

REPORT REFERENCE NO.	HRMDC/19/1
MEETING	HUMAN RESOURCES MANAGEMENT & DEVELOPMENT COMMITTEE
DATE OF MEETING	18 MARCH 2019
SUBJECT OF REPORT	GENDER PAY GAP
LEAD OFFICER	Director of Service Improvement
RECOMMENDATIONS	<i>That the report be noted.</i>
EXECUTIVE SUMMARY	<p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require local authority employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between 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>The latest iteration of the Service's gender pay gap indicates that certain issues may need to be addressed on recruitment and retention. The Service will develop an action plan which makes diversity & inclusion issues integral to its business plan and is committed to taking all appropriate actions to address gender pay gap issues.</p>
RESOURCE IMPLICATIONS	None
EQUALITY RISKS AND BENEFITS ANALYSIS (ERBA)	N/A
APPENDICES	A. Gender Pay Gap Report 2018
LIST OF BACKGROUND PAPERS	<p>Equality Act 2010</p> <p>Public Service Equality Duty 2011</p> <p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017</p> <p>ACAS – Managing Gender Pay Gap reporting</p>

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. 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, 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; and
 - constrained individual choice, unconscious bias or discrimination.
- 1.3. The Service is taking short, medium and long-term approaches to achieving a more diverse workforce to improve the way it delivers services to the community of Devon & Somerset. Whilst the Service has improved in this area, particularly in relation to women in senior managerial roles (with an increase from 0 to 2 Area Managers and 0 to 1 Group Managers in the wholetime service; and 0 to 1 Watch Manager in the on-call service), this is not yet reflected in the gender pay gap figures.
- 1.4. To seek to address gender pay gap issues, the Service, amongst other things:
- now gives careful considers to the make-up of interview panels for every recruitment and promotion process;
 - has reviewed and redeveloped its approach to promotion processes;
 - has commissioned research from the University of Exeter on barriers to progression for women;
 - has considered barriers to flexible working in its work on duty systems;
 - has undertaken a people impact assessment on its fitness testing procedure, informed by national research on the physiological differences between men and women at different stages in life; and
 - has implemented unconscious bias training to raise awareness around bias affecting recruitment and progression decisions
- 1.5. The Service is aware that more can be done and recognises 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 the Service is better placed to identify and meet community needs.

- 1.7. Through positive action, the Service is raising the profile of females joining the fire and rescue service. Explicit Positive Action activity been utilised in the recruitment of On Call and non-operational staff, using targeted social media, advertising on specific recruitment agencies and via the website. An increase in the number of women expressing interest in becoming an On Call Firefighter indicates that this approach is proving successful. Positive Action activities will continue and expand for On Call recruitment and potentially wholetime recruitment in the future.
- 1.8. While seeing to secure the best way of meeting community needs, the Service will continue to explore new ways of working. This will involve, amongst other things, examining the impact of employment terms & conditions on underrepresented groups to ensure these do not create barriers for either joining the Service or progression.
- 1.9. Further actions to address gender pay gap issues and increase diversity within the workforce will be developed through the Service's Diversity & Inclusion Strategic Steering Group and captured in a plan aligned to the new People strategy currently in development. The next gender pay gap data point is set for 31 March 2019.

ASSISTANT CHIEF FIRE OFFICER PETE BOND
Director of Service Improvement