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| Classification | Official | | |
| Meeting | Service Leadership Team | Agenda no. | 5f |
| | Strategic Board | | 6 |
| Meeting Date | 28 February 2023 | | |
| | 16 March 2023 | | |
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| Presented By | Colette Black, Director of People Services | | |
| Subject | Annual Gender Pay Gap Report 2022 | | |
| Type of Report | Information | | |
| PFCC Action Point No. | NA | For Publication | Yes |

RECOMMENDATION(S)

None. This is the annual report for information only.

EXECUTIVE SUMMARY

Under the Equality Act 2010, organisations with 250 or more employees have a legal requirement to publish details of their organisation's gender pay gap.

The purpose of the reporting is to reflect the difference between the average earnings of men and women. Calculating and analysing the information can provide a valuable tool for any organisation to assess equality in the workplace. For ECFRS it is a means of ensuring that the service is adhering to its values of being fair and kind as well as inclusive.

BACKGROUND

The Gender Pay Gap Regulations 2017 require organisations to publish the following (details set out in the Appendix).

- a) the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;
- b) the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;
- c) the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees;
- d) the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees;

- e) the proportions of male and female relevant employees who were paid bonus pay; and
- f) the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The detail, as set out in the attached Appendix continues to reflect the service’s efforts to work towards eliminating gender pay inequality and ensuring fairness.

OPTIONS AND ANALYSIS

Non-publication is not an option. It is a legal requirement for the services to publish the information.

The gender pay gap for 2022 has decreased from 2020 and 2021.

| | 2020 | 2021 | 2022 |
|-----------------------------------|-----------------------|-----------------------|-----------------------|
| Mean GPG | 2.4% | 3.1% | 1% |
| Median GPG | 7.7% | 8.4% | 4.7% |
| Number of People in sample | 1295 (F 235 / M 1060) | 1313 (F 252 / M 1061) | 1256 (F 247 / M 1009) |

The key reasons for the decrease are:

- Lower number of males in overall sample (increased On -Call sickness led to more men being excluded from the analysis than in previous 2 years)
- Higher % of females in upper pay quartile
- Higher % of females in upper middle pay quartile
- Lower % of females in lower pay quartile

This reflects the positive actions that we have been taking to encourage colleagues to access the Leadership Development programme, coaching and the Leadership, Resourcing and Succession pool.

Next steps

- We will continue to undertake positive action to encourage individuals from under-represented groups to develop.
- We will broaden our leadership development offer for individuals from under-represented groups.
- We will publish our gender pay gap in line with the legislation.

RISKS AND MITIGATIONS

There are no risk association with the publication of the information. The risks apply to non-compliance with the Act.

LINKS TO FIRE AND RESCUE PLAN

- Promote a positive culture in the workplace – by working to reduce the gender pay gap and create a fair and inclusive service
- Collaborate with partners – by providing training and leadership programmes that would support the future generation of leaders and succession planning in the service

- Be transparent, open and accessible – by complying with the legal obligations to publish the results of the analysis of the gender pay gap.

FINANCIAL IMPLICATIONS

There are no financial implications associate with the publication of this report.

LEGAL IMPLICATIONS

The service has a legal duty to publish the information on the gender pay gap under the Equality Act 2010.

STAFFING IMPLICATIONS

There are no staff implications associated with the publication of the gender pay gap information.

EQUALITY AND DIVERSITY IMPLICATIONS

We have considered whether individuals with protected characteristics will be disadvantaged as a consequence of the actions being taken. Due regard has also been given to whether there is impact on people who identify as being part of each of the following protected groups as defined within the Equality Act 2010:

| | | | |
|--------------------|---|--------------------------------|---|
| Race | N | Religion or belief | N |
| Sex | N | Gender reassignment | N |
| Age | N | Pregnancy & maternity | N |
| Disability | N | Marriage and Civil Partnership | N |
| Sexual orientation | N | | |

The Core Code of Ethics Fire Standard has been fully considered and incorporated into the proposals outlined in this paper.

HEALTH AND SAFETY IMPLICATIONS

None associated with this report.

CONSULTATION AND ENGAGEMENT

There is no consultation requirement associated with this report.

FUTURE PLANS

- Engaging with partners to provide support to develop the future leaders of the service in order to continue fulfilling the service’s obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- Continue to develop as a fair, inclusive and employer of choice to enable the service to continue to reduce its gender pay gap.

LIST OF BACKGROUND PAPERS AND APPENDICES

Appendix - Gender Pay Gap Information