gender pay gap for the reporting period and three of the quartiles are representative of the staffing gender profile whilst the upper quartile continues to progress towards being representative of the organisational gender profile.

Tamworth Borough Council continues to be committed to report on an annual basis on what it is doing to reduce the gender pay gap will continue to embed equality and diversity within everything we do.

Accessibility

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Tel: 01827 709709 or email: enquiries@tamworth.gov.uk

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COUNCIL

16 March 2021

REPORT OF THE CHIEF EXECUTIVE OFFICER

CONFIRMATION OF THE TEMPORARY APPOINTMENT OF THE STATUTORY POST OF MONITORING OFFICER

EXEMPT INFORMATION

None.

PURPOSE

To seek Council approval to appoint to the statutory post of Monitoring Officer in accordance with the Council's Constitution and local government legislation.

RECOMMENDATION

It is recommended that Council approve the temporary appointment of Lorraine Fowkes (Director Legal and Governance) (Monitoring Officer) South Staffs Council with effect from 5th April 2021 for a period a temporary period of 3 months.

EXECUTIVE SUMMARY

The current Head of Governance and Monitoring Officer has given her intention to leave the authority on 4 April 2021, and as such, it is now necessary for the Council to confirm a new appointment to the role of Monitoring Officer.

To allow the Council some time to review the vacancy in more detail it has been decided to make a temporary appointment to fulfil the duties associate with this role. These duties will be fulfilled by Lorraine Fowkes (Director Legal and Governance) (Monitoring Officer) of South Staffordshire District Council. South Staffs currently provide TBC with a shared legal service and are well versed in our committee/governance structure and processes.

Following an internal recruitment process to the post, a further report to confirm the appointment will be presented back to Council in due course.

FINANCIAL IMPLICATIONS

A recharge of £80 per hour will be invoiced by South Staffs to allow for any backfill on the Director's time. It is anticipated that approximately 2 hours per week will be required for the 12 week temporary period. These costs will be provided for from within the current salary budget.

LEGAL/RISK IMPLICATIONS BACKGROUND

It is a legal necessity that the Council has a Monitoring Officer and therefore the appointment ensures the Council remains legislatively compliant.

REPORT AUTHOR

Andrew Barratt (Chief Executive)