



Cllr Marianne Overton MBE

Lincolnshire County and North Kesteven District Councillor
LGA Independent Group Leader and Vice Chair of the LGA
Leader of the Lincolnshire Independents
Leader of the Independent Network
Spokesperson for European Local Government CEMR



North Kesteven
DISTRICT COUNCIL

OWING • INSPIRING • INVESTING • LEADING • SHAPING

North Kesteven District of Flourishing Communities

NORTH KESTEVEN
DISTRICT COUNCIL



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Facing Challenge



COP26 and 27





Women in Power



Scottish Conservatives
former leader Ruth
Davidson
'Battling through pain
made me the woman I
am'

- Horrific injuries from being run over by a lorry and, later, diving through a window made coming out less scary.





The Northern Powerhouse

Getting to the top

Just **33%** of council chief executives are **women**

78% of council officers are **women**

Fawcett Society



Our Executive 2017



Fewer than 1 in 5 Council Leaders are women, no metro Mayors
6 out of 7 cabinet positions are men



My new Executive 2022

In Europe



In Africa



In Parliament and the Lords



Getting and Keeping women elected – what works for you?

Multi-women shortlists

Structured interviews and Skill-based assessment

Diversity of interviewers and role models

Mentoring and networking

Nominated diversity champion

Flexible working

Training and support

Performance self-assessment confidence-building

Getting women in

1997 **28%**  **33%** 2017

Since 1997 women's representation on councils has almost flat-lined

1997 **18%**  **32%** 2017

It has increased by three quarters in Parliament

Where are the women in devolution?



None
of the six metro
mayors are
women



Just 12%
of devolution cabinet
members are
women

Change on councils is too slow



At the current rate of progress
it will take English county councils
48 years for us to reach equality

Women council leaders

Fewer than
1/5
council leaders
are women



6 in 7 of the council
cabinet jobs that lead
to the top go to men

Source: The Fawcett Society, 2017

Gender Pay Gap

66% Councils have a significant Pay Gap

Council	% difference in mean hourly rate
City of Edinburgh Council	4.8
Edinburgh Fringe	60
Edinburgh University	16.6
West Oxfordshire	27.9
Epsom and Ewell	15.3
Worcester City	7.7

Gender Pay Gap

Could you explain it to children and still make sense?



- Equal Pay Act 1970
 - Equality Act 2010
- Penalty to Birmingham was £1.1bn for backdated claims

Looking back





Emmeline Pankhurst

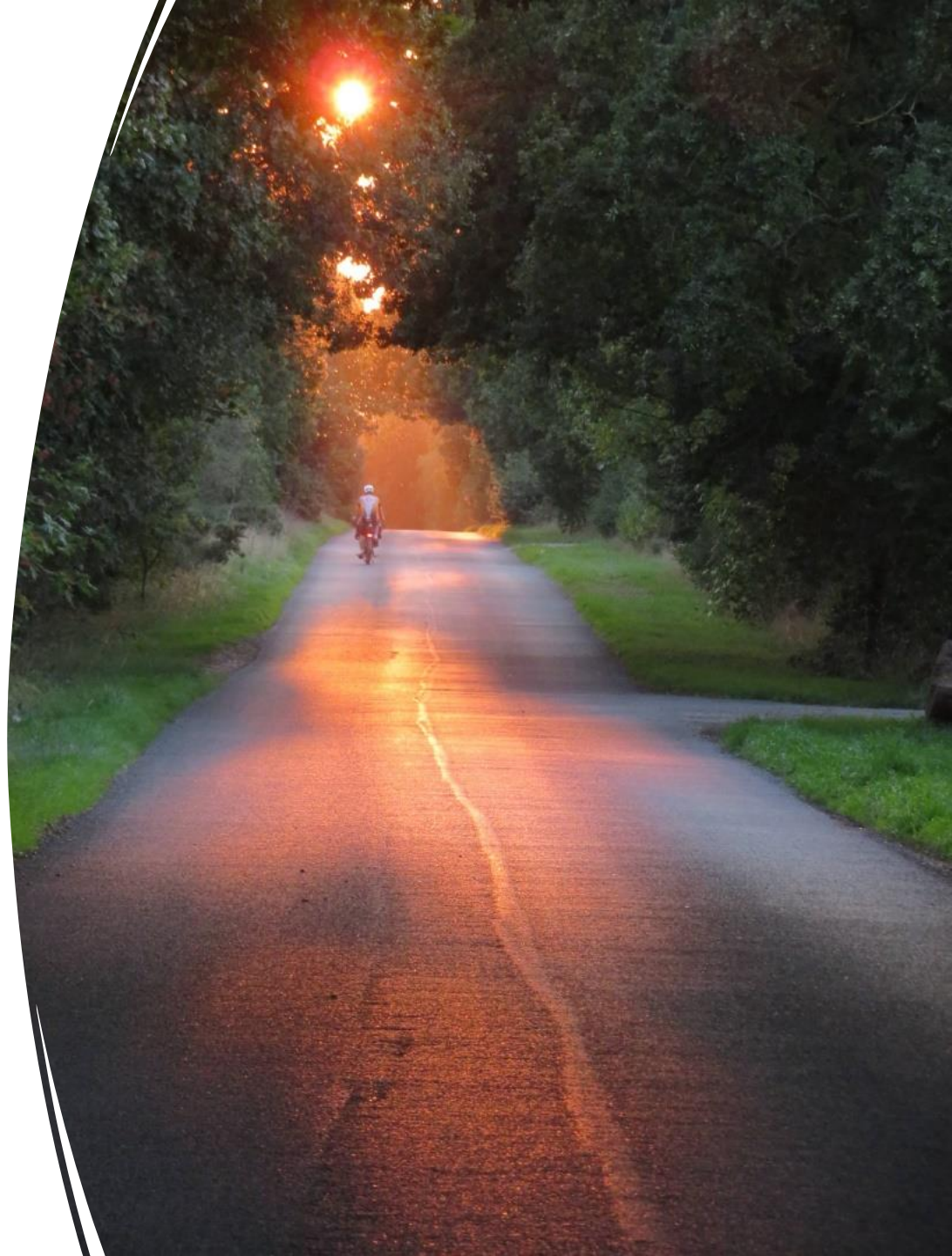
Mellicent Fawcett

- Millicent Fawcett
- by Gillian Wearing





Are we
cycling
home
alone?



Or travelling together?



Thank you Marianne Overton MBE

Websites:

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www.ccre.org

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What do we do?

The LGA Independent Group ensures our members are

- **Well informed** weekly bulletins and briefings
- **Highly Skilled**– including monthly seminars, conferences, Leadership training
- **Well supported** on policy and procedure, mentoring and general advice
- **Encouraging others to stand Be a Councillor campaign** and share campaigning tools
- **Central to Influencing and creating policy** that changes the way local, national and European governments do things



The Voice of local government of England and Wales (LGA and WLGA together)
Cross Party, representing almost 20,000 councillors in 408 authorities

Works with councils
support and improve

Capturing the media?

