

ETHNICITY PAY GAP REPORT 2021**REPORT OF CHIEF FIRE OFFICER****For Information****1. PURPOSE OF REPORT**

- 1.1 To update Members on the Authority's first Ethnicity Pay Gap Report for the year ending March 2021, attached at Appendix 1.

2. RECOMMENDATION

- 2.1 It is recommended that Members note Cleveland Fire Authority's Ethnicity Pay Gap Report 2021.

3. BACKGROUND

- 3.1 Cleveland Fire Authority recognises that Ethnicity pay reporting is an important part of being a transparent organisation. The data contained within this report shows that we pay our employees according to their role, regardless of gender or ethnicity.
- 3.2 Whilst it is not currently a statutory requirement to report on ethnicity pay data, we believe this is an important step on our journey towards greater equality, diversity and inclusion.
- 3.3 We acknowledge that there is still more work to be done to improve under-representation of minority ethnic groups across the whole of the workforce. Increasing the diversity profile of our staff is one of our strategic priorities over the next four years, as set out within our People Plan 2022-2026.
- 3.4 We are working hard to better understand, and where possible eliminate or reduce, barriers to attracting, recruiting and retaining people from all culturally diverse backgrounds with the aim of building a workforce which better reflects the communities we serve. Having a diverse workforce will enable us to better understand our communities needs, allow us to think in new and different ways and to approach problems differently all with the aim of improving our services.
- 3.5 We are proactively seeking opportunities to encourage cultural diversity at all levels and are working towards closing the ethnicity gap through positive targeted action beginning with our recruitment processes and ensuring that our policies provide equality of opportunity for all.

4. ETHNICITY PAY GAP REPORT

- 4.1 Attached at Appendix 1 is Cleveland Fire Authority's Ethnicity Pay Gap report which gives a snapshot of the Brigade as at 31 March 2021.

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