



Meeting	Strategic Board	Agenda Item	
Meeting Date	15 th March 2021	Report Number	
Report Author:	Nikki Hudson, Inclusion & Diversity Business Partner		
Presented By	Karl Edwards, Director of Corporate Services		
Subject	Gender Pay Gap		
Type of Report:	Decision		

RECOMMENDATIONS

1. Members of Strategic Board are asked to approve the gender pay gap (GPG) report (Appendix A) for publication on the ECFRS website and to update the Government website. This is required within The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

BACKGROUND

The gender pay gap (GPG) is the difference between the average (mean or median) earnings of men and women across our workforce.

From 2017, if you are an employer who has a headcount of 250 or more on your 'snapshot date' you must comply with regulations on gender pay gap reporting. GPG calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'. There are two deadlines which each have their own snapshot dates.

- Public authority employers must use a snapshot date of 31 March. They must report and publish their gender pay gap information by 30 March of the following year

All Public Authorities need to calculate, report and publish the gender pay gap figures against the five areas below.

1. percentage of men and women in each hourly pay quarter
2. mean (average) gender pay gap using hourly pay
3. median gender pay gap using hourly pay
4. percentage of men and women receiving bonus pay
5. mean (average) gender pay gap using bonus pay
6. median gender pay gap using bonus pay

For the ECFRS 2019 and 2020 GPG reports, we commissioned independent analysis from Xpert HR. In providing and discussing our GPG data with Xpert HR, we were able to identify some of the contributing factors that led to our overall GPG and were equally able to research the approach taken by other Fire & Rescue Services. This was specifically in relation to On-Call contracts and payments. This provided us with an evidence based and externally supported rationale for us to revisit the methodology used to calculate On-Call hourly rates of pay within the GPG reporting legislative government requirements. This further allowed us to challenge our internal data. As a result of the approach we have taken, we are confident that the calculations and formulas applied have contributed to an overall reduction in our Mean and Median Gender Pay Gap over the past 12 months.

Please see XpertHR GPG 2019 report (appendix B) and the equivalent report for 2020 (appendix C) that the narrative has been based upon.

OPTIONS AND ANALYSIS

The GPG for 2020 was calculated using a snapshot date of 31st March 2020 as specified. All data has been analysed in accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 by Xpert HR.

BENEFITS AND RISK IMPLICATIONS

The information that undertaking GPG analysis provides will assist ECFRS to reduce the risk of discrimination. It provides evidence of disproportionality that permits positive action to be introduced or maintained, for instance to encourage the participation of women in our development and progression programmes due to the lower number of women in the middle and upper pay quartiles. Women represent a higher proportion of those occupying the lowest 25% of our paid roles presently, mostly due to occupational segregation.

FINANCIAL IMPLICATIONS

The Service commissioned XpertHR to undertake the analysis and calculations of our GPG data snapshot. XpertHR, £1755.00 + vat for 2021 GPG Report.

EQUALITY AND DIVERSITY IMPLICATIONS

GPG calculations are a lawful requirement to identify potential Gender inequality. Analysis of the findings provides information to reduce the risk of discrimination in employment. The Gender Pay Gap gives specific focus on the protected characteristic of Gender within the Equality Act 2010.

WORKFORCE ENGAGEMENT

The Gender Pay Gap report will be made available to all staff and will be published on the Website. At this time, the workforce have not been informed about the Gender Pay Gap for 2020 but once approved for publication, colleagues will be updated via the Inclusion & Diversity Action Group, Women's Forum and internal comms.

LEGAL IMPLICATIONS

We are working in accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

HEALTH AND SAFETY IMPLICATIONS

None identified