

Buckinghamshire & Milton Keynes Fire Authority



MEETING	Executive Committee
DATE OF MEETING	6 March 2019
OFFICER	Lynne Swift Director of People & Organisational Development
LEAD MEMBER	Councillor Steven Lambert
SUBJECT OF THE REPORT	Gender Pay Gap Report 2018
EXECUTIVE SUMMARY	<p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that came into effect in 2017 require public sector organisations employing over 250 staff to carry out gender pay gap reporting. In accordance with the Regulations, the Authority is required to annually publish six pieces of prescribed data about the pay and bonuses of male and female workers within the organisation:</p> <ol style="list-style-type: none"> 1. Mean gender pay gap in hourly pay 2. Median gender pay gap in hourly pay 3. Mean bonus gender pay gap 4. Median bonus gender pay gap 5. Proportion of males and females receiving a bonus payment 6. Proportion of males and females in each pay quartile <p>This data must be published 'within the period of 12 months beginning with the snapshot date' (Regulation 2(2)). The snapshot date for public sector employers is 31 March each year.</p> <p>The gender pay gap report, as detailed in Annex A, gives the Authority's gender pay gap as at 31 March 2018. For 2018, the mean gender pay gap is 16.64 per cent and the median gender pay gap is 11.75 per cent. In comparison to 2017, the mean gender pay gap was 19.39 per cent and the median gender pay gap 10.61 per cent.</p> <p>It is encouraging that the mean gender pay gap has decreased by 2.75 per cent. The median pay gap shows an increase of 1.14 per cent.</p> <p>Improving the gender pay gap is viewed as a medium to long-term plan. Foundations have been laid through the initiatives as detailed in the action plan progress update (Annex A, from page 11). The action plan sets</p>

	<p>out priorities for 2019.</p> <p>Whilst both gender pay and equal pay deal with the disparity of pay within the workplace, it is important to note that the gender pay gap is different from equal pay. This is explained in Annex A (page 2).</p>
ACTION	Noting
RECOMMENDATIONS	<p>It is recommended that:</p> <ol style="list-style-type: none"> 1. the content of the gender pay gap report 2018 be noted; 2. the report be approved for submission to the government's website (gov.uk) as per reporting requirements, before 30 March 2019.
RISK MANAGEMENT	<p>Regulations: The Authority will comply with the Regulations requiring employers with over 250 staff to publish their gender pay gap data before 30 March each year.</p> <p>The six pieces of prescribed data within the report will be published on the government's website (gov.uk) and the full report published on the Authority's external website. This information will be made available on the Authority's website for a period of three years. Annually publishing the data in line with the Regulations will help the Authority monitor the effectiveness of the actions in reducing the gap over time.</p> <p>Transparency: Gender pay gap reporting was introduced to improve levels of transparency on gender pay equality and gender imbalance within organisations. The government's expectation is that greater transparency and public scrutiny will require employers to take action to close the gender pay gap. Whilst Regulations require employers to publish six pieces of prescribed information, there is the option to provide contextual narrative with this data. There are a number of factors influencing the gender pay gap and the narrative as detailed in Annex A helps to explain this, by providing further information and detailing actions to address the gender pay gap. In addition, by detailing both the 2017 and 2018 data in the most recent report, it is a more transparent way of showing progress with the gap year on year</p> <p>Consistency: Ordinary pay, expressed as hourly pay, is used to calculate the mean and median gender pay gaps and the pay period informs the calculation for ordinary pay. For those employees who do not work a consistent working pattern, e.g. 37-hour week, the calculation has been averaged over a 12-week period as per Local Government Association, ACAS and Government Equalities Office guidance, which is considered best practice.</p>

	<p>Benchmarking data, as published on the government's website has provided additional useful comparison data across the Fire and Rescue Service (see Appendix 1). The benchmarking data demonstrates widely different mean and median gender pay gaps reported in year one within broadly similar organisations. This is being explored further nationally.</p> <p>In order to mitigate the risk associated with publishing improbable data, this data undergoes internal scrutiny and by providing contextual narrative, it supports the information provided within the report and highlights the activities we are engaging in to address gender imbalance.</p>
FINANCIAL IMPLICATIONS	There are no direct financial implications arising from this report.
LEGAL IMPLICATIONS	Whilst the Regulations do not contain any provisions imposing a penalty for non-compliance, omissions to disclose this data could result in enforcement action by the Equality and Human Rights Commission or challenged by way of judicial review.
CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE	Each Thames Valley Fire and Rescue Service has reported separately. Outcomes of the year one reports have been compared and where appropriate, collaborative actions to reduce the gender pay gap will be considered as part of the existing Thames Valley Workforce Reform collaborative group programme.
HEALTH AND SAFETY	There are no health and safety implications.
EQUALITY AND DIVERSITY	<p>Having a gap does not mean the Authority is discriminating against groups of individuals. The Authority is confident this gap does not stem from paying male and female employees differently for the same or equivalent work.</p> <p>In June 2016, the Authority determined a new focus on equality, diversity and inclusion and refreshed its objectives (2016-2020). Eliminating the gender pay gap is a key element of the equality, diversity and inclusion objectives.</p> <p>The report has identified the Authority continues to have a gender pay gap, however figures are not expected to reduce significantly within the short to medium term, as the issues driving gender pay gaps require a longer term view. Efforts are continuing to lower and eliminate this gap.</p> <p>The Authority will strive to increase gender diversity in all areas of the organisation. A particular continuing priority is attracting and retaining a more diverse workforce and having better representation of males and females at all levels across the organisation.</p>

USE OF RESOURCES	<p>Publishing the annual gender pay gap report ensures compliance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.</p> <p>Communication with stakeholders:</p> <p>Other employers, job applicants, trade unions, media and the public will continue to pay close attention to the annually published gender pay gap data. Due to the high profile nature of gender pay, it is important that employees are made aware of the gender pay gap report for this organisation before 30 March 2019. Due to the importance and level of interest in this topic, a communication plan has been developed, covering key stakeholders.</p> <p>A comprehensive communication and consultation programme has been initiated to ensure the Authority is best placed to move the equality, diversity and inclusion agenda forward in a positive and co-ordinated way.</p> <p>Structured groups, such as the Equality, Diversity and Inclusion Group, are established and include managers, employees, trade union and staff representatives. These groups support and promote inclusion and engagement and increase dialogue about topical issues.</p> <p>Engaging with stakeholder is essential to ensure process is made against the initiatives to lower the gender pay gap. Through focus groups, working groups, surveys etc. it will increase engagement and buy-in to what the Service is trying to achieve and will ensure we continue to evaluate the interventions put in place so they remain effective.</p> <p>The system of internal control;</p> <p>Annual gender pay gap reports will be presented to the Strategic Management Board and Executive Committee.</p>
PROVENANCE SECTION & BACKGROUND PAPERS	<p>Background</p> <p>Report to the Executive Committee held 14 March 2018: Gender Pay Gap Report (2017): https://bucksfire.gov.uk/files/6115/2024/6788/EXECUTIVE_COMMITTEE_AGENDA_AND_REPORT_14_MARCH_2018-min.pdf</p> <p>Report to the Fire Authority held 17 October 2018. Equality, Diversity and Inclusion objectives (2016-2020): Review of Year Two progress: https://bucksfire.gov.uk/files/6315/3898/6426/ITEM_14_Equality_Diversity_and_Inclusions_Objectives_2016_-_2020_Review_of_Year_Two_Progress_cover_report_Appendices.pdf</p> <p>Report to the Fire Authority held 13 February 2019:</p>

	<p>Pay Policy Principles and Statement (2019-20): https://bucksfire.gov.uk/files/5415/4894/5594/FIRE_AUTHORITY_AGENDA_AND_REPORTS_130219-min.pdf</p> <p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017: https://www.legislation.gov.uk/ukdsi/2017/9780111153277/schedule/1</p> <p>Office of National Statistics. Gender pay gap in the UK 2018: https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018</p> <p>Gender pay gap reporting: Overview. Published February 2017: https://www.gov.uk/guidance/gender-pay-gap-reporting-overview</p> <p>ACAS and Government Equalities Office Guidance. Managing gender pay reporting: http://m.acas.org.uk/media/pdf/m/4/Managing_gender_pay_reporting_04_12_17.pdf</p> <p>Report your gender pay gap data (Gov.uk): https://www.gov.uk/report-gender-pay-gap-data</p>
APPENDICES	<p>Annex A – Gender Pay Gap Report (to be published March 2019)</p> <p>Appendix 1 – Employer comparison data (as at 31 March 2017)</p>
TIME REQUIRED	10 minutes.
REPORT ORIGINATOR AND CONTACT	<p>Faye Mansfield – HR Development Manager fmansfield@bucksfire.gov.uk 01296 744623</p>