

## PRESS RELEASE

### THE FICTION OF GENDER PARITY IN LOCAL GOVERNMENT LEADERSHIP

- Green Park's Local Government Leadership 2018 report reveals women are still significantly underrepresented at senior management level in Local Government
- Despite women representing 51 per cent of working age population, they account for just 39 per cent of all senior positions across the UK's Unitary Authorities, County Councils, Metropolitan Boroughs, London Boroughs and District Councils

**London, Oct 9<sup>th</sup> 2018**, Green Park's [Leadership Local Government 2018<sup>1</sup> report](#) reveals that women remain significantly underrepresented in senior managerial positions across Local Government. Combined analysis of all senior roles across Unitary Authorities, County Councils, Metropolitan Boroughs, London Boroughs and District Councils reveals the majority of senior positions are occupied by men, with just 39 per cent held by women. While women make up 51 per cent of working age population, this is not reflected in the upper echelons of Local Government leadership.

The report analyses gender representation in both Chief Executive and Chief Officer roles across Local Authorities. It assesses diversity trends within senior leadership positions, enabling authorities to measure their progress in creating inclusive senior teams that better reflect their wider workforce and communities they serve.

Women hold less than a third (31.3 per cent) of CEO roles across the London Boroughs and District Councils (30.3 per cent). Indeed, the number of female CEOs of London Boroughs has declined since 2017, when women held 34.4 per cent of the top positions. While the figure at County Council level is an improvement on 2017, up to 41 per cent from 37.3 per cent, it is no means representative when compared to female representation in the working population. The Public Sector Equality Duty, which placed an obligation on public authorities to positively promote equality, has been in place for over seven years, yet women continue to appear discriminated against when it comes to senior-level management appointments.

While Metropolitan Boroughs have the highest proportion of female CEOs, at a creditable 55.6 per cent, the number of female Chief Officers (in Top 20 management positions) has decreased since 2017 (down from 45 per cent to 43 per cent). While the headline figure does appear positive, if the female talent pipeline in Local Authorities is being depleted there is a risk of this figure going into reverse in the future.

**Table one: Gender Analysis of Women in Local Government**

Local government organisations	2018: Percentage of female senior leaders (top 20 management positions)	2018: Percentage of women holding position of CEO	2017: Percentage of female senior leaders (top 20 management positions)	2017: Percentage of women holding position of CEO
London Boroughs	44.6 per cent	31.3 per cent	46.8 per cent	34.4 per cent
Metropolitan Boroughs	43 per cent	55.6 per cent	45 per cent	47.2 per cent
Council Councils	41 per cent	40.7 per cent	37.3 per cent	33.3 per cent
Unitary Authorities	39.4 per cent	36.4 per cent	38.5 per cent	29.1 per cent
District Councils	37 per cent	30.3 per cent	Figures unavailable <sup>2</sup>	28.8 per cent
All Local Government	39 per cent	34.9 per cent		

Source: Green Park's Local Government Leadership 2018

**Neil Lupin, Managing Partner, Green Park, commented:** “We had hoped gender pay gap reporting would help drive greater equality amongst appointments to senior management across the public sector but this has yet to transpire. Local Authority leaders have a crucial role to play in inspiring the constituents of the communities they represent and as such need to better represent the makeup of society. It is incumbent on local government, individually and collectively, to foster and enable greater levels of inclusion in its most senior ranks. No organisation can sustainably thrive and evolve without increasing the agility, skills and customer orientation of its leadership team.”

- ENDS -

**Notes to Editors:**

<sup>1</sup> Analysis of 2425 individuals using Origins software, which employs a database of 1.2 billion individual records globally to generate algorithms that can associate individual names with gender and ethnic or cultural identity.



<sup>2</sup>This is the first year that Green Park have expanded our analysis of District Councils to include Chief Officers and, as such, we are unable to show year-on-year comparisons below CEO level.

The full report can be downloaded from: <https://green-park.co.uk/gp-research/local-government-leadership-2018/>

#### **About Green Park**

Since its inception in 2006, Green Park has become one of Europe's most trusted suppliers of executive search, senior interim management and diversity and leadership development consultancy across the Private, Public and Third sectors. An award winning supplier, Green Park has consistently featured at the top of the recruitment industry league tables, most recently named in Recruiter as No. 1 in the Hot 10 Public Sector Providers, No. 1 in the Productivity Hot 20 & No. 2 in the Recruiter Hot 100.

At Green Park we are passionate advocates of the power of diversity as a source of competitive advantage, setting a benchmark for innovation and commitment to consistently attract diverse groups of appointable candidates. In 2012 we were appointed founding members of the National Equality Standard, representing the only recruitment firm on the founding board. We also host the Diversity Recruitment Institute for Value and Excellence (DRIVE) dedicated to sharing global best practices in D&I made relevant through research and toolkits useful in a UK context.

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