

Report of the Assistant Director: Prevention

Equality & Gender Pay Gap Report 2020/2021 and Equality Objectives Progress Update

Purpose of report

1. To present the Equality & Gender Pay Gap Report – 2020/2021.
 2. To provide a summary of progress against the Service's Equality Objectives 2021-2025 for Q1-Q2 2021-2022.
 3. To recommend the appointment of an additional Member of the Audit and Standards Committee as a Member Champion for Equality, Diversity and Inclusion.
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Recommendation

It is recommended that the Authority:

- i) Notes the content of the Equality & Gender Pay Gap Report 2020/2021 and approves its publication.***
- ii) Notes the progress made against the Equality Objectives 2021-2025 for Q1-Q2 2021/2022.***
- iii) Appoints an additional Member of the Audit and Standards Committee as a Member Champion for Equality, Diversity and Inclusion.***

Introduction and Background

4. 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.
5. The Equality & Gender Pay Gap report provides information on the Service's 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 2020 – 2022 and core organisational strategies. A summary of progress made against the Equality Objectives in Q1-Q2 2021-2022 is detailed later in this paper.
6. The report covers the period from the 1 April 2020 to 31 March 2021 and can be found in Appendix 1.

Workforce Diversity Summary

7. **Sex**

Male employees continue to make up the majority of the workforce. 18% of the workforce are female; this is a 2% increase from 2019/20. Women continue to be particularly underrepresented in operational roles (9%) however, 14% of new employees in operational roles were women in 2020/2021; a 3% increase.

8. **Gender reassignment**

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

9. **Ethnicity**

7% of the workforce who have declared their ethnicity are from underrepresented groups; an increase of 1% on the previous year.

10. **Sexual Orientation**

2% of employees have declared their sexual orientation as Lesbian, Gay or Bisexual; a 1% increase on the previous year. This protected group continues to have the lowest levels of disclosure when compared to other groups.

11. **Disability**

2% of the workforce have declared a disability which is unchanged from last year. 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 workforce disability profile figures continue to be low.

12. **Religion or Belief**

33% of the workforce have declared their religion or belief as Christian followed by 30% with no religion or belief at all. The proportion of other faiths when combined account for less than 1% of the workforce.

13. **Age**

The largest proportion of the overall workforce is aged between 46 and 55 years (31%). The average age of the workforce is 43 years.

14. Data continues to be monitored relating to other protected characteristics such as pregnancy and maternity with 3% of female employees on maternity leave during 2020/21. No employees opted to take shared parental leave.

Gender Pay Gap Reporting

15. 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:

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**¹
 - 4) **Median bonus gender pay gap**¹
 - 5) **Proportion of men and women receiving a bonus payment**¹
 - 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.
16. 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

17. The mean gender pay gap shows the difference between male and female hourly earnings. On average, female employees earn 6% less than male employees in the Service. This percentage is unchanged from 2019/2020.
18. The median pay gap (the midpoint in the range of pay) for female employees is 3% lower than for male employees. The median pay gap was nil in 2019/20. As women are under-represented in the workforce, small changes in the distribution of women across the different pay quartiles can have an impact on the median pay gap.
19. The pay quartile data shows a higher proportion of male employees across all quartiles and reflects the Service's current workforce profile. There has been a slight increase in the proportion of female employees in the lower quartiles which may be attributed to an increase in the number of women recruited into entry level roles (e.g. Wholetime Firefighter). This is a positive step towards progressing women beyond the lower quartiles as careers progress and may be what is driving the overall gender pay gap.
20. The gender pay gap does not arise from paying men and women differently for the same work. It is as a result of the roles in which they work and the salaries these roles attract. There are essentially more men occupying higher level positions within the organisation.

Equality Objectives Q1-Q2 2021/2022 Progress Update

21. On 28 July 2021, the Audit and Standards Committee approved the Service's Equality Objectives for 2021-2025 by agreeing to formally adopt the EDI Plan's core aims as the new Equality Objectives.
22. Appendix 2 provides a summary of work against the Equality Objectives during Q1-Q2 2021/2022. Progress is RAG rated to demonstrate the areas where actions have been completed or are on-going. Despite the continued challenges presented by COVID-19 during this period, good progress has been made and there are no significant areas for concern.

¹ We do not pay bonuses to staff and therefore do not provide calculations relating to points 3, 4 and 5 above.

Member Champion for EDI

23. Following a change in membership, the Authority resolved to appoint Councillor Bowen as the Member Champion for EDI on 17 June 2021.
24. Previously, the Authority had appointed two Member Champions for EDI and following recommendations of the 2021 inspection by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) it is suggested an additional Member Champion for EDI at this stage would be beneficial in order to meet with representatives from the Service on a regular basis, and support the important work in this area. A Member Champion for EDI role profile can be found in Appendix 3.

Summary

25. 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. Lord Greenhalgh, Minister of State for Building Safety and Fire is clear on his expectations that as a sector, the fire and rescue workforce must attract greater diversity and better reflect the communities we serve, with a greater focus on improving the quality and completeness of workforce diversity data.²
26. The Service continues to be committed to creating a more inclusive and diverse organisation by progressing against its Equality Objectives and developing the new People Strategy 2022-2025. Recommendations from the findings of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspection report 2021 and the expectations of Central Government will also be built into future workplans.

Conclusion

27. Members are asked to note the contents of the Equality & Gender Pay Gap Report 2020/2021 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. Members are also asked to consider appointing an additional Member Champion for EDI.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	<ul style="list-style-type: none">• There are no resource implications arising from publishing the report.• 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.• 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.
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² Letter to all Chief Fire Officers dated 23 November 2021

<p>Strategic Policy Links (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"> • CRMP • Core organisational strategies • People Strategy • EDI Plan • Positive Action Plan
<p>Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).</p>	<ul style="list-style-type: none"> • Failure to demonstrate an ongoing commitment to EDI may damage our reputation as an employer of choice and attract public, media and political scrutiny. • Publishing equality information on at least an annual basis is a requirement of the PSED. • Publishing our gender pay gap calculations is a requirement of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
<p>Consultation (identify any public or other consultation that has been carried out on this matter)</p>	<ul style="list-style-type: none"> • Ongoing engagement with Women@HWFire and Representative Bodies continues to take place.
<p>Equalities (has an Equalities Impact Assessment been completed? If not, why not?)</p>	<ul style="list-style-type: none"> • Yes, no adverse impacts. • 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. • 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. • 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.
<p>Data Protection Impact Assessment</p>	<p>N/A</p>

Supporting Information

Appendix 1 – Equality and Gender Pay Gap Report 2020/2021

Appendix 2 – Equality Objectives 2021/2022: Q1-Q2 Summary

Appendix 3 – Member Champion EDI – Role Profile