

ETHNICITY PAY REPORTING

SUMMARY

1. The Department for Business, Energy and Industrial Strategy have issued a Government Consultation to seek organisational views on ethnicity pay reporting by employers. The Government viewpoint is that by reporting ethnicity pay information enables employers to identify, then tackle barriers to creating a truly diverse workforce.

RECOMMENDATIONS

2. Members are asked to approve the HFRS response (Appendix 1) to the Government Consultation paper (Appendix 2).

REPORT DETAIL

3. The Government consultation paper sets out options and asks questions on what ethnicity pay information should be reported by employers to allow for meaningful action, who should be expected to report and next steps. The objective of the consultation is to enable government and employers to move forward in a consistent and transparent way. Consultation responses will inform future government policy on ethnicity pay reporting.

STRATEGIC PLAN COMPATIBILITY

4. This consultation paper and proposed future legislative requirements regarding ethnicity pay gap reporting supports the Service inspire community confidence, value our people, support service delivery and contribute to responding effectively and making our community safer as we continue to recruit and retain staff that better reflect the communities that we serve.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

5. None identified.

LEGAL IMPLICATIONS

6. Although this paper is a Government Consultation it is likely to mirror the mandatory legislation regarding Gender Pay Gap reporting.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

7. This will be a positive impact for future recruitment and retention of BME staff within the workforce.

CORPORATE RISK MANAGEMENT IMPLICATIONS

8. Non-compliance if the resulting consultation results in new legislation.

HEALTH AND SAFETY IMPLICATIONS

9. None identified.

COMMUNICATION ACTIONS ARISING

10. None at this present time, although introduction of mandatory ethnicity pay gap reporting would be widely communicated and would need to be published.

DETAILS OF CONSULTATION AND/OR COLLABORATION

11. None at this present time.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

12. HFRS response to the Consultation paper (Appendix 1) and Department for Business, Energy and Industrial Strategy Consultation paper on Ethnicity Pay Reporting, October 2018 (Appendix 2).

RECOMMENDATIONS RESTATED

13. Members are asked to approve the HFRS response (Appendix 1) to the Government Consultation paper (Appendix 2).

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