

REPORT REFERENCE NO.	PC/22/12
MEETING	PEOPLE COMMITTEE
DATE OF MEETING	31 OCTOBER 2022
SUBJECT OF REPORT	GENDER PAY GAP 2022
LEAD OFFICER	DIRECTOR OF FINANCE, PEOPLE AND ESTATES
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 on a positive note the gap is decreasing for the fourth year in a row, however the Service recognises that certain issues need to be addressed regarding recruitment and retention.</p> <p>The Service has a People Strategy 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	Gender Pay Gap Report 2022
LIST OF BACKGROUND PAPERS	The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

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 key issues identified affecting the current Gender Pay Gap are:
- Female staff are not represented in senior uniformed roles (Area Manager and above) and representation has, since last year, remained around 30% in the Support staff senior roles (Grade 10 or above);
 - For the first time since the start of Gender Pay Gap reporting in 2017, both upper quartiles have female representation in double figures (13%).
 - Female staff are under-represented in all uniformed roles other than in Control and are under-represented in all quartiles due to the low percentage of women in the overall workforce.
 - The female representation in the On Call workforce increased from 68 to 70 and all new starters in this group will be in the lower quartiles.
 - The majority of Green Book posts in the lowest two grades are held by female staff and the majority of the career progression posts, which start in the lower grades and allow for progression through pay grades in the same role, are held by men;
 - In comparison to previous years, because of the changes in the pay for availability scheme, female staff and male staff numbers being excluded from the calculations is now proportionate. This affects the pay gap in a positive way.
 - DSFRS Pay Gap is less than half of the national pay gap in 2021, but the Wholetime gender pay gaps are well above the national averages for fulltime employees as a direct result of recruiting more women in Firefighter roles.

- Ethnic minority representation, i.e. anyone with a background other than white/UK, has increased from 2.7 to 3.0% and 'Not stated' has reduced from 5.0% to 4.3%
- Compared to 2020, the first year the Service reported the ethnicity pay gap, and 2021, both the mean and median pay gaps have decreased
- Considering numbers of staff included in the calculation and distribution in the organisation and quartiles, it is likely that the reduction in the both the gender and ethnicity pay gap is a result of the pay scheme changes in the On Call group.
- Occupational segregation remains a feature of the Fire and Rescue sector

1.4. 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. Particularly the implementation of a more flexible duty system for On Call staff is reflected in the gender pay gap figures.

- 1.5. To seek to address gender pay gap issues, the Service, amongst other things:
- Completing the implementation of a new service delivery model to improve response availability, including contracts which can provide greater flexibility in working patterns and hours and are more attractive to a wider range of people, especially those with caring responsibilities
 - Refine Strategic Workforce Planning to show how we resource our new ways of working and improve retention of skills and knowledge
 - Undertaking People Impact Assessments for changing processes and practices. This requires input from and identifies impacts on underrepresented groups, including women, at an early stage
 - Delivering management development, some specific to women in management positions, within our leadership framework
 - Reviewing our maternity and adoption policies and conditions of service.
 - Implementing a recruitment process that focuses on recruiting the skills we need for the future and remove barriers to increasing diversity and inclusion in our workforce through positive action and reducing bias within the process
 - Introducing schemes for alternative career paths and different ways of learning
 - Broadening apprenticeship opportunities for new and existing staff to develop their careers

1.6. The above actions will also help to address the Ethnicity Pay Gap.

- 1.7. 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.
- 1.8. Through positive action, the Service is raising the profile of women joining the fire and rescue service. Explicit Positive Action activity is being utilised in progression, by facilitating the 'Our Time' sponsorship programme, and the recruitment of staff, using targeted social media, advertising on specific recruitment agencies and via the website. We also provide opportunities for female applicants to understand the fitness requirements and check their readiness for fitness and practical assessments. A healthy percentage (around 13%) of women expressing interest in becoming a Firefighter indicates that this approach is proving successful. Positive Action activities will continue and expand to include Ethnic Minority Background groups.
- 1.9. Further actions to reduce the Gender Pay Gap and increase diversity within the workforce will be developed through the Service's Diversity & Inclusion Commission and captured in a reviewed People Strategy and associated Diversity & Inclusion Plan.
- 1.10. The next gender pay gap data point is set for 31 March 2023.

SHAYNE SCOTT
Director of Finance, People and Estates