



Gender Pay Gap Report
March 2017





Regulations came into effect in 2017 that require organisations employing over 250 staff to carry out gender pay gap reporting. The two sets of Regulations introduced impose mandatory gender pay gap reporting on employers; the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the Equality Act 2010 (Gender Pay Gap Reporting) Regulations 2017. Both sets of Regulations are similar, however the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 apply to public sector employers, including fire authorities.

Gender pay gap information must be published within 'the period of 12 months beginning with the snapshot date' (Regulation 2(2)). The snapshot date for public sector employers is 31 March each year.

What is the gender pay gap?

The gender pay gap shows the difference between the average earnings of males and females, expressed as a percentage of men's earnings, e.g. females earn 10% less than men. The gender pay gap is reported on both the mean (average) and median (mid-point) basis.

In the UK today, females earn on average 18% less than men (Source: CIPD Gender Pay Gap, closing it together 2017). There are a number of causes to the gender pay gap:

- A higher proportion of males working in senior positions
- A higher proportion of females working in part-time roles (therefore normally earning less than their full-time colleagues)
- Skills gap, lack of training and development opportunities
- Lack of role models
- Family, childcare and caring commitments
- Lack of opportunities for flexible working
- Attitude and culture
- Confidence

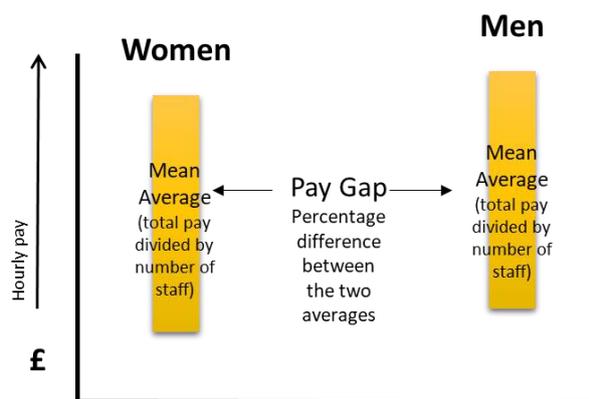


What is the gender pay gap? *cont.*

It is expected that most organisations will have a gender pay gap in year one, however the next step is to take action to address the gap, therefore ensuring year on year the gap is reduced and eventually eliminated. With organisations being required to publish their gender pay gap information in the public domain, this will allow greater comparison with other organisations and the Office of National Statistics (ONS) figures. Greater transparency in pay will help to attract and retain talent and will provide the information to allow organisations to improve workplace practices, policies and procedures that will promote gender equality and ensure any remedial action is prioritised.

How to explain the gender pay gap

The gender pay gap is most commonly expressed as a mean average, which begins by scrutinising two sets of salaries to calculate the average remuneration for each gender.



Source: CIPD People Management magazine February 2018

This expression of the gender pay gap does not imply (or rule out) unequal pay, which occurs when two people performing the same role are paid differently. It more likely means there is an uneven distribution of genders at different levels—which may be a problem in itself.



Whilst both gender pay and equal pay deal with the disparity of pay females receive within the workplace, it is important to note that the gender pay gap is **different** to equal pay.

- The principle of equal pay is that males and females who carry out the same job, similar jobs or work of equal value, as set out in the Equality Act 2010, should receive equal pay
- Gender pay gap examines the difference in the average pay gap between males and females expressed as a percentage of men's earnings and is not unlawful

Organisations which are fully compliant with the Equality Act 2010 can still have a gender pay gap. This is often due to having more males in senior and highly paid positions and females in lower paid and part-time roles. The gender pay gap is a mechanism by which organisations can examine this data and take positive action to reduce the gender pay gap.

What information must be reported?

The gender pay gap calculations are drawn from specific data each year and based on full-pay relevant employees. To be included as a full-pay relevant employee, the employee must be:

- Employed on the snapshot date; 31 March each year
- Paid their usual full pay in the pay period ending on the snapshot date

Below details the standard information to be disclosed by organisations as part of the gender pay gap reporting as detailed in Schedule 1 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Pay:

This is the ordinary pay received by each full-pay relevant employee in the pay period at the snapshot date. Ordinary pay includes basic pay, allowances, pay for leave and shift premium pay and calculated before deductions are made at source. This data examines:

- The difference in the mean hourly pay between male and female relevant employees as a percentage of male pay (paragraph 8)
- The difference in the median hourly pay between male and female relevant employees as a percentage of male pay (paragraph 9)



What information must be reported? *cont.*

Pay *cont.*

- The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (paragraph 13)

Ordinary pay does not include overtime, expenses, benefits in kind, arrears of pay, salary sacrifice schemes (such as childcare), tax credits or redundancy pay.

Bonus:

Bonuses paid to full-pay relevant employees in the 12 month period ending on the snapshot date (31 March). This data examines:

- The difference in the mean bonus pay paid to male relevant employees and that paid to female relevant employees in the 12 months before the snapshot date (paragraph 10)
- The difference in the median bonus pay paid to male relevant employees and that paid to female relevant employees in the 12 months before the snapshot date (paragraph 11)
- The proportion of male relevant employees who were paid bonus pay and that paid to female relevant employees in the 12 months before the snapshot date (paragraph 12)

The Service's reportable data on pay and bonuses is detailed on pages 8 to 10 of this report.





Gender pay gap calculations for the Service as at 31 March 2017 are:

Full Pay Relevant Employees — Total 472

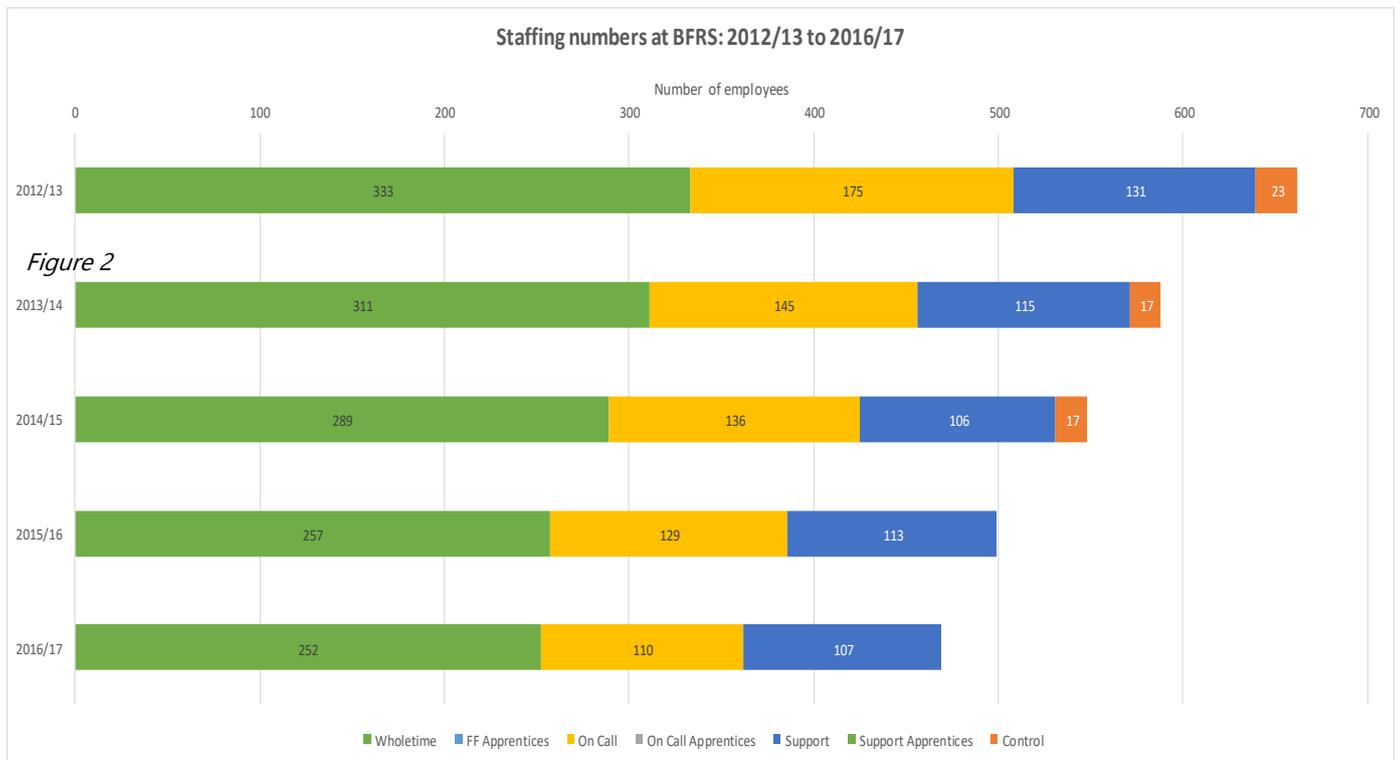
This is the number of employees who received their normal full pay within the snapshot date. This informs the mean and median hourly pay gap calculations and the proportion of employees within the Quartile Pay Bands.

Relevant Employees — Total 488

This is the number of staff employed by the Service on the snapshot date. This informs the mean and median bonus pay gap calculations. The difference in number between relevant and full pay relevant employees is due to **16** employees not receiving their usual full pay within the pay period.

Staffing numbers for the core employee groups

The following information provides an overview of the decline in numbers for four core employee groups within the Service: Wholetime, Support Services, On-call and Control.





Since 2012/13 the Service has seen a decline in staffing numbers, including the transfer of Control Room staff to the Berkshire based Thames Valley Fire Control Service (TVFCS) in 2015/16.

Since 2012, focus has been on transforming the Service. Whilst operating with considerably reduced funding following the Comprehensive Spending Review in 2010, the Service has adapted to the changing circumstances. Although there has been a significant reduction in staffing numbers, we have continued to operate without compromising the level of service provided to the community. This has also be managed without resulting in any compulsory firefighter redundancies or the loss of any fire stations or fire engines.

<i>Figure 3</i>	2012	2016	% difference
Wholetime	333	252	24.3%
On-call	175	110	37.1%
Support	131	107	18.3%
Control	23	0	100%
Total	662	469	29.2%

As detailed in Figure 4 (below) when analysing the data broken down by gender, there has been a greater reduction in the number of male employees. However, as this is the larger staffing group, this is to be expected. The reduction in females during the same period is largely due to the transfer of Control Room staff to TVFCS.

<i>Figure 4</i>	2012		2016		% difference	
	Male	Female	Male	Female	Male	Female
Wholetime	324	9	242	10	25.3% reduction	11.1% increase
On-call	171	4	101	5	40.9% reduction	25% increase
Support	65	66	49	62	24.6% reduction	6.1% reduction
Control	4	19	0	0	100% reduction	100% reduction
Total	564	98	392	77		



In accordance with the Regulations, the Service is required to annually publish six pieces of prescribed data about the pay and bonuses of males and females within the organisation:

1. Mean hourly gender pay gap (paragraph 8)

The difference between the mean hourly rate of pay for male and female full-pay relevant employees:

Staff group	Male hourly pay £	Female hourly pay	Pay gap £	Pay gap %
All staff	18.10	14.59	3.51	19%

The mean (average) gender pay gap is 19%. This means that male employees earn £3.51 per hour more than females and therefore, on average, females earn 81% when compared to male earnings.

2. Median hourly gender pay gap (paragraph 9)

The difference between the median hourly rate of pay for male and female full-pay relevant employees:

Staff group	Male hourly pay £	Female hourly pay	Pay gap £	Pay gap %
All staff	15.74	14.07	1.67	10.61%

The median gender pay gap is 10.61% or £1.67 per hour. This means that on average, females earn 89% when compared to male earnings.

3. Mean bonus gap (paragraph 10)

The difference between the mean bonus paid to male relevant employees and that paid to female relevant employees.

Staff group	Male bonus pay £	Female bonus pay £	Pay gap £	Pay gap %
All staff	230.04	354.01	123.97	* -53.89%

** Negative pay gaps occur when females earn more on average, positive pay gaps are used when males earn more on average*

The mean bonus gap is -53.89%. This means that female employees received on average a bonus greater than £123.97 than males. Although more male employees received a bonus, a higher proportion of females received a bonus than males. The proportion is higher due to the fact that there are fewer females within the organisation.



4. Median bonus gap (paragraph 11)

The difference between the median bonus paid to male relevant employees and that paid to female relevant employees.

Staff group	Male bonus pay £	Female bonus pay £	Pay gap £	Pay gap %
All staff	500	1000	500	-100%

The median bonus gap is 100% or £500. This means that female employees received a bonus equating to £500 more than male employees. Although more male employees received a bonus payment, 75% of these received **less** than the median bonus pay amount for females (£1000), compared to 40% of females.

In comparison 25% of male employees who received a bonus payment received **more** than the median bonus pay amount for females (£1000) compared to 60% of females.



5. Bonus Proportions (paragraph 12)

The proportion of male and female employees who were paid a bonus during the relevant pay 12 month pay period:

Gender	Number of employees	Proportion
Male	44	10.80%
Female	20	24.70%



6. Quartile Pay Bands (paragraph 3)

The proportions of male and female full-pay relevant employees in the lower (L), lower middle (LM), upper middle (UM) and upper (U) quartile equally distributed pay bands are shown in the table below.

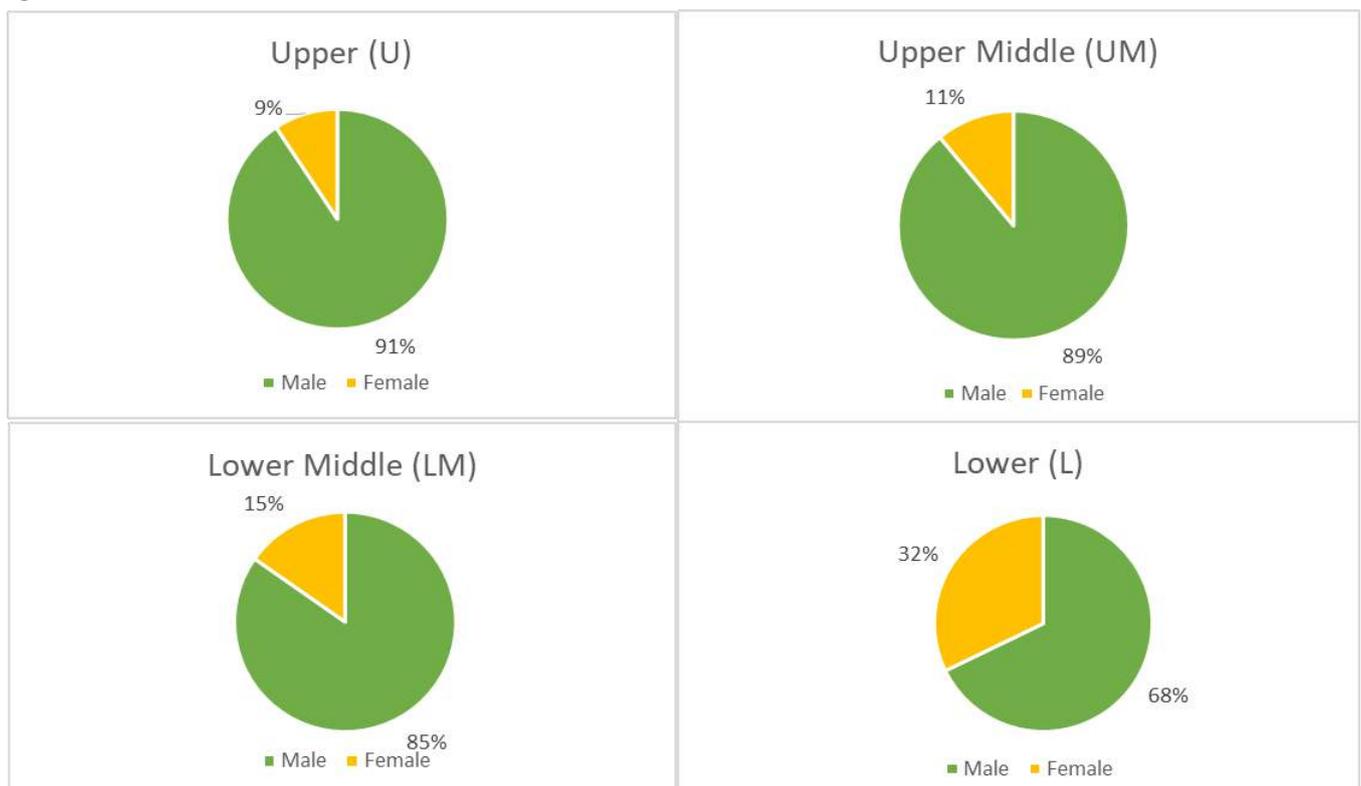
To determine quartiles, employees were ranked in order of their hourly rate, from highest to lowest and divided into four equal groups, according to the guidelines.

Figure 5

Quartile	Male	% of total gender	Female	% of total gender	Total
Upper (U)	107	27%	11	14%	118
Upper Middle (UM)	105	27%	13	16%	118
Lower Middle (LM)	100	26%	18	23%	118
Lower (L)	80	20%	38	48%	118
Total	392		80		472

These charts show the proportion of male and female employees within each quartile.

Figure 6





6. Quartile Pay Bands *cont.*

Figure 7

Quartile	Male	% of total full	Female	% of total full	Total
Upper (U)	107	23%	11	2%	118
Upper Middle (UM)	105	22%	13	3%	118
Lower Middle (LM)	100	21%	18	4%	118
Lower (L)	80	17%	38	8%	118
Total	392		80		472

When examining the structure of the organisation by role type i.e. senior management, middle management, supervisory management and non-management, females are more evenly represented in each category. In the middle management category, 25% of the total group are female.

The highest number of males and females are within the non-management role type category with numbers decreasing evenly for both males and females as you progress up each level of role type to the senior management level, which you would expect.

Figure 8

Category	Female	Male	Total	% that are female
Senior Management	3	20	23	13%
Middle Management	8	24	32	25%
Supervisory Management	21	119	140	15%
Non-Management	44	219	263	17%

The role type categories are not reflective of the data within the quartile pay bands as non-management and supervisory management employees appear in each of the quartiles due to earning potential, i.e. additional roles, allowances and bank shifts.



In year one of the gender pay gap reporting, full comparison data is not provided. However, before 30 March 2018 there is a statutory obligation to publish gender pay gap information. In subsequent reports benchmark analysis can be provided.



Conclusion

The results of the gender pay gap reporting for the Service as at 31 March 2017 finds that the mean gender pay gap is 19% when compared against the National UK gender pay gaps of 18% for 2017. A recent CIPD study (Source: CIPD People Management magazine February 2018) analysed the gender pay gap figures from the first 570 organisations from both public and private sectors to report so far, which demonstrated a broad spread of mean averages of pay ranging from 64.8% to -12.9%, with the majority clustering between 25% and 0.

Whilst there is no benchmarking data for year one, the fact that our gender pay gap is higher than the national average is a concern that requires immediate consideration. Our aim is to prioritise ways to lower the gender pay gap to below the national UK gender pay gap of 18% and to reduce it further.

Gender pay gap reporting will help to raise the profile of gender issues within all organisations. The Service will strive to increase gender diversity in all areas of the organisation. A particular priority for this Service is attracting and retaining a more diverse workforce and have better representation of males and females at all levels across the Service.



Action Plan for 2018/19:

- Develop the evidence base to determine where the Service can achieve the biggest improvements in closing the gender pay gap
- Obtain comparison data to allow further analysis into the gender pay gap between organisations
- Improve community engagement, offering role models to positively market a career in the Fire Service
- Continue with a review of the recruitment processes to attract a more diverse workforce
- Review policies and procedures relating to flexible working
- Invest in developing mentoring programmes for all employees and, in particular, female employees to help them progress to the next level of their career
- Create clear inclusive talent pipelines, aimed at achieving greater diversity at the senior levels in the organisation
- Have development programmes in place to enable all employees to have the maximum opportunities to progress their career within the Service
- A review of bonus payments and allowances to be carried out