

REPORT REFERENCE NO.	HRMDC/18/20
MEETING	HUMAN RESOURCES MANAGEMENT & DEVELOPMENT COMMITTEE
DATE OF MEETING	23 MARCH 2018
SUBJECT OF REPORT	GENDER PAY GAP
LEAD OFFICER	Director of Service Improvement
RECOMMENDATIONS	<i>That the report be noted.</i>
EXECUTIVE SUMMARY	<p>New legislation, in force since April 2017, in relation to the Equality Act 2010 (Gender Pay Gap Information, Specific Duties and Public Authorities) 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.</p> <p>All employers should add a supporting narrative - a gender pay gap does not necessarily mean they have acted inappropriately or discriminatorily but this will need explaining. A narrative helps anyone reading the statement to understand the organisation's view of why a gender pay gap is present and what the organisation intends to do to close it.</p> <p>Considering the Service's Gender Pay Gap, some reputational issues may arise, possibly affecting recruitment and retention, and the Service will need to commit to developing an action plan which makes addressing diversity & inclusion issues integral to its business plan.</p>
RESOURCE IMPLICATIONS	None
EQUALITY RISKS AND BENEFITS ANALYSIS (ERBA)	N/A
APPENDICES	Gender Pay Gap Report 2017
LIST OF BACKGROUND PAPERS	Equality Act 2010 Public Service Equality Duty 2011 ACAS – Managing Gender Pay Gap reporting

1. INTRODUCTION

- 1.1 The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.
- 1.2 Whilst both public and private sectors need to take action to eliminate the gender pay gap, the gap tends to be higher in industry sectors such as finance, energy and construction sectors and lower in sectors such as public administration, support services and health and social work. Occupations where women are underrepresented typically produce higher pay gaps; these can be significant for senior level occupations.
- 1.3 Causes of the gender pay gap are varied and overlapping. Some causes originate outside of the workplace, such as stereotypical representations of men and women and standards in careers advice and guidance for girls. Factors involving the workplace include:
- fewer women working in certain more highly-paid professions or areas of an organisation such as those involving science, technology, engineering and maths [STEM]
 - unsupportive and rigid corporate cultures
 - lack of well-paid part-time/flexible work
 - women remaining less likely to progress to senior levels in an organisation
 - constrained individual choice, unconscious bias or discrimination.
- 1.4 The Service is taking short, medium and long-term approaches to achieving a more diverse workforce in order to improve the way we deliver services to the community of Devon & Somerset. Whilst we have improved in this area, we know that we can do more and recognise that patterns of under-representation and differences in outcomes can be challenged through positive action programmes. Notwithstanding national drivers, the diversity of skills, knowledge, perspectives and experiences within the workforce will ensure we will be better placed to identify and meet the needs of our community.
- 1.5 Through positive action we are raising the profile of females joining the Fire and Rescue Service. Explicit Positive Action activity has taken place in the recruitment of On Call, Wholetime, Control and non-operational staff, by targeting on social media, advertising on specific recruitment agencies and our website. This has been successful considering the increase in interest shown by women to become an On Call Firefighter and intake of female operational staff. Positive Action activities will continue and expand now the Service has completed a positive action briefing paper and a toolkit for our recruiting managers in order to equip them with the skills and ability to plan appropriate activity.
- 1.6 Whilst ensuring the Service will be able to meet the needs of the community, new ways of working will be explored. In doing so, particularly the effects of terms & conditions on underrepresented groups will be considered in detail to ensure they don't cause barriers for either joining the Service or progression.
- 1.7 Further actions to reduce the Gender Pay Gap and increase diversity within the workforce will be developed through the Service's Diversity & Inclusion Strategic Steering Group and captured in a plan which will also align to the new People strategy.

- 1.8 Please note that the next Gender Pay Gap data point is in 1 week i.e. 31 March 2018. Due to the changes in the payroll provider, it is likely that the next calculations (and narrative) will be done before July 2018.

PETE BOND
Director of Service Improvement