



Meeting	Performance and Resources Board	Agenda Item	6
Meeting Date	31 March 2020	Report Number	
Report Author:	Director of Corporate Services		
Presented By	Director of Corporate Services		
Subject	Gender Pay Gap report		
Type of Report:	Information		

RECOMMENDATION

Members of the board are asked to note the contents of this paper for information only.

BACKGROUND

Essex County Fire and Rescue Service (ECFRS) as a Public Sector employer with more than 250 staff is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

It should be noted that the Gender Pay Gap differs from Equal Pay. Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The Gender Pay Gap shows the difference between the average (mean or median) earnings of men and women. We are required to publish our Gender Pay Gap annually by the 30 March each year.

BENEFITS AND RISK IMPLICATIONS

The main identifiable risk is that we continue on the same trend which may increase the Gender Pay Gap further which would suggest Gender inequalities. We are tracking this closely and confident that we understand the underlying cause which we can put measures in place to change.

FINANCIAL IMPLICATIONS

None of note for the purposes of this paper.

EQUALITY AND DIVERSITY IMPLICATIONS

Essex County Fire and Rescue Service is committed to creating an Inclusive Culture with a workforce that is high performing and values differences to benefit the communities it serves. Work continues to move to a fully inclusive and non-judgemental environment and we are using positive action where appropriate.

WORKFORCE ENGAGEMENT

Continued full engagement with workforce and key stakeholders through a transparency of this information.

LEGAL IMPLICATIONS

None of note for the purposes of this paper.

HEALTH AND SAFETY IMPLICATIONS

None of note for the purposes of this paper.

Gender Pay Gap 2019/20

Introduction

Essex County Fire and Rescue Service (ECFRS) as a Public Sector employer with more than 250 staff is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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Essex County Fire and Rescue Service are committed to the promotion of equality of opportunity and development of all employees. We are fully committed to reducing the gender pay gap and are continuing to take steps to achieve this.

Reducing the Gender Pay Gap

Essex County Fire and Rescue Service is committed to creating an Inclusive Culture with a workforce that is high performing and values differences to benefit the communities it serves.

Values:

Our values have inclusivity and the valuing of diversity at their heart. We promote and demonstrate the living of our values on a regular basis. Our values are:

We are open, honest and trustworthy

We respect and honour all we do for the Service and our colleagues, being transparent and consistent in our communications and throughout our work.

We are courageous in everything we do

Having the confidence to always own our part and not be a bystander in order to progress and learn from our experiences. #JustOwnIt

We work as one team

All in it together to deliver a safer Service and a safer Essex. What part do you play?

We are always professional

We proudly stay ahead of the game by embracing training and development, continually learning, while delivering professional standards to efficiently serve our community.

We value the contribution of all

We create an inclusive and non-judgemental environment that respects people as individuals and embraces diversity. We value everyone equally, create opportunities and celebrate our successes.

Amongst many other drivers, the living of our values is designed to ensure that women feel able to progress in a Service that encourages them to own their part and be valued equally.

People Strategy:

Our People Strategy is our template for attracting, engaging, developing and retaining our most valuable asset – the people that work here. It provides the components that will equip us to transform our workplace to be more agile, change able and inclusive.

The People Strategy sets out specific steps that are in place, or in development, to support our people in being the best at what they do and achieve the cultural change that will reflect the national Fire Service core values:

- service to the community
- valuing all our employees
- valuing diversity in the Service and the community
- valuing improvement

All of the steps set out in the People Strategy have components which align to a closing of the gender pay gap. Some of these components are described below:

Inclusion

Our People Strategy describes our awareness that our sector does not reflect the diversity of the communities it serves and our belief that every employee has the right to be treated with equality, dignity and respect in the workplace and are committed to providing a supportive and inclusive working environment to foster such a culture.

The Service strives with staff representative bodies and other stakeholders in establishing and maintaining an environment of positive and harmonious working relationships where all feel valued. Diversity brings value to our organisation.

We regularly review our policies, processes and our working environment to ensure that all that can be done, is done to ensure that our service is one that people want to join and feel that they can bring their whole self to work and be welcomed. We utilise practical tools such as the use of gender decoding to ensure gender neutral language in our messaging.

Our Dignity at Work Policy describes what an inclusive workplace looks like and our leaders, managers and colleagues all have a vital role to play in creating this reality.

Leadership and Management Development

We have several development programmes to encourage development from employees of all backgrounds. Investment in the development of potential is vital in building a pipeline of future supervisors and managers. The introductory programme has consistency in models and methodologies that these colleagues will be exposed to later in their career development. In addition, this programme prepares delegates for their 'step up' and also provide insight and thinking for them to prepare for future recruitment and assessment. We also offer coaching and mentoring.

Recruitment and selection

Our success is dependent on the effectiveness of the way in which we develop our existing people and recruit our new employees. Encouragement of gender balance is included within this.

For our existing staff we have the talent pool, a group of high-performing, high-potential employees from all areas within our Service, who are being developed to assume greater responsibilities. These individuals are engaged, embrace our values and culture and perform their current role at an exemplary level, as well as showing potential for future promotion. Having a Talent Pool means we can develop the skills of our people so their unique talents can be drawn upon to fill business critical functions quickly and to give us the flexibility and capacity to meet challenges as they arise.

We utilise positive action to try to attract people from groups that are currently under-represented within our workforce, this includes women firefighter roles. Positive action includes:

- Targeted advertising utilising social media
- Female only taster sessions
- Attendance at events and locations aimed at females with an interest in fitness
- Creation of a talent pipeline with positive action for female applicants
- Use of strategic partnerships to share recruitment relevant information with women ahead of the recruitment campaign via Essex Police, East of England Ambulance Service, Essex County Council, Faith Leaders, Charities, Job Centre etc.

This report outlines the gender pay gap for Essex County Fire and Rescue Service.

There are six calculations that The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require:

- The Mean Gender Pay Gap (average value)
- The Median Gender Pay Gap (middle value)
- The proportion of Males and Females in each salary quartile band

- The Mean bonus pay gap (n/a)
- The Median bonus pay gap (n/a)
- The proportion of male and females receiving a bonus payment (n/a)

The figures found within the report were calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and are based on a snapshot date of 31st March 2019.

The total number of staff included in the calculations was 1402.

Essex County Fire and Rescue Service do not pay bonuses to any of their staff; consequently, a bonus pay gap has not been calculated.

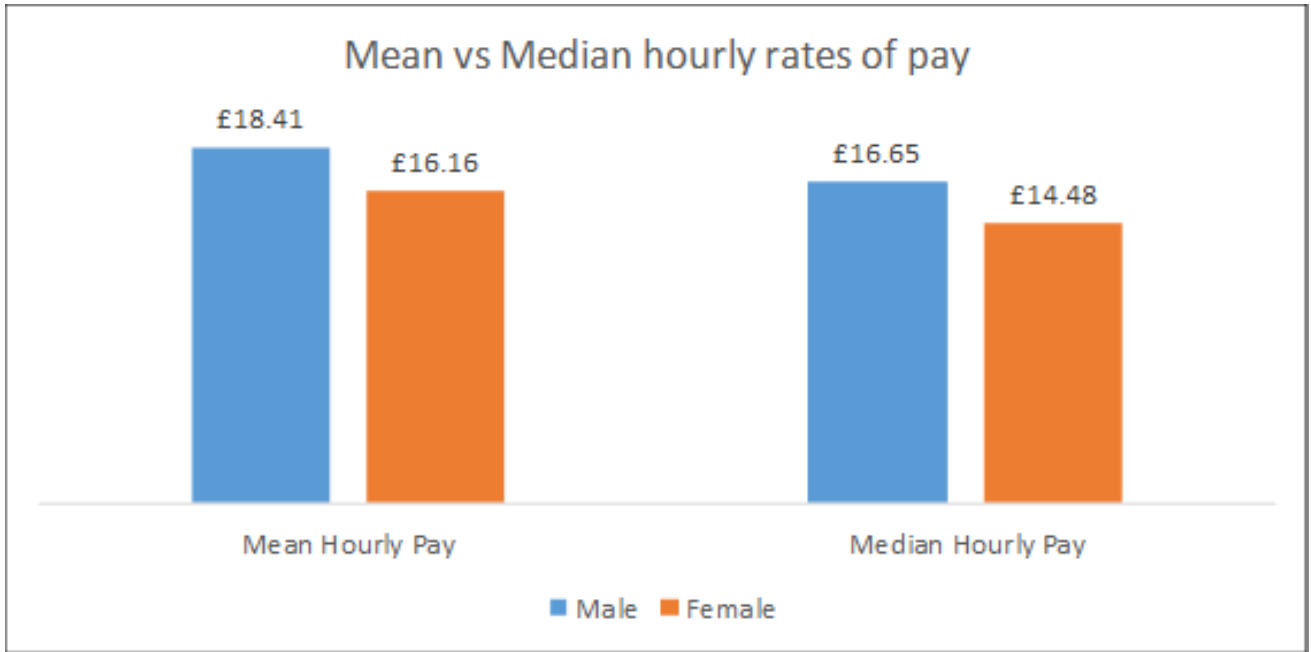
Gender Pay Gap Calculations

Mean Male Hourly Pay 2019	Mean Female Hourly Pay 2019	Mean Gender Pay Gap 2019	Mean Gender Pay Gap 2019 (%)	Trend
£18.41	£16.16	£2.25	12.2%	

The mean gender pay gap for the whole organisation has increased from 7.1% in 2018 to 12.2% in 2019. This figure is based on a mean male hourly rate of £18.41 and a mean female hourly rate of pay of £16.16 across all employee groups.

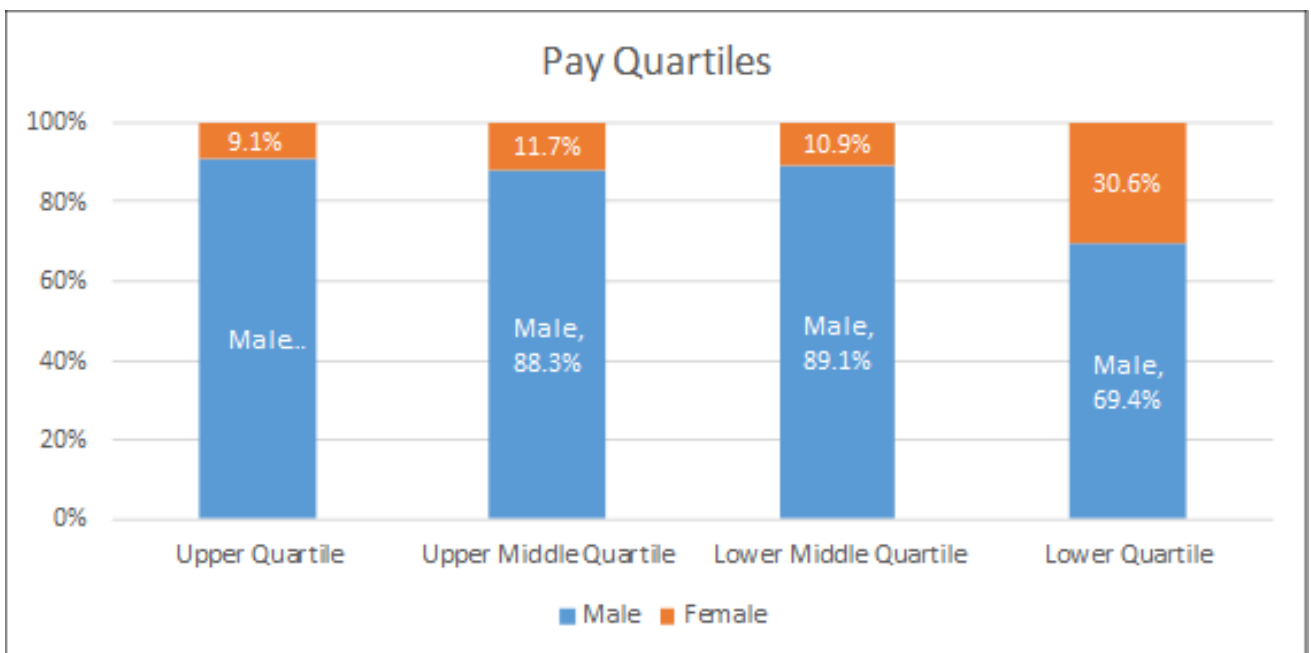
Median Male Hourly Pay 2019	Median Female Hourly Pay 2019	Median Gender Pay Gap 2018	Median Gender Pay Gap 2018 %	Trend
£16.65	£14.48	£2.17	13.1%	

The median gender pay gap for the whole organisation has increased to 13.1% in 2019 from 8.8% in 2018. This figure is based on a median male hourly rate of £16.65 and a median female hourly rate of pay of £14.48 across all employee groups.



Pay Quartiles

Quartile		Males	%	Females	%
Q4	Upper	319	90.9%	32	9.1%
Q3	Upper Middle	310	88.3%	41	11.7%
Q2	Lower Middle	312	89.1%	38	10.9%
Q1	Lower	243	69.4%	107	30.6%



The mean and median gender pay gap within Essex County Fire and Rescue Service has increased over the past year. There are a number of reasons for the increase including:

- A decrease in the number of women in the upper pay quartile
- An increase in the number of men in the upper pay quartile
- An increase in the number of women in the middle pay quartiles
- A decrease in the number of men in the middle and lower pay quartiles
- There have been more men promoted to middle manager and senior manager positions in the past 12 months than women

The mean hourly rate of pay for men has increased by £2.10 (12.9%) over the past year, the mean hourly rate of pay for women has increased by £1.01 (6.7%) in the same period.

The median hourly rate of pay for men has increased by £1.37 (9%) over the past year, the median hourly rate of pay for women has increased by £0.55 (3.9%) in the same period.

Pay increases are agreed nationally in accordance with the terms and conditions that apply to each sector of the workforce. Every staff member was awarded a 2% pay uplift with effect from 1st July 2018. We are confident that the variance in the increase in mean and median hourly rates of pay is therefore as a result of a range of allowances that operational roles attract, rather than due to salary increases solely. Operational roles are predominantly performed by men, which has led to a disproportionate increase in the hourly rates for men when compared with women in the Service. The allowances paid by the Service increased by 2.4% between March 2018 and March 2019.

The upper pay quartile is dominated by male staff who represent 90.9% of the total number of people in the upper pay quartile band. This is an increase from last year when men represented 87% of the upper pay quartile.

In contrast, a much larger proportion of female staff (30.6%) are found in the lower pay quartile compared to other pay quartiles. The Service employ 107 women in the lower pay quartile which is the same as last year and represents 49% of all women that are deemed 'full-pay relevant' employees within the Gender Pay Gap calculations. The lower pay quartile mostly consists of non-operational staff who are on different nationally agreed terms and conditions to Firefighters and Control staff, this is consistent with the findings in other Fire and Rescue Services throughout the UK.

Through our Talent Pool process, we develop high-performing, high-potential employees that demonstrate the attributes to assume greater responsibilities in our Service. Staff, at all levels are eligible to apply to the Talent Pool process for upcoming promotion opportunities

During the period between March 2018 and March 2019, 11.5% of all applicants for the Talent Pool process were women. The successful candidates comprised of 15% women, the majority of whom are in green book roles or work in Control, 1 individual was a Firefighter.

We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries and allowances that these roles attract.

We acknowledge the increase in our Gender Pay Gap this year, we will continue to closely monitor recruitment and promotion processes for disproportionality and investigate any possible influencing factors. We pride ourselves on having fair, open and transparent processes. Assessment methods are selected to minimise the possibility of bias and unfair practice, assessors that perform the selection processes receive unconscious bias training to raise awareness of the impact and occurrence of bias in such circumstances. Assessors always work in pairs as a minimum and are required to mutually agree outcomes to minimise the risk of personal bias having an influence.

We continue to attract and appoint qualified and experience females into leadership roles. At the time of writing this report 50% of the senior leadership team are female; and in the last year 50% of new appointments at Assistant Director or equivalent level were secured by females, one of which was in IT- traditionally a male dominated skill set. At this leadership level and above, 59% of post holders are female,

We have an Inclusion and Diversity Steering Group that monitors the progress against our Equality Objectives as well as the work that we are undertaking to create an inclusive workplace for all.

The Women's Forum continues to assist the Service to understand the perceived barriers to Women, encourage women to participate in learning and development opportunities and to apply for the Talent Pool as well as capture suggestions regarding improvements that we can make to ensure equality of opportunity and overall inclusion.

[Our Equality Objective HYPERLINK "http://www.essex-fire.gov.uk/About Us/Equality Diversity Inclusion/"s](http://www.essex-fire.gov.uk/About_Us/Equality_Diversity_Inclusion/) HYPERLINK "http://www.essex-fire.gov.uk/About Us/Equality Diversity Inclusion/" can be found by following this link to our website.

We will next report our gender pay gap by 30 March 2021.

Report authors:

Colette Black – Assistant Chief Executive Officer - People, Values and Culture

Martin Jones – Workforce Information Officer

Nikki Hudson – Inclusion & Diversity Business Partner