

# Gender Pay Gap Report

## Report of the Chief Fire Officer

For further information about this report please contact Rod Hammerton, Chief Fire Officer on 01743 260201, Wendy Edwards, Human Resources Officer on 01743 260222 or Natalie Parkinson, Equality, Diversity and Inclusion Officer 01743 260236.

### 1 Purpose of Report

This report explains Shropshire Fire and Rescue Service's (the Service) obligations under the Equality Act 2010 (Gender Pay Information Regulations 2017) to publish an annual Gender Pay Gap report and provides the associated details.

### 2 Recommendations

The Strategy and Resources Committee is asked to note the 2019 data contents of the 2020 report for publishing on the Service's website and the Government website [www.gov.co.uk](http://www.gov.co.uk)

### 3 Background

In April 2017, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force. This requires an organisation with 250 or more employees to publish annual statutory figures in relation to their gender pay gap. This information must be published by 31 March annually on both the Government website and employers' websites.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

The UK average gender pay gap as determined by the Office of National Statistics for 2019 is 17.3% (17.9% in 2018).

The required figures are calculated using a specific reference date called the “snapshot date.” This date was set nationally by Government as 31 March 2019. All identified organisations are required to use this date.

The Service is required to provide and publish figures based on the following:

**The mean gender pay gap** – The difference between the mean hourly rate of pay of male employees and that of female employees as a percentage.

**The median gender pay gap** – The difference between the median hourly rate of pay of male employees and that of female employees as a percentage.

**The mean bonus gender pay gap** – The difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage.

**The median bonus gender pay gap** – The difference between the median bonus pay paid to female employees as a percentage.

**Bonus proportions** – The proportion of male and females receiving a bonus payment

The Service does not offer a bonus scheme and therefore is not required to report on bonus percentage figures.

## 4 Service Data

For the purposes of statutory reporting requirements, the Service must publish figures based on individual employee contracts of employment. The figures below are based on established contracted posts within the Service. This also includes wholtime / retained firefighter dual roles and secondary employment contracts, such as Associate Trainers.

### Total Employees

| Gender       | Totals     |            |            |
|--------------|------------|------------|------------|
|              | 2017       | 2018       | 2019       |
| Female       | 105        | 101        | 99         |
| Male         | 610        | 557        | 551        |
| <b>Total</b> | <b>715</b> | <b>658</b> | <b>650</b> |

### Mean and Median gender pay gap

|                | 2017 | 2018 | 2019 |
|----------------|------|------|------|
| Mean (average) | 8%   | 8%   | 6%   |
| Median         | 11%  | 8%   | 0    |

|                            | F<br>2017 | M<br>2017 | F<br>2018 | M<br>2018 | F<br>2019 | M<br>2019 |
|----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Mean - Average Hourly Rate | 13.04     | 14.10     | 13.03     | 14.21     | 13.67     | 14.61     |
| Median                     | 12.01     | 13.53     | 12.53     | 13.67     | 13.94     | 13.94     |

|                            | Gap  |      |      | %    |      |      |
|----------------------------|------|------|------|------|------|------|
|                            | 2017 | 2018 | 2019 | 2017 | 2018 | 2019 |
| Mean - Average Hourly Rate | 1.06 | 1.18 | 0.94 | 8%   | 8%   | 6%   |
| Median                     | 1.52 | 1.14 | 0    | 11%  | 8%   | 0%   |

The Service believes that the gender pay gap does not arise from paying men and women differently for the same work. However, the gap exists as a result of the job roles in which they work and the salary that these roles may attract, especially within the non-uniformed departments. There are essentially more males occupying higher level positions within the Service.

The national reported average gender pay gap is 17.3% which is significantly higher than that reported in the Service. The above tables for 2019 show that female staff in the Service on average earn 6% less than male staff. This is an overall positive reduction of 2% from the previous year's figures of 8%.

Figures in 2019 indicated that male staff were on average earning 94p more an hour than females in the organisation. This is a reduction on last year's figures, whereby males were earning £1.18p per hour more than females. This is likely to be attributed to the National Joint Council (NJC) pay award increase agreement, negotiated in April 2019, for employees on lower pay scales in non-uniformed roles. Lower grades received a significant percentage increase in salary equating to a 16% pay rise.

The most successful result for the Service in 2019 is a zero median pay gap. This is a substantial reduction of £1.14p per hour based on the middle hourly rate of all employees. This indicates that there is no pay gap between female and male employees when the middle banding of hourly rate of pay for employees was assessed. This equates to an 8% decrease in 2018 figures. This again links to the national pay award which has increased the hourly rate of the lower grades, predominantly filled by females, and closed this gap. The Service has also promoted within Fire Control, which is predominantly populated by females.

| <b>Salary Quartile Bands – Overview 2019</b> |      |             |             |     |
|--|------|-------------|-------------|-----|
|  | High | Mid (Upper) | Mid (Lower) | Low |
| Female                                       | 12%  | 14%         | 6%          | 29% |
| Male   | 88%  | 86%         | 94%         | 71% |
| <b>Salary Quartile Bands – Overview 2018</b> |      |             |             |     |
|  | High | Mid (Upper) | Mid (Lower) | Low |
| Female                                       | 9%   | 13%         | 3%          | 33% |
| Male   | 91%  | 87%         | 97%         | 67% |
| <b>Salary Quartile Bands – Overview 2017</b> |      |             |             |     |
|  | High | Mid (Upper) | Mid (Lower) | Low |
| Female                                       | 9%   | 10%         | 3%          | 36% |
| Male   | 91%  | 90%         | 97%         | 64% |

| <b>Salary Quartile Bands – Breakdown 2019</b> |                        |               |                 |             |               |              |
|---|------------------------|---------------|-----------------|-------------|---------------|--------------|
|   | <b>Hour Rate Range</b> | <b>Female</b> | <b>% Female</b> | <b>Male</b> | <b>% Male</b> | <b>Total</b> |
| 1 High  | £15.46 - £56.84        | 19            | 12%             | 144         | 88%           | 163          |
| 2 Mid Upper                                   | £13.94 - £15.46        | 23            | 14%             | 139         | 86%           | 162          |
| 3 Mid Lower                                   | £13.94                 | 10            | 6%              | 153         | 94%           | 163          |
| 4 Lower                                       | £9.17 - £13.94         | 47            | 29%             | 115         | 71%           | 162          |
|   |                        | <b>99</b>     | <b>15%</b>      | <b>551</b>  | <b>85%</b>    | <b>650</b>   |
| <b>Salary Quartile Bands – Breakdown 2018</b> |                        |               |                 |             |               |              |
|   | <b>Hour Rate Range</b> | <b>Female</b> | <b>% Female</b> | <b>Male</b> | <b>% Male</b> | <b>Total</b> |
| 1 High  | £15.15 - £55.69        | 14            | 8%              | 151         | 92%           | 165          |
| 2 Mid Upper                                   | £13.67 - £15.15        | 22            | 13%             | 142         | 87%           | 164          |
| 3 Mid Lower                                   | £13.67                 | 9             | 5%              | 156         | 95%           | 165          |
| 4 Lower                                       | £7.05 - £13.67         | 55            | 34%             | 109         | 66%           | 164          |
|   |                        | <b>100</b>    | <b>15%</b>      | <b>558</b>  | <b>85%</b>    | <b>658</b>   |
| <b>Salary Quartile Bands – Breakdown 2017</b> |                        |               |                 |             |               |              |
|   | <b>Hour Rate Range</b> | <b>Female</b> | <b>% Female</b> | <b>Male</b> | <b>% Male</b> | <b>Total</b> |
| 1 High  | £15.00 - £55.14        | 16            | 9%              | 163         | 91%           | 179          |
| 2 Mid Upper                                   | £13.53 - £15.00        | 18            | 10%             | 160         | 90%           | 178          |
| 3 Mid Lower                                   | £13.53                 | 6             | 3%              | 173         | 97%           | 179          |
| 4 Lower                                       | £4.00 - £13.53         | 65            | 36%             | 114         | 64%           | 179          |
|   |                        | <b>105</b>    | <b>15%</b>      | <b>610</b>  | <b>85%</b>    | <b>715</b>   |

The above salary quartile band tables indicate that in 2019, 88% of male employees were the highest earners in the Service. However, this is a reduction from 92% in 2018. Female high earners have increased from 8% in 2018 to the current 12% in 2019. This positive increase is largely due to promotion of females within the operational service.

In contrast the 2019 salary quartile table indicates that there is a higher percentage of males in the lower quartile, which includes on-call firefighters. A higher proportion of males undertake the on-call firefighter role.

The 2019 lower quartile indicates the largest female percentage area of 29%. This predominantly equates to the non-uniformed employees contracted to the NJC Green Book terms and conditions. Their terms and conditions of employment offer lower rates of pay in comparison to our operational roles, which are governed by different terms and conditions. The operational roles offer higher rates of pay at entry point in comparison to non-uniformed employee posts. There is also a higher rate of part-time females in this quartile, which indicates that females are more likely to take advantage of our family friendly policies. However, the 2019 figures do indicate a decrease in the low quartile hourly rate band from 55 females in 2018 to the current figure of 47 females. This again would equate to the national pay rise.

The 2019 mid-upper quartile band indicates 14% are female, which is an increase of 1% from 2018. These are in support staff specialist roles attracting mid-range salaries for specialist skills. The Service recognises that females are underrepresented in uniformed roles and is addressing this in its recruitment processes and in 2020 on-call recruitment campaigns.

## **5 Commitment to reducing the Gender Pay Gap**

The Service is committed to ensuring and achieving an inclusive workforce and proactively targets opportunities to encourage female representation at all levels of the organisation. The recruitment processes focus on attracting women into the Service by ensuring targeted positive action awareness sessions and have been in place since 2003.

The Service's internal policies support family and work-life balance working practices, offering flexible working opportunities such as job share and part-time working hours. The maternity and adoption leave policy offers individuals enhanced benefits and along with career break schemes, parental and paternity leave, encourage applications from females.

The Service created an Equality, Diversity and Inclusion Steering Committee over 10 years ago to drive forward gender equality initiatives. It is chaired by the DCFO and also includes a Fire Authority Member on the panel who champions diversity. The committee drive equality, diversity and inclusive initiatives forward at a strategic level.

## **6 Initiatives that Support Reducing the Gender Pay Gap**

In terms of recruitment processes, the Service ensures that employees engaged in the interviewing process receive unconscious bias awareness training.

This subject has now been moved to the online learning and development system for all employees to undertake. This has also been delivered to our Fire Authority Members, who actively play a part in our executive recruitment processes.

The Service has an ongoing annual programme of events for Firefighter Taster days targeting women and black, asian minority ethnic applicants. A 'boot camp' has also been incorporated into the Service's wholetime recruitment campaign to encourage reaching and maintaining fitness for our women applicants.

On International Women's Day, the Service promoted women working at our on-call stations using the Service's social media platforms providing short insights into a day-in-the-life of a female firefighter.

Mandatory Menopause awareness training has been delivered to 142 employees within the Service at varying levels. The Talking Menopause website has used the Service as an example of a model employer and a case study highlighting the support the Service provides has been written.

The Chartered Institute of Personnel and Development (CIPD) is driving how the menopause is supported in the workplace and our Assistant Chief Fire Officer attended the Houses of Parliament in October 2019 to contribute to a debate on the menopause as requested by Talking Menopause. The Service has created and published an in-house menopause guidance document.

A number of operational and non-uniformed female employees have attended the National Women in the Fire Service (NWFS) conference. The NWFS encourages networking and development and promotes women's attendance at national events throughout the year.

Currently, 49 employees have undertaken Mental Health First Aid Training. This has been rolled out to all levels of management throughout the Service. This is a two-day Mental Health First Aid (MHFA) training course.

As part of the Service's ongoing Health and Wellbeing Strategy, several health and wellbeing events were held throughout the year open to all employees focussing on mental health, menopause and breast cancer, along with other general health topics. These are part of an ongoing annual plan providing information to all employees on targeted Government initiatives with regards to health.

The Service reviewed the Flexible Working Request policy, which has encouraged employees to more effectively manage their work-life balance. The organisation has seen a significant increase in the number of applications from both male and females.

The current project work undertaken to refurbish the ground floor station facilities at Shrewsbury, and the redevelopment of the Telford Central site, have both had collaborative staff involvement sessions to consider specific requirements and to help ensure inclusivity.

A Women's Operational Forum took place to discuss areas such as recruitment, development, menopause and career progression. These have been incorporated into the Equality, Diversity and Inclusion Steering Group agenda items.

## **7 Ongoing Work Initiatives**

A review is underway focusing on the Service's on-call recruitment. This will concentrate on strategies for increasing the number of women firefighters, including how the Service uses social media and appropriate images. A programme of positive action events for females will also take place throughout the year.

The Service will also be undertaking a comprehensive On-call Sustainability review in 2020, which will include all aspects of pay and terms and conditions including flexibility of working hours.

The Service has concentrated on developing an e-learning training system giving access to a wide variety of training courses. A review of the Equality, Diversity and Inclusion (EDI) e-learning training will be launched in 2020 to enable direct access to all employees for various EDI training packages.

Mental Health First Aid training continues to be rolled out and a half day course will be cascaded to line managers and employees.

The Service has revised the Individual Personal and Development Review (IPDR) process and it is in its final development stage. This will enable all employees online access and give managers guidance and support to complete IPDRs. A key element of this will help identify and support talent management. The new IPDR process will help to recognise high potential within the Service and work will commence in 2020. Work is also in progress mapping out career progression for non-uniformed employees.

Coaching is being rolled out across the Service from January 2020 to all managers to ensure this approach is used as part of day-to-day performance management. A pool of internal coaches who have undergone the relevant qualification will also be available to support women who are interested in promotion and the route to achieving this.

The Service is trialling a new method of booking annual leave for non-uniformed employees, this allows for more flexibility with working hours particularly for those with caring responsibilities.

Our annual training programme now accommodates firefighter awareness days aimed at our non-uniformed employees. This is for employees to gain an understanding and awareness of the firefighter role and to encourage a more integrated workforce.

For International Women's Day in 2020, the Service is holding a Women's Positive Action event, along with other events throughout the year.

The Service's Career Progression Gateway assessment process has been trialled at various levels throughout the organisation and is due for implementation in January 2020. This will provide the Service with a more fair and consistent approach to development and promotion and follows the NFCC National Leadership Framework Document.

A Workplace Charter has been launched in response to feedback from the last Staff Survey. This Charter outlines the behaviours expected of all staff within the Service regardless of rank or role, and encourages self-development and idea sharing to create improvement and development opportunities. The Service is currently investigating the most appropriate type of networking or allies' group and are asking employees in the Staff Survey for their preferences.

The Positive Action Statement is being updated and a campaign of promotion throughout the Service is being undertaken, which will include a case study of how inclusivity has made a positive impact at on-call fire stations.

## **8 Summary**

Nationally, the current Gender Pay Gap average for 2019 sits at 17.3%, a decrease from 17.8% in 2018. Having completed an analysis for 2019, the Service's results are positive and indicates progress on previous years. The Service now has a 0% median pay gap and a 6% average pay gap.

The report outlines a large number of areas that the Service is already working on to address the gender gap through retention and attraction initiatives. The organisation will continue to address this moving forward via its recruitment strategies and internal review of processes.

## **9 Capacity**

There are no capacity impacts arising from this report.

## **10 Collaboration / Partnership Working**

Opportunities for collaboration should be covered or an explanation included as to why if this is not appropriate.

## **11 Community Safety**

There are no community safety impacts arising from this report.

## **12 Environmental**

There are no environmental impacts arising from this report.

## **13 Equality Impact Assessment**

This report contains merely statements of fact / historical data. An Initial Impact Assessment is not, therefore, required.

## **14 Financial Implications**

There are no financial implications arising from this report.

## **15 Health and Safety**

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

## **16 Human Rights (including Data Protection)**

This report supports Article 14 of the Human Rights Act.

## **17 ICT**

There are no ICT impacts arising from this report.

## **18 Legal Comment**

There are no legal implications arising from this report.

## **19 Public Value / Service Delivery**

There are no public value or service delivery impacts arising from this report.



## **20 Reputation**

There are positive reputational impacts arising from this report.

## **21 Security**

There are no security impacts arising from this report.

## **22 Training**

The training impacts are detailed in the body of the report.

## **23 Appendices**

There are no appendices attached to this report.

## **24 Background Papers**

[www.gov.uk](http://www.gov.uk)