

SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY

Meeting	FIRE & RESCUE AUTHORITY
Meeting Date	15 APRIL 2024
Report of	CHIEF FIRE OFFICER & CHIEF EXECUTIVE
Report Sponsor(s)	DIRECTOR OF PEOPLE & CULTURE
Subject	GENDER PAY GAP REPORT 2023

EXECUTIVE SUMMARY

As a public sector employer with over 250 staff, South Yorkshire Fire and Rescue (SYFR) is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017).

This report provides details on salaries and “bonuses” paid to employees by gender within South Yorkshire Fire and Rescue on the snapshot date of 31 March 2023 and actions to be taken to address any imbalance.

RECOMMENDATION(S)

Members are recommended to:-

- a. Note the content of the report which will be published on our service website www.syfire.gov.uk and Gov.co.uk.

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Main Report
Appendix A – Gender Pay Gap Report 2023

BACKGROUND

1. As a public sector employer with over 250 staff, SYFR are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017).
2. SYFR pay scales are applied consistently to all employees. Gender pay reporting compares hourly rates of pay and any “bonuses” staff may receive by gender, seeking to expose any imbalance.
3. The figures found in the following report were calculated using the standard methodologies from the Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017) and Gender Pay Gap Reporting: Data you Must Gather.GOV.UK.
4. The calculations are based upon pay and “bonus” information for all employees on a snapshot date of 31 March 2023.
5. The calculations are based on two employee types:
 - a. All employees employed by SYFR on the snapshot date. These are referred to as **‘relevant employees’**. This includes anyone on any form of unpaid leave such as career break or unpaid special leave.
 - b. All employees who were paid their usual full pay in the pay period that included the snapshot date. These are referred to as **‘full-pay relevant employees’**. Employees who did not receive their usual full pay (as above) within this period are excluded.
6. For on-call firefighters who work irregular hours each week, SYFR has followed the guidance set out in the January 2017 LGA Advisory Bulletin and calculated their average pay over the 12 week period that ends with the last complete week of the pay period in question. However, as per the guidance, their ‘on-call’ hours or ‘contracted hours of availability’ are not included in working hours as this would skew the hourly rate to appear significantly smaller than it is. Using only the hours worked increases the reported hourly rate of pay for on-call firefighters.
7. The report contains the following information:
 - The mean gender pay gap (in hourly pay) for full pay relevant employees.
 - The median gender pay gap (in hourly pay) for full pay relevant employees.
 - The mean bonus pay gap.
 - The median bonus pay gap.
 - The proportion of males and females receiving a bonus payment.
8. The definition of “Mean” (or average): Sum of numbers in a set divided by all the numbers in a set.
9. The definition of “Median”: Middle point of a number set divided by two.
10. SYFR is expected to provide accompanying statements in an attempt to explain any underlying causes for pay gaps.
11. SYFR uses the results to assess levels of gender equality in our workplace and the balance of male and female employees at different levels. Suitable steps will be taken (where possible) to minimise/readdress any inequities going forward.

12. This document must be published on our Service website www.syfire.gov.uk and Gov.co.uk.

CONTRIBUTION TO OUR ASPIRATIONS

- Be a great place to work-** we will create the right culture, values and behaviours to make this a brilliant place to work that is inclusive for all
- Put people first-** we will spend money carefully, use our resources wisely and collaborate with others to provide the best deal to the communities we serve
- Strive to be the best in everything we do-** we will work with others, make the most of technology and develop leaders to become the very best at what we can be

CONTRIBUTION TO SERVICE IMPROVEMENT

- [HMICFRS Inspection Framework e.g. Diagnostic area and/ or diagnostic questions](#)
- [SYFR Inspection report Areas for Improvement \(AFIs\)](#)
- [Fit for the Future Improvement Objectives](#)
- [Professional Standards for Fire & Rescue Services in England](#)
- [SYFR Service Plan 2023-24 Priorities](#)
- [SYFR Community Risk Management Plan 2021-24](#)

The data provided allows SYFR to put plans in place to reduce the gender pay and target specific areas through positive action and other means.

OPPORTUNITIES FOR COLLABORATION

- Yes
- No

If you have ticked 'Yes' please provide brief details in the box below and include the third party/parties it would involve:

CORPORATE RISK ASSESSMENT AND BUSINESS CONTINUITY IMPLICATIONS

13. Failure to produce/approve the Gender Pay Gap report would result in the Authority failing to meet the requirements under the Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017).

EQUALITY IMPACT ASSESSMENT COMPLETED

- Yes

If you have ticked 'Yes' please complete the below comment boxes providing details as follows:

Summary of any Adverse Impacts Identified:	Key Mitigating Actions Proposed and Agreed:
Please see content of report	Please see content of report

- No
 N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why an EqlA is not required/is outstanding:

HEALTH AND SAFETY RISK ASSESSMENT COMPLETED

- Yes
 No
 N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why a Health and Safety Risk Assessment is not required/is outstanding:

There are no health and safety implications.

SCHEME OF DELEGATION

14. Under the South Yorkshire Fire and Rescue Authority [Scheme of Delegation](#) a decision *is required / *has been approved at Service level.

Delegated Power Yes
 No

If yes, please complete the comments box indicating under which delegated power.

IMPLICATIONS

15. Consider whether this report has any of the following implications and if so, address them below: Diversity, Financial, Asset Management, Environmental and Sustainability, Fleet, Communications, ICT, Health and Safety, Data Protection, Collaboration, Legal and Industrial Relations implications have been considered in compiling this report.

List of background documents		
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