

Gender Pay Gap

2018

31 March 2018



HEREFORD & WORCESTER
HWFR
FIRE AND RESCUE SERVICE

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with 250 or more employees to publish statutory calculations every year showing the average difference in pay between their male and female employees (known as the gender pay gap). ***It is important to note that Gender Pay Gap reporting is different to an Equal Pay Audit which measures whether men and women in the same employment, performing equal work, with equal responsibilities, receive equal pay.***

Hereford & Worcester Fire and Rescue Service is committed to the promotion of equality of opportunity and development of all employees. I am therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the Service and the salaries that these roles attract.

Furthermore, I am committed to promoting equality of opportunity to both men and women across the Service, so that we can start to positively address the scale of the current gender pay gap.

Declaration

I can confirm that the data included within our Gender Pay Gap Report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.



Nathan Travis
Chief Fire Officer/Chief Executive

Executive summary

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. While the regulations for the public, private and voluntary sectors are near identical, and the calculations are directly comparable, the public sector regulations also take into account the public sector equality duty.

Six calculations are published as follows:

1. average gender pay gap as a mean average (average value)
2. average gender pay gap as a median average (middle value)
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

The gender pay gap is the difference between women's pay and men's pay as a percentage of men's pay. A positive percentage means men have higher pay.

The information contained within this report is based on a snapshot of pay on 31 March 2018.

Workforce Definitions

Operational Staff – this includes all levels of uniformed roles from Firefighter up to Chief Fire Officer. Our Service is made up of Wholetime staff who operate on a full-time basis, providing an immediate response and Retained Duty System (RDS) (also known as 'on-call') staff who work and live in their local communities and respond to emergency calls whenever they are needed.

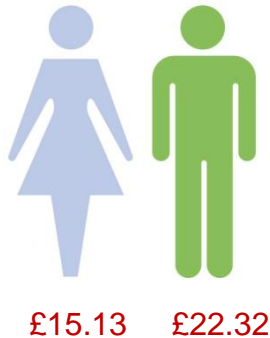
Fire Control Staff – receive fire and administrative calls from members of the public and other emergency control rooms. They are responsible for ensuring that crews, officers, fire engines and equipment are dispatched to where they are needed, as quickly as possible.

Support Staff – supporting our front-line services, these roles are vital in enabling the Service to provide an efficient and cohesive rescue service and include departments such as Community Risk, Performance and Information, Finance and HR & Development.

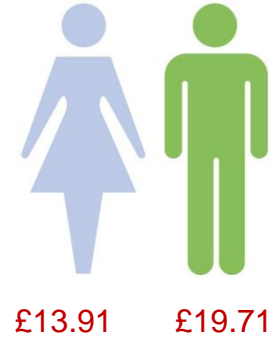
Gender pay gap information

Gender Pay Gap

Mean pay gap 32.2%



Median pay gap 29.4%

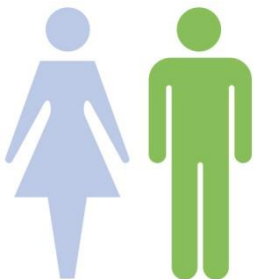


The mean gender pay gap is 32.2%. This figure is based on a mean male hourly rate of £22.32 and mean female hourly rate of £15.13. This is a 5 percentage point increase on 2017's figure of 27.2%, which was based on a mean male hourly rate of £21.15 and mean female hourly rate of £15.41.

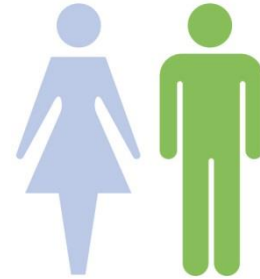
The median gender pay gap figure is 29.4%. This is based on a median male hourly pay rate of £19.71 and a median female hourly rate of £13.91. This is a 2.4 percentage point increase on 2017's figure of 27%, which was based on a mean male hourly rate of £18.95 and mean female hourly rate of £13.84.

Bonus Pay

Mean pay gap 0%



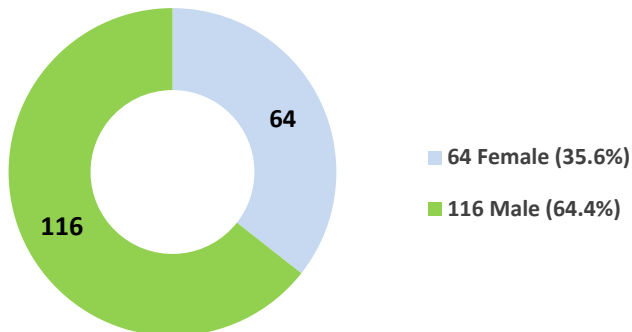
Median pay gap 0%



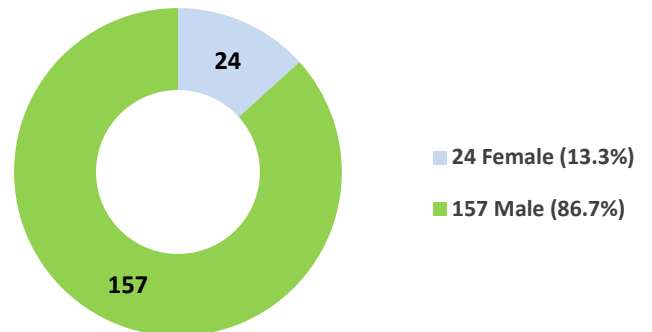
The mean and median gender bonus gap is 0% and it should be noted no staff receive bonus payments.

Pay by quartiles

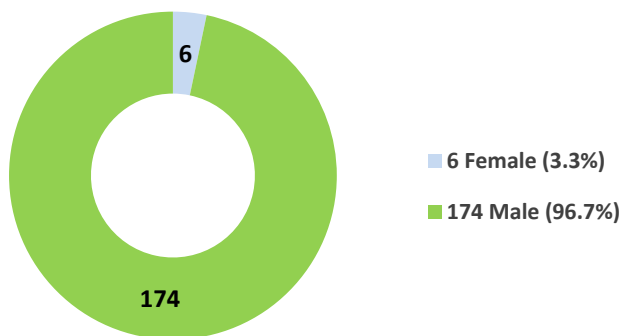
Lower pay quartile



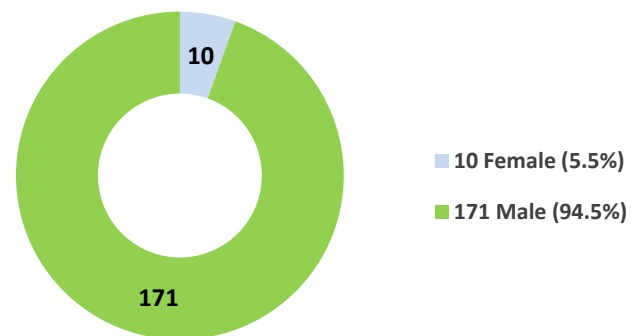
Lower middle pay quartile



Upper middle pay quartile



Upper pay quartile



Of the 722 employees used for the calculations, 104 were women and more than half of these female employees (64) fall within the lower pay quartile. This causes a disproportionate amount of females across the four pay quartiles and is the main factor of our gender pay gap.

When looking at the remaining 618 male employees, they are all reasonably distributed throughout the four pay quartiles, meaning men are represented at all levels of the organisation.

NB: The numbers referred to in this report differs from HWFRS actual establishment figure. This is due to some staff falling into the category of 'reduced pay' (e.g. staff on reduced sick and maternity pay) and are not therefore included in the overall figures.

Causes of the gender pay gap

As mentioned above, the main cause of the Service's gender pay gap is the disproportion of females throughout different levels of the organisation. Women are currently under-represented within middle and senior management posts, particularly in operational roles.

Nationally the under-representation of females within the Fire and Rescue sector is well documented, with statistics showing that 5.7% (1,980) of firefighters in England in 2018 were women*. Within HWFRS, 6.7% (40) of our firefighters as at 31 March 2018 were female and whilst this is slightly above the national average, it shows the lack of representative women within operational roles. With fewer women in the Service, there is smaller pool from which to promote, which is one of the reasons why there is a low proportion of women in the higher pay quartiles.

Within non-operational support roles, women tend to be in posts within the lower scales, such as administration, whereas specialist support roles which attract higher rates of pay, such as ICT, tend to be predominately male. Women are also more likely to take time out of the labour market to raise children which may delay career progression, contributing to a lack of representation of females at higher levels.

*Source: [Fire and rescue workforce and pensions statistics: England, April 2017 to March 2018](#)

Closing the gender pay gap

Hereford and Worcester Fire and Rescue Service recognise that there is a lot of work to be done, and are committed to closing the gender pay gap.

The Service has made good progress on the following objective:

- *Attract and develop the best people through continuously improving recruitment, secondment, fast tracking and continuous development programmes.*

We have undertaken some significant activities to improve the Service's recruitment and promotion processes, with these principles being embedded into all processes going forward. The application of these principles will be scrutinised by the Service's Cultural Challenge Group to ensure fairness and transparency and that they align with the Service's values.

For example, as part of the recruitment process, all shortlisting for operational and non-operational posts is carried out 'blind' (i.e. all personal information such as name, age, and gender is removed). This ensures that those shortlisted to the next stage of the process have been selected purely on their relevant skills and experience.

The Service has also recently launched an on-call firefighter recruitment campaign, encouraging enquiries from potential new on-call recruits. Case studies of on-call firefighters from across our two counties communicate the diverse backgrounds of the on-call crew, with the aim of promoting applications for on-call firefighter roles from across our local communities. These case studies can be found on our website (www.hwfire.org.uk/on-call), social and other media.

- *Pay Scales and Job Evaluations*

As part of the Service's commitment to equal opportunities and equal treatment for all employees, we ensure that all job roles and pay grades are evaluated as necessary.

For operational and fire control staff, the Service implemented a pay framework in 2003, in line with national guidance, with the grade for each role being determined by a consistent job evaluation process.

For non-uniformed support staff the Service adopts the national Greater London Provincial Council (GLPC) Job Evaluation scheme. By using a robust grading system it ensures a fair and consistent practice, providing equal pay for work of equal value.

Within the next few years there are a number of other actions and initiatives within our People Strategy which the Service will be looking to implement, including:

- Conducting an equal pay audit to identify any pay differences between men and women who carry out the same jobs, similar jobs or work of equal value, and take targeted action where appropriate.
- Conducting a review of our policies and practices to ensure they are open and transparent, and in particular support family friendly options to enable attraction, retention and development.
- Promote a learning culture that embodies fairness and trust, in particular in relation to gender equality.

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