

Status of Report: Public

Meeting: Corporate Governance Committee

Date: 13 March 2024

Subject: Gender Pay Gap Report 2023-24

Report by: The Chief Fire and Rescue Officer

Author: Isla Dixon, Equality, Diversity and Inclusion Manager

For: Information

Purpose

1. This report presents the Leicestershire Fire and Rescue Service (LFRS) Gender Pay Gap Report for 2023-24.

Recommendation

2. The Committee is asked to note the content of the report.

Executive Summary

3. As a public sector employer with over 250 staff, LFRS is required to publish information about gender pay gaps, following the introduction of legislation under the Equality Act (Specific Duties and Public Authorities) Regulations 2017.

Background

4. The Gender Pay Gap Report, attached as Appendix A to this report, gives a snapshot of gender pay gap information as at 31 March 2023.
5. The report compares rates of pay and bonuses, by gender, and enables LFRS to understand gender equality within the workplace by looking at the balance of gender at different levels across the service. This allows LFRS to take appropriate steps to address any identified inequalities.
6. During this period, the Recruitment Team has continued to engage and recruit from all under represented backgrounds to support the objective of being fully representative of local communities. It is pleasing to note that there has been an increase in female firefighters being recruited.
7. All LFRS jobs are evaluated against a consistent pay scheme and allocated to a specific grade. Successful recruits are appointed to an agreed pay point for each job. Pay rates are transparent and everyone is appointed based on their knowledge, skills and experience within the range of pay for the role.

8. In terms of pay and conditions, LFRS employees are broadly split into two main groups – operational and non-operational. The report excludes agency staff and employees employed on on-call contracts.
9. The figures in the report are calculated using the methodology included within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and guidance issued by the Government Equalities Office and ACAS.
10. The gender pay gap analysis is compiled from data taken from 31 March 2023. This consists of 442 full pay relevant employees – 331 are male and 111 are female. Between 31 March 2022 and 31 March 2023, LFRS has seen an increase in its mean and median Gender Pay Gap.
11. Whilst concerning, one significant reason has been identified which has contributed to the increase – the introduction of part-time instructors, who are now included in the calculation within the upper quartile. This has affected the balance of males and females. This increase means that LFRS has now moved significantly away from the 2023 National Average.
12. Whilst the figures in the report show an increased pay gap, LFRS is confident that the major contributing factors have been identified and that women are not significantly disadvantaged compared to their male colleagues on the issue of pay when these contributing factors are removed.
13. It is acknowledged that the overall employee profile continues to be disproportionately male and the recruitment team continues to work across the diverse communities of Leicester, Leicestershire and Rutland to increase awareness and promote the Service to females. The Service has also introduced career pathways to support more women into management roles.
14. By committing to continuously improving gender equality within the Service, it ensures that the Service is demonstrating its values and fulfilling its Public Sector Equality Duties. The Service will continue to monitor progress against the Equality, Diversity and Inclusion Scheme 2022-27 Action Plan.

Report Implications/Impact

15. Legal (including crime and disorder)
Contained within the report.
16. Financial (including value for money, benefits and efficiencies)
Contained within the report.
17. Risk (including corporate and operational, health and safety and any impact on the continuity of service delivery)
None.

18. Staff, Service Users and Stakeholders (including the Equality Impact Assessment)

Contained within the report.

19. Environmental

None.

20. Impact upon Our Plan Objectives

Contained within the report.

Appendix

Appendix– Gender Pay Gap Report

Officers to Contact

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