

Staffordshire Fire and Rescue Service

Gender Pay Gap Report 2017/18

(Approved by Strategy and Resources Committee on 8th March 2018)



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1. SUMMARY

This report covers Staffordshire Fire and Rescue Service's (SFRS) obligations under the Equality Act 2010 (Gender Pay Information Regulations 2017) to publish an annual Gender Pay Gap report. These regulations complement the Public Sector Equality Duty.

In April 2017, the Equality Act 2010 (Gender Pay Gap Information) regulations came into force, which requires organisations with 250 employees or more must report on their gender pay gap by 31 March 2018. This is the result of 2017 government legislation and the gender pay gap must be reported annually both internally and externally.

The gender pay gap is a high-level snapshot of pay within an organisation and shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly large gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. In contrast, 'equal pay' is a more specific legal concept that deals with the pay differences between men and women carrying out comparable jobs. Men and women in comparable jobs are normally entitled to the same pay unless an employer can show differences in pay are justified. A gender pay gap does not equate to the existence of an equal pay problem, albeit a gender pay gap may be a trigger for further investigation about the reasons why the gap exists.

The salary data used for this report is based on employee pay at the snapshot date of 31 March 2017, the snapshot includes all employees who are currently on the SFRS payroll, which will include; seconded employees, and employees who may have a secondary contract e.g. Retained or Community Interest Company (CIC).

The required Gender Pay Gap information contained within this report has been used to provide information for all publication requirements as defined within the legislation.

The salaries of all operational staff are established within the Grey Book (terms and conditions) and are standard throughout the UK Fire and Rescue Service. Support staff are banded in line with the agreed graded pay structure and salary levels are based upon that approved for the role. Annual Pay awards for both Grey and Green Book staff are negotiated nationally.

Members' of the Strategy and Resources Committee approved the contents of this report on 8th March 2018 and the data has been published on the Government Gender Pay Gap reporting tool.

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

2. Gender Pay Gap Data

Staffordshire Fire and Rescue Service are required under the legislation to provide and publish figures based upon the following:

| | |
|-----------------------|--|
| Mean gender pay gap | The difference between the mean hourly rate of pay of male employees and that of female employees as a percentage |
| Median gender pay gap | The difference between the median hourly rate of pay of male employees and that of female employees as a percentage |
| Mean bonus pay cap | The difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage |
| Median bonus gap | The difference between the median bonus pay paid to male employees and that paid to female employees as a percentage |
| Bonus Proportions | The proportions of male and female relevant employees who were paid a bonus during the relevant period (Note: SFRS do not offer a bonus scheme and are therefore not required to report on bonus proportions) |
| Quartile Pay Bands | The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands |

3. Total Employees

As at 31 March the total headcount contained within the snapshot data as defined above was 951, of which 16% (155) were women.

4. Mean and Median Pay Gap

| Pay Calculation | Female | Male | Gap | % |
|-----------------|--------|-------|-------|------|
| Mean Pay | 13.11 | 14.05 | -0.94 | -6.7 |
| Median Pay | 12.81 | 13.53 | -0.72 | -5.3 |

The UK average Gender Pay Gap using Office for National Statistics Data shows the average pay gap for all employees is 18.1%. Across SFRS, the mean gender pay gap is significantly lower than the national average at 6.7% (equating to a 94 pence difference in rates in hourly pay between males and females), with the median gender pay gap equating to 5.3% (a 72 pence difference in hourly rates of pay between males and females).

The Service interpret the gender pay gap as not resulting from paying men and woman differently for the same work but is determined by the types of roles in which they are employed and the salaries that these roles attract.

The salaries of all operational staff are established within the Grey Book (terms and conditions) and are standard throughout the Uk Fire and Rescue Service with any annual pay awards negotiated nationally by the National Joint Council (NJC). Hourly rates for Grey Book staff include the Flexible Duty System (FDS) allowance of 20% where this applicable.

Support staff are banded in line with the agreed pay structure and salary levels are based upon that approved for the role. All employees have the opportunity to have an existing role reviewed though the approved job evaluation procedure.

The quartile distribution detailed below gives an indication of how males and females are distributed across the Service and the salary quartile banding.

| Salary Quartile Band Summary | | | | |
|-------------------------------------|------|-------------|-------------|-----|
| | High | Mid (Upper) | Mid (Lower) | Low |
| Female | 13% | 5% | 11% | 37% |
| Male | 87% | 95% | 89% | 63% |

| Salary Quartile Band Analysis | | | | | | |
|--------------------------------------|--------------------|------------|-----------|------------|-----------|------------|
| | Hourly Rate | Female | Female % | Male | Male % | Total |
| High | £15.01 - £66.15 | 32 | 13 | 206 | 87 | 238 |
| Mid (upper) | £13.54 - £15.00 | 11 | 5 | 227 | 95 | 238 |
| Mid (low) | £13.53 - £13.53 | 25 | 11 | 212 | 89 | 237 |
| Lower | £8.04 to £13.53 | 87 | 37 | 151 | 63 | 238 |
| | | 155 | 16 | 796 | 84 | 951 |

The above table indicates that males are the highest earners within the Service, which is not surprising statistically given that the workforce comprises 16% female staff and 84% male.

Fire Control arrangements are based upon a joint arrangement with West Midlands Fire Service with all control staff employed by WMFS. As a majority of Control staff are female and this would have reduced the overall gender pay gap if the staff were shown as employees of SFRS.

5. Initiatives to address the Gender Pay Gap

It is recognised that women are operationally underrepresented across the UK Fire and Rescue Service however the proportion of women firefighters within Staffordshire is higher than the average at 7% (Oct 17). SFRS is committed to increasing the number of underrepresented groups across the workforce profile including a larger proportion of women in operational roles. SFRS is undertaking positive action initiatives aimed at encouraging people from unrepresented groups to apply for positions within the Service.

The Service has a number of policies that endeavor to support family and work life balance practices, offering flexible working opportunities within the Service, such as:

- Flexible working policy
- Job Share
- Work Life Balance Policy

In addition, the Service has a generous maternity policy which gives mothers the opportunity to spend time after childbirth with their newborn without financial pressure.

6. Financial Implications

There are no direct financial implications that arise from this report. A grading structure exists within the Service for operational and support staff, this standard grading approach ensures that there is full transparency of job roles resulting in men and women in comparable jobs being fully entitled to the same pay. There should therefore be no unfair pay claims resulting from this Gender Pay Gap Report.

7. Legal Implications

The Equality Act 2010 (Gender Pay Gap Information) regulations came into force in April, which requires organisations with 250 employees or more must report on their gender pay gap by 30 March 2018.

8. Equality and Diversity

This report is a requirement under the Equality Act 2010 and is specific to the Services responsibilities thereof. The Service is committed to understanding the impact of inequality within our purpose and function, including that of equal pay for work of equal value, an indicator of which may be disparity between men and women pay. As such, the data demonstrates this commitment in being significantly lower than the national average of 18.1%.

9. Risk Implications

The overall gender pay gap in the Service is identified within this report. A high gender pay gap would indicate that the payment systems in operation might disadvantage women. It should be noted that the presence of a gender pay gap is not an indication that unlawful discrimination exists within the Service.

10. Procurement and Social Value Implications

The nature of this report results in there being no procurement or Social Value implications associated with the information that will be published with regard to the Gender Pay Gap Reporting requirements.

11. Protective Security Implications

Protective security implications are fully considered as part of the protection of individual pay data. This report is based upon a snap shot of the payroll system as at 31 March 2017 and not personal data about individuals members or staff are published or referred to apart from the reference to men and woman. There are no publication restrictions for this paper and the document has been marked as official.

12. Consultation and Engagement undertaken

This report has been produced in line with published guidance on www.gov.uk and ACAS. Published reports from other fire and rescue services have also been referenced, for information.

13. Summary and next steps

Staffordshire Fire and Rescue service are satisfied with the overall results that show a significantly lower gender pay gap at 6.7% than the national average as reported at 18%.

However, the Service will continue to focus on taking positive steps to improve this gap on a year on year basis.