

Leadership & Gender in Local Government in England

Part 2

Leaders, Deputy Leaders
and Chief Executives
2008/9





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Foreword

Nan Sloane

This study is part of an ongoing debate about the nature of our democracy, the need to achieve greater diversity in positions of power, and the role of gender in decision-making, structures and political culture.



In March 2007, the Centre for Women & Democracy marked its launch with the publication of 'Leadership & Gender in Local Government in England'. This found that women were less well represented in political leadership roles in local government (13.4%) than in parliament (19.7%), as UK MEPs (24.4%) or on local councils (30%).

We are now publishing Part 2 of that report, which looks at the position for the 2008/9 municipal year, and, as well as updating the information for leaders and chief executives, adds that for deputy leaders as well. Our thanks are due to the Equalities and Human Rights Commission, whose support made part of this work possible.

Sadly, the results are not encouraging. There has been a small increase in the number of women leaders (9), and the percentage of women deputy leaders (20.1%) slightly outruns that for MPs, but there has been no significant progress, and women remain seriously under-represented at senior levels in local government.

There are many possible reasons for this, ranging from women's absence from traditional power structures and networks to differences in political career patterns and portfolio-holding and the nature of leadership elections in political parties. This qualitative research will form the basis of the third part of this project, which will also include proposals for what steps could be taken to improve women's chances of taking leadership roles in local government.

Finally, every effort has been made to ensure that the information used as the basis for this study is accurate; please let us know of any errors immediately. However, this report represents a snap shot of who was in what post in June 2008, and it is quite possible that there will be changes in the succeeding months.

Nan Sloane

Director, Centre for Women & Democracy

July 2008

Leadership & Gender in Local Government in England: Part Two

In 2007, the Centre for Women & Democracy produced a report entitled 'Leadership & Gender in Local Government in England'. This examined the incidence of women as Council Leaders and Chief Executives in English local authorities, and also looked at the position with elected mayors in those authorities.



This second report re-visits the issue of council leaders and elected mayors, and compares the situation in 2008/9 with that of 2006/7. It also looks at the gender of deputy leaders (where councils have them), and updates the 2006/7 figures for chief executives.

Executive Summary

30% of local councillors in England are women, but only 15.7% of local authority leaders are female and 20.1% of deputy leaders. Only one of the country's thirteen directly elected mayors is a woman, and only four deputy mayors. The entire political leadership of London (directly elected mayor and five deputies) is male.

Local authority leaders achieve office either because they lead the largest political group on the council, or as part of a negotiated agreement in a council with no overall control. The great majority have been elected as leader of their political group by fellow councillors – an electorate the size of which may be anything from five to fifty. Leaders of groups may become leaders of authorities as a result of changes of political control, or as a result of internal changes in their parties. Some hold office for considerable periods of time; others stand down, lose elections or are replaced very quickly.

Deputy Leaders may be either appointed by their leader (or mayor) or elected by their groups – in some cases both. Chief Executives are not elected, but they do form an essential part of any local authority's leadership team, and have therefore also been considered.

The following points highlight some of the key figures, which are expanded upon in the main report.

- ❖ Between 2006/7 and 2008/9 the council leader changed in 39.5% (148) of English local authorities. The result in terms of the representation of women was a net increase of only 9 female leaders.
- ❖ In 2006/7, CFWD found that 19% of Chief Executives were women; by 2008/9 this had risen to 20% - a net numerical increase of 6 women.
- ❖ Altogether there are 129 authorities (34%) in which either the leader or the chief executive is female (including 10 in which both posts are held by women); this leaves 248 authorities in which there are no women at all in either of the two key leadership positions.
- ❖ There is one authority – South Northamptonshire – in which the leader, deputy leader and chief executive are all women. There are 175 authorities in which all these posts are held by men.
- ❖ Of the 59 women leading English local authorities, 66% are Conservative, 15% Labour, 15% Liberal Democrat, and 3% Independent/Other. In 2006/7, these percentages were 48% Conservative, 16% Labour, 30% Liberal Democrat and 6% Independent/Other.
- ❖ 15.4% of Conservative leaders are women, 17.6% of Labour, and 15% of Liberal Democrat.
- ❖ In the vast majority of the 148 councils in which there was leadership change in the last three years, male leaders handed over to male successors (102). Only 6 women were succeeded by women. 24 men were replaced by women, and 15 women were replaced by men.
- ❖ Women are most likely to lead unitary authorities, where 21.4% of leaders are women, and least likely to lead London boroughs, where only 3.4% of leaders are women.
- ❖ Women are most likely to lead authorities in the East of England, where 24.5% of authorities have women leaders, and least likely

to lead London Boroughs (3.4%). Outside London, the region where women are least likely to lead is Yorkshire & the Humber, where 9.5% of leaders are female.

- ❖ 20.1% of deputy leaders in English local authorities are women
- ❖ 18.3% of Conservative deputy leaders are women, 25% of Labour and 22% of Liberal Democrat.
- ❖ Women are most likely to be deputy leader of a metropolitan authority (36.1%) and least likely to be deputy leader of a shire district (15.2%).
- ❖ Women are most likely to be deputy leaders in the North West (36.7%) and least likely to hold this office in the East of England (13.7%).
- ❖ Women are least likely to lead large urban authorities in London, the midlands and the north, and most likely to lead the more varied shire districts and unitaries which are concentrated in the south east and south west.
- ❖ There are only 5 councils in which both the leader and the deputy leader are female; on the other hand, both leader and deputy are male in 224.
- ❖ As in 2006/7, only one out of thirteen directly elected mayors in 2008/9 is a woman.
- ❖ There are four women deputy mayors. In London, there are five deputies, not one of whom is a woman.
- ❖ In the four new unitary authorities of Cheshire East, Cheshire West & Chester, County Durham and Northumberland which will come into existence in 2009, but which elected their councillors and leaderships in 2008, all of the new leaders and their deputies are men. These 4 authorities will replace 19 districts and 3 shire counties, where 4 of the leaders are women. This will reduce the number of women leaders in 2009 to 55.

The lack of women in leadership roles in local government is clearly unrepresentative, not only of the electorate as a whole, but also of the councillors by whom they are chosen. Given that leaders are often the public face of their authorities, and, together with the chief executive

provide the formal point of interface for government and other statutory bodies, the absence of women at this very senior level should be a cause for concern. It must inevitably have an effect on both the political culture and the culture of the authority, and create an imbalance of experience, interest and expertise at the point at which key decisions about local communities are made.

In addition, the lack of public visibility of women in leadership roles in politics generally and local government in particular means that there are very few role models for women either inside or outside the political structures or local government.

This report identifies where the women are as well as where they are not; future work will need to examine both male and female routes to political leadership more closely, and to identify effective ways of achieving change in this field.

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Leadership & Gender in Local Government in England: Part 2

Introduction

There are a total of 387 local authorities in England, of which 12 have elected mayors and the remaining 375 have council leaders, generally in a leader plus cabinet or executive arrangement.



Council leaders arrive at this position by virtue either of being the Leader of the political group which has the overall majority of councillors, or by leading a political group which does not have an overall majority, but does have a sufficient number to form a minority administration, or by agreement between parties in an authority where no single party or grouping has sufficient councillors to form an administration.

The vast majority of leaders are elected by the councillors in their political group. Thus, leaders of very large authorities may effectively be elected by very small groups of people in a closed electoral system.

Elected mayors, on the other hand, are chosen by ballot of the electorate, and may or may not belong to the party which has a majority of councillors – in fact in many cases they do not. Where they do represent a party, they will have been through some kind of formal candidate selection procedure similar to that for MPs prior to the election. This report therefore considers leaders and elected mayors separately, since they are elected through different systems.

Deputy leaders are generally appointed by their leaders, though they will frequently first have been elected as the deputy leader of their political grouping. In most cases, the leader and deputy will be from the same political party, although, where there is a hung council, the leader and deputy may be from different parties. In a few hung councils – e.g., Leeds – the leader and deputy may be from different parties and change over roles at given points during the year.

Chief executives are professional local government officers appointed by councillors through a formal recruitment procedure which may involve

external consultants or head-hunters. They will usually – though not invariably – have a background in local government.

30% of local councillors are women; although this is a relatively low percentage, it outruns that for women leaders by some way. 31% of local election candidates in 2008 were women, and 31% of councillors elected¹.

There is one authority – Epsom & Ewell – which has neither leader nor elected mayor, but is run by a 'collective' of Residents' Association councillors.

¹ CFWD unpublished research on the 2008 local elections in the North of England.

Leaders

Of the 375 leaders of English local authorities, 15.7% (59²) for 2008/9 are women. This compares with (13.4%) in 2006/7 – a net gain of 2.3% of just 9 women leaders.

58% of women who were leaders in 2006/7 still hold that office in 2008/9, and 60.8% of men.



Between 2006/7 and 2008/9 there was a change of leader in a total of 148 local authorities (39.5%). 77 of these changes were the result of a change of control; in these authorities 17 of the new leaders were women, as were 16 of those who lost.

71 new leaders were the result of internal changes within parties or a change of leader within No Overall Control arrangements. In these authorities, 13 of the incoming leaders were women, as were 5 of those who were replaced.

There was a change in the gender of the leader in 39 of these 148 – in 25 there was a change of both gender and party, and in 14 a change of party only.

In 102 authorities, male leaders were replaced by men, and in a further 6 female leaders were replaced by women. 24 men were succeeded by new women leaders, and 15 women were succeeded by men.

It should be noted that, in 2009, when 19 district councils and 3 county councils in Cheshire, County Durham and Northumberland are abolished and replaced by 4 unitary councils, there will be a net numerical loss of 4 women leaders (Berwick-upon-Tweed, Chester, Chester-le-Street and Sedgefield). All 4 of the new shadow unitaries (Chester East, Chester West & Chester, County Durham and Northumberland) have elected male leaders. All 4 deputy leaders are also men, as is the whole of the new cabinet in Cheshire East (though in County Durham 50% of the new portfolio-holders will be women).

The sections which follow break the current figures down by political party, by type of authority and by region.

² See Appendix 1 for who and where these are.

a) Political Party

Of the 59 women leading English local authorities, 66% are Conservative, 15% Labour, 15% Liberal Democrat, and 3% Independent/Other. In 2006/7, these percentages were 48% Conservative, 16% Labour, 30% Liberal Democrat and 6% Independent/Other.

15.4% of Conservative leaders are women, 17.6% of Labour, and 15% of Liberal Democrat.

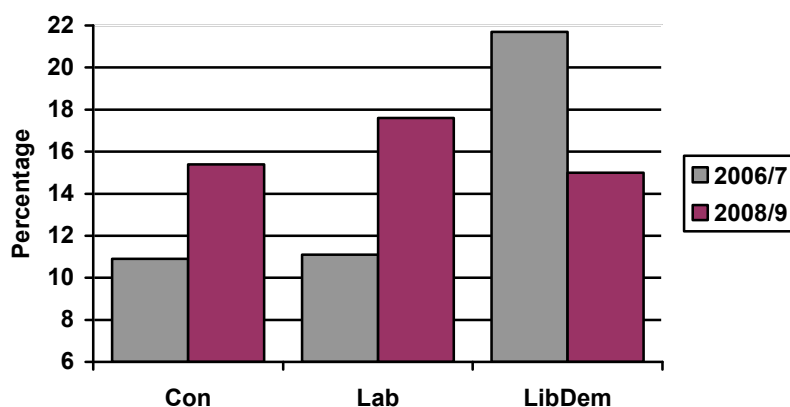
Table 1 shows the numerical breakdown of Council Leaders by political party for 2006/7 and 2008/9.

Table 1: Council Leaders by Political Party

	Con		Lab		LibDem		Other	
	All	Women	All	Women	All	Women	All	Women
2006/7	220	24	72	8	69	15	12	3
2008/9	254	39	51	9	60	9	9	2

The Chart in Figure 1 shows these expressed as percentages (excluding Other, where the number of leaders is very small).

Figure 1: Women as a percentage of each of the main political parties' leaders



It can be seen, therefore, that the net increase of 9 is made up of increases in the numbers of Conservative and Labour women leaders, a small decrease in the number of Other leaders, and a rather large decrease in the number of Liberal Democrat leaders.

b) Type of Authority

There are clear differences between types of local authority in terms of how likely women are to lead them. Women are most likely to lead unitary authorities, and least likely to lead London boroughs.

14.3% of counties are led by women, 3.4% of London boroughs, 5.9% of metropolitan authorities, 17.9% of shire districts and 21.4% of unitaries.

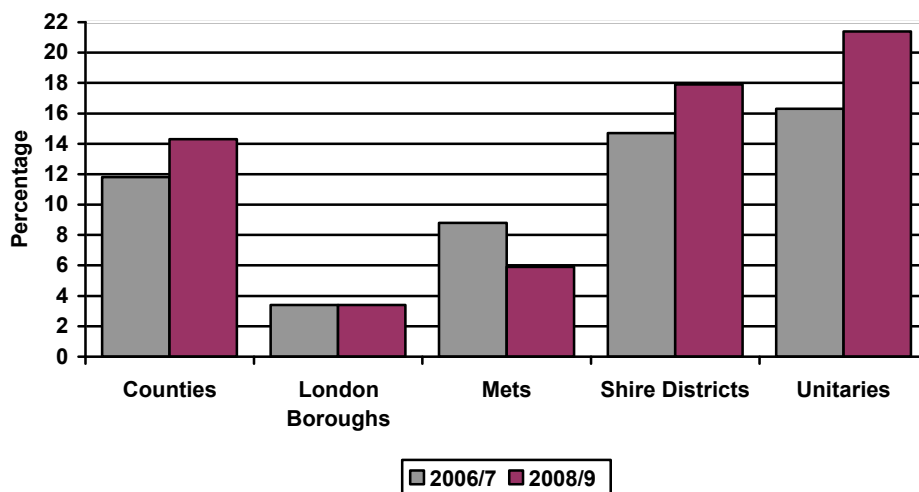
Women are significantly more likely to lead smaller authorities than large urban councils in former industrial areas or in London. As will be seen below, this also leads to geographical differences – apart from the obvious location of the London boroughs, the metropolitan authorities are all in the West Midlands and the north of England, and there are greater concentrations of shire districts and unitary councils in the south.

Table 2 shows the number of women leaders for each type of authority, and the chart in Figure 2 compares the percentages 2008/9. with those from 2006/7.

Table 2: Women Leaders by Type of Authority

	County	London Borough	Metropolitan	Shire District	Unitary
2006/7	4	1	3	35	7
2008/9	5	1	2	42	9

Figure 2: Women as a percentage of leaders for each type of local authority 2006/7 and 2008/9



c) Regions

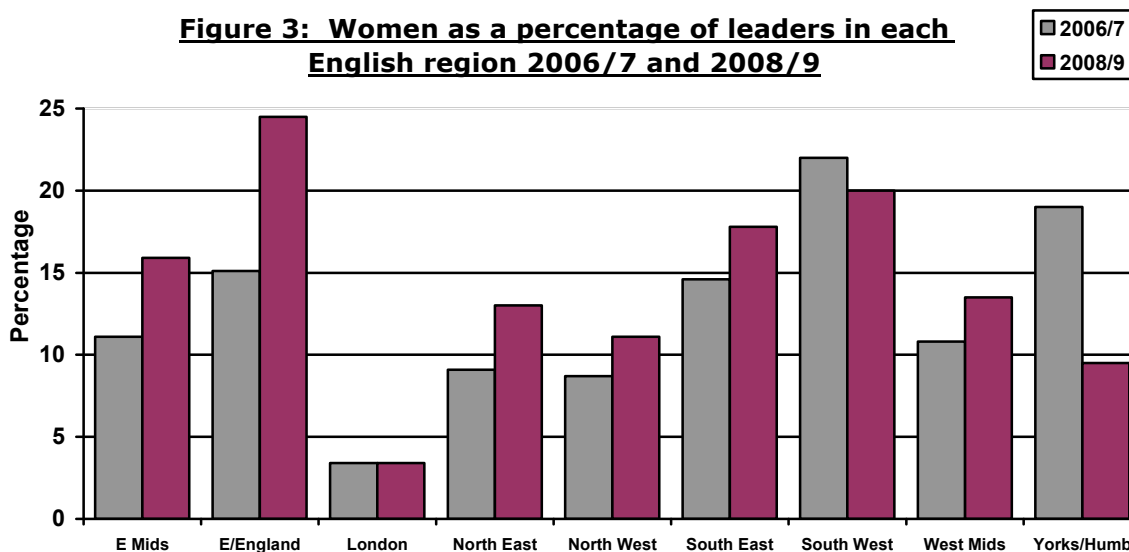
There are also significant variations between regions in terms of women leaders, with women least likely to lead local authorities in London and most likely to lead them in the East of England. Outside London, Yorkshire & the Humber (9.5%) has the lowest percentage of women leaders. In 2006/7, women leaders were most likely to be found in the South West, but, again, least likely in London.

Outside London, local authorities in the south are more likely to be led by women, and less likely in the north. Women are least likely to lead large urban councils (London boroughs and metropolitan authorities), and most likely to lead shire districts or unitaries. Table 3 shows the breakdown for 2006/7 and 2008/9 by region as figures, and the chart in Figure 3 shows them as percentages.

Table 3: Women Leaders by Region

Region	2006/7	2008/9	2008/9 %	Net gain/loss
East Midlands	5	7	15.9%	+ 2
East of England	8	13	24.5%	+ 5
London	1	1	3.4%	0
North East	2	3	13%	+ 1
North West	4	5	11.1%	+ 1
South East	11	13	17.8%	+ 2
South West	11	10	20%	- 1
West Midlands	4	5	13.5%	+ 1
Yorks/Humber	4	2	9.5%	- 2

Figure 3: Women as a percentage of leaders in each English region 2006/7 and 2008/9



Deputy Leaders

This section only looks at 2008/9, since data for 2006/7 is not currently available.



There were 30 local authorities for whom it was not possible – despite best efforts – to identify a deputy leader. This leaves 345 authorities for whom a deputy is known. Five authorities have two deputy leaders. A small number of others designate all port-portfolio holders as deputies, and these authorities have been included for the purposes of this study in the 30 effectively without deputies. The total number of deputies considered in this report, therefore, is 350.

Of these, 20.1% (70) are women³.

In 5 authorities (Brighton, Copeland, Derby, Lancashire and South Northamptonshire) both the leader and the deputy leader (in the case of Brighton, both deputy leaders) are female. In 224 authorities, both the leader and the deputy are male (including Caradon where both deputies are men). There are 61 authorities with a male leader and a female deputy, and 52 with a female leader and a male deputy. In three authorities with male leaders there are two deputies, one male and one female.

a) Political Parties

18.3% of Conservative deputy leaders are women, 25% of Labour and 22% of Liberal Democrat.

Table 4 shows the figures for each political party

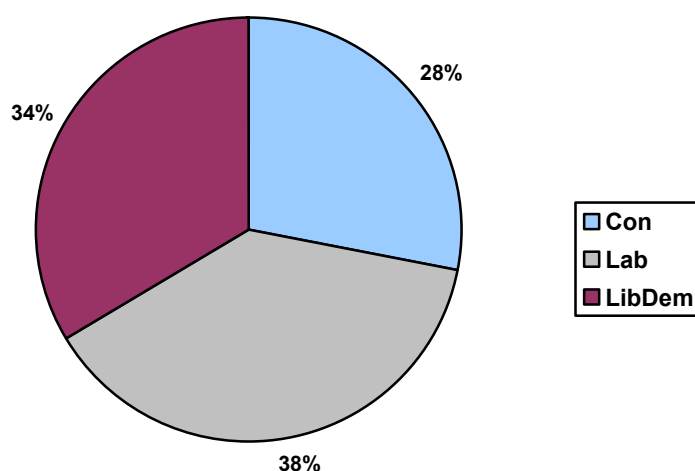
Table 4: Women Deputy Leaders by Political Party 2008/9

	Con		Lab		LibDem		Other	
	All	Women	All	Women	All	Women	All	Women
2008/9	235	43	44	11	59	13	12	3

The chart in Figure 5 shows what percentage of women deputy leaders belong to which party (excluding Others).

³ See Appendix 2 for the list of who and where these are.

Figure 4: Women Deputy Leaders by Political Party



Clearly – as with leaders – the numbers of deputy leaders for each party will be affected by electoral fortunes; one of the issues any future research will look at will be whether women are more likely to be elected to these positions in opposition or in power.

b) Type of Authority

Women are most likely to occur as deputy leaders in metropolitan authorities, and least likely in shire districts. However, it should be noted that of the 30 authorities where it was not possible to identify deputy leaders, 25 were shire districts.

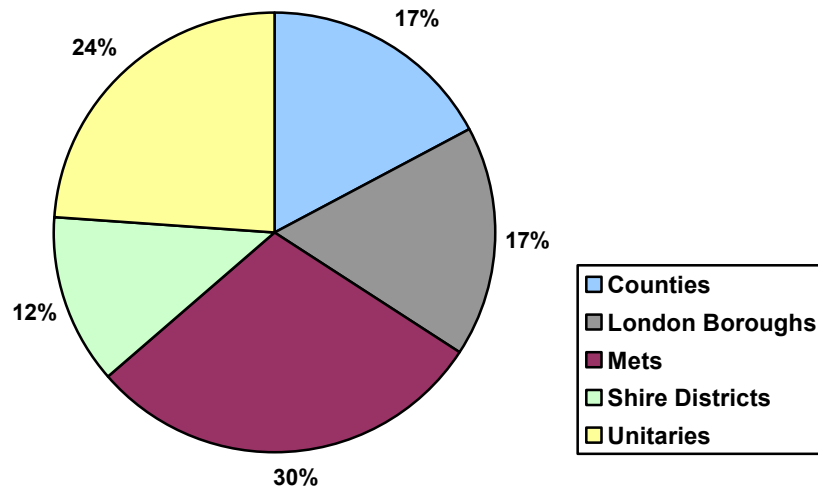
It should also be noted that this is almost a direct reversal of the position for leaders, and Figure 6 on the next page shows this very clearly.

Table 5 shows the number of women deputies in each type of authority, and the chart in Figure 5 expresses these as percentages.

Table 5: Women Deputy Leaders by Type of Authority 08/09

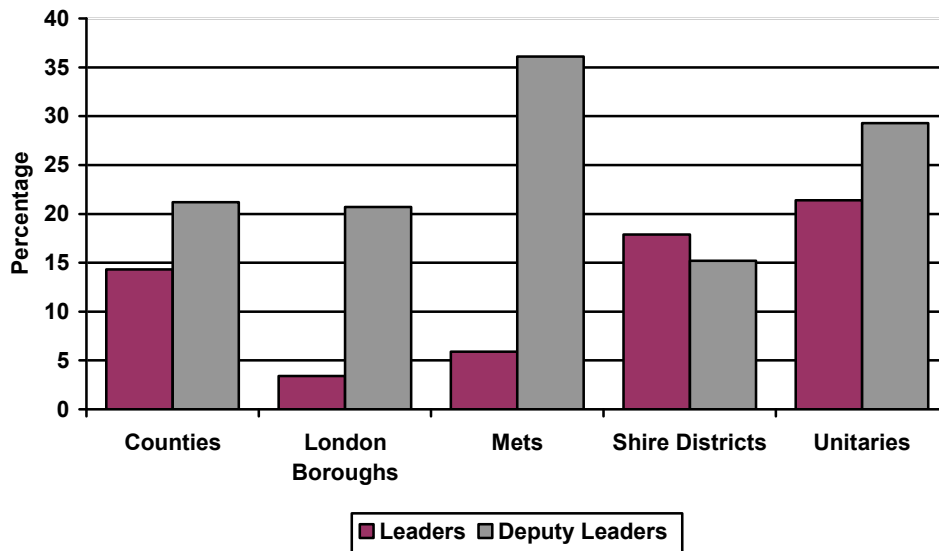
	County	London Borough	Metropolitan	Shire District	Unitary
Number	7	6	13	32	12
Percentage	21.2%	20.7%	36.1%	15.2%	29.3%

Figure 5: Women as a percentage of Deputy Leaders for each type of local authority



The chart in Figure 6 compares the percentage of women leaders with that of women deputy leaders in 2008/9.

Figure 6: Comparison of percentage of Women Leaders and Deputy Leaders for each type of local authority in 2008/9



The question of whether or not either male or female deputy leaders progress to become leaders when vacancies occur, (and, if not, why not) would warrant further investigation, as would the pattern of portfolio-holding amongst women deputy leaders and women cabinet members generally.

c) Regions

Women are most likely to be deputy leaders in the North West (36.7%), and least likely to hold this post in the East of England (13.7%).

Table 6 shows the position for each region, the chart in Figure 7 shows the percentages, and the chart in Figure 8 compares the percentages of women deputies in 2008/9 with those of women leaders for the same year.

Table 7: Women Deputy Leaders by Region in 2008/9

Region	Number	Percentage
East of England	7	13.7%
South East	9	14.1%
Yorkshire & Humber	3	15.8%
North East	4	18.2%
East Midlands	8	19.5%
West Midlands	7	20.6%
London	6	20.7%
South West	10	21.7%
North West	16	36.7%

Figure 7: Women as a percentage of deputy leaders in each English region in 2008/9

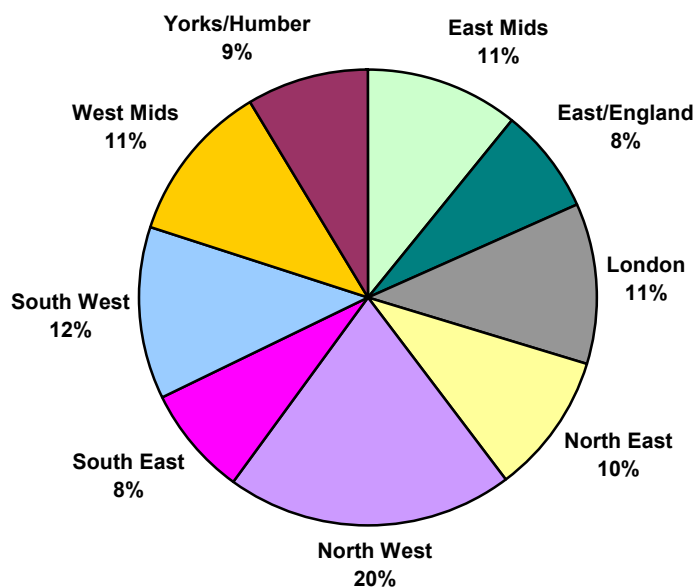
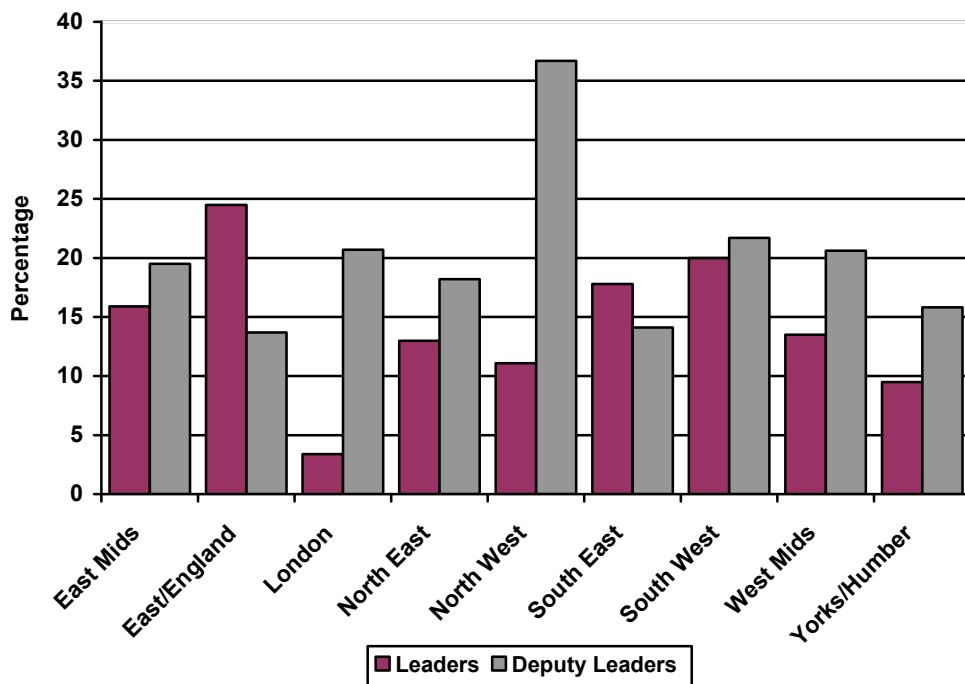


Figure 8: Women as a percentage of leaders and deputy leaders in each English region in 2008/9



It will be seen that the geographic division so evident in the distribution of women leaders is much less marked when it comes to deputies, and suggests that political groups and leaders may use different criteria when it comes to selecting deputies to those used for the selection of leaders. This area is one which would bear further investigation.

Elected Mayors



Including London, there are currently 13 elected mayors in England⁴. Each of these local authority areas has decided to opt for a directly elected mayor through a referendum, and the mayor is then chosen at an election. Directly elected mayors have extensive powers, and work with elected councillors to deliver services.

Of the directly elected mayors currently in post, one - Dorothy Thornhill in Watford - is a woman. This position is unchanged since 2006/7. Only one other woman has been an elected mayor (Linda Arkley in North Tyneside between 2003 and her defeat at the polls in 2005).

Deputy mayors are appointed by the mayor; 4 (Bedford, Hartlepool, Lewisham and Newham) are women.

In London, the Mayor has a team of five deputies, one of whom is designated as the senior. All five are men.

In terms of political party, 2 elected mayors are Conservative (London and North Tyneside), 4 are Labour (Hackney, Lewisham, Newham and Stoke on Trent), 2 are Liberal Democrat (Torbay and Watford) and the remaining five (Bedford, Doncaster, Hartlepool, Mansfield and Middlesbrough) are Independent.

It is worth noting that, of the 79 candidates who stood on the last occasion upon which each of these mayors was elected, only 17 (21.5%) were women, and that only 20.6% of candidates for the main three parties and 13% (3) of the 23 Independent candidates were women. These rates are significantly lower than those for other local government elections. Given that over a quarter of elected mayors are Independents, and the remainder represent political parties, these figures are important.

Mayoral candidates for political parties will usually have gone through some form of selection process not unlike that for parliamentary candidates. This presents parties with a number of problems in terms of ensuring some gender balance, most notably that mayoral elections occur in a piecemeal fashion with no relation to one another, and that sitting mayors are always likely to be re-selected to stand again.

⁴ These are in Bedford, Doncaster, Hackney, Hartlepool, Lewisham, London, Mansfield, Middlesbrough, Newham, North Tyneside, Stoke-on-Trent, Torbay and Watford.

Change in the underlying position in these posts, therefore, is likely to be difficult to achieve and very slow, unless political parties take a positive decision to field more women candidates in winnable seats, or unless more women stand as independent candidates where independents stand a real chance of winning.

That said, the number of elected mayors in England is still very small, and it is therefore necessary to exercise caution in drawing definite conclusions, but the facts outlined above do suggest that, to date, this form of representation has not favoured the participation of women, or, indeed, of other under-represented groups.

Chief Executives



Chief Executives are not elected, but they nevertheless play a key role in the leadership team of any local authority.

In 2006/7, 19% of chief executives were women; in 2008/9 this has risen to 20% - a net increase of 6 women⁵.

There are a total of 129 (34%) local authorities in which either the leader or the chief executive is a woman. In 10 of these authorities both are female. This leaves a total of 248 authorities with no women in either of the two most senior posts in the authority.

There is one authority (South Northamptonshire) in which the leader, deputy leader and chief executive are all women, and 175 authorities in which they are all men.

Next Steps



If strategies for increasing the number of women leaders and deputy leaders in local government are to be effective, there are a number of areas in which a better understanding of process, psychology and patterns need to be developed. In particular, CFWD will be looking, in its next leadership report, at why some of the differences highlighted above occur, what the backgrounds of leaders and deputies are in terms of employment history, political history, and portfolios held, what the expectations and pre-conceptions of political groupings are when they come to choose leaders, and what strategies can be developed both to produce more women leaders and to support those who are already there.

CFWD will also be looking to examine the pattern of portfolio-holding amongst cabinet members, and what effect, if any, this has on leadership opportunities.

In addition, work needs to be done on the age, ethnic and disability profiles of leaders (both male and female); the current perception is

⁵ See Appendix 3 for a full list of women Chief Executives

that the 'white middle-aged male' template applies, but this needs to be backed up (or dispelled) by evidence.

It is clear that the number of women in leadership roles is not going to increase organically without some intervention or encouragement. The Centre for Women & Democracy will continue to work to develop greater understanding of these issues, and to improve the numbers of women from all communities and backgrounds influencing the direction of local government and fully involved at the point at which key decisions are made about their communities.

Acknowledgements & Sources

Every effort has been made to ensure that the facts in this report are accurate; any errors should be made known to us as soon as possible at cfwd@cfwd.org.uk so that they can be corrected.



The principal sources for the data used as the basis for this study are the local authorities themselves, either through their websites or by phone. Both the quantity and the quality of information available on local authority websites is very variable, and, in some cases impossible to find. However, local authorities were invariably helpful when contacted direct, and we are grateful to them for their help.

Reference was also made to the IDEA's A-Z of Local Authorities (generally, though not always, up to date), to the IDEA/LGA 2006 Census of Councillors, and to the annual Local Elections Handbooks produced by the LGC Elections Centre at the University of Plymouth. In addition, material was used from CFWD's 'Leadership & Gender in English Local Government: Part One' report (2007), and to as yet unpublished CFWD data on the 2008 local government elections.

Finally, thanks are due to all our researchers for their diligence, persistence, and patience.

Appendices

The pages which follow contain the appendices referred to in the body of the report.

There are a number of abbreviations used, as follows:

Region

East Midlands	em
East of England	ee
London	l
North East	ne
North West	nw
South East	se
South West	sw
West Midlands	wm
Yorkshire & Humber	yh

Type of Authority

County Council	cc
Elected Mayor	em
London borough	lb
Metropolitan authority	m
Shire district	sd
Unitary authority	u

Political Party

Conservative	c
Labour	l
Liberal Democrat	ld
Independent	ind

Appendix 1

Women Local Authority Leaders in England

The list below shows the 59 women Council Leaders who were in post as at 30 June 2008, following council annual general meetings. The table gives the authority, the name of the leader, the leader's party, the region in which the authority is located, and the type of authority it is.

The only female directly elected mayor is Dorothy Thornhill (LD) in Watford.

Authority	Leader	Party	Region	Type
Arun	Gillian Brown	c	se	sd
Babergh	Jenny Jenkins	c	ee	sd
Bath & North East Somerset	Francine Haeberling	c	sw	u
Bedfordshire	Madeline Russell	c	ee	cc
Berwick-upon-Tweed	Elizabeth Hunter	ld	ne	sd
Bexley	Teresa O'Neill	c	lb	lb
Bridgnorth	Elizabeth Yeomans	c	wm	sd
Brighton & Hove	Mary Mears	c	se	u
Bristol	Helen Holland	l	sw	u
Calderdale	Ann McAlister	c	yh	m
Cambridgeshire	Jill Tuck	c	ee	cc
Castle Point	Pam Challis	c	ee	sd
Chester	Margaret Parker	c	nw	sd
Chester-le-Street	Linda Ebbatson	l	ne	sd
Colchester	Anne Turrell	ld	ee	sd
Copeland	Elaine Woodburn	l	nw	sd
Corby	Patricia Fawcett	l	em	sd
Derby	Hilary Jones	ld	em	u
East Devon	Sara Randall-Johnson	c	sw	sd
East Lindsey	Doreen Stephenson	c	em	sd
Epping Forest	Diana Collins	c	ee	sd
Forest of Dean	Marion Winship	c	sw	sd
Horsham	Elizabeth Kitchen	c	se	sd
Ipswich	Elizabeth Harsant	c	ee	sd
Isles of Scilly	Christine Savill	ind	sw	u

Authority	Leader	Party	Region	Type
Lancashire	Hazel Harding	l	nw	cc
Lewes	Ann de Vecchi	ld	se	sd
Luton	Hazel Simmons	l	ee	u
Maldon	Penny Channer	c	ee	sd
Malvern Hills	Serena Croad	c	wm	sd
Mid Bedfordshire	Patricia Turner	c	ee	sd
Milton Keynes	Isobel McCall	ld	se	u
Mole Valley	Jean Pearson	c	se	sd
North Kesteven	Marion Brighton	c	em	sd
North Norfolk	Virginia Gray	ld	ee	sd
Penwith	Joan Tanner	ind	sw	sd
Plymouth	Vivien Pengelly	c	sw	u
Reading	Jo Lovelock	l	se	u
Reigate & Banstead	Joan Spiers	c	se	sd
Restormel	Annette Egerton	ld	sw	sd
Richmondshire	Melva Steckles	c	yh	sd
Sedgefield	Agnes Armstrong	l	ne	sd
Somerset	Jill Shortland	ld	sw	cc
South Derbyshire	Heather Wheeler	c	em	sd
South Kesteven	Linda Neal	c	em	sd
South Northamptonshire	Sandra Barnes	c	em	sd
South Oxfordshire	Ann Ducker	c	se	sd
South Ribble	Margaret Smith	c	nw	sd
South Shropshire	Cecilia Motley	c	wm	sd
Stafford	Judith Dalgarno	c	wm	sd
Staffordshire Moorlands	Sybil Ralphs	c	wm	sd
Stevenage	Sharon Taylor	l	ee	sd
Surrey Heath	Moira Gibson	c	se	sd
Three Rivers	Ann Shaw	ld	ee	sd
Trafford	Susan Williams	c	nw	m
Wealden	Pam Doodes	c	se	sd
Wiltshire	Jane Scott	c	sw	cc
Woking	Anne Murray	c	se	sd
Wycombe	Lesley Clarke	c	se	sd

Appendix 2

Women Local Authority Deputy Leaders in England

The list below shows the women Deputy Leaders who were in post as at 30 June 2008, following council annual general meetings.

Authority	Deputy Leader	Party	Region	Type
Adur	Julie Searle	c	se	sd
Allerdale	Margaret Jackson	other	nw	sd
Bolton	Linda Thomas	l	nw	m
Brentwood	Jean McGinley	c	ee	sd
Brighton & Hove	Vanessa Brown/Denise Cobb	c/c	se	u
Bromsgrove	J Griffiths	c	wm	sd
Bury	Yvonne Creswell	c	nw	m
Cambridge City	Catherine Smart	ld	ee	sd
Canterbury	Jean Law	c	se	sd
Carrick	M J Richardson	c	sw	sd
Chiltern	Linda Smith	c	se	sd
Chorley	Mary Case	c	nw	sd
Copeland	Cath Giel	l	nw	sd
Crewe & Nantwich	Margaret Simon	c	nw	sd
Cumbria	Joan Stocker	c	nw	cc
Dacorum	Margaret Griffiths	c	ee	sd
Daventry	Elizabeth Griffin	c	em	sd
Derby	Lucy Care	ld	em	u
Derbyshire	Anne Western	l	em	cc
Dorset	Hilary Cox	c	sw	cc
Dudley	Anne Millwards	c	wm	m
Durham City	Carol Woods	ld	ne	sd
Eastleigh	Anne Winstanley	ld	se	sd
Erewash	Carol Hart	c	em	sd
Haringey	Lorna Reith	l	l	lb
Harrow	Susan Hall	c	l	lb
Herefordshire	J P French	c	wm	cc
High Peak	Emily Thrane	c	em	sd
Kettering	Alison Wylie	c	em	sd
Kingston upon Hull	Christine Randall	ld	yh	u
Lambeth	Jackie Meldrum	l	l	lb

Authority	Deputy Leader	Party	Region	Type
Lancashire	Doreen Pollitt	l	nw	cc
Liverpool	Flo Clucas	ld	nw	m
Macclesfield	Elizabeth Gilliland	c	nw	sd
Manchester	Val Stevens	l	nw	m
Merton	Samantha George	c	l	lb
Mid Devon	Polly Cawthorpe	c	sw	sd
Mid-Sussex	Susan Seward	c	se	sd
North East Derbyshire	Elizabeth Hill	ld	em	sd
North Wiltshire	Allison Bucknell	c	sw	sd
Oldham	Jackie Stanton	ld	nw	m
Poole	Elaine Atkinson	c	sw	u
Redbridge	Linda Huggett	c	l	lb
Redcar & Cleveland	Sheelagh Clarke	l	ne	u
Rochdale	Irene Davidson	ld	nw	m
Rochford	Mavis Webster	c	ee	sd
Sandwell	Pauline Hinton	l	wm	m
Sedgemoor	Dawn Hill	c	sw	sd
Shropshire	Ann Hartley	c	wm	cc
South Gloucestershire	Sheila Cook	c	sw	u
Sth Northamptonshire	Mary Clarke	c	em	sd
St Helens	Suzanne Knight	ld	nw	m
Stockport	Sue Derbyshire	ld	nw	m
Stroud	Frances Roden	c	sw	sd
Suffolk	Jane Storey	c	ee	cc
Sunderland	Florence Anderson	l	ne	m
Sutton	Ruth Dombey	ld	l	lb
Swindon	Fionuala Foley	c	sw	u
Teesdale	Madeleine Walton	ind	ne	sd
Telford & the Wrekin	Jacqui Seymour	c	wm	u
Thurrock	Suzanne McPherson	c	ee	u
Tunbridge Wells	Catherine Mayhew	c	se	sd
Uttlesford	Jackie Cheetham	c	ee	sd
Wakefield	Denise Jeffries	l	yh	m
West Berkshire	Pamela Bale	c	se	u
West Devon	Margaret Garton	ind	sw	sd
Wychavon	Judy Pearce	c	wm	sd
York	Carol Runciman	ld	yh	u

Appendix 3

Women Local Authority Chief Executives in England

The list below shows the 76 women Chief Executives who were in post as at 30 June 2008. The table gives the authority, the name of the chief executive, the region in which the authority is located, and the type of authority it is.

Authority	Chief Executive	Region	Type
Allerdale	Gillian Bishop	nw	sd
Babergh	Patricia Rockall	ee	sd
Berwick-upon-Tweed	Jane Pannell	ne	sd
Blaby	Sandra Whiles	em	sd
Bournemouth	Pam Donellan	sw	u
Brentwood	Joanna Killian	ee	sd
Bristol	Jan Ormeroyd	sw	u
Broxtowe	Ruth Hyde	em	sd
Camden	Moira Gibb	l	lb
Carlisle	Maggie Mooney	nw	sd
Cherwell	Mary Harpley	se	sd
Chorley	Donna Hall	nw	sd
Cornwall	Shelia Healy	sw	cc
Coventry	Stella Manzie	wm	m
Craven	Gill Dixon	y	sd
Darlington	Ada Burns	ne	u
Easington	Janet Johnson	ne	sd
East Hertfordshire	Anne Friemanis	ee	sd
East Sussex	Cheryl Miller	se	cc
Eastleigh	Bernadette Topham	se	sd
Ellesmere Port & Neston	Brenda Harvey	nw	sd
Essex	Joanna Killian	ee	cc
Greenwich	Mary Ney	l	lb
Harborough	Sue Smith	em	sd
Haringey	Ita O'Donovan	l	lb
Havant	Sandy Hopkins	se	sd
Havering	Cheryl Coppell	l	lb
Hertfordshire	Caroline Tapster	ee	cc
Islington	Helen Bailey	l	lb
Knowsley	Sheena Ramsey	nw	m
Leicester	Sheila Lock	em	u

Authority	Chief Executive	Region	Type
Lichfield	Nina Dawes	wm	sd
Macclesfield	Vivienne Horton	nw	sd
Mansfield	Ruth Marlow	em	sd
Melton	Lynn Aisbett	em	sd
Mid Bedfordshire	Jaki Salisbury	ee	sd
Middlesborough	Jan Richmond	ne	u
Milton Keynes	Kate Page	se	u
North Dorset	Liz Goodall	sw	sd
North East Lincolnshire	Elizabeth Jones	yh	u
North Shropshire	Nicola Yates	wm	sd
North West Leicestershire	Christine Fisher	em	sd
Norwich	Laura McGillivray	ee	sd
Nuneaton & Bedworth	Christine Kerr	wm	sd
Oxfordshire	Joanna Simons	se	cc
Peterborough	Gillian Beasley	ee	u
Reading	Trish Haines	se	u
Redcar & Cleveland	Amanda Skelton	ne	u
Richmond upon Thames	Gillian Norton	l	lb
Rossendale	Carolyn Wilkins	nw	sd
Rutland	Helen Briggs	em	u
Ryedale	Janet Waggott	yh	sd
Salford	Barbara Spicer	nw	m
Salisbury	Mamjeet Gill	sw	sd
Sandwell	Allison Fraser	wm	m
Shropshire	Carolyn Downs	wm	cc
Slough	Ruth Bagley	se	u
South Gloucestershire	Amanda Deeks	sw	u
South Northamptonshire	Jean Morgan	em	sd
South Ribble	Jean Hunter	nw	sd
South Tyneside	Irene Lucas	ne	m
Southwark	Annie Shepperd	l	lb
St Edmundsbury	Deborah Cadman	ee	sd
St Helens	Carole Hudson	nw	m
Tameside	Janet Callender	nw	m
Taunton Deane	Penny James	sw	sd
Teignbridge	Nicola Bulbeck	sw	sd
Thurrock	Angela Ridgwell	ee	u
Torbay	Elizabeth Raikes	sw	em
Tunbridge Wells	Shelia Wheeler	se	sd
Vale Royal	Anne Bingham-Holmes	nw	sd

Authority	Chief Executive	Region	Type
Warrington	Diana Terris	nw	u
Waverley	Mary Orton	se	sd
Wellingborough	Lyn Martin-Bennison	em	sd
Wigan	Joyce Redfearn	nw	m
Wokingham	Susan Law	se	u
Wycombe	Karen Satterford	se	sd



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