

Development of Women within Sedgefield Borough – BVPI 11a

Head of Organisational Development

Performance Indicator Definition

“Percentage of top-paid 5% of local authority staff who are women”

The top-paid 5% [of earners] are identified by ranking staff according to their gross FTE* pay

* Full Time Equivalent

Current Position

- Percentage appears to have declined from 11.48% at end of financial year 06/07 to 5% at the start of March 2008.
- However, number of women in senior positions has not changed during 2007/08
- The number of people within the top 5% fluctuates due changes in total numbers of employees

Recruitment

- Since April 2007, two posts above the 5% threshold (PO3) have become vacant
- Both of these posts were held by men
- One of these posts was filled and the other remains vacant (not yet advertised)
- The post which was filled was advertised internally and received two male applicants, one of which was appointed

Context

- Some factors to consider...
 - Local Government Re-organisation – joint recruitment
 - Historically stable Management structure – low turnover
 - Consultancy project in 2004 identified no major concerns
 - Training and Development opportunities provided by Sedgefield make our employees desirable to other organisations

Current Practices

- Comprehensive Equalities Policies in place
- Policies such as Flexible Working and Home Working in place
- Commitment to individual training and development for all employees e.g. North East Excellent Managers Programme
- Gender Equality Scheme data monitored and reported on annual basis
- Equal Pay ensured through fair and transparent grading structure
- Exit interview information collated and monitored
- Investors in People status achieved
- INRAs completed on Recruitment and Selection process and Work Life Balance

Future Developments

- Local Government Re-organisation
- Accreditation for Level 3 of Equality Standard
- Change to performance indicator reporting methods