

MEETING: HUMAN RESOURCES COMMITTEE 3 OCTOBER 2022

SUBJECT: ANNUAL EQUALITY DATA AND GENDER PAY GAP REPORT 2020/21

JOINT REPORT OF THE CHIEF FIRE OFFICER/CHIEF EXECUTIVE (CLERK TO THE AUTHORITY) AND THE PERSONNEL ADVISOR

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to consider the Authority's draft Annual Equality Data and Gender Pay Gap report 2021/22 (attached) and approve its publication.

2. BACKGROUND

- 2.1 The Authority has specific duties to publish equality data under the Equality Act 2010, covering Annual Equality Data and Gender Pay Gap Data.
- 2.2 The Equality Act 2010 simplified and replaced all previous equality legislation and included a new general duty for all public bodies which came into force on 5 April 2011, followed by the introduction of the Gender Pay Gap Reporting in 2017.
- 2.3 The duties incorporated nine protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation) and requires the Authority to have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation;
 - advance equality of opportunity between people who share a protected characteristic and those who do not; and
 - foster good relations between people who share protected characteristic and those who do not.

3. EQUALITY DATA REFRESH/OBJECTIVES UPDATE

- 3.1 As required under the Public Sector Equality Duty, the Authority's Annual Equality Data Report 2021/22 is required to be published internally and externally before 31 January 2023. The Gender Pay Gap report is required to be published by 30 March 2023. As the requirements are combined into one report, the report will be published shortly after consultation with HR Committee, and well within the legislative deadline of 31 January 2023.

4. FINANCIAL INFORMATION

- 4.1 There are no financial implications in respect of this report.

5. EQUALITY IMPLICATIONS

- 5.1 By continuing to support the work around achieving equality objectives, the Authority demonstrates a clear commitment to equality for all. Progress made towards achieving equality objectives will lead to positive equality outcomes for employees and the communities that we serve.

6. HEALTH AND SAFETY IMPLICATIONS

- 6.1 There are no health and safety implications in respect of this report.

7. RECOMMENDATIONS

- 7.1 Members are recommended to:
- a) Consider the Authority's draft Annual Equality Data and Gender Pay Gap Report 2021/22 (attached) and approve its publication.
 - b) Receive further reports as appropriate.

BACKGROUND PAPERS