

## Report of the Assistant Director: Prevention

### Equality & Gender Pay Gap Report 2021-2022 and Equality Objectives Progress Update

#### Purpose of report

1. To present the Equality & Gender Pay Gap Report – 2021-2022.
  2. To provide a summary of progress against the Service's Equality Objectives 2021-2025 for Q1-Q2 2022-2023.
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#### Recommendation

*It is recommended that the Authority:*

- i) Notes the content of the Equality & Gender Pay Gap Report 2021-2022 and approves its publication.*
- ii) Notes the progress made against the Equality Objectives 2021-2025 for Q1–Q2 2022-2023.*

#### Introduction and Background

3. In line with the Equality Act 2010, the Authority is required to publish equality information annually to show how it has complied with the public sector equality duty. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 also require employers with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees.
4. The Equality & Gender Pay Gap report provides information on our workforce diversity and gender pay gap. The information informs our Equality, Diversity and Inclusion (EDI) Plan 2020–2025 delivery in support of our Equality Objectives, People Strategy 2022–2025 and core organisational strategies. A summary of progress made against the Equality Objectives in Q1-Q2 2022-2023 is provided later in this paper.
5. The report covers the period from the 1 April 2021 to 31 March 2022 and can be found in Appendix 1.

#### Workforce Diversity Summary

6. **Sex**  
Male employees continue to make up the majority of the workforce. 18% of the workforce are female, which is unchanged from 2020-2021. Women continue to be particularly under-represented in operational roles (8%) – a decrease of 1% from last year. The percentage of women in the Wholetime workforce group has decreased

slightly from 12% to 10% which may be attributed to the proportion of female Wholetime staff leaving the Service being higher than those appointed. The actual number is low (6 out of 29 leavers<sup>1</sup> in the Wholetime workforce were women). The percentage of women in the On-Call workforce group has increased slightly from 6% to 7%.

7. **Gender reassignment**

Information in relation to transgender employees is highly sensitive and for data protection reasons this data is not currently published.

8. **Ethnicity**

6% of the workforce identify as belonging to an ethnic minority group; a decrease of 1% on the previous year. In comparison to our communities of Herefordshire and Worcestershire, 7% of the population identify as belonging to an ethnic minority.<sup>2</sup>

9. **Sexual Orientation**

3% of employees have declared their sexual orientation as Lesbian, Gay or Bisexual; a further 1% increase on the previous year. This protected group continues to have low levels of disclosure when compared to other groups, although our declaration rate of 67% is slightly higher than all FRS staff in England (66%).<sup>3</sup>

10. **Disability**

2% of the workforce have declared a disability which has been the case for the previous 2 years. Although conditions such as dyslexia may meet the definition of disability in the Equality Act 2010, individuals with dyslexia and other similar learning differences do not necessarily consider it a disability. This may go some way to explain why our workforce disability profile figures continue to be low.

11. **Religion or Belief**

34% of the workforce have declared their religion or belief as Christian followed by 31% with no religion or belief at all. The proportion of other faiths when combined account for 1% of the workforce.

12. **Age**

The largest proportion of our overall workforce is aged between 36 and 45 years (30%) which differs from last year (46-55 years). The average age of our workforce continues to be 43 years.

13. Data continues to be monitored relating to other protected characteristics such as pregnancy and maternity with 2% of female employees on maternity leave during 2021-22. No employees opted to take shared parental leave.

## **Gender Pay Gap Reporting**

14. The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. The Service is required to make six calculations:

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<sup>1</sup> Leavers may include resignations, retirements and the end of fixed term contracts

<sup>2</sup> Office of National Statistics (2011) Census

<sup>3</sup> Home Office (2022) [Fire statistics data tables - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/fire-statistics-data-tables)

- 1) **Mean gender pay in hourly pay** – the percentage difference between the mean average hourly rates of men and women’s pay.
  - 2) **Median gender pay gap in hourly pay** – the percentage difference between the midpoints in the ranges of men and women’s pay.
  - 3) **Mean bonus gender pay gap**<sup>4</sup>
  - 4) **Median bonus gender pay gap**<sup>4</sup>
  - 5) **Proportion of men and women receiving a bonus payment**<sup>4</sup>
  - 6) **Proportion of men and women in each pay quartile** – calculated by dividing employees into four even groups according to their pay. The upper quartile with the highest level of pay and the lower quartile with the lowest levels of pay.
15. All employees who were deemed to be full-pay relevant employees at 31 March 2021 were included and the figures are based on established contracted posts within the Service.

### **The Gender Pay Gap**

16. The mean gender pay gap shows the difference between male and female hourly earnings. On average, female employees earn 7% less than male employees in the Service (this was 6% in 2020-2021).
17. The median pay gap (the midpoint in the range of pay) for female employees is 3% lower than for male employees, which is unchanged from 2020-21.
18. The pay quartile data shows a higher proportion of male employees across all quartiles and reflects the Service’s current workforce profile. The quartile data shows there are small fluctuations in all but the upper middle quartile of pay. There has been an increase in the proportion of males within the lower quartile (up by 3%) and a 1% increase in the proportion of females falling within the upper quartile of pay.
19. The Service believes the gender pay gap does not arise from paying men and women differently for the same work but is as a result of the roles in which they work and the salaries these roles attract.

### **Priorities and Next Steps for 2023-24**

20. The equality data helps the Service to identify potential key areas of focus including evidence of any pay gaps. The key findings from the data indicate a continued disparity in the diversity profile of our workforce primarily in relation to the representation of women in operational roles. The gender pay gap is also arising because there are essentially more men occupying higher-level salaried positions within the organisation than women.
21. The Service is striving to create a diverse workforce that is truly representative of the communities we serve; where people of all backgrounds can thrive. To do this we are creating an inclusive workplace, where we celebrate difference and value everyone’s contribution. In support of our People Strategy 2022-2025, our inclusion deliverables now, and over the next business year will include:

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<sup>4</sup> We do not pay bonuses to staff and therefore do not provide calculations relating to points 3, 4 and 5 above.

- Developing a new positive action plan for 2023-2025 to develop and support recruitment and career progression to our most under-represented groups; most notably women into operational roles and also into more senior level positions;
  - Continuing to demonstrate progress against our equality objectives through the EDI Plan 2021-2025;
  - Conducting a Service-wide staff engagement survey (provider identified);
  - Continuing to embed the Core Code of Ethics for FRSs in line with the Fire Standard;
  - Delivering a Service-wide inclusion training programme (provider identified) starting in April 2023.
22. The Service has recruited a new Inclusion & Organisational Development Manager to support delivery of the above priorities. This post will be key in designing and delivering strategies to address under-representation in various parts of the Service, and will work closely with departments and the Resourcing Manager to develop better diversity outcomes.

### **Equality Objectives Q1-Q2 2022-2023 Progress Update**

23. Appendix 2 provides a summary of work against the Equality Objectives during Q1-Q2 2022-2023. Progress is RAG rated to demonstrate the areas where actions have been completed or are on-going. Progress continues to be made and there are no significant areas for concern.
24. Progress to increase our workforce diversity is being made, however, increasing the representation of women and minority groups within the operational workforce and in senior leadership positions, continues to be a challenge.
25. The Service continues to be committed to creating a more inclusive and diverse organisation by progressing against its Equality Objectives and the People Strategy 2022-2025.

### **Conclusion**

26. Members are asked to note the contents of the Equality & Gender Pay Gap Report 2021-2022 and approve its publication on the Service website. In addition, the gender pay gap information will be submitted to the government reporting website as per the Regulations.

## Corporate Considerations

<p><b>Resource Implications</b> (identify any financial, legal, property or human resources issues)</p>	<ul style="list-style-type: none"> <li>• There are no resource implications arising from publishing the report.</li> <li>• Implications of championing and embedding equality into mainstream business may incur financial and management support for implementation, dissemination of resources and consideration of different ways of working.</li> <li>• The report helps the Service meet its statutory duty under the Equality Act 2010 and the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</li> </ul>
<p><b>Strategic Policy Links</b> (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).</p>	<ul style="list-style-type: none"> <li>• CRMP</li> <li>• Core organisational strategies</li> <li>• People Strategy</li> <li>• EDI Plan</li> <li>• Positive Action Plan</li> </ul>
<p><b>Risk Management / Health &amp; Safety</b> (identify any risks, the proposed control measures and risk evaluation scores).</p>	<ul style="list-style-type: none"> <li>• Failure to demonstrate an ongoing commitment to EDI may damage our reputation as an employer of choice and attract public, media and political scrutiny.</li> <li>• Publishing equality information on at least an annual basis is a requirement of the PSED.</li> <li>• Publishing our gender pay gap calculations is a requirement of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</li> </ul>
<p><b>Consultation</b> (identify any public or other consultation that has been carried out on this matter)</p>	<ul style="list-style-type: none"> <li>• Ongoing engagement with Women@HWFire and Representative Bodies continues to take place.</li> </ul>
<p><b>Equalities</b> (has an Equalities Impact Assessment been completed? If not, why not?)</p>	<ul style="list-style-type: none"> <li>• Yes, no adverse impacts.</li> <li>• This work focuses on the three general duties of the Equality Act 2010: Enhancing equal opportunities; fostering good community relations between groups and; eliminating discrimination, harassment and victimisation.</li> <li>• With a specific emphasis on the protected characteristic of Sex, the Gender Pay Gap 2017 Regulation of the Equality Act in itself is collecting data for equality analysis leading to activity to eliminate negative impacts and promote positive changes under the General Duty.</li> <li>• When published on the Service website the report should work well with Google Translate, enabling the content to be accessed in languages other than English. The report format can be made dyslexia friendly. Other formats can be made available upon request.</li> </ul>

<b>Data Protection Impact Assessment</b>	N/A
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**Supporting Information**

Appendix 1 – Equality and Gender Pay Gap Report 2021-2022

Appendix 2 – Equality Objectives 2022-2023: Q1-Q2 Summary