



<b>Classification</b>	<b>Official</b>		
<b>Meeting</b>	<b>SLT Strategic Meeting</b>	<b>Agenda no.</b>	<b>2b</b>
	<b>Strategic Board</b>		<b>5</b>
<b>Meeting Date</b>	<b>16 February 2024</b>		
	<b>6 March 2024</b>		
<b>Report Authors:</b>	<b>Colette Black, Director of People Services Martin Jones, Workforce Analytics Lead</b>		
<b>Presented By</b>	<b>Colette Black, Director of People Services</b>		
<b>Subject</b>	<b>Annual Gender Pay Gap Report 2023</b>		
<b>Type of Report:</b>	<b>Information</b>		
<b>Action Point No.</b>	<b>N/a</b>	<b>For Publication</b>	<b>Yes</b>

## RECOMMENDATIONS

None. This report is for noting ahead of publication as required under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

## EXECUTIVE SUMMARY

The gender pay gap for 2023 has continued to decrease and reflects our actions in this regard. The gap is less than 2022, 2021 and 2020.

	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Mean GPG	2.4%	3.1%	1.02%	-1.04%
Median GPG	7.7%	8.4%	4.72%	2.83%
Number of People in sample	1295 (F 235 / M 1060)	1313 (F 252 / M 1061)	1256 (F 247 / M 1009)	1270 (F 254 / M 1016)

More detail is available in appendix A.

## BACKGROUND

Under the Equality Act 2010, organisations with 250 or more employees have a legal requirement to publish details of their organisation's gender pay gap. We partner with an independent provider, Gap Square, to analyse our data and produce a gender pay gap report (appendix A).

The Gender Pay Gap Regulations 2017 require organisations to publish the following:

- a) the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;
- b) the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;
- c) the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees;
- d) the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees;
- e) the proportions of male and female relevant employees who were paid bonus pay;  
and
- f) the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The purpose of the reporting is to reflect the difference between the average earnings of men and women. We utilise this information as a tool for ensuring equity and proportionate impact; ensuring our Service is fair and kind and inclusive.

The gender pay gap is, of course, different to equal pay. The gender pay gap measures the difference between the average hourly pay of men and women. Equal pay is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal pay if they are employed to do work of equal value. An employer could be providing entirely equal pay but still have a gender pay gap because, for example, there are more or less of a particular gender in a lower paying roles.

The median UK gender pay gap was 9.4% for 2022. The gap has decreased slightly by 0.3 percentage points, down from 9.7% the previous year and has steadily declined since 2019 . Public services had a median gap of 13.3% in 2022 (source: GapSquare).

When considering gender pay gap reporting, it is important to note that the figures are calculated on the basis of actual payments made to employees in a specified reference period, rather than their annual pay. For public sector organisations, that reference period is the pay period in which the “snapshot date” of 30 March falls. For the Service, that reference period is March’s pay.

The detail of our gender pay gap, as set out in the attached appendix, continues to reflect the service’s efforts to work towards eliminating gender pay inequality and ensuring fairness.

## OPTIONS AND ANALYSIS

The gender pay gap for 2023 has decreased from 2022, 2021 and 2020.

	2020	2021	2022	2023
Mean GPG	2.4%	3.1%	1.02%	-1.04%
Median GPG	7.7%	8.4%	4.72%	2.83%
Number of People in sample	1295 (F 235 / M 1060)	1313 (F 252 / M 1061)	1256 (F 247 / M 1009)	1270 (F 254 / M 1016)

The sample excludes any individuals that have received less than their normal pay in the reference period, for example due to illness. (i.e. they are not “full pay relevant employees”).

Gender pay gap calculations are based upon a male reference group. A “positive” gender pay gap value means that, overall, males earn more than their female colleagues. A “negative” value means the opposite.

The mean gender pay gap, calculated by averaging individual hourly rates of pay, is sensitive to outliers. In contrast, the median gender pay gap, derived from comparing middle values, offers a more robust view less influenced by extreme rates of pay.

For the first time the mean Gender Pay Gap (GPG) tells us that, on average, women are earning 1.04% (or 19 pence) more per hour than men in the Service. The median pay gap tells us that, on average, women are earning 2.83% (or 48 pence) less per hour than men in the Service. The key drivers for this are detailed below.

### Key drivers

The key drivers for the continued reduction in the GPG are:

- The proportion of women in the upper quartile has increased between 2022 and 2023 (figure 1),
- The number of women in higher paying roles has increased (figure 1) which has affected the gap (figure 2),
- The number of men in the lower quartile has increased (figure 1),
- Positive action has made a difference but there continues to be under-representation at each level (figure 3)

We noted the difference in gender pay gap according to employee group (figure 4), age (figure 6) and the continued under representation at each level (figures 3, 5 and 7) and will continue to target positive action.

### Pay Quartile

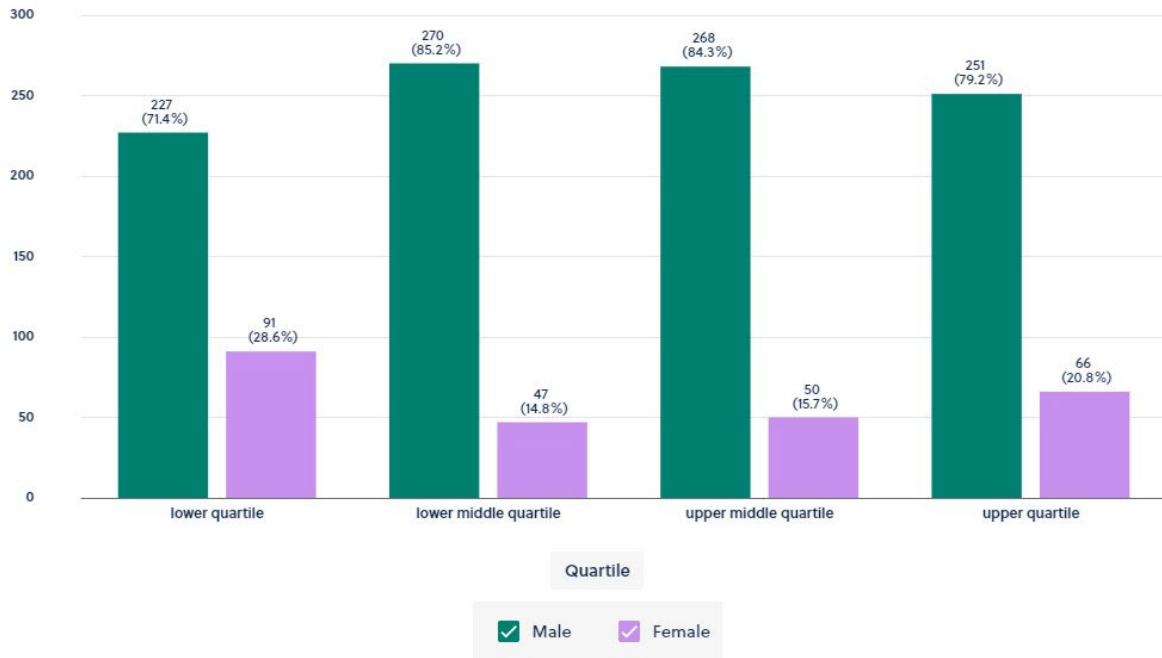
Figure 1

Pay Quartile	% Females 2022	% Females 2023
Lower	30.9%	28.6% ↓
Lower Middle	11.8%	14.8% ↑
Upper Middle	15.9%	15.7% ↓
Upper	20.1%	20.8% ↑

**Figure 2**

Pay Quartile	Mean Pay Gap	Median Pay Gap	Workforce	% Female
Lower	- 4.26%	- 6.66%	F 91 / M 227	28.6%
Lower Middle	- 1.26%	- 0.54%	F 47 / M 270	14.8%
Upper Middle	1.89%	0.59%	F 50 / M 268	15.7%
Upper	- 6.99%	- 2.93%	F 66 / M 251	20.8%

**Figure 3**



**Employee Group**

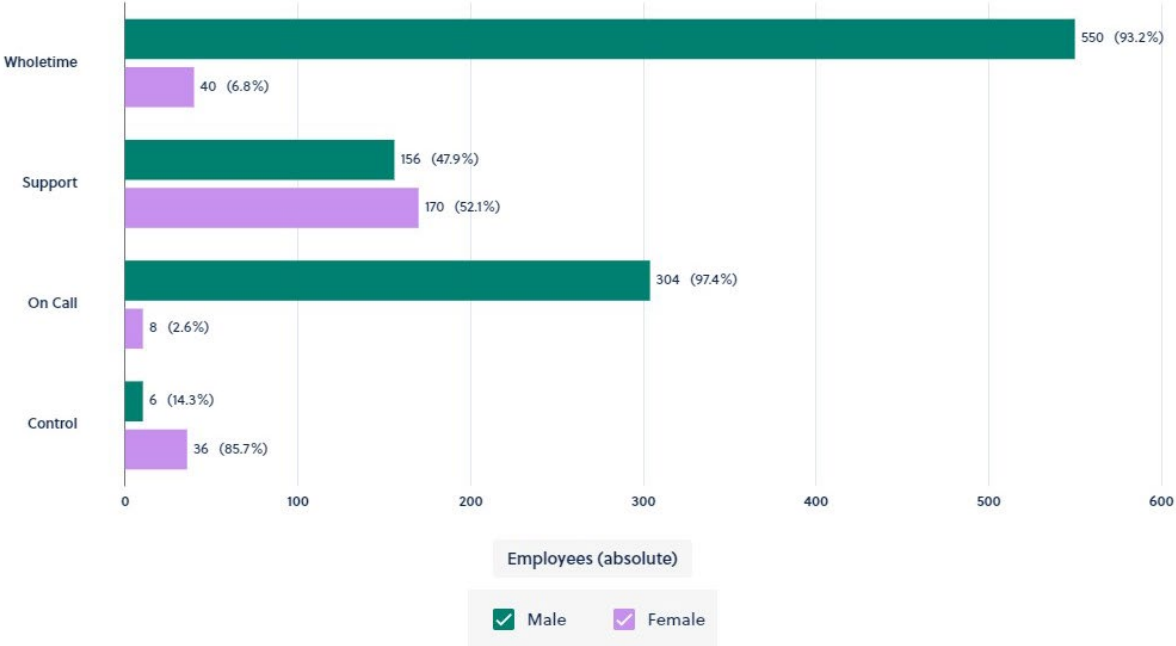
We are also able to look at the data across different parts of our workforce and by different demographics. The shows the following impact.

**Figure 4**

Employee Group	Mean Pay Gap	Median Pay Gap	Workforce	% Female
Wholetime	0.96%	6.41%	F 40 / M 550	6.8%
On-Call	7.45%	18.55%	F 8 / M 304	2.6%
Control	18.81%	13.91%	F 36 / M 6	85.7%
Support	5.52%	10.96%	F 170 / M 156	52.2%

Employees that hold multiple contracts are grouped according to their primary role.

**Figure 5**



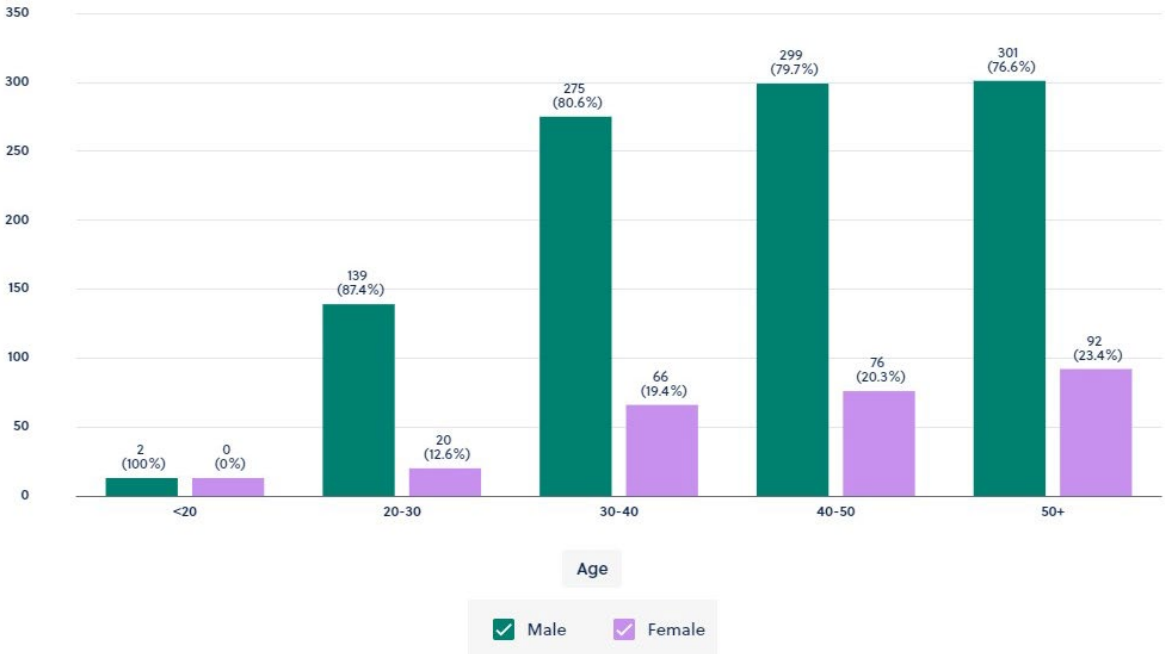
We will utilise this data to target positive action support in 2024/2025.

**Age**

**Figure 6**

Age Band	Mean Pay Gap	Median Pay Gap	Workforce	% Female
Under 20	100%	100%	F 0 / M 2	0%
20 – 30	- 4.28%	- 1.62%	F 20 / M 139	12.6%
30 – 40	- 2.37%	3.12%	F 66 / M 275	19.4%
40 - 50	0.49%	3.77%	F 76 / M 299	20.3%
50 +	3.18%	8.1%	F 92 / M 301	23.4%

**Figure 7**



Next steps are outlined below under ‘future plans’.

**RISKS AND MITIGATIONS**

This activity is a control measure for the following risk:

SRR 150019 - There is a risk that the Service fails to provide a safe and inclusive culture which ensures the well-being of staff and contributes to attracting a diverse workforce.

**LINKS TO FIRE AND RESCUE PLAN**

This links to the ambition to ‘promote a positive culture in our workplace’.

**FINANCIAL IMPLICATIONS**

There are no direct implications. Pay costs are already budgeted for and pay rates are identified in line with the pay policy statement which we publish annually.

**LEGAL IMPLICATIONS**

This report is produced, as required, under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

**STAFFING IMPLICATIONS**

There are none directly related to this paper.

## **EQUALITY AND DIVERSITY IMPLICATIONS**

Positive action which relates to the GPG has the potential to have a positive impact on individuals who identify as women. The Service has a positive action plan and this has been assessed for proportionate impact.

Race	no	Religion or belief	no
Sex	Yes	Gender reassignment	no
Age	no	Pregnancy & maternity	no
Disability	no	Marriage and Civil Partnership	no
Sexual orientation	no		

## **HEALTH AND SAFETY IMPLICATIONS**

None directly.

## **CONSULTATION AND ENGAGEMENT**

A variety of stakeholders were included in the creation of the dashboard. The report will be shared with these and with representative bodies as appropriate.

## **FUTURE PLANS**

The changes in GPG reflect action taken to encourage women to consider promotion within the Service; whilst this is positive, we note there is still significant under representation and retain our commitment to positive action.

We will continue to utilise positive action to:

- Support potential applicants to the Service through targeted positive action (full detail described in the Services' positive action plan,
- Offer targeted support to employees accessing development such as the Leadership, Resourcing and Succession (LRS) pool.
- Offered targeted development opportunities to employees such as Practice to Progress, Navigator and Springboard.
- Offer coaching to all employees.

## **LIST OF BACKGROUND PAPERS AND APPENDICES**

Appendix A – Gender Pay Gap report