

Report of the Head of HR & Development

Gender Pay Gap Report 2019

Purpose of report

1. This report presents the gender pay gap report for Hereford & Worcester Fire and Rescue Service (the Service) for the year ending March 2019.
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Recommendations

It is recommended that:

- i) The gender pay gap figures are noted*
- ii) Members note the difference in calculation methodology used across the sector*
- iii) Progress to bridge the gender pay gap is monitored via SMB*
- iv) The attached Gender Pay Gap Report (including a signed statement confirming the information is accurate) is published on the Service website and government's reporting website*

Background

2. 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 pay gap between their male and female employees. The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.
3. ***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 receive equal pay.***
4. Hereford & Worcester Fire and Rescue Service is committed to the promotion of equality of opportunity and development of all employees. We are aware that we have work to do to bridge the gender pay gap and we are fully committed to reducing the gender pay gap.
5. While the gender pay gap 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. By law the six calculations should be published as follows:
 - average gender pay gap as a mean average (average value)
 - average gender pay gap as a median average (middle value)

- average bonus gender pay gap as a mean average
 - average bonus gender pay gap as a median average
 - proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
 - proportion of males and females when divided into four groups ordered from lowest to highest pay.
6. The information contained within this report is based on a snapshot of pay on 31 March 2019, and must be published by 30 March 2020 on the corporate website and on the government reporting website. A signed statement that the information is accurate must accompany the results and the results should remain on the websites for at least three years.
 7. For employees on the on-call duty system who do not have set weekly working hours, the Service has used a 12-week reference period up to and including 31 March 2019 to calculate their hours. This is in line with the recommended way of calculating working hours and pay as outlined in the LGA Advisory Bulletin January 2017: No 644. It should be noted that this will increase the reported hourly rate of pay for on-call firefighters. Other Fire and Rescue Services may choose to calculate the hourly rate of on-call staff differently and this should be taken into consideration when making direct comparisons.

Analysis of Hereford & Worcester Fire and Rescue

Gender pay gap data trends:

8. We can use these results to assess:
 - the levels of gender equality in our workplace
 - the balance of male and female employees at different levels
 - how effectively talent is being maximised and rewarded.
9. Overall there is a 3.8 percentage point improvement on 2018's figure of 32.2%. The mean gender pay gap is now 28.4%. This figure is based on a mean male hourly rate of £22.52 and mean female hourly rate of £16.12. The median gender pay gap figure is 26.3%. This is based on a median male hourly pay rate of £19.81 and a median female hourly rate of £14.61. The mean and median gender bonus gap is 0% and it should be noted no staff receive bonus payments.
10. The pay quartiles indicate that women make up 49.3% of the lower quartiles, 5.8% of the upper middle quartile and 4.7% in the upper quartile.

Causes of gender pay gap trends:

11. Generally the causes of the gender pay gap are complex and can be overlapping. Females often do well at school, but tend to end up concentrated in employment sectors that offer narrower scope for financial reward. On the other hand, many of the highest paying sectors are disproportionately made up of male employees.

12. One of the challenges that the Service faces in bridging our gender pay gap is the current low number of female employees in uniformed roles, in middle management and in senior management positions. However, it should be noted that the Service has a clear defined career pathway for all uniformed staff and there are examples of female uniformed staff that have been proactively supported in developing their career via gaining specialist skills and promotion. Equally female support staff are proactively supported in developing their career and gaining promotion.

Addressing the gender pay gap trends:

13. There are objectives specified in the People Strategy 2020-2022 to address the current gender pay gap. This long term plan will build on current initiatives which are already in place. For example the People Strategy includes an objective to establish Equality & Diversity and Positive Action plans.
14. Work has been completed to review the culture, values and behaviours within the organisation, and intelligence gained from this will inform recruitment, secondment, talent management and continuous development programmes. Furthermore, we will continue to align our policies and practices to support an open and transparent culture, and further explore family friendly options to continually attract, retain and develop the best people.

Conclusion/Summary

15. The Service is committed to reviewing the gender pay gap and will continue to make progress in promoting gender equality and will provide updates via the People Strategy Action Plan. The gender pay gap data is published on the corporate website and the government’s reporting website annually in accordance with legal requirements.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	The gender pay gap and associated action plans will have direct implications on improving our people planning.
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	Links to: <ul style="list-style-type: none"> • People Strategy • Equality, Diversity and Inclusion Plan • Positive Action Plan • Organisational Development and Challenge Group
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	To support this agenda an Equality, Diversity and Inclusion Officer is being recruited.

Consultation (identify any public or other consultation that has been carried out on this matter)	TU colleagues will be updated on our gender pay gap and associated actions.
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	Not applicable

Background and Supporting Information

Gender Pay Gap Report 2019