



Buckinghamshire & Milton Keynes Fire Authority

MEETING	Executive Committee
DATE OF MEETING	24 March 2021
OFFICER	Mick Osborne, Chief Operating Officer/DCFO
LEAD MEMBER	Councillor Steven Lambert
SUBJECT OF THE REPORT	Gender Pay Gap Report 2020
EXECUTIVE SUMMARY	<p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that came into effect in 2017 requires 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, details the Authority's gender pay gap as at 31 March 2020. For 2020, the mean gender pay gap is 18.8 per cent and the median gender pay gap is 15.3 per cent. In comparison to 2019, the mean gender pay gap was 15.1 per cent and the median gender pay gap 10.4 per cent.</p> <p>The gender pay gap is the difference between what males typically earn within the workplace, compared to what females earn, irrespective of their role or seniority. It examines the difference in the average pay gap, expressed as a percentage of male earnings. A gender pay gap is not unlawful and is essentially a reflection of a workforce profile.</p> <p>In comparison, equal pay is a legal obligation and</p>

	<p>about unequal rewards for male and females carrying out the same job, similar job or work of equal value, as set out in the Equality Act 2010.</p> <p>In 2020 an equal pay audit was undertaken which confirmed the Authority is achieving equitable pay between genders. Lots of changes have taken place within the organisation since 2013, when the last equal pay audit was undertaken. The way the Service is resourced is now very different and what has come out of the 2020 equal pay audit endorses what and how we do things now, which is positive. A separate report will be presented at a future Overview and Audit, whereupon Members will be asked to note the content of the equal pay audit action plan.</p>
ACTION	Noting.
RECOMMENDATIONS	It is recommended that the content of the gender pay gap report 2020 be noted and approved for submission to the Government’s website (gov.uk) as per reporting requirements
RISK MANAGEMENT	<p>Regulations: The Authority will comply with the Regulations requiring public sector 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 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. In addition to the six pieces of prescribed information, organisations are also encouraged 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 gender pay gap data since 2017 within 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</p>

	<p>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>Benchmark data, as published on the Government’s website, provides additional useful comparison data across Fire Services (see Appendix 1). The benchmark data demonstrates widely different mean and median gender pay gaps within broadly similar organisations.</p> <p>In order to mitigate the risk associated with publishing improbable data, our 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> <p>Privacy: The report does not include any personally identifiable information.</p>
<p>FINANCIAL IMPLICATIONS</p>	<p>There are no direct financial implications arising from this report.</p>
<p>LEGAL IMPLICATIONS</p>	<p>Whilst the Regulations do not contain any provisions imposing a penalty for non-compliance, failure to disclose this data could result in enforcement action by the Equality and Human Rights Commission or challenge by way of judicial review.</p>
<p>CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE</p>	<p>Each Thames Valley Fire and Rescue Service has a requirement to report their gender pay gap data. Collaborative actions to reduce the gender pay gap will be considered as part of existing Thames Valley collaboration work.</p>
<p>HEALTH AND SAFETY</p>	<p>There are no health and safety implications arising from this report.</p>
<p>EQUALITY AND DIVERSITY</p>	<p>Whilst both gender pay and equal pay deal with the disparity of pay within the workplace, it is important to note that gender pay is different from equal pay. The presence of a gender pay 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, i.e. an equal pay issue.</p> <p>The gender pay gap 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 commitment.</p> <p>The Authority strives to increase gender diversity in all areas of the organisation. A particular continuing priority is attracting and retaining a more diverse</p>

	<p>workforce and having better representation of males and females at all levels across the organisation.</p>
<p>USE OF RESOURCES</p>	<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: Additional to the Fire Authority, 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 2021. Following approval for publication, the gender pay gap report will be communicated to employees in accordance with usual practice.</p> <p>Structured groups, such as the Equality, Diversity and Inclusion group, are well 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 stakeholders is essential to ensure progress is made against the initiatives to lower the gender pay gap. We will increase engagement and buy-in to what we are trying to achieve and will ensure we evaluate the interventions.</p> <p>The system of internal control: Annual gender pay gap reports will be presented to the Strategic Management Board and Executive Committee.</p>
<p>PROVENANCE SECTION & BACKGROUND PAPERS</p>	<p>Background</p> <p>Report to the Fire Authority held 12 February 2020: Pay Policy Principles and Statement (2020/21): https://bucksfire.gov.uk/documents/2020/03/120220_item11_pay_policy_principles.pdf/</p> <p>Link to Fire Authority approved Gender Pay Gap Reports for 2019, 2018 and 2017: You searched for gender pay gap - Buckinghamshire Fire & Rescue Service (bucksfire.gov.uk)</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 2020: Gender pay gap in the UK - Office for National Statistics (ons.gov.uk)</p> <p>State of Fire and Rescue: The Annual Assessment of</p>

Gender Pay Gap Report 2020

	<p>Fire and Rescue Services in England 2019: https://www.justiceinspectors.gov.uk/hmicfrs/publications/state-of-fire-and-rescue-annual-assessment-2019/</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 2020</p> <p>Appendix 1 – Employer Comparison Data 2019 (Fire Services)</p>
TIME REQUIRED	10 minutes.
REPORT ORIGINATOR AND CONTACT	<p>Faye Mansfield – HR Advisory and Development Manager</p> <p>fmansfield@bucksfire.gov.uk</p> <p>01296 744623</p>