



Buckinghamshire & Milton Keynes Fire Authority

Meeting and date: Executive Committee, 20 March 2024

Report title: Gender Pay Gap Report 2023

Lead Member: Councillor Shade Adoh, Lead Member - People, Equality and Diversity and Assurance

Report sponsor: Mark Hemming, Director of Finance and Assets

Author and contact: Faye Mansfield, HR Advisory and Development Manager

Action: Decision

Recommendations:

1. The content of the gender pay gap report 2023 is noted and approved for submission to the Government website (gov.uk) as per reporting requirements.
 2. The ethnicity pay gap 2023, as detailed in Appendix four, is noted.
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Executive summary:

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that came into effect in 2017 requires public sector organisations with over 250 employees to carry out gender pay gap reporting. In accordance with the Regulations, the Authority is required to annually publish six pieces of prescribed data about the pay and bonuses of male and female workers within the organisation:

1. Mean gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each pay quartile

This data 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.

The gender pay gap report, as detailed in Appendix one, details the Authority's gender pay gap as at 31 March 2023. The mean gender pay gap has decreased again in 2023 and is the lowest pay gap since first reporting in 2017, which is positive.

For 2023, the mean (average) gender pay gap has decreased from 13.4 per cent in 2022 to 11.8 per cent. The median (mid-point) gender pay gap has also decreased, from 11.7 per cent in 2022 to 8.46 per cent.

The gender pay gap is the difference between what males typically earn within the workplace, compared to what females earn, irrespective of role or seniority. It examines the difference in the average pay gap, expressed as a percentage of male earnings. A gender pay gap is not unlawful, it is essentially a reflection of a workforce profile.

In comparison, equal pay is a legal obligation and about unequal rewards for male and females carrying out the same job, similar job or work of equal value, as set out in the Equality Act 2010. Organisations can have a gender pay gap without breaching equal pay provisions, and the Authority's gender pay gap is not as a result of any equal pay issues. There is a gender-neutral approach to pay across all levels and roles within the Authority.

From 2023 the ethnicity pay gap data has also been reported, as detailed in Appendix four. Interestingly, the ethnicity pay gap is similar to the gender pay gap. For 2023 the mean ethnicity pay gap is 11.9 per cent and the median ethnicity pay gap is 7.59 per cent.

In addition, for 2023 gender pay gap comparison data has been provided on Operational versus Support Services employees, as detailed in Appendix three. This data also drills down into age and employment status. What this data shows is that whilst there are fewer females in Operational roles, gender disparity is greater within Support Services employee roles.

Financial implications:

There are no direct financial implications arising from this report.

Risk management:

The Authority will comply with the Regulations requiring public sector employers with over 250 employees to publish their gender pay gap data before 30 March each year.

The six pieces of prescribed data within the report will be published on the Government's website (gov.uk) and the full report published on the Authority's external website for a period of three years. Annually publishing the data in line with the Regulations will help the Authority monitor the effectiveness of the actions in reducing the gender pay gap over time.

Benchmark data, as published on the Government's website, provides additional comparison data across Fire Services (see Appendix two). The benchmark data demonstrates widely different mean and median gender pay gaps within the same sector for the 2022 reporting period.

With regards to the ethnicity pay gap, due to the requirement to protect confidentiality, different ethnic groups have been combined and for 2023, the

categories include white British, other ethnic backgrounds and not known. Whilst it is acknowledged having fewer categories masks the variations between ethnic groups and provides pay gap data comparing the earnings of ethnic minority employees as a percentage of all white British employees, using the five-category breakdown, as defined in the 2021 Census of England and Wales, would result in many of the categories with insufficient numbers to be able to report the data.

To mitigate the risk associated with publishing improbable data, our data undergoes internal scrutiny and by providing contextual narrative, it supports the information provided within the report and highlights the activities we are engaging in to address pay gaps.

Legal implications:

Publishing the annual gender pay gap report ensures compliance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Whilst the Regulations do not contain any provisions imposing a penalty for non-compliance, failure to disclose this data could result in enforcement action by the Equality and Human Rights Commission or challenge by way of judicial review.

Currently there is no legislative requirement for organisations to carry out ethnicity pay gap reporting. Whilst reporting is not mandatory, as part of our approach to improving inclusion and tackle inequality within the workplace, this data is being provided from 2023.

Privacy and security implications:

The report does not include any personally identifiable information.

Duty to collaborate:

All organisations employing over 250 employees have a requirement to carry out gender pay gap reporting. Collaborative actions to reduce pay gaps will be considered as part of existing Thames Valley collaboration work.

Health and safety implications:

There are no health and safety implications arising from this report.

Environmental implications:

There are no environmental implications arising from this report.

Equality, diversity, and inclusion implications

Whilst both gender pay and equal pay deal with the disparity of pay within the workplace, it is important to note that gender pay is different from equal pay. The presence of a gender pay gap does not mean the Authority is discriminating against groups of individuals. The Authority is confident this gap does not stem from paying male and female employees differently for the same or equivalent work, i.e. an equal pay issue.

The report has identified there are pay disparities within the workplace. Whilst we are committed to addressing and reducing pay gaps and achieving a more

representative workforce, figures are not expected to reduce significantly within the short to medium term, as the issues driving pay gaps requires a longer-term commitment.

Work is ongoing to improve the breadth of diversity-related data available and the utilisation of this data, to identify inequalities, initiate activity and evaluate progress throughout the employment lifecycle.

The Authority strives to increase diversity in all areas of the organisation. A particular continuing priority is attracting and retaining a more diverse workforce and having better representation of employees at all levels across the organisation.

Consultation and communication

Additional to the Fire Authority, other employers, job applicants, trade unions, media and the public will continue to pay close attention to annually published gender pay gap data. Due to the high-profile nature of gender pay, it is important that employees are made aware of the gender pay gap report for this organisation before 30 March 2024. Following approval for publication, the gender pay gap report will be communicated to employees in accordance with usual practice.

Engaging with stakeholders is essential to ensure progress is made against the initiatives to lower pay gaps. We will increase engagement and buy-in to what we are trying to achieve and will ensure interventions are evaluated as appropriate.

Annual gender pay gap reports will be presented to the Joint Consultation Forum, Equality, Diversity and Inclusion Group, Performance Monitoring Board, Strategic Management Board and Executive Committee. From 2023, this report will also contain data on the ethnicity pay gap.

Background papers:

[Link](#) to Fire Authority approved Pay Policy Principles and Statement 2023/24:

[Link](#) to Fire Authority approved Gender Pay Gap reports:

[The Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#)

[Office of National Statistics. Gender pay gap in the UK 2022](#)

[Report your gender pay gap data\(gov.uk\)](#)

[Ethnicity pay gap reporting. Guidance for employers](#)

Appendix	Title	Protective Marking
1	Gender Pay Gap Report 2023	
2	Employer Comparison Data 2022	
3	Operational vs. Support Service Employees Comparison Data 2019 to 2023	

4	Ethnicity Pay Gap 2023	
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Introduction

Regulations came into effect in 2017 that requires organisations employing over 250 employees to carry out gender pay gap reporting. The two sets of Regulations introduced 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 male earnings, e.g. females earn 10 per cent less than males. The gender pay gap should not be confused with equal pay and this is explained in the next section. The gender pay gap is reported on both the mean (average) and median (mid-point) basis.

According to the Office of National Statistics (Source: ONS - Gender pay gap in the UK: 2023), the gender pay gap continues to slowly decline and over the last decade has fallen by approximately a quarter amongst both full-time employees and all employees.

In 2023, the UK gender pay gap among all full-time employees increased to 7.7 per cent, up from 7.6 per cent in 2022. The data for 2023 is still below the gap of 9.0 per cent before the coronavirus (Covid-19) pandemic. Amongst all employees, the UK gender pay gap decreased to 14.3 per cent from 14.4 per cent in 2022, below the gap of 17.4 per cent in 2019. The gender pay gap is higher for all employees than it is for full-time employee as females occupy more part-time roles, which have a lower salary.

Over the coronavirus (Covid-19) pandemic period (2020 and 2021) there is uncertainty to the data due to data collection disruptions and lower response rates during this period.

Data from the Office of National Statistics (source: ONS - Annual Survey of Hours and Earning (ASHE)), as detailed below, shows the gender pay gap for median gross hourly earnings in the UK, April 2013 to April 2023. When comparing the gap over this ten-year period, it is evident that progress on closing the gender pay gap is slow and therefore likely to take years to eradicate.



Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
All	19.8	19.2	19.3	18.2	18.4	17.8	17.4	14.9	15.1	14.4	14.3
Full-time	10.0	9.6	9.6	9.4	9.1	8.6	9.0	7.0	7.7	7.6	7.7

There are several factors contributing to the UK gender pay gap and these include:

- 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
- Occupational segregation
- Lack of role models
- Family, childcare, and caring commitments
- Lack of opportunities for flexible working
- Attitude and culture
- Confidence

The gender pay gap is based on data at the snapshot date of 31 March 2023. For the Service in 2023 this has decreased by 1.57 percentage points to 11.8 per cent (13.4 per cent in 2022), and 7.56 percentage points from the first year of reporting (19.4 per cent in 2017). This is positive and takes the Service 2.5 percentage points below the UK average gender pay gap of 14.3 per cent for 2023.

A number of key areas of activity have been identified, and the Service’s plan on addressing pay gaps is detailed at the end of this report. Whilst the foundations for improvement have been laid through these initiatives, it is likely to be several years before there is any significant and sustained impact on parity within pay.

Different to equal pay

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. Equal pay is a legal obligation. Whereas the gender pay gap examines the difference in the average pay gap between males and females expressed as a percentage of male 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.

Equal Pay Audit

An equal pay audit is the most effective way of checking the Service is complying with its equal pay obligations, ensuring it delivers a pay system free from bias. An equal pay audit involves comparing pay of employees doing equal work and has three main purposes:

- to identify any differences in pay between those doing equal work
- to investigate the causes of any differences in pay between those doing equal work, and
- to eliminate instances of unequal pay that cannot be justified

In 2020 an equal pay audit was undertaken within the Service. The snapshot date for the equal pay audit was 01 January 2020. The meaningful comparator data included base salary and 12-months' worth of allowance data for protected characteristics of gender, age, disability and ethnicity. For 2020, in addition to gender, analysis was also undertaken for additional protected characteristics of age, disability and ethnicity.

The equal pay audit confirmed the Service is achieving equitable pay between gender, and the other protected characteristics of age and race, however there was insufficient data on disability to be able to analyse effectively.

Following the Service's review of pay and allowances during 2024/25, an equal pay audit will be undertaken.

The reality of the gender pay gap

A workforce, which better reflects the diversity of the public, that is flexible, diverse and inclusive, will create a stronger, more enriched and well-informed organisation, able to meet the expectations for a modern Fire and Rescue Service. The Service will attract, retain, develop and motivate talented people from all parts of the community.

The current limited gender diversity within the Fire Service is a national challenge. This is partly due to a lack of understanding about the role and skills required to be a firefighter by potential applicants. By embracing the need for change and consciously recognising this is a historically male-dominated organisation, and by actively seeking to dispel these myths, it will help to break some of the barriers for females considering a career within the Fire Service.



Since 2020 the economic impact of the coronavirus (Covid-19) pandemic contributed to widening the UK national average gender pay gap and impacted on working arrangements within many organisations. Whilst the short-term impact of the pandemic increased the UK average gender pay gap, in the longer term it may have helped. For many, the pandemic has been a catalyst to positive changes within the workplace due to the requirements to embrace alternative ways of working.

During the pandemic the Service faced many challenges in continuing to support and protect the communities of Buckinghamshire and Milton Keynes, in addition to maximising the health, safety and wellbeing of its employees. Following the pandemic, the Service has remained committed to harnessing the benefits of flexible working, which was largely created by the requirement for alternative working arrangements. By embracing more flexible and responsive ways of working, it will lead to greater equality and encourage a more diverse workforce.

The gender pay gap is generally caused by an underrepresentation of female employees in higher paid or senior roles. To lower the gap attention must be paid to the recruitment, retention and development of females into these areas, and a range of strategies adopted to support this.

By demonstrating an understanding of the factors contributing to the gender pay gap and committing activity to address the gap, it will ensure over time the gap is reduced and eventually eliminated. In addition, the workforce will better reflect the diversity of the community. Meaningful embedded change takes time, and we recognise this. The Service's aim is to achieve gender pay parity.

Many of the issues driving pay gaps requires a longer-term view. It has been recognised nationally that the gender pay gap is not going to be fully eliminated within the short to medium term.

Importance of recruitment and development

Job applicants may look at an organisation's gender pay gap as part of their pre-selection process before choosing to work for an employer. To improve the Service's gender pay gap we need to address the attraction and retention of females within the Service and the career progression routes to the higher paid senior Operational and Support Services roles.

The Service continues with positive action to attract and recruit more females into Operational roles. As the Service nurtures these individuals and supports them through their development and for some, promotions through the ranks to more senior roles, the Service will start to see the impact of this positive action and further reduce and eventually eliminate the gender pay gap.



Terms and conditions

The Service's Pay Policy statement is reviewed and updated annually. Its purpose is to provide transparency to the pay policy adopted. The 2023/24 Pay Policy (approved by the Fire Authority at its meeting on 15 February 2023) sets out levels of and elements of remuneration for 2023/24 to which this report relates.

The majority of employees are employed under contracts with either the terms and conditions of the NJC for Local Authority Fire and Rescue Services Scheme of Conditions of Service, 2004 "the Grey Book" incorporated, or with the provisions of the local terms and conditions of Buckinghamshire & Milton Keynes Fire Authority Scheme of Conditions of Service for Support Services employees.

Pay and allowances differ under each set of terms and conditions. A number of allowances and additional payments are available for Operational employees, for example with the different duty systems, specialist roles, temporary promotions, opportunity to undertake additional hours through the bank system. Whilst some allowances are paid to Support Services employees, the majority are paid to limited groups, with the majority being males. This directly influences the gender pay gap.

During 2022/3 the Fire Service saw a national pay dispute and threat of industrial action. This culminated in a pay settlement of seven per cent paid March 2023, backdated to July 2022, plus an additional five per cent payable from July 2023. The seven per cent increase to salary is reflected in the gender pay gap, and 2023 has seen the biggest increase to hourly pay since first reporting.

Culture review

In November 2022, Nazir Afzal OBE published the [Independent Culture Review of London Fire Brigade](#). This report highlighted that women, Black, Asian and minority ethnic, LGBTQ+ and neurodiverse employees experience poor treatment at work and do less well in their careers. Issues were also identified with leadership and employees fearing to speak out about abuse.

Following the Independent Culture Review of London Fire Brigade there have been media reports into allegations at other Fire Services around the country. Reports on inappropriate behaviour within the Fire Service continues, and this will have a negative effect of diversifying the make-up of the workforce, as individuals will question whether the Fire Service is a sector in which they would want to work.

An organisation's culture is developed over a period of time and will influence experience and behaviour within the workplace. There are clear challenges



within the Fire Service and a need to change and reshape the culture. By changing the culture and diversifying the workforce it will help encourage diverse perspectives, in an environment that supports the skills, experience and knowledge that everyone can bring to the workplace, therefore ensuring issues are eradicated. The Service needs to listen, learn and lead, and encourage and support individuals to speak up and challenge unacceptable behaviour. The Service needs to foster shared beliefs and an inclusive culture, governed by fairness. In an environment where employees feel safe, valued, able to bring their whole self to work, and encouraged to reach their potential.

A report from His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) [Values and culture in Fire and Rescue Services](#), published March 2022, focused on the values and culture of all 44 Fire and Rescue Services in England and evidence collected through inspections since 2018. This report indicated that evidence has been repeatedly found in many of the 44 Fire and Rescue Services of poor culture and behaviour, reports of racist, homophobic, and misogynistic behaviour and allegations of bullying and harassment and a lack of fairness and diversity.

The Service has welcomed the recommendations made within this report and will continue to make improvements and learn from best practice. The culture of this Service is taken extremely seriously, and we strive to make sure our employees and the public we serve are treated with the dignity and respect deserved.

Benchmarking

With organisations being required to publish their gender pay gap data in the public domain (gov.uk website), this allows 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.

As detailed in Appendix two, employer comparison data is provided covering 34 Fire Services for 2022, as detailed on the gov.uk website.

When compared to the 34 Fire Services, Buckinghamshire Fire & Rescue Service is ranked 30th with a mean gender pay gap of 13.4 per cent for 2022. The range between the 34 Fire Services is (-) 12.7 per cent to 19.1 per cent. A negative pay gap indicates that females earn more on average than males, and a positive pay gap indicates that males earn more on average than females. Of the 34 Fire Services, only six have reported bonus gender pay gap data. This indicates that bonus arrangements were not in operation within the majority of Fire Services in 2022.



The benchmarking data demonstrates widely different mean and median gender pay gaps within broadly similar organisations. To mitigate the risk associated with publishing improbable data, our data undergoes internal scrutiny and by providing contextual narrative, which is not a mandatory requirement, it supports the information provided within the report and highlights the activities we are engaging in to address gender imbalance.

Comparison data

For 2023, additional comparison data has been provided on Operational versus Support Services employees (Appendix three). This data also drills down into age and employment status. What this data shows is that whilst there are fewer females in Operational roles, gender disparity is greater within Support Services employees roles.

Mean pay gap

Support Services employees: Over a five-year period, there has been a gradual increase to the pay gap, with the mean hourly pay gap for 2023 being 17.2 per cent, from 12.9 per cent in 2019. This meant that for 2023 male employees earned £3.93 per hour more than females.

When looking at age, and those under the age of 40 and over the age of 40, the data shows that the majority of females are within the aged 40 and over group. For 2023 the mean hourly pay for this group was 17.2 per cent. For 2023, the pay gap is still high for the group below the age of 40, at 16.3 per cent.

Operational employees: There has been a gradual decrease to the pay gap, and the 2023 mean hourly pay gap was 6.0 per cent, from 17.3 per cent in 2019. This meant that for 2023 male employees earned £1.31 per hour more than females.

When looking at age, the split between those aged over and under 40 is similar for males, however for the few females in Operational roles, two-thirds are below the age of 40. The mean hourly pay gap for the group below the age of 40 is -2.3 per cent, which meant that within this group, for every £1 a female earned, males earned 97.7p. In comparison, for those aged 40 and over, the hourly pay gap was 7.1 per cent, which meant that for every £1 earned by males, females earned 92.9p.

Median pay gap

Support Services employees: There has been increase to the pay gap over a five-year period, and for 2023 the median hourly pay gap was 13 per cent, from 6.8 per cent in 2019. This meant that for 2023 male employees earned £2.74 per hour more than females.



When looking at age, the data shows that the hourly pay gap for the group aged 40 and over is 13 per cent in 2023, which meant that females earned 87p for every £1 earned by males within this group. In the group aged 40 and below, the hourly pay gap was 8.6 per cent in 2023, which meant that females earned 91p for every £1 earned by males within this group.

Operational employees: The pay gap has decreased over a five-year period, from 9.3 per cent in 2019 to -0.3 per cent for 2023. The negative pay gap for 2023 meant that females have earned more than males (5 pence more).

Breaking the data down into age indicates there is a negative pay gap in 2023 for those aged over 40 (-4.3 per cent) and under 40 (-0.4 per cent), which meant that females have earned more than males in both groups.

Pay quartiles

Support Services employees: Over the five-year period, approximately 35 per cent of all females were in the lower quartile compared to just 4.0 per cent of males, whilst an average of 31 per cent of all males were in the upper quartile compared to an average of 11 per cent of females.

Operational employees: Over the five-year period, the highest number of female employees (35 per cent) was in the lower middle quartile, whilst 11.7 per cent was in the upper quartile. Males were evenly distributed among the four quartiles, although there were fractionally fewer in the lower quartile. The highest number (an average of 25.9 per cent) of males were in the upper quartile.

Contributing factors

There are several factors that may have contributed to the pay gaps between male and female Support Services employees. Despite there being a higher proportion of females to males, more males hold management level positions (grade J and above) than females. In addition, there is a higher percentage of females in part-time roles, with the majority in the group aged 40 and above.

For Operational employees, the pay gaps have reduced due to there being more females in the upper middle and upper pay quartiles and the number of females within Operational roles has increased slightly over the five-year period. In addition, Operational employees are more likely to move between the pay quartiles due to development opportunities and promotions. For On-call employees, whilst there are fewer females, and the numbers of On-call employees within the five-year period has reduced for both males and females (with male leavers being the bigger reduction), females within On-call roles have worked more hours overall.



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

The table below details the total number of employees in scope for 2023 compared to the previous five years:

Year	Total number of employees in scope	Males	Females	Total
2023	Full-pay relevant employees	381	91	472
	Relevant employees	414	97	511
2022	Full-pay relevant employees	375	89	464
	Relevant employees	403	95	498
2021	Full-pay relevant employees	371	92	463
	Relevant employees	404	100	504
2020	Full-pay relevant employees	340	82	422
	Relevant employees	384	93	477
2019	Full-pay relevant employees	353	87	440
	Relevant employees	365	90	455
2018	Full-pay relevant employees	377	78	455
	Relevant employees	392	81	473

Full-Pay Relevant Employees - 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.

For 2023, the number of full-pay relevant employees increased by 1.6 percentage points for males (six males) and increased by 2.2 percentage points for females (two females) from the number of employees detailed for 2022.

Relevant Employees - This is the number of employees employed by the Service on the snapshot date. This informs the mean and median bonus pay gap calculations. For 2023 the number of relevant employees is lower than the full-pay relevant employees.

The difference in numbers between relevant and full-pay relevant employees is due to 39 employees not receiving their usual full-pay within the pay period (for 2022 this was 34 employees).

For 2023, the number of relevant employees increased by 2.7 percentage points for males (eleven males), and 2.1 percentage points for females (two females) from the numbers of employees detailed for 2022.



The overall number of relevant employees has decreased by 0.2 percentage points (one employee) since first reporting. When compared to the gender specific data, the number of relevant employees has increased by 5.6 percentage points for males and 19.7 percentage points for females. For full-pay relevant employees, the overall number has increased by 12.3 percentage points (56 employees). When compared to the gender specific data, the number of full-pay relevant employees has increased by 1.0 percentage points for males and 16.6 percentage points for females.

The change in employee numbers will directly influence the reportable data and the gender pay gap.

Whilst the Service continues to increase the percentage of females employed, for 2023 the gender split for employees shows that overall females continue to be under-represented within the Service.

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 refers to the ordinary pay received by each full-pay relevant employee in the pay period at the snapshot date. Ordinary pay includes basic pay, allowances, paid 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
- The difference in the median hourly pay between male and female relevant employees as a percentage of male pay
- The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands
- Ordinary pay does not include overtime, expenses, benefits in kind, arrears of pay, salary sacrifice schemes (such as childcare), tax credits or redundancy pay

Ordinary pay, expressed as hourly pay, is used to calculate the mean and median gender pay gaps and the pay period informs the calculation for ordinary pay. For those employees who do not work a consistent working pattern, e.g. 37-hour week, our calculation has been averaged over a 12-week period as per Local Government Association, ACAS and Government Equalities Office guidance.

Bonus: Bonuses paid to full-pay relevant employees in the 12-month period ending on the snapshot date (31 March). Year on year bonuses will vary and a small movement could have a big impact on the data. 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
- 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
- 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



Reportable data

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 employed by the Service:

1. Mean hourly gender pay gap

The difference between the mean hourly rate of pay for male and female full-pay relevant employees, as a percentage.

The mean gap provides an overall indication of the size of the gap. A high mean indicates that the remuneration structure disadvantages females.

The mean (average) gender pay gap for 2023 is 11.8 per cent, this is 1.6 percentage points lower than 2022. Male hourly pay has increased by 12.2 percentage points (£2.40) and female hourly pay has increased by 14.3 percentage points (£2.42). Whilst the hourly pay for females has steadily increased since 2018, and 2023 has seen the biggest increase to the hourly pay, (due to the pay settlement), it is still lower than the hourly rate of pay for males. The pay gap between the hourly rate of pay for males and females continues to be over two pounds, despite 2023 seeing the smallest gap since reporting between the hourly rate of pay for males and females (£2.59).

Since first reporting the average hourly rate for males has increased by 21.1 percentage points (£3.82) and for females increased by 32.4 percentage points (£4.73).

Year	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
2023	21.92	19.32	2.59	11.8
2022	19.52	16.90	2.62	13.4
2021	18.87	16.27	2.60	13.8
2020	19.41	15.77	3.64	18.8
2019	18.18	15.43	2.75	15.1
2018	17.36	14.47	2.89	16.6
2017	18.10	14.59	3.51	19.4

In comparison, for 2022 the mean (average) gender pay gap was 13.4 per cent. This meant that male employees earned £2.62 per hour more than females.

2. Median hourly gender pay gap

The difference between the median hourly rate of pay for male and female full-pay relevant employees, as a percentage.

Gender Pay Gap Report 2023



The median (mid-point) gender pay gap for 2023 is 8.46 per cent, this is 3.24 percentage points lower than 2022 and the lowest since first reporting.

The median hourly pay for males and females has increased, with 2023 seeing the largest increase for both since first reporting. The increase in hourly pay is larger for females, at 16.2 percentage points (£2.55), compared to 12.1 percentage points for males (£2.16).

Whilst there is a two pence difference in the pay gap since first reporting, and the median male hourly rate has increased by 26.8 percentage points (£4.22), and for females increased by 29.8 percentage points (£4.20), for 2023 male employees remain the higher earners, earning £1.69 per hour more than females.

Year	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
2023	19.96	18.27	1.69	8.46
2022	17.80	15.72	2.08	11.7
2021	16.93	15.40	1.53	9.0
2020	17.83	15.10	2.73	15.3
2019	16.55	14.83	1.72	10.4
2018	16.16	14.26	1.90	11.8
2017	15.74	14.07	1.67	10.6

In comparison, for 2022 the median gender pay gap was 11.7 per cent. This meant that male employees earned £2.08 per hour more than females during this year.

3. Mean bonus gap

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

For 2023, the mean bonus gap is 100 per cent. This means that males were the only employees to receive bonus payments during this reporting period.

Year	Male bonus pay £	Female bonus pay £	Pay gap £	Pay gap % *
2023	2.50	0	2.50	100
2022	2.25	4.29	-2.04	-90.6
2021	0.93	0	0.93	100
2020	13.29	1.29	12.00	90.2
2019	83.81	167.89	-84.08	-100.3
2018	235.71	327.16	-91.45	-38.8
2017	230.04	354.01	-123.97	-53.9



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

In comparison, for 2022 the mean bonus gap was -90.6 per cent. This meant that on average, males earned £2.04 less than females on bonus payments.

4. Median bonus gap

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

For 2023 the median bonus gap is 100 per cent. This means that only male employees received a bonus payment for this reporting period.

Year	Male bonus pay £	Female bonus pay £	Pay gap £	Pay gap %
2023	125	0	125	100
2022	125	408	-283	-226.4
2021	125	0	125	100
2020	125	120	5	4.0
2019	750	675	75	10
2018	1000	750	250	25
2017	500	1000	-500	-100

In comparison, for 2022 the median bonus gap was -226.4 per cent or -£283.00. This meant that female employees received a bonus payment greater than male employees during this reporting period.

5. Bonus Proportions

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

Year	Gender	Number of employees	%
2023	Males	2	0.48
	Females	0	0
2022	Males	5	1.2
	Females	1	1.1
2021	Males	3	0.74
	Females	0	0
2020	Males	7	1.82
	Females	1	1.08
2019	Males	32	8.8
	Females	18	20.0

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2018	Males	38	9.7
	Female	22	27.2
2017	Male	44	10.8
	Female	20	24.7

In the 2023 reporting period no bonus/merit award payments were made to employees, however Long Service Award payments continue to be included in the bonus payment calculations and was paid to two male employees within this reporting period.

6. Quartile Pay Bands

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

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

There has been minimal change in the per cent of the total workforce for both males and females in the lower quartile. For the six consecutive year, the highest proportion of females is within in the lower quartile, representing 36.3 per cent of the total female workforce, this is up from 36.0 per cent in 2022. In comparison, the percentage of the total male workforce in the lower quartile is 22.3 per cent, which is slightly lower than 2022 at 22.4 per cent.

The highest proportion of males is within the upper quartile, representing 27.3 per cent of the total male workforce. In comparison, for females the upper quartile has the lowest representation, at 15.4 per cent.

The second highest proportion of males is within the lower middle quartile, representing 25.5 per cent and for females the second highest proportion is within the upper middle quartile at 25.2 per cent. However, both the upper middle and lower middle quartiles have a total difference of two employees for both male and female employees.

Size of the change to quartiles from 2022:

Quartile changes	% for males	Total for males	% for females	Total for females	Overall total
Up	25	95	15	14	109
Down	8	32	2	2	34
Same	50	189	63	57	246
Not full-pay relevant	17	65	20	18	83
Total full-pay relevant employees	-	381	-	91	472

Gender Pay Gap Report 2023



Size of the change to quartiles from 2021:

Quartile changes	% for males	Total for males	% for females	Total for females	Overall total
Up	18	69	13	12	81
Down	17	62	9.0	8.0	70
Same	54	202	70	62	264
Not full-pay relevant	11	42	8.0	7.0	49
Total full-pay relevant employees	-	375	-	89	464

The majority of male and female employees do not move between the quartile pay bands. For 2023, 50 per cent of males and 63 per cent of females remained in the same quartile, and for both male and female employees, more went up a quartile pay band, with fewer going down, which indicates there were more permanent promotions during the year. In comparison, the data detailed from 2021, shows similar numbers went up and back down a quartile pay band, which indicates that much of the movement was largely due to temporary promotions and reversions.

For 2023

Quartile	Male	% of total gender	% of total quartile	Female	% of total gender	% of total quartile	Total quartile
Upper (U)	104	27.3	88.1	14	15.4	11.9	118
Upper Middle (UM)	95	24.9	80.5	23	25.2	19.5	118
Lower Middle (LM)	97	25.5	82.2	21	23.1	17.8	118
Lower (L)	85	22.3	72.0	33	36.3	28.0	118
Total	381	-	-	91	-	-	472

For 2022

Quartile	Male	% of total gender	% of total quartile	Female	% of total gender	% of total quartile	Total quartile
Upper (U)	100	26.7	86.2	16	18.0	13.8	116
Upper Middle (UM)	98	26.1	84.5	18	20.2	15.5	116
Lower Middle (LM)	93	24.8	80.2	23	25.8	19.8	116
Lower (L)	84	22.4	72.4	32	36.0	27.6	116
Total	375	-	-	89	-	-	464

Gender Pay Gap Report 2023



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For 2021

Quartile	Male	% of total gender	% of total quartile	Female	% of total gender	% of total quartile	Total quartile
Upper (U)	99	26.7	85.3	17	18.5	14.7	116
Upper Middle (UM)	100	27.0	86.2	16	17.4	13.8	116
Lower Middle (LM)	96	25.9	82.8	20	21.7	17.2	116
Lower (L)	76	20.5	66.1	39	42.4	33.9	115
Total	371	-	-	92	-	-	463

For 2020:

Quartile	Male	% of total gender	% of total quartile	Female	% of total gender	% of total quartile	Total quartile
Upper (U)	94	27.6	88.7	12	14.6	11.3	106
Upper Middle (UM)	90	26.5	85.7	15	18.3	14.3	105
Lower Middle (LM)	90	26.5	85.7	15	18.3	14.3	105
Lower (L)	66	19.4	62.3	40	48.8	37.7	106
Total	340	-	-	82	-	-	422

For 2019:

Quartile	Male	% of total gender	% of total quartile	Female	% of total gender	% of total quartile	Total quartile
Upper (U)	92	27.1	86.0	15	17.6	14.0	107
Upper Middle (UM)	92	27.1	86.8	14	16.5	13.2	106
Lower Middle (LM)	85	25.0	80.2	21	24.7	19.8	106
Lower (L)	71	20.8	67.0	35	41.2	33.0	106
Total	340	-	-	85	-	-	425

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For 2018:

Quartile	Male	% of total gender	% of total quartile	Female	% of total gender	% of total quartile	Total quartile
Upper (U)	99	26.3	87.6	14	17.9	12.4	113
Upper Middle (UM)	104	27.6	91.2	10	12.8	8.8	114
Lower Middle (LM)	95	25.2	83.3	19	24.4	16.7	114
Lower (L)	79	21.0	69.3	35	44.9	30.7	114
Total	377	-	-	78	-	-	455

For 2017:

Quartile	Male	% of total gender	% of total quartile	Female	% of total gender	% of total quartile	Total quartile
Upper (U)	107	27.3	90.7	11	13.8	9.3	118
Upper Middle (UM)	105	26.8	89.0	13	16.3	11.0	118
Lower Middle (LM)	100	25.5	84.7	18	22.5	15.3	118
Lower (L)	80	20.4	67.8	38	47.5	32.2	118
Total	392	-	-	80	-	-	472



The Service's plan on addressing pay gaps:

The Service is committed to addressing and reducing pay gaps and will strive to achieve a more representative workforce, by increasing diversity, improving inclusion, and tackling inequality within the workplace.

The Service is committed to:

Leading transformation: The Service will ensure that all employees are aware of the vision, values and behaviours expected within the workplace, improve the Service's performance through building a diverse workforce and ensuring employees understand how the Service operates, to be as effective as possible within their role. This will be achieved through a commitment to:

- Equality, diversity and inclusion and the achievement of initiatives identified in the HMICFRS action plans, People Strategy and EDI objectives
- Taking the culture of the Service seriously, making improvements where appropriate and learning from best practice
- Ensuring the Vision and Mission Statement for the 2025-30 CRMP captures the key elements of what success looks like for the Service and the Values are a true representation of the beliefs, philosophies and principles
- Transparent approaches to pay and reward
- Up to date and fit for purpose policies and procedures, that are clearly communicated, employees are aware of and trust their robustness, and managers are appropriately trained in their application
- Encouraging and supporting individuals to speak up and challenge unacceptable behaviour

Attracting talent: The Service is committed to ensuring its resourcing attracts, selects, and recruits the right calibre of people to deliver its corporate priorities, aligned to workforce planning requirements. The Service will ensure it retains the skills and capability needed and employs them productively to support its corporate objectives. We are committed to establishing the right working arrangements and conditions of employment for all employees. This will be achieved through a commitment to:

- Positive action and community engagement. To engage, encourage and support those from under-represented groups in seeing the Fire Service as an employer of choice
- Exploring flexible working opportunities to support the recruitment and retention of under-represented groups
- Continually reviewing and updating recruitment processes. Using fair and transparent processes and ensuring any learns are fed into future recruitment activity



- Communication and branding. Ensuring processes and communication tools are appropriate for the audience and respect the importance of neutrality, fairness and valuing diversity
- Recognising and valuing difference, due to culture, race, ethnicity, personality, thinking styles, generation etc.
- A working environment which enables employees to feel safe, valued, able to bring their whole self to work, and encouraged to reach their potential

Supporting development: The Service strives to create a sustainable workforce through medium to long term strategic planning, treating employees as assets enabling the Service to plan for the future with regards to the workforce requirements. This will be achieved through a commitment to:

- Improving the breadth of diversity-related data available and the utilisation of this data, to identify inequalities, initiate activity and evaluate progress throughout the employment lifecycle
- Improving understanding and commitment to equality, diversity and inclusion through training and education
- Regular systematic and rigorous strategic workforce and succession planning processes and horizon scanning of likely future external and internal challenges, to ensure the Service continues to meet workforce capacity requirements and build capability
- Encouraging all employees to reach their potential and promoting high performance and continuous improvement
- Leadership and management development programmes to improve the effectiveness of existing managers as well as provide development opportunities and pathways for future managers and leaders

Enhancing the skills, knowledge, and performance of employees through development tools, e.g. structured conversations, mentoring, coaching, 360-degree feedback

Appendix two

Employer Comparison Data 2022 (Fire Services)

Employer	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in upper pay quartile	% Who received bonus pay (Female)	% Who received bonus pay (Male)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
Lancashire Fire and Rescue Service	-12.7	9.3	14	18.3	36.6	4.4	0	0	0	0
Kent Fire & Rescue Service	-7.4	1.8	25.8	14.5	7.5	25.9	0	0	0	0
London Fire Brigade	-7.4	-5.5	28.2	11.1	9.1	22.4	0	0	0	0
Greater Manchester Combined Authority	-6.7	-9.8	33.7	11.3	16.7	38.8	0	0	0	0
Avon Fire & Rescue Service	0.2	0	29.2	11.5	14.1	20.3	0	0	0	0
Essex County Fire & Rescue Service	1	4.7	30.9	11.8	15.9	20.1	0	0	0	0
West Yorkshire Fire and Rescue Service	2	4.3	32	10.4	15.9	20.2	0	0	0	0
North Yorkshire Fire and Rescue Service	2.7	2.8	23.8	9.9	11.1	15.6	11	30.9	-0.9	0
Shropshire & Wrekin Fire Authority	3	0	33	9	17	16	0	0	0	0
Royal Berkshire Fire & Rescue Service	3.1	9.9	26	17	26	26	0	0	0	0

Appendix two

Employer Comparison Data 2022 (Fire Services)

Employer	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in upper pay quartile	% Who received bonus pay (Female)	% Who received bonus pay (Male)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
Bedfordshire Fire & Rescue Service	4	0	45	14	12	29	10	90	5	0
County Durham and Darlington Fire and Rescue Service	5.1	2.8	34.2	9.9	11.3	15.2	0	0	0	0
Devon & Somerset Fire & Rescue Service	6.3	5.4	30	6	13	13	0	0	0	0
West Midlands Fire Service	6.8	9.2	45.4	12.3	17.5	23.3	0	0	0	0
Hereford & Worcester Fire & Rescue Service	7	3	25	16	11	16	0	0	0	0
Derbyshire Fire & Rescue Service	7.3	2.5	46	8	18	21	0	0	0	0
Dorset & Wiltshire Fire & Rescue Service	7.7	9.8	35	11.2	10.3	16.7	0	0	0	0
Staffordshire Fire & Rescue Services	7.8	1.9	30	18	11	18	0	0	0	0
Northamptonshire Fire & Rescue Service	8	0	27	20	12	6	0	0	0	0

Appendix two

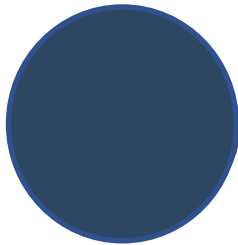
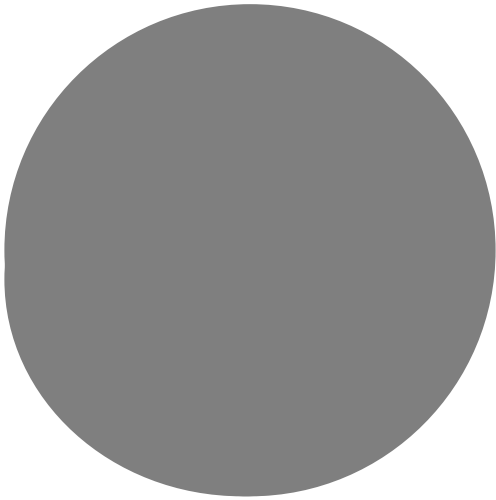
Employer Comparison Data 2022 (Fire Services)

Employer	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in upper pay quartile	% Who received bonus pay (Female)	% Who received bonus pay (Male)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
North Wales Fire and Rescue Service	8.3	13.3	21.3	20.9	21.3	21	16	36	-17.6	0
Cleveland Fire Brigade	8.4	6.1	39.4	10.9	20.3	12.3	0	0	0	0
Humberside Fire & Rescue Service	9.5	2.9	49.2	8.6	14.4	17.2	0	0	0	0
Leicestershire Fire and Rescue Service	9.8	14.8	43	21	12	18	0	0	0	0
South Yorkshire Fire & Rescue	10.2	8.8	36.7	16.5	20.7	13.9	20.2	55.2	9.8	0
Merseyside Fire and Rescue Service	10.4	2.3	43.7	27.8	24.5	19.4	0	0	0	0
Mid & West Wales Fire & Rescue Service	10.5	7.4	36.1	48	11	8.6	0	0	0	0
Cambridgeshire Fire & Rescue Service	11.8	9.6	38	21	20	16.2	43	65	-23	-7.6
South Wales Fire & Rescue Service	11.8	8.9	31.8	8.1	7.9	8	0	0	0	0
Tyne & Wear Fire and Rescue Service	12.9	1.2	41	23	15	14	0	0	0	0

Appendix two

Employer Comparison Data 2022 (Fire Services)

Employer	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in upper pay quartile	% Who received bonus pay (Female)	% Who received bonus pay (Male)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
Buckinghamshire & Milton Keynes Fire Authority	13.4	11.7	27.6	19.8	15.5	13.8	1.1	1.2	-90.6	-226.4
East Sussex Fire and Rescue Service	13.6	12.2	39.2	11.2	18	13.8	0	0	0	0
Hampshire Fire & Rescue Service	15.3	3.9	11	15.9	19.1	26.4	0	0	0	0
Cheshire Fire Authority	18.9	9.1	44.5	16.1	5.4	8.8	24.5	68.5	-4.2	47.2
Nottinghamshire Fire and Rescue Service	19.1	9.5	32.6	11.7	16.5	9.6	0	0	0	0



Gender Pay Gap

Operational vs. Support Services Employees

2023



Contents



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Introduction

For this report, the data has been split into two separate groups – one for operational employees and one for Support Services employees.

The six pieces of information about the pay and bonuses of males and females within each group were examined and compared against each other, alongside the overall data used in Buckinghamshire Fire & Rescue Service's annual gender pay gap report.

As merit awards have not been paid since 2019/2020, the only payments qualifying as bonus payments for Support Services employees were honorariums. An honoraria can be considered through the appraisal scheme or, where appropriate, in instances when an employee is asked to undertake part of the duties of a higher graded post or duties outside the scope of their post which are particularly onerous.

Similarly, the only bonus payments remaining for operational employees were long service awards.

As very few of these bonus payments were awarded during the five-year reporting period, the pay gap is skewed and as a result adds no value to the report. For this purpose, it has been excluded.

Therefore, the three pieces of information provided are:

- 1) The mean hourly gender pay gap
- 2) The median hourly gender pay gap
- 3) The quartile pay bands



Terms of reference

The data used in this report is sourced from the HR & Payroll system and based on the snapshot date of 31 March each year from 31 March 2019 to 31 March 2023.

Unlike with the main annual gender pay gap report, sessional (casual) employees are not included in the pay gap calculations.

Operational employees pay data includes employees on Wholetime, day-crewed, flexi contracts, On-Call employees and Apprentice Firefighters including all ranks, from Firefighter to Director level.

Support Services employee pay data includes employees, primarily in back-office roles and range from Apprentices to Director level.

Employees have been separated into these groups based on their primary role. Where an employee is primarily in a support role, but has an additional On-Call contract, the employee is included in the Support Services employee group only. All pay relating to additional roles is included in whichever group the employee's primary role belongs to.



Support Services employees pay gap



Support services employees pay gap

Pay

Appointments for Support Services roles are determined in accordance with local terms and conditions of Buckinghamshire & Milton Keynes Fire Authority Scheme of Conditions of Service for Support Services employees and any other local terms and conditions, which the Authority may, from time to time, adopt in relation to appointments, save where such provisions are amended by a contract of employment.

There are few allowances available, and most of the employees eligible are male.

Unlike with operational employees, there are few promotional/advancement opportunities for Support Services employees. Employees may have the opportunity to advance by changing roles for a higher graded position (usually within different departments, or when a manager leaves the organisation, and they have the relevant skills and experience to apply for the position) or where their own role changes which requires a job evaluation. Succession plans are in place for some key management roles, but such positions are likely to be made available to both internal and external applicants.

Make-up Support Services employees:

	Relevant employees			Full pay relevant employees		
	Male	Female	Total	Male	Female	Total
2019	43	67	110	43	66	109
2020	54	68	122	51	65	116
2021	55	71	126	53	70	123
2022	54	68	122	54	67	121
2023	57	72	129	55	69	124

The Support Services employee group contained a higher proportion of females to males.



Support Services employees pay gap

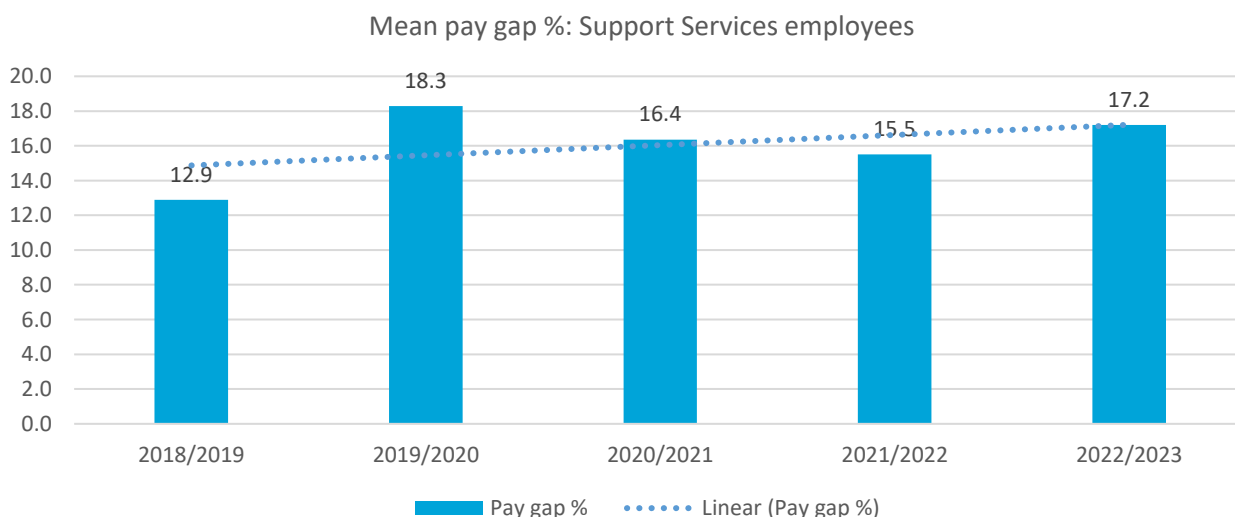
Mean hourly gender pay gap

The below table shows the mean hourly gender pay gap for Support Services employees since 2019.

In 2023 the pay gap was 17.2 per cent, which was an increase of 1.7 per cent from the previous year (2022). The positive 17.2 per cent pay gap means that for every £1 that male employees earned, female employees earned 82.8p.

	Male hourly pay rate £	Female hourly pay rate £	Pay gap £	Pay gap %	For every £1 earned by males, females earn (p)
2019	18.17	15.83	2.34	12.9	87.1
2020	19.10	15.61	3.49	18.3	81.7
2021	19.27	16.12	3.15	16.4	83.6
2022	19.87	16.79	3.08	15.5	84.5
2023	22.90	18.96	3.93	17.2	82.8

By plotting the percentage pay gaps into a chart, the trend-line shows that the gap has been on a gradual upward trend over the last five years.





Support Services employees pay gap

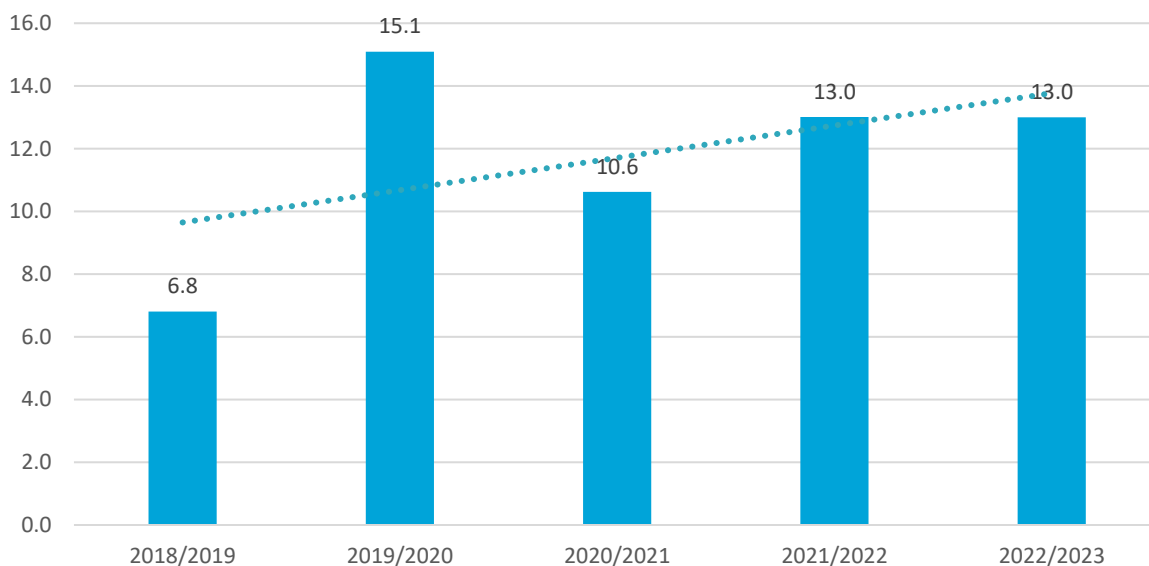
Median hourly gender pay gap

The below table shows median hourly gender pay gap for Support Services employees since 2019.

	Male hourly pay rate £	Female hourly pay rate £	Pay gap £	Pay gap %	For every £1 a males earned, females earned (p)
2019	15.88	14.80	1.08	6.8	93.2
2020	16.90	14.35	2.55	15.1	84.9
2021	17.23	15.40	1.83	10.6	89.4
2022	18.06	15.71	2.35	13.0	87.0
2023	21.01	18.27	2.74	13.0	87.0

Over the last five years, the median hourly pay gap is showing an upward trend for Support Services employees meaning that the gap has been increasing.

Median pay gap %: Support Services employees





Support Services employees pay gap

Quartiles

The following table shows the distribution of full-pay relevant employees across the pay quartiles by gender. Over the five-year period, approximately 35 per cent of all females were in the lower quartile compared to just 4 per cent of males, whilst an average of 31 per cent of all males were in the upper quartile compared to an average of 11 per cent of females.

	Lower		Lower middle		Upper Middle		Upper	
	Male	Female	Male	Female	Male	Female	Male	Female
2019	4	23	13	15	14	13	12	15
2020	6	23	13	16	15	14	17	12
2021	6	25	13	18	18	13	16	14
2022	6	24	15	16	17	13	16	14
2023	6	25	13	18	17	14	19	12

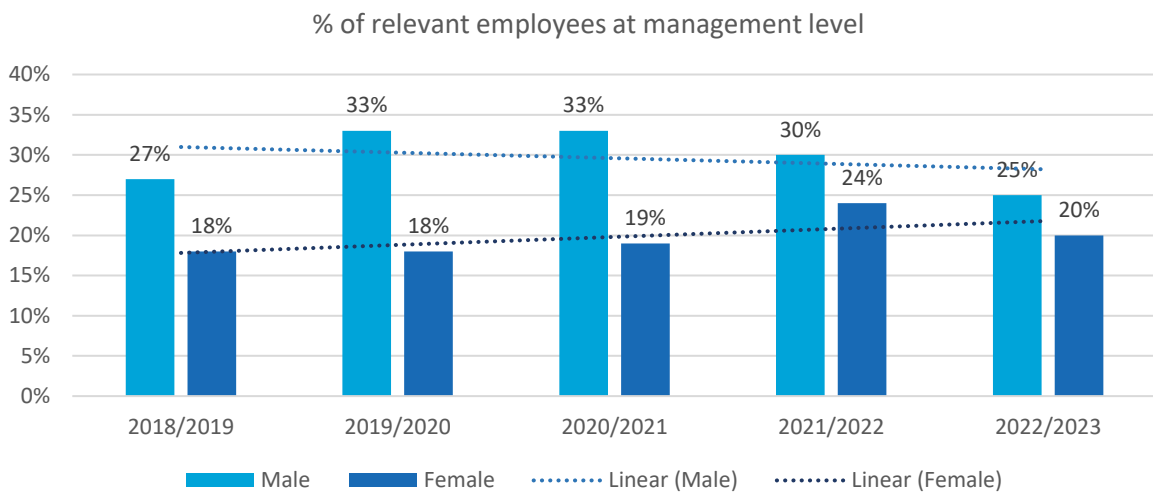


Support Services employees pay gap

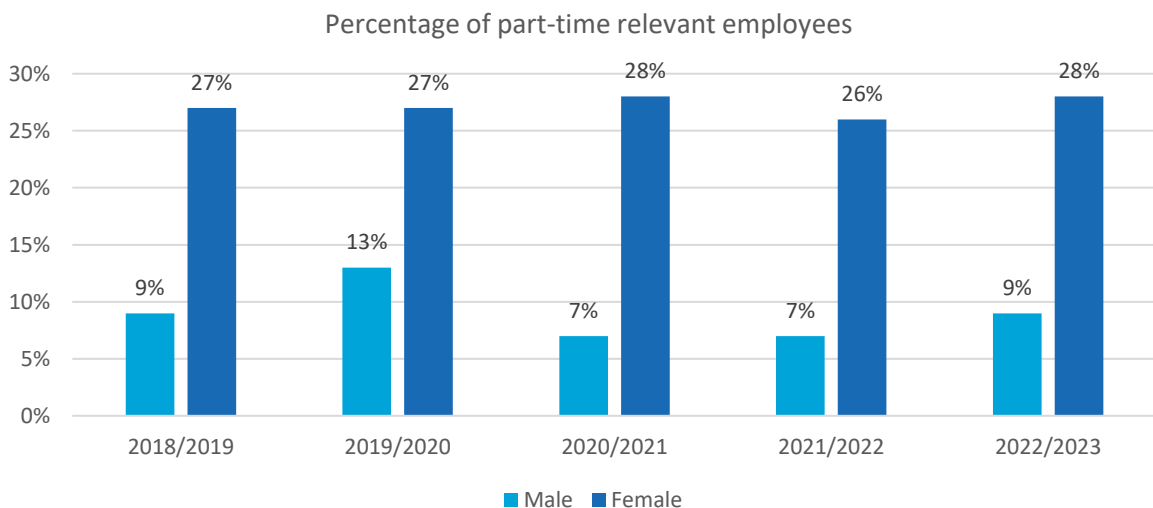
Contributing factors

There are number of factors that may have contributed to the pay gaps between male and female Support Services employees.

Despite there being a higher proportion of females to males, more males hold management level positions (grade J and above) than females. This is beginning to change as seen from the trend lines in the chart below and should eventually help to reduce the gap if the trend continues.



There is a higher percentage of females than males in part-time roles.





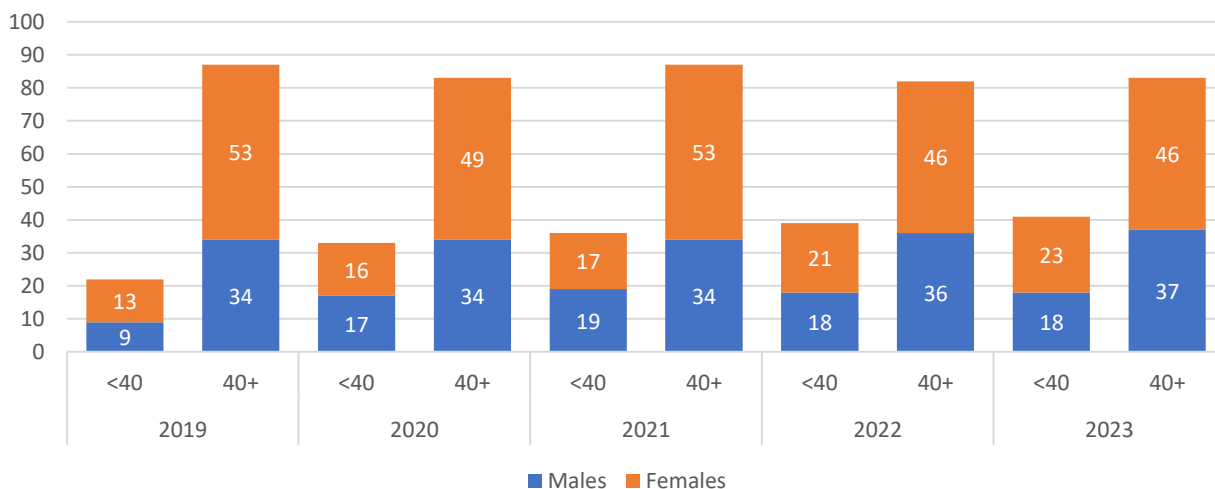
Support Services employees pay gap

Breakdown of employees by gender and age range

Further analysis was carried out by including age ranges to understand whether age plays a part in contributing to the gender pay gap. Full pay relevant employees were categorised into those aged 40 and over and those below the age of 40.

The number of female Support Services employees outweighs that of males, and most Support Services employees are in the age 40 and over bracket, as illustrated in the chart below.

Full pay relevant employees by age range and gender



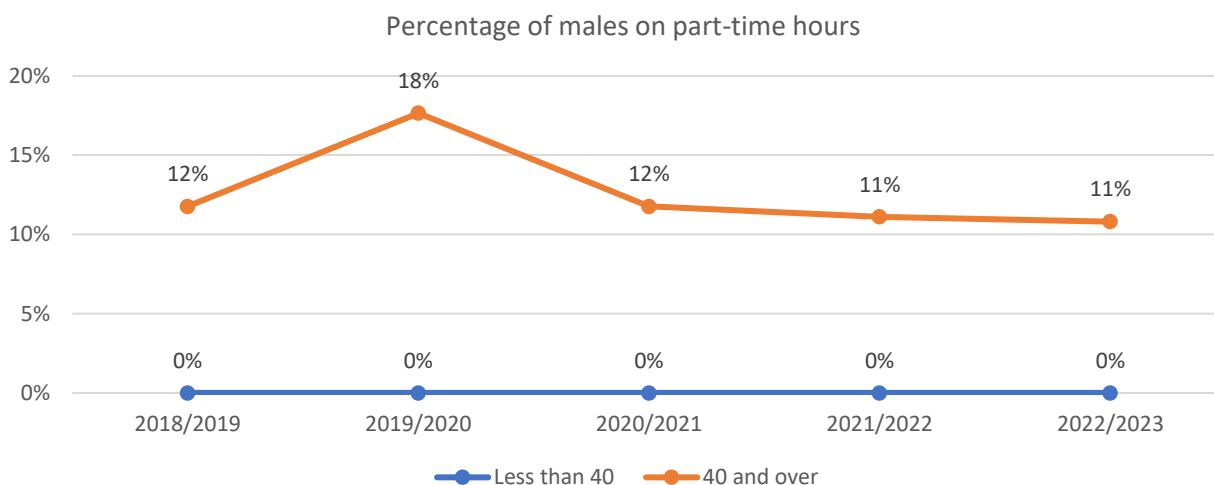
	2019		2020		2021		2022		2023	
	<40	40+	<40	40+	<40	40+	<40	40+	<40	40+
Full pay relevant males	9	34	17	34	19	34	18	36	18	37
Full pay relevant females	13	53	16	49	17	53	21	46	23	46



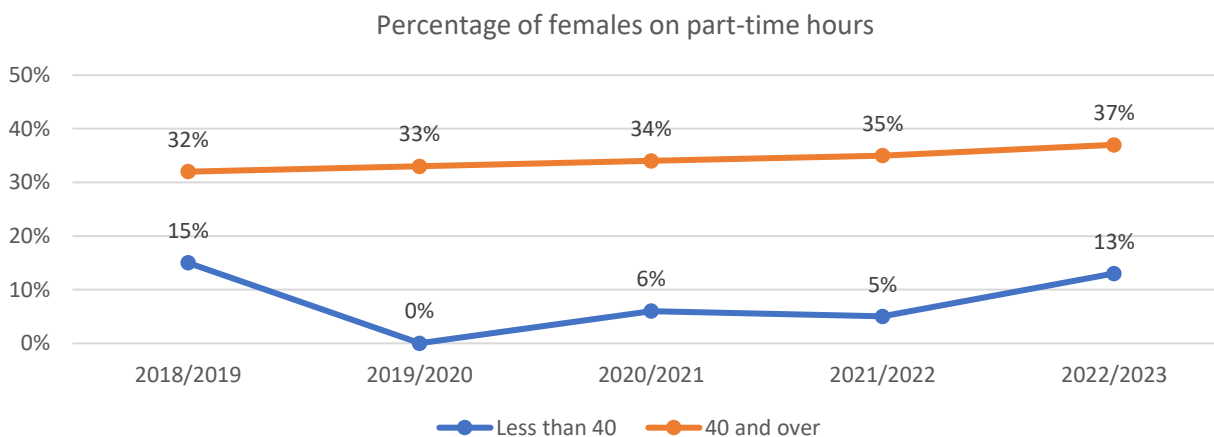
Support Services employees pay gap

Part-time hours by age range

A small percentage of male Support Services employees work part-time hours. Those that do are all aged 40 and over. No males below the age of 40 worked on a part-time basis during the five-year period.



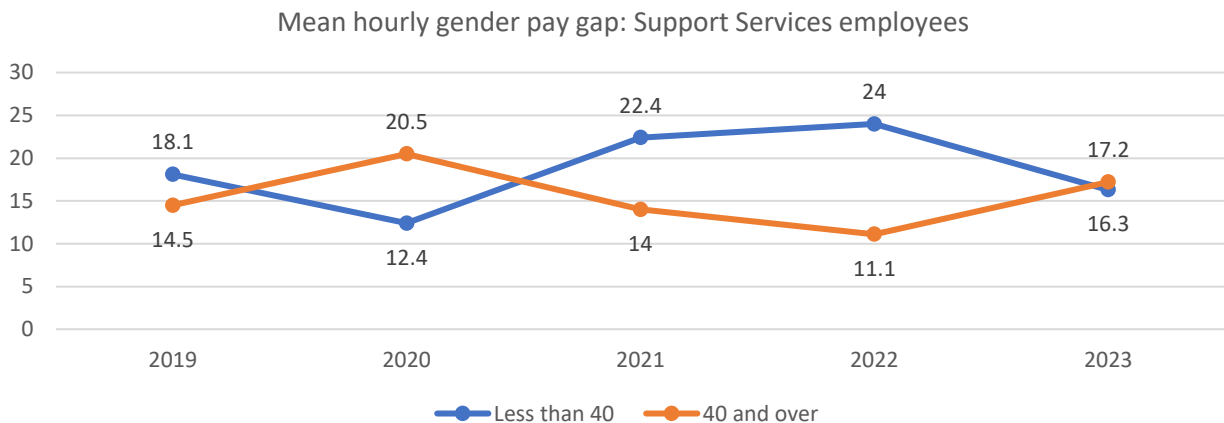
Of the female Support Services employees, those aged 40 and over had the highest percentage of part-time workers, although there were a few below the age of 40. The numbers of those aged 40 and over have increased year-on-year.





Support Services employees pay gap

Mean hourly gender pay gap by age range



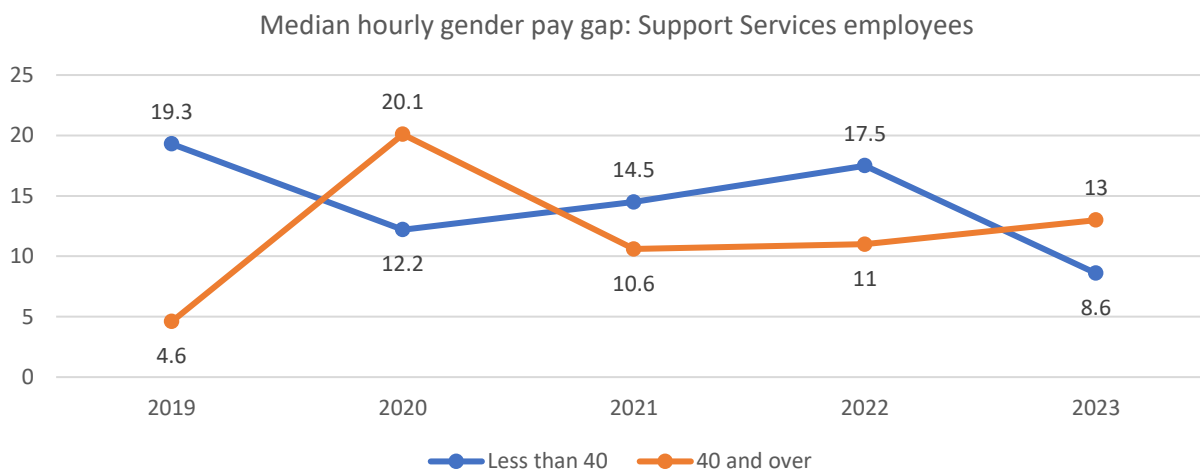
In 2023, the mean hourly gap was at 17.2 per cent for those in the 40 and over age group meaning that females earned 83p for every £1 earned by males.

For the group below the age of 40, females earned 84p for every £1 earned by males, equating to a 16.3 per cent pay gap in 2023.



Support Services employees pay gap

Median hourly pay gap by age range



The median hourly pay gap for the group aged 40 and over increased by 2 per cent in 2023 to 13 per cent, meaning that females earned 87p for every £1 earned by males within that group.

In the group aged below 40 the gap fell from 17.5 per cent to 8.6 per cent in 2023 meaning that females earned 91p for every £1 males within the group.

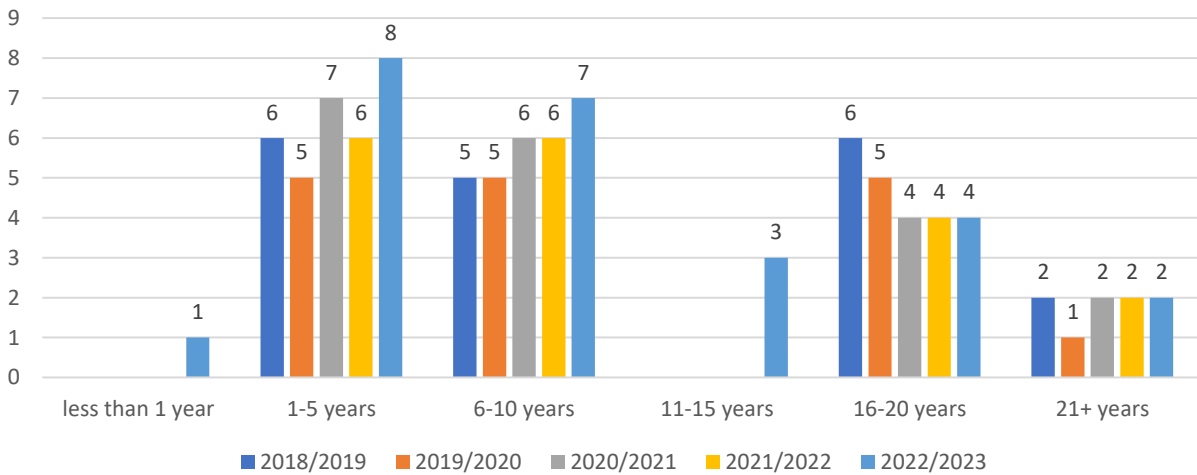


Support Services employees pay gap

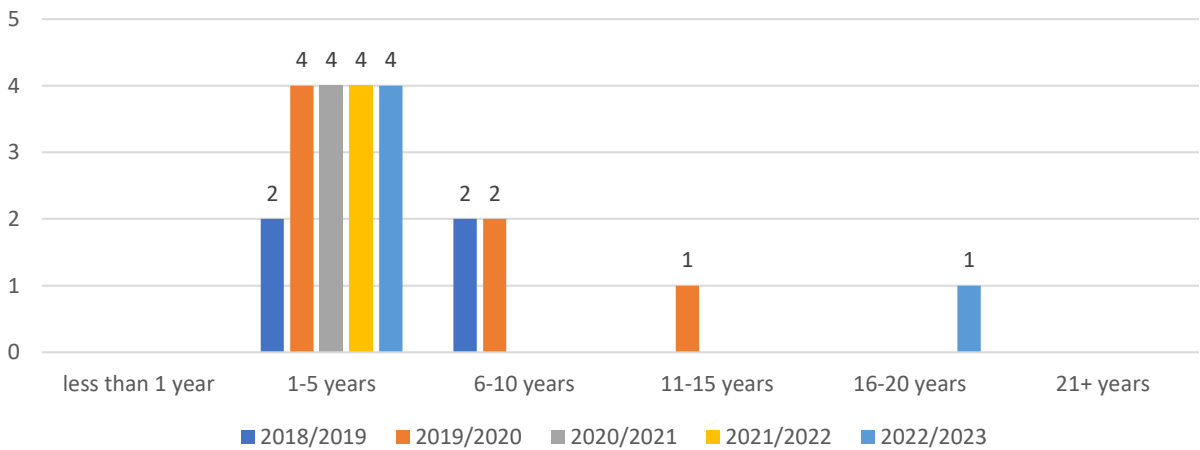
Length of service

Females with one to ten years' and then 16-20 years' service are more likely to work part-time hours. The few males who worked part-time hours had one to five years' service.

Part-time females by length of service



Part-time males by length of service



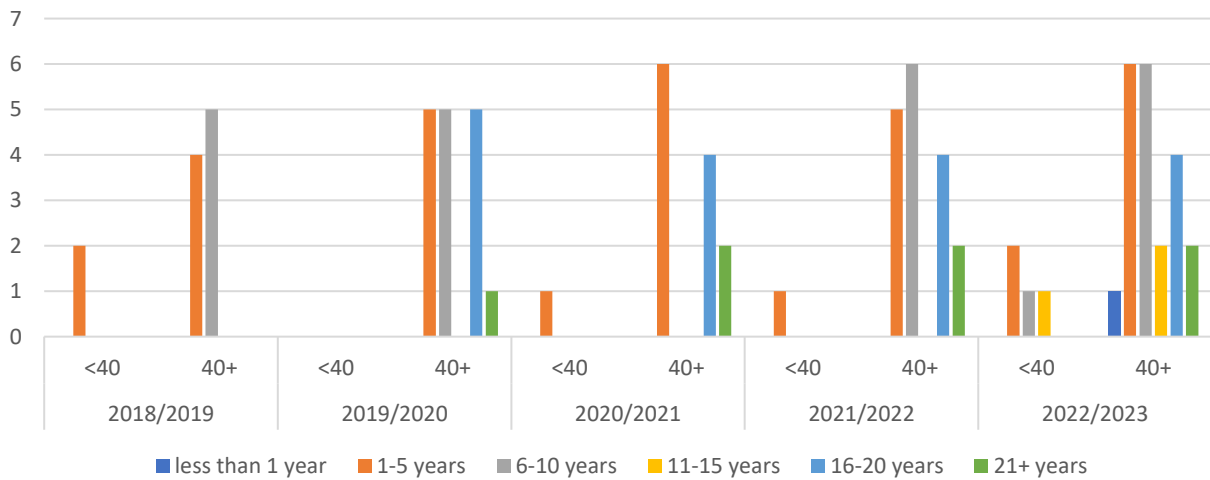


Support Services employees pay gap

Length of service

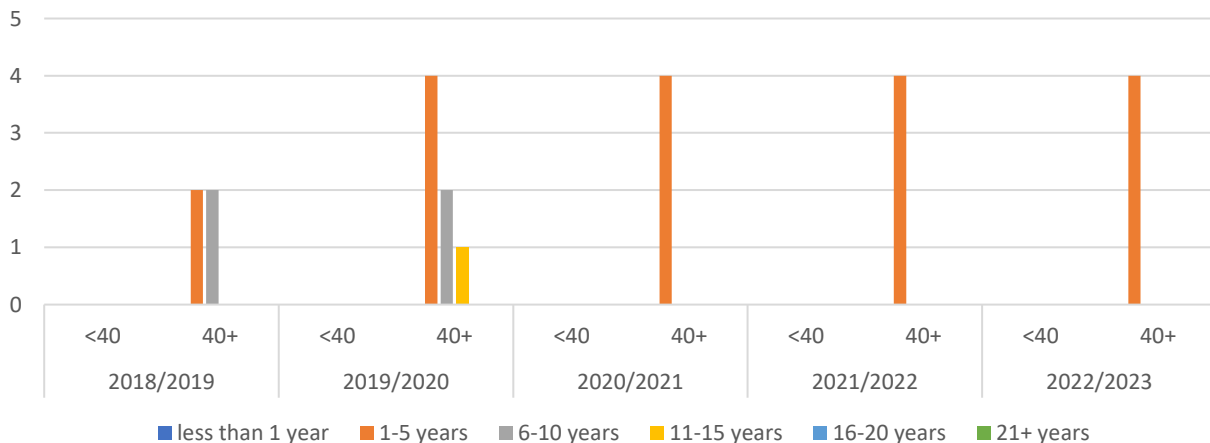
Most part-time workers are females aged 40 or over with one to five years' service, although more females aged below 40 are starting to work fewer hours as seen below from 2022.

Part-time females by age and length of service



The few males who worked part-time hours were all aged 40 and over with mainly between one to five years service.

Part-time males by age and length of service





Operational employees pay gap



Operational employees pay gap

Pay

For the majority of Operational roles, appointments are offered under the National Joint Council for Local Authority Fire and Rescue Services Scheme of Conditions of Service (known as the Grey Book) and any other local terms and conditions, which the Authority may, from time to time, adopt in relation to the appointment, save where such provisions are amended by a contract of employment.

Make-up of operational employees

The operational group contains more males than females, and almost all ranks from Station Commander and above are entirely made up of males.

Females made up approximately 6.0 per cent of the Operational workforce during the five-year period.

	Relevant employees			Full pay relevant employees		
	Male	Female	Total	Male	Female	Total
2019	300	22	322	291	20	311
2020	311	20	331	287	17	304
2021	330	24	354	320	22	342
2022	330	24	354	322	22	344
2023	329	23	352	326	22	348



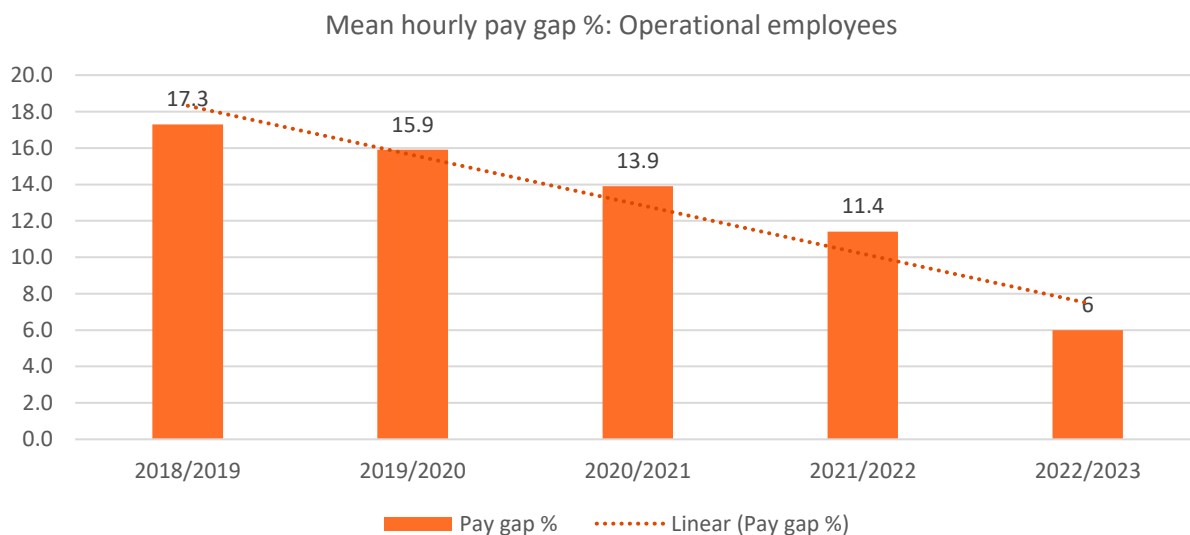
Operational employees pay gap

Mean hourly gender pay gap

In 2023, the pay gap was 6.0 per cent, which was 5.4 per cent lower than in 2022. The positive 6 per cent pay gap means that for every £1 that male operational employees earned, female operational employees earned 94p.

	Male hourly pay rate £	Female hourly pay rate £	Pay gap £	Pay gap %	For every £1 earned by males, females earn (p)
2019	18.95	15.67	3.28	17.3	82.7
2020	19.49	16.40	3.09	15.9	84.1
2021	18.74	16.13	2.61	13.9	86.1
2022	19.44	17.22	2.22	11.4	88.6
2023	21.76	20.45	1.31	6.0	94.0

The mean hourly pay gap has been reducing year-on-year since 2019 as seen in the chart below.





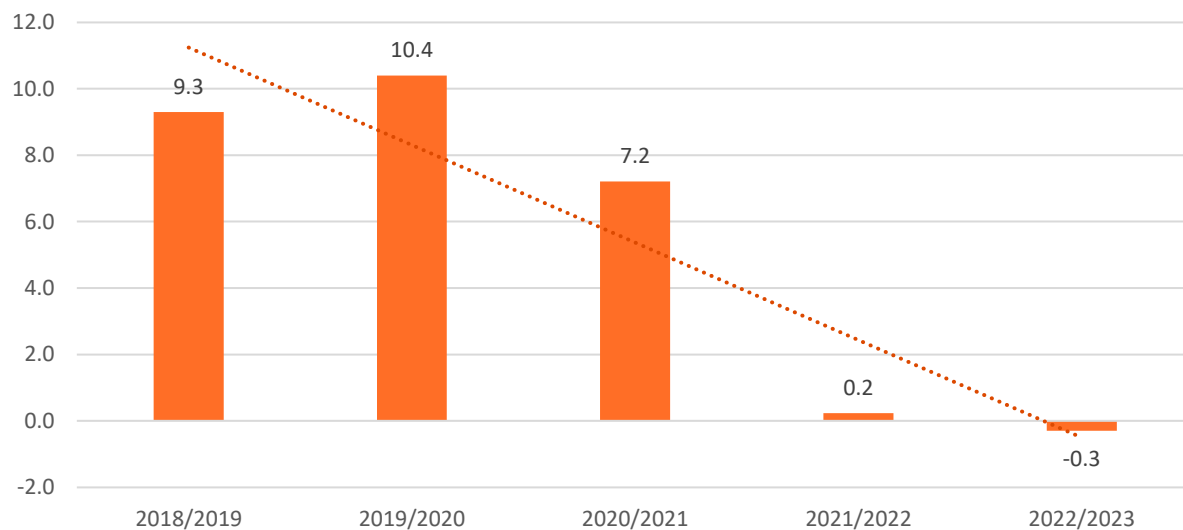
Operational employees pay gap

Median hourly pay gap

The median pay gap for operational employees has been on a steep decline over the five-year period and in 2023 resulted in a negative gap, which means that the pay of females was 0.3 per cent higher than males.

	Male hourly pay rate £	Female hourly pay rate £	Pay gap £	Pay gap %	For every £1 earned by males, females earn (p)
2019	16.60	15.06	1.54	9.3	90.7
2020	17.88	16.02	1.86	10.4	89.6
2021	16.80	15.58	1.22	7.3	92.7
2022	17.75	16.95	0.80	4.5	95.5
2023	19.56	19.61	-0.05	-0.3	100.3

Median hourly pay gap %: Operational employees





Operational employees pay gap

Quartiles

	Lower		Lower middle		Upper Middle		Upper	
	Male	Female	Male	Female	Male	Female	Male	Female
2019	73	5	69	9	74	3	75	2
2020	71	5	69	7	71	5	76	0
2021	77	8	80	6	80	6	83	2
2022	81	5	79	7	79	7	83	3
2023	82	5	81	6	79	8	84	3

The above table shows the distribution of males and females across the quartiles.

Over the five-year period, the highest number (35 per cent) of all female operational employees was in the lower middle quartile, whilst only 11.7 per cent was in the upper quartile.

Operational males were evenly distributed among the quartiles, although there were fractionally fewer in the lower quartile. The highest number (an average of 25.9 per cent) of males were in the upper quartile.

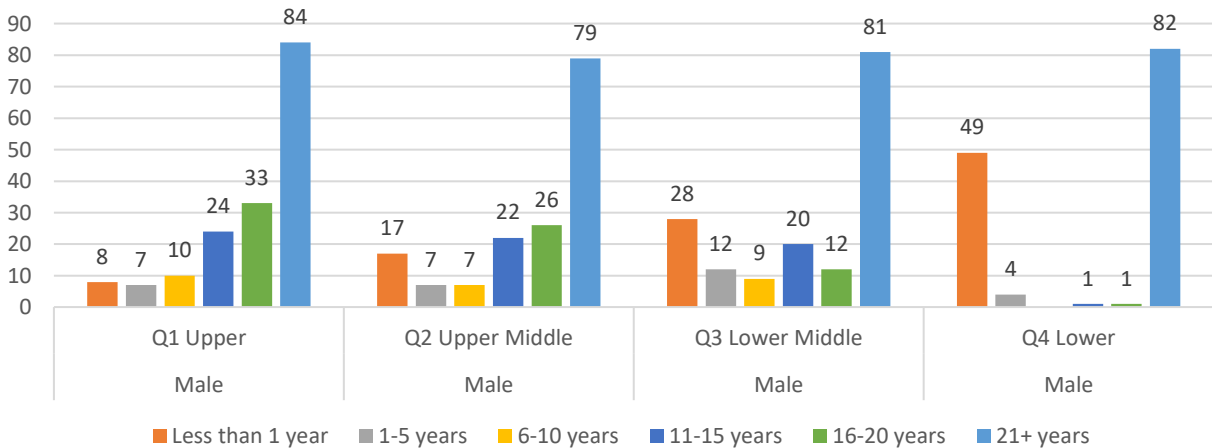


Operational employees pay gap

Quartiles continued

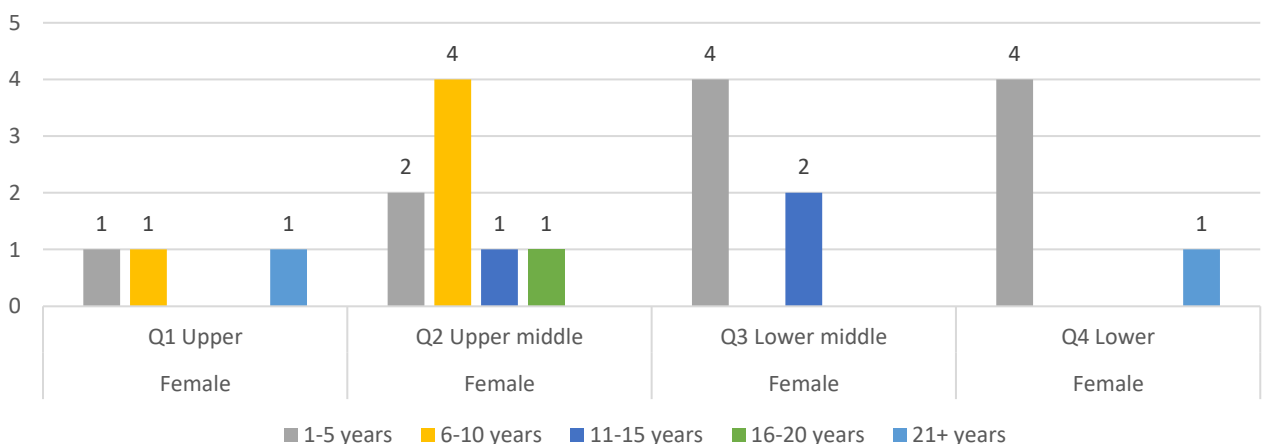
The following charts compare the distribution of operational males and females across the quartiles by length of service in 2023.

Quartile distribution: Operational males by length of service



Most operational males with less than one year of service featured in the lower quartile, as most joined as apprentices and had yet to acquire the training, skills and knowledge to enable them to become eligible to apply for temporary promotions.

Quartile distribution: Operational females by length of service





Operational employees pay gap

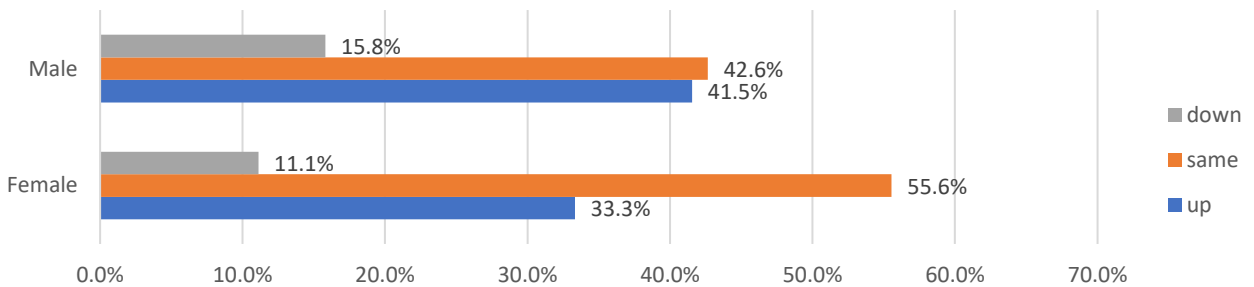
Contributing factors

There are several reasons why the hourly pay gap between operational males and females may have reduced.

- There are fractionally more females in the upper middle and upper quartiles
- The number of female operational employees has increased slightly over the years

Unlike with Support Services employees, operational employees are more likely to move between quartiles due to temporary promotions and as they develop into more senior roles. In 2023 fewer moved down, compared to 2022, which may be due to substantive promotions.

Quartiles changes 2022 vs 2023

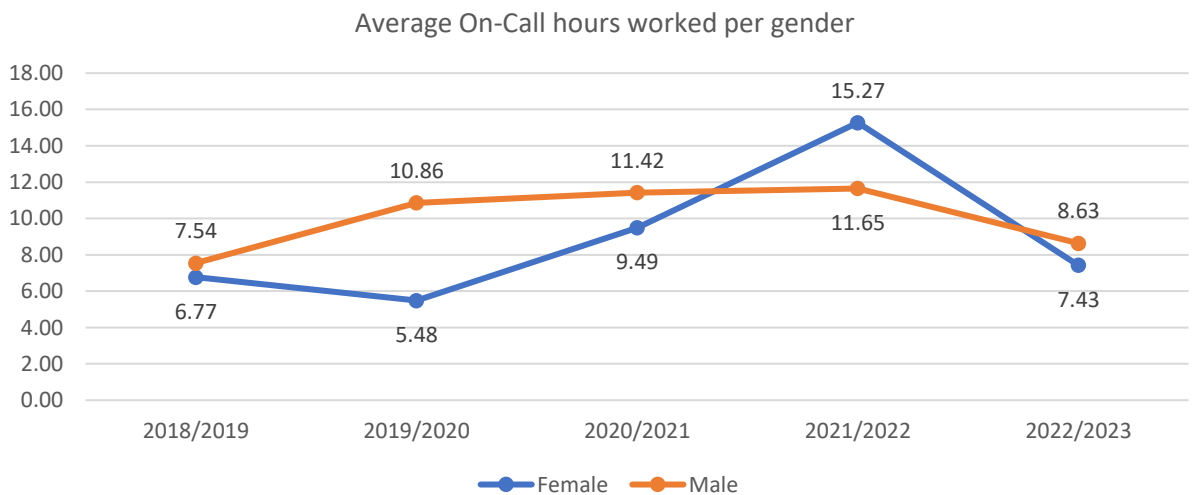
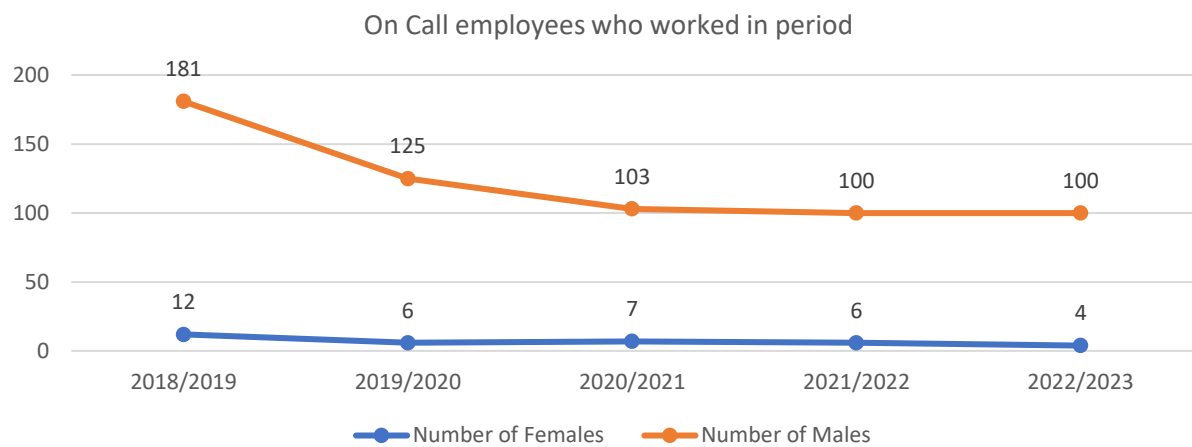




Operational employees pay gap

Contributing factors continued

- Whilst the numbers of On-Call employees who worked during the period has reduced for both males and females, males saw a bigger reduction
- Females in On-Call roles are working more hours overall

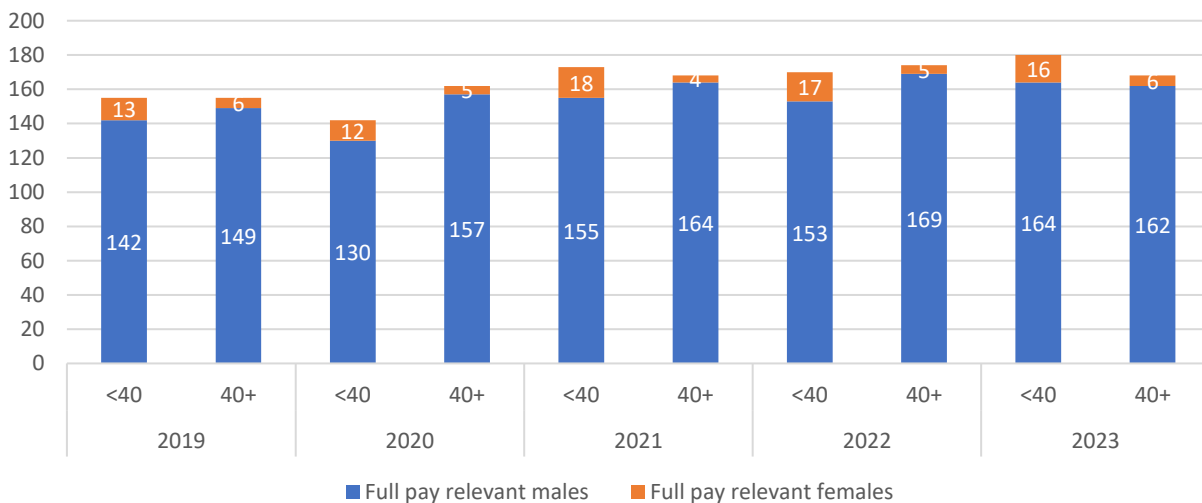




Operational employees pay gap

Numbers of full pay relevant employees age range

Employees by age range: Operational staff



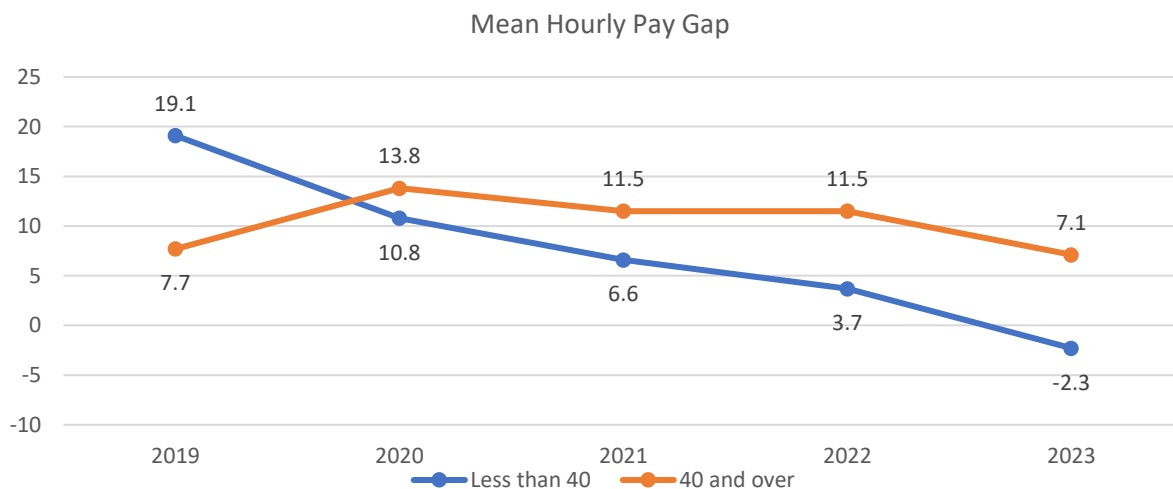
Of the few operational females, two thirds are generally below the age of 40.

	2019		2020		2021		2022		2023	
	<40	40+	<40	40+	<40	40+	<40	40+	<40	40+
Full pay relevant males	142	149	130	157	155	164	153	169	164	162
Full pay relevant females	13	6	12	5	18	4	17	5	16	6



Operational employees pay gap

Mean hourly pay gap by age range



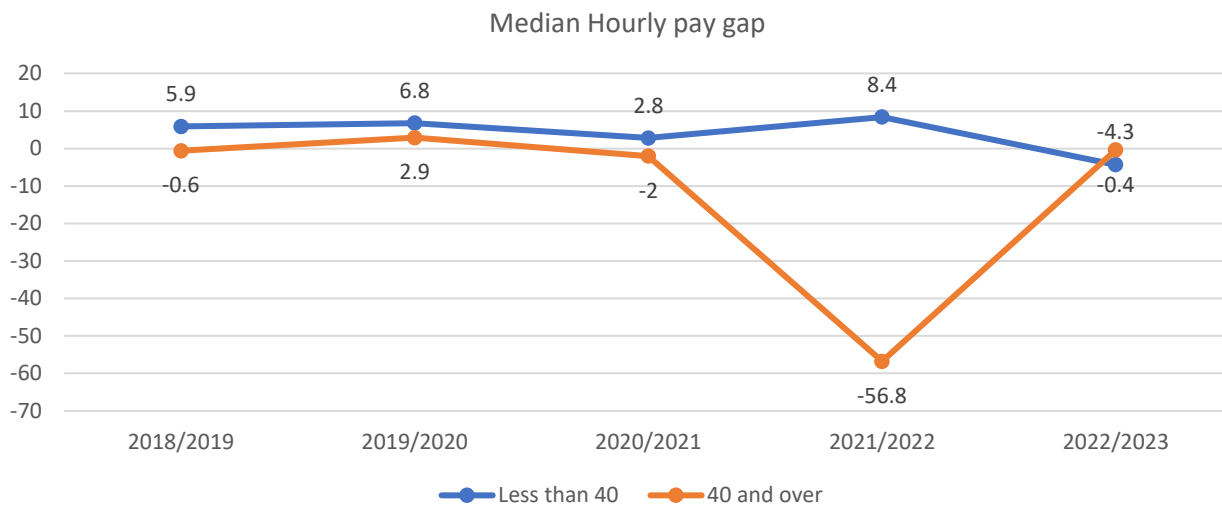
The mean hourly pay gap has fallen steadily year-on-year for those in the group below the age of 40, to the point where it became a negative pay gap in 2023. This means that females earned more than males and for every £1 a female earned, males earned 97.7p.

Those in the group aged 40 and above have seen the size of the gap fall although at a slower rate than the other group. In 2023, for every £1 earned by males, females earned 92.9p.

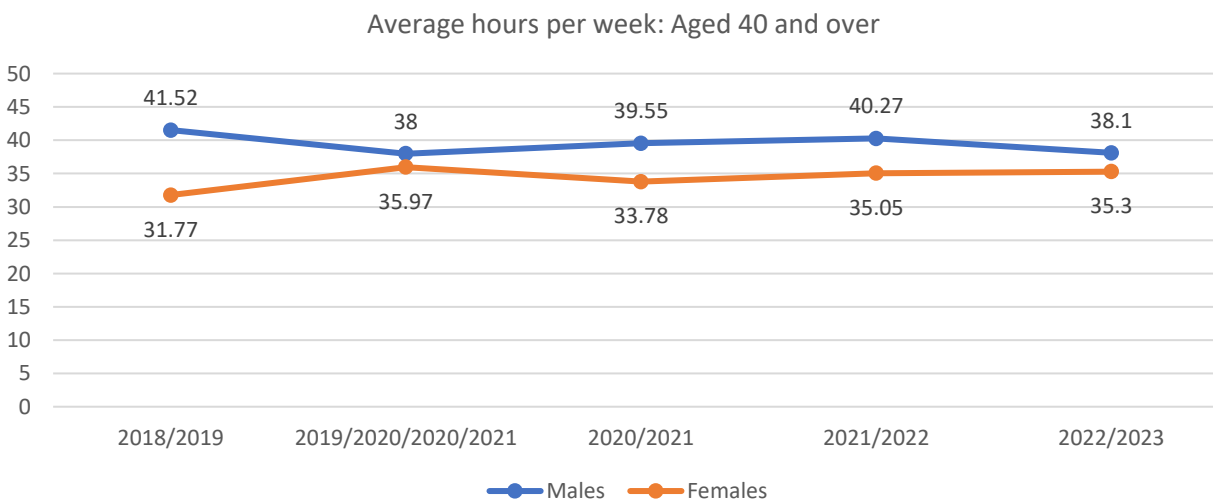


Operational employees pay gap

Median hourly pay gap by age range



From 2021 there has been a negative pay gap for females aged 40 and over which means that females earned more than males. The negative gap increased considerably during 2022. It is important to note that this was during the coronavirus pandemic period which would have contributed towards this. Females were also starting to increase their weekly hours with more On-Call and/or bank hours, as illustrated below.





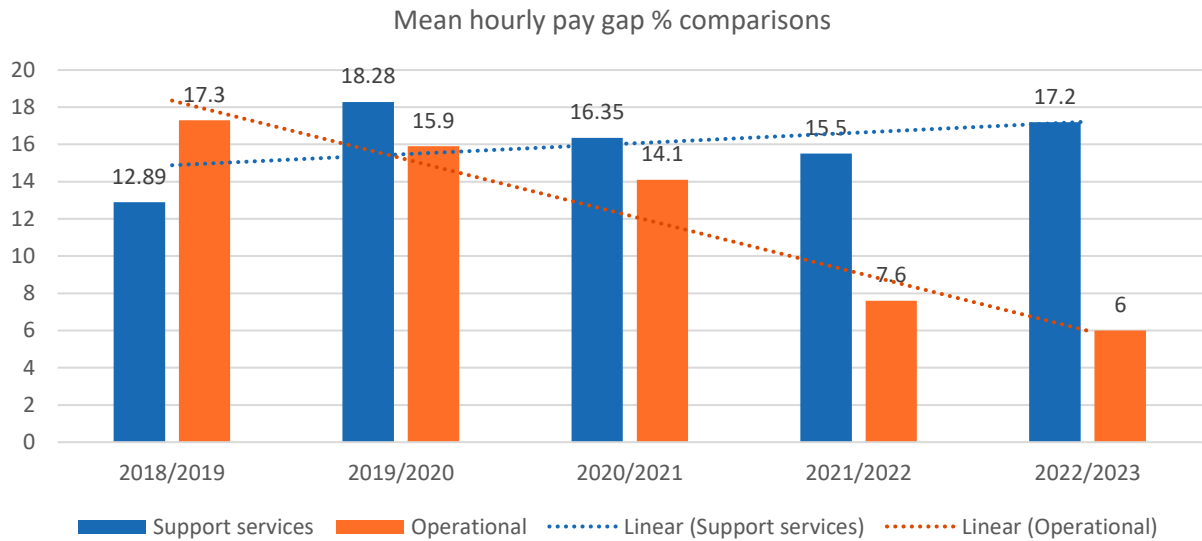
Operational vs. Support Services employees



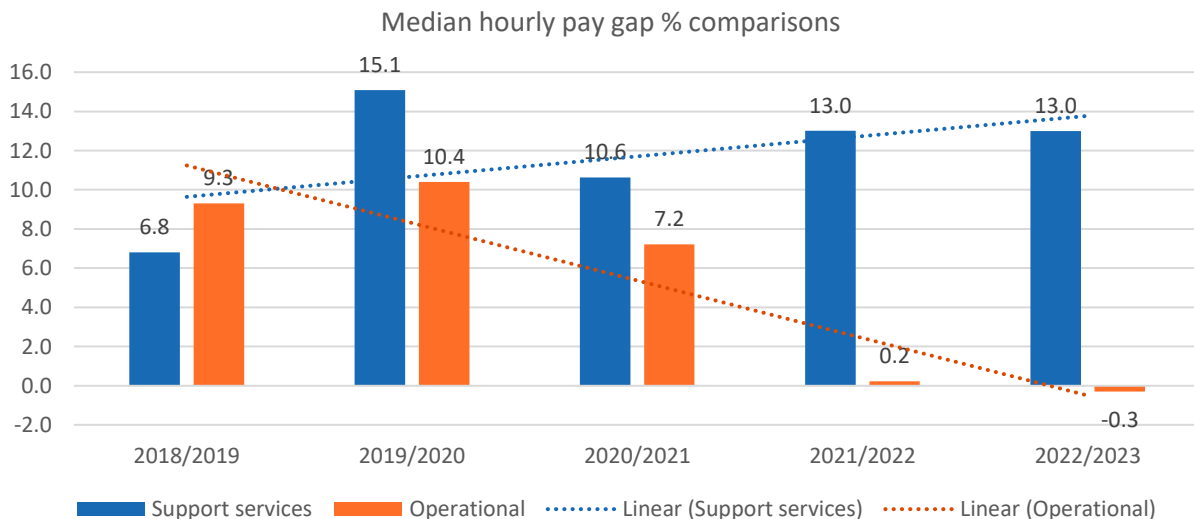
Operational vs. Support Services employees

Hourly pay gap comparisons

The following chart shows the mean (top chart) and median (bottom chart) hourly pay gap comparisons between Operational and Support Services employees.



Both the mean and median hourly pay gaps have reduced significantly for operational employees, whilst Support Services employees have seen a steady increase of both the mean and median hourly pay gaps.



Pay gap reporting on ethnicity

The ethnicity pay gap is the difference in average earnings between all ethnic groups. Currently there is no legislative requirement for organisations to carry out ethnicity pay gap reporting. Whilst reporting is not mandatory, as part of the Service's approach to improving inclusion and tackle inequality within the workplace, this data is being provided from 2023. In reporting this data, we have followed guidance for employers as detailed on the [GOV.UK](https://www.gov.uk) website.

Using the principles of the gender pay gap reporting, data has been based on the snapshot date of 31 March 2023 and captures three pay statistics:

1. Mean ethnicity pay gap – the difference between the mean hourly rate of pay of all white British full-pay relevant employees and that of full-pay relevant employees from other ethnic backgrounds
2. Median ethnicity pay gap – the difference between the median hourly rate of pay of all white British full-pay relevant employees and that of full-pay relevant employees from other ethnic backgrounds
3. Quartile pay bands - the proportions of full-pay relevant employees from white British and other ethnic backgrounds in the lower, lower-middle, upper-middle and upper quartile pay bands

In addition to the pay statistics above, the Chartered Institute of Personnel and Development (CIPD) has also recommended reporting on two additional statistics:

4. Proportion of the total workforce from other ethnic backgrounds
5. Proportion of employees who have disclosed their ethnicity

Whilst gender pay gap reporting compares the data of two groups (males and females) ethnicity pay gap reporting is more complex and involves more groups, some of which have fewer numbers.

Combining different ethnic groups into the five categories as defined in the 2021 Census of England and Wales is something the Service will aspire to as diversity within the workforce improves:

- Asian or Asian British
- Black, Black British, Caribbean or African
- Mixed or multiple ethnic groups
- White
- Other ethnic group

As there is a requirement to protect confidentiality, different ethnic groups have been combined and for 2023 the categories include:

- White British
- Other ethnic backgrounds
- Not known

Whilst it is acknowledged having fewer categories masks the variations between ethnic groups and provides pay gap data comparing the earnings of ethnic minority employees as a percentage of all white British employees, using the five-category breakdown results in many of the categories with insufficient numbers to be able to report the data.

Reportable data

The table below details the total number of employees in scope for 2023:

Year	Total number of employees in scope	White British	Other ethnic backgrounds	Not known	Total
2023	Full-pay relevant employees	388	46	38	472
	Relevant employees	413	52	46	511

The ethnicity pay gap calculation is 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

1. The mean ethnicity pay gap:

Year	White British hourly pay £	Other ethnic backgrounds hourly pay £	Pay gap £	Pay gap %
2023	21.74	19.14	2.59	11.9

The difference between the mean hourly rate of pay for full-pay relevant employees, as a percentage. The mean gap provides an overall indication of the size of the gap. A high mean indicates that the remuneration structure disadvantages employees from other ethnic backgrounds.

The mean ethnicity pay gap is 11.9 per cent (or £2.59).

2. The median ethnicity pay gap:

Year	White British hourly pay £	Other ethnic backgrounds hourly pay £	Pay gap £	Pay gap %
2023	19.76	18.26	1.50	7.59

The difference between the median hourly rate of pay for full-pay relevant employees, as a percentage.

The median (mid-point) ethnicity pay gap is 7.59 per cent (or £1.50).

3. Pay quartiles:

Quartile	White British	% of total group	% of total quartile	Other ethnic backgrounds	% of total group	% of total quartile	Not known	% of total group	% of total quartile
Upper (U)	105	22.2	89.0	7	1.5	5.9	6	1.3	5.1
Upper Middle (UM)	94	19.9	79.7	9	1.9	7.6	15	3.2	12.7
Lower Middle (LM)	96	20.3	81.4	10	2.1	8.5	12	2.5	10.2
Lower (L)	93	19.7	78.8	20	4.2	16.9	5	1.1	4.2
Total	388	-	-	46	-	-	38	-	-

The proportions of white British, other ethnic backgrounds and not known full-pay relevant employees in the lower (L), lower middle (LM), upper middle (UM) and upper (U) quartiles and the equally distributed pay bands.

The highest proportion of white British employees is within the upper quartile, representing 22.2 per cent of the total group. In comparison, the highest proportion of employees from other ethnic backgrounds is within the lower quartile, representing 4.2 per cent of the total group. The category representing not known data has the highest proportion of employees within the upper middle quartile, representing 3.2 per cent of the total group.

4. Proportion of the total workforce from other ethnic backgrounds:

For 2023, the proportion of the total workforce from other ethnic backgrounds is 10 per cent.

5. Proportion of employees who have disclosed their ethnicity:

For 2023, the proportion of employees who have disclosed their ethnicity is 91 per cent.