

GENDER PAY GAP REPORT

SUMMARY

1. Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.
2. For employers with 250 employees or more, new legislation introduced this year means there is a legal requirement to publish your gender pay gap data annually. From April 2017 employers had up to 12 months to publish this information. There are two sets of regulations:
 - The first is mainly for the private and voluntary sectors (which took effect from 5 April 2017).
 - The second is mainly for the public sector (which took effect from 31 March 2017).
3. The deadline to report is 30 March 2018 for public sector employers. Employers need to register their organisation on the government's online reporting service www.gov.uk/report-gender-pay-gap-data. The Service is registered on this Service.
4. The report attached at Appendix 1 lays out both the figures that the Service is required to publish and a narrative, which is not required but is considered to be appropriate to give context to those figures.

RECOMMENDATIONS

5. It is recommended that Members:
 - (a) note the content of the Gender Pay Gap information and narrative and approve its publication; and
 - (b) note the requirement for further work to be undertaken in relation to supporting women to progress through the Service, which will in turn decrease the Gender Pay Gap.

KEY ISSUES FROM THE GENDER PAY GAP REPORTING REGULATIONS

6. The following are the key points from the Gender Pay Gap Reporting Regulations:
 - An employer must comply with the regulations for any year where they have a 'headcount' of 250 or more employees on 5 April (where the private and voluntary sector regulations apply) and 31 March (where the public sector regulations apply), but employers of all sizes are advised to consider the advantages.
 - A wider definition of who counts as an employee is used here (from the Equality Act 2010). This means that workers are included, as well as some self-employed people. Agency workers are included, but counted by the agency providing them.
 - There are six calculations to carry out, and the results must be published on the employer's website and a government website within 12 months.

- Gender pay reporting is a different requirement to carrying out an equal pay audit. The Service has externally commissioned a separate piece of work in this regard which is envisaged to be completed by the end of February 2018.
- Employers have the option to provide a narrative with their calculations. This should generally explain the reasons for the results and give details about actions that are being taken to reduce or eliminate the gender pay gap.
- While the regulations for the public, private and voluntary sectors are near identical, and the calculations are directly comparable, the public sector regulations also take into account the public sector equality duty.

7. An employer must publish six calculations showing their:

- average gender pay gap as a mean average
- average gender pay gap as a median average
- average bonus gender pay gap as a mean average
- average bonus gender pay gap as a median average
- proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- proportion of males and females when divided into four groups ordered from lowest to highest pay.

GENDER PAY GAP AND CONTEXT

8. The Service data is as follows:

Gender Pay Gap

In relation to the Gender Pay Gap these calculations are detailed on the table below:-

	Female	Male	Gender Pay Gap
The mean hourly rate	£11.61	£14.67	20.89%
The median hourly rate	£10.59	£13.83	23.44%
The mean bonus	£0	£0	0%
The median bonus	£0	£0	0%

Quartiles

Quartile	Female (%)	Male (%)
Lower (0%-25%)	50	50
Lower Middle (25%-50%)	6	94
Upper Middle (50%-75%)	10	90
Upper (75%-100%)	8	92

9. A narrative has been drafted in Appendix 1 to give the context to these figures.
10. It is important to note that this data is neither an indication of whether there are any equal pay issues in the Service, nor does it inform whether pay is fair. It merely shows a direct comparison of all men and women within the Service and their actual pay, regardless of job role.
11. However, the data clearly reinforces the Service's view that further work is required to both encourage more women to work in the Service, particularly operationally, and to better support their development and career progression.

STRATEGIC PLAN COMPATIBILITY

12. This report supports the achievement of the objective; “Value our people” which is underpinned by the following Director objectives; “Strengthen our ability to provide an excellent service by diversifying our staff, promoting inclusion and creating a fair and equal place to work” and “Plan ahead for all Workforce issues”.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

13. None directly arising.

LEGAL IMPLICATIONS

14. The publishing of the Gender Pay Gap is a legal requirement and therefore must be adhered to.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

15. An Equality Impact Assessment has been completed which shows a detrimental impact on women on the basis of gender due to low numbers of women working in the Service and inadequate career progression for women. This is being addressed through the positive action and equality work being undertaken, including the introduction of a women’s development programme, the Service supporting the Women in the Fire Service Training and Development Weekend and the development of succession planning, a core skills framework and a fit for purpose Performance Appraisal and Development Review framework.

CORPORATE RISK MANAGEMENT IMPLICATIONS

16. Once the publishing deadline has passed, further information will be available as to the comparison of the Service with both other Services and other sectors which will inform the corporate risk assessment.

HEALTH AND SAFETY IMPLICATIONS

17. None directly arising.

COMMUNICATION ACTIONS ARISING

18. The data will be published on the Service’s website and the Government website, both internally and externally. Any concerns raised by this communication will be mitigated by the narrative published with it, despite this not being a requirement.

DETAILS OF CONSULTATION AND/OR COLLABORATION

19. The data has been produced through collaboration between various internal teams including Finance, Organisational Development, Human Resources and the Organisational Intelligence Unit.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

20. None

RECOMMENDATIONS RESTATED

21. It is recommended that Members:
 - (b) note the content of the Gender Pay Gap information and narrative and approve its publication; and

- (b) note the requirement for further work to be undertaken in relation to supporting women to progress through the Service, which will in turn decrease the Gender Pay Gap.

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