

**ESSEX POLICE, FIRE AND CRIME COMMISSIONER FIRE & RESCUE AUTHORITY**

Essex County Fire & Rescue Service

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| Meeting | **Performance & Resource Board** | Agenda Item |  |
| Meeting Date | 29th April 2019 | Report Number |  |
| Report Author: | Nikki Geaves, Inclusion & Diversity Business Partner |
| Presented By | Colette Black – ACEO – People, Values and Culture |
| Subject | **Gender Pay Gap** |
| Type of Report: | Information |

# Recommendations

Members of the Board are asked to note the content of the Gender Pay Gap report (Attached as Appendix 1).

# BACKGROUND

This is the second time that Essex County Fire and Rescue Service have published the Gender Pay Gap as part of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The snapshot date for the data used to undertake the calculations is 31st March 2018 for WT Firefighters and Support Staff and a 12-week period up to and including 31st March 2018 for On Call Firefighters, given that they do not work fixed hour contracts.

# Options and Analysis

The Mean Gender Pay Gap for the whole organisation reduced from 15.6% to 7.1% over the year.

The Median Gender Pay Gap for the whole organisation reduced from 12.6% to 8.8% over the year.

The reduction in both Mean and Median gaps is mostly due to:

* An increase in the number of women working within the organisation
* An increase in the number of women in the upper pay quartile
* A reduction in the number of men in the upper pay quartile

The upper pay quartile is dominated by male staff who represent 87% of the total number of people in the upper pay quartile band. This is however a reduction from last year when male staff represented 93% of the upper pay quartile. This is mostly due to the increase in the number of women in the upper pay quartile which has increased from 23 to 46 women.

The Service recognise that further work needs to be done to reduce the Gender Pay Gap further in support of Gender Equality within the Service. To achieve this, we will:

* Analyse the Gender Pay Gap by workforce categories (Wholetime, On Call, Control and Support Staff) to provide detailed understanding of how and why it differs to inform future action
* Continue to undertake positive action initiatives to increase the attractiveness of roles that are currently underrepresented by women
* Undertake positive action to encourage more women to participate in the Talent Pool
* Utilise mixed-gender Assessor panels for selection processes such as recruitment interviews and Talent Pool Assessment Centres where possible.

# Benefits and Risk Implications

A reduction in the Gender Pay Gap is positive for the organisation and contributes to the Service aim to be an Employer of Choice and create an inclusive workplace culture.

A low Gender Pay Gap could make us a more attractive employer to diverse candidates as it indicates that we are a fair employer that upholds its responsibilities in relation to Equality.

There is still confusion within wider society and the workforce that the Gender Pay Gap is the same as Equal Pay. This contributes to a perception of unfairness as any gap therefore suggests that we do not pay staff equally. Essex County Fire and Rescue Service are confident that their staff are paid equally for equal work.

# Financial Implications

There are no perceived financial implications.

# Equality and Diversity Implications

There is a positive Equality & Diversity implication given that the gap has reduced.

There are no perceived adverse Equality & Diversity implications.

# Workforce Engagement

The Gender Pay Gap report has been shared with all staff via the Intranet within an article in ‘The Shout’. It is also published on the ECFRS website in accordance with the legislative requirements.

The Gender Pay Gap was discussed at the ‘Your Voice’ sessions on Diversity in Recruitment in February 2019.

# Legal ImplicationS

It is considered that all legal duties have been met as the Gender Pay Gap was reported by 30th March 2019 on the government website and the Service website.

There are no other perceived legal implications.

**HEALTH AND SAFETY IMPLICATIONS**

There are no perceived Health and Safety implications.