GENDER PAY GAP REPORT 2019/20

REPORT OF CHIEF FIRE OFFICER

For Information

1. PURPOSE OF REPORT

1.1 To inform Members of the requirement to publish gender pay gap information 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 gender pay gap data as detailed at Appendix 1.

3. BACKGROUND

3.1 On 6 April, 2017, new regulations were introduced under the Equality Act 2010, which impose obligations on employers of more than 250 employees to calculate and publish information about the gender pay gap in their organisation.

3.2 The gender pay gap shows the difference between the average earnings of men and women. 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.

3.3 The gender pay gap regulations require us to include all employees and to calculate a number of pay gap measures with reference to all staff. However where it is helpful to explain or further explore the pay gap, reference has been made to different groups of staff. The regulations provide detailed definitions of which employees should be included, and what constitutes ordinary pay, allowances and bonuses.

3.4 The information is required to be published on the Brigade's own web site and the Government's web site by 31 March 2020, and relates to data as at 31 March 2019.

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CHIEF FIRE OFFICER

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