

ETHNICITY PAY GAP REPORT - 31 MARCH 2022**REPORT OF CHIEF FIRE OFFICER****For Information****1. PURPOSE OF REPORT**

- 1.1 To inform Members of the reporting of ethnicity pay gap information, which is currently voluntary, unlike gender pay gap reporting which is mandatory under the Equality Act 2010 (Gender pay Gap Information) Regulations 2017.

2. RECOMMENDATION

- 2.1 In line with the provisions set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Members note Cleveland Fire Authority's ethnicity pay gap data as detailed at Appendix 1.

3. BACKGROUND

- 3.1 Since 2017, employers with 250 or more employees have been required to publish gender pay gap figures. Employers are not required to collect, analyse or publish information on ethnicity pay but many choose to do so as a positive measure to improve workforce progression. This report is the second year we have voluntarily produced such information.
- 3.2 From April 2023, the mandatory reporting of ethnicity pay gap is now a requirement for all public sector organisations and those employing over 250 staff. This is as a direct result of the publication of 'Inclusive Britain' (March 2022), and the UK Governments response to making a commitment to issuing guidance to support employers to calculate their ethnicity pay gap and to take meaningful actions to address their findings.
- 3.3 The ethnicity pay gap shows the difference between the average earnings of staff identifying within certain ethnic groups e.g., Mixed, Asian, Black as compared with another ethnic group identifying, for example, as White British. This is different to "equal pay" which deals with any pay differences between men and women who carry out the same or similar jobs or jobs of equal value.
- 3.4 The ethnicity pay gap calculation require us to include all employees and to look at a number of pay gap measures with reference to all staff. The regulations provide detailed definitions of which employees should be included, ethnicity classifications and what constitutes ordinary pay, allowances, and bonuses.

- 3.5 Similar to gender pay gap, an ethnicity pay gap does not necessarily mean that we have acted inappropriately or discriminatory and should not be confused with equal pay.
- 3.6 Currently there is a lack of comparable data as a result of voluntary reporting at this time, however it is still essential that we understand why a disparity may exist to determine whether action is needed, and if so, choose the most appropriate and effective actions. Whilst our analysis indicates that there is a pay gap between employees who identify within certain ethnic groups, this could be attributed to the relatively low numbers of staff employed who identify with certain ethnic groups and the work and role levels that they undertake.
- 3.7 Our continued commitment to diversifying the workforce and use strategies to target those underrepresented groups, including positive action initiatives, may help us to address these gaps moving forward.
- 3.8 The information is to be published on the Brigade's website and the Government's website and relates to data as of 31 March 2022.

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