

# Staffordshire Fire and Rescue Service

## Gender Pay Gap Report

(as at 31 March 2020)



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



**Staffordshire**  
Fire and Rescue Service  
preventing • protecting • responding

## Summary and Background

This report covers Staffordshire Fire and Rescue Service's (SFRS) obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish an annual Gender Pay Gap report. These regulations complement the Public Sector Equality Duty. The Regulations came into force April 2017, and required organisations with 250 employees or more to report on their gender pay gap by 31 March 2018 and annually thereafter. This is the third Gender Pay Gap Report published by the Service reporting on the snapshot as at 31 March 2020 and reported by 31<sup>st</sup> March 2021.

The gender pay gap is a high-level record of pay within the Service at a specific point in time and shows the difference in the average pay between all men and women in the workforce. A particularly large gender pay gap can indicate that 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 work of equal value. 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 gender pay gap is an equality measure that shows the difference in average earnings between men and women and is a valuable tool for assessing levels of equality in the workplace. The gender pay gap is defined by the Office of National Statistics (ONS), as the difference in median pay between men and women.

The salary data used for this report is based on employee pay on the 31 March 2020 and is based upon individual contracts of employment. The snapshot includes all employees who were on the SFRS payroll at that point in time, which includes; seconded employees and employees who may have a secondary contract e.g. on call firefighters, Community Interest Company (CIC) or national resilience etc.

The salaries of all operational staff are established within the Grey Book (terms and conditions) and are standard within any English and Welsh Fire and Rescue Service. Any annual pay awards are 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 (Green Book staff) banding is in line with the agreed 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. All employees have the opportunity to have an existing role reviewed through the approved job evaluation procedure.

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 contents of this report were presented to the Staffordshire Commissioner at the Strategic Governance Board meeting held on 18 March 2021 and the data has been published on the Government Gender Pay Gap reporting tool. <https://gender-pay-gap.service.gov.uk/Viewing/search-results>

A copy of this report is also published on the Staffordshire Fire and Rescue website.

**Gender Pay Gap Data**

SFRS 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

**Total Employees**

As of 31 March 2020 the total headcount contained within the snapshot, data as defined above, stood at 708 employees of which 18.6% (132) were women.

**Mean and Median Pay Gap**

Pay Calculation	Female	Male	Gap	%
Mean Pay	13.60	14.58	-0.98	-6.70
Median Pay	12.35	14.22	-1.87	-13.1
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For all FRS women, England and Wales watch manager and below according to the Office of National Statistics 2019 reporting women earn 2.6% less than men, women earning £15.52 and Men earn £15.93 per hour source ONS. The Staffordshire Fire and Rescue Service data, in the table above, is inclusive of all Staff Green and Grey Book and inclusive of all roles. We are aware that the Service is in a strong position in gender pay gap reporting terms and this is in part due to the number of on call staff we have and that the Chief Fire Officer is an operational women.

Nationally (England and Wales) the gender pay gap has been declining slowly in recent years. Among full-time employees it now stands at 8.9%. This figure for 2019 represented a decline

of 3.3 percentage points from a decade ago – 12.2% in 2009 – but only 0.6 percentage points since 2012. Among all employees the gap fell from 17.8% in 2018 to 17.3% in 2019.

The gender pay gap is higher for all employees than for each of full-time employees and part-time employees. This is because women fill more part-time jobs, which have lower hourly median pay than full-time jobs, and are more likely to be in lower-paid occupations. The Service interpret the gender pay gap as not resulting from paying men and woman differently for work of equal value but is determined by the types of roles in which they are employed and the salaries that these roles attract. As above it is useful to note that by role men and women are fairly evenly split in Green Book contracts. In Grey Book contracts the number of women is disproportionality low at 7.7% of that role profile. However there appears to be a consistent progression through to managerial and senior levels not withstanding that although 7.7% is low it remains higher than that of the majority of Fire and Rescue Services nationally. The quartile distribution detailed below gives an indication of how men and women are distributed across the Service and the salary quartile banding.

The median pay gap has reduced from 14.07% to 13.15% in year. This is primarily driven by a higher increase in the median pay for woman year on year than the increase for men driven by the transfer of staff from Fire to Police employment as staff have moved into shared services.

<b>Salary Quartile Band Summary</b>				
	High	Mid (Upper)	Mid (Lower)	Low
Female	18%	6%	15%	36%
Male	82%	94%	85%	64%

<b>Salary Quartile Band Analysis</b>						
	Hourly Rate	Female	Female %	Male	Male %	Total
High	£15.77 - £66.15	32	18	145	82	177
Mid (upper)	£14.22 – £15.77	10	6	167	94	177
Mid (low)	£12.35 - £14.22	27	15	150	85	177
Lower	Up to £12.35	63	36	114	64	177
		<b>132</b>	<b>19</b>	<b>576</b>	<b>81</b>	<b>708</b>

The above table indicates that males are the highest earners within the Service, which is not surprising statistically given that the workforce comprises 19% female staff and 81% male. The largest gap would appear to be in the section of staff at the mid quartile at both the upper and lower limits. It is essential that the Service remain cognisant of this and understand reasonable opportunities it can consider.

Fire Control arrangements are based upon a joint collaborative arrangement with West Midlands Fire Service with all control staff employed by WMFS. As a majority of Control staff are women this may have reduced the overall gender pay gap if the staff were shown as employees of SFRS. Equally in this case of the range of collaboration work the Service is embarking on Gender Pay Gap may well be impacted. This would include Green Book staff in the case of women being TUPED to another organisation may improve the Service Gender Pay Gap due to a possibility that the absence of lower paid women would have. Equally an increase of women as new entrants into operational role may proportionally demonstrate an increase in the Pay Gap, in the short term.

## **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, undertaking work of equal value, being fully entitled to the same pay. There should therefore be no unfair pay claims resulting from this Gender Pay Gap Report as they would not be relevant in this context. There is an expectation however that all sectors have plans of action in place to reduce and understand the gap. There is a possibility that some spend could be attributed to this area albeit minimal as it is also encompassed in societal change and equality of opportunity principals. The Service has more ability to action plan for the later and work with all partners with a sustainable understanding of inequalities to contribute to the former.

## **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. Due to nationally agreed terms and conditions, as is the case for SFRS employees, the relatively low Gap is a demonstration of equality of opportunity being at the center of the Service culture.

## **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.

## **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 2019 and not personal data about individuals members of 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.

## **Initiatives to address the Gender Pay Gap**

It is recognised that women are operationally underrepresented across the UK Fire and Rescue Service at 6.7%. The proportion of women firefighters within Staffordshire is slightly higher than the average at 7.7% (Oct 19). The Service is committed to increasing the number of underrepresented groups across the workforce profile including a larger proportion of women in operational roles. The Service understands Positive Action provisions under s.158 and s.159 of the Equality Act 2010 and has examined which tenets are most appropriate with full consideration of achieving a legitimate aim by proportionate means.

Moreover the Service is notable for its positive open and transparent culture which is recognized nationally by the HMICFRS and the membership of the NFCC. It is therefore in a position to enable a healthy and inclusive environment to flourish which is central for equity to thrive

The Service has a number of inclusivity centered programs, events and policies that endeavor to support ranging between work life balance practices, knowledge sharing environments, comprehensive and an active pursuance of wellbeing, inclusion and culture being the principle that the Service rests on such as:

- Flexible working policy
- Job Share
- Work Life Balance Policy
- Making a Difference Conference
- A Period Dignity Employer
- HeForShe signatory
- FireWatch development and investment to ensure accurate monitoring ability, reporting and analysis

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

## **Legal Implications**

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force in April of that year, which requires organisations with 250 employees or more must report on their Gender Pay Gap by 31 March 2018 and annually thereafter. This Report articulates SRFS Gender Pay Gap as at 31 March 2020. The Government Equalities Office has indicated that a demonstration of specific action, and monitoring, to achieve a reduction in the Gender Pay Gap as demonstrated above.

## **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 indicated by the gender pay gap which may infer further analysis of the calculation for the gender pay gap reporting. The Service will continue to ensure that there is equal pay for work of equal value by being conscious of its gender pay gap analysis.

## **Consultation and Engagement undertaken**

This report has been produced in line with published guidance on [www.gov.uk](http://www.gov.uk) and ACAS. Published reports from the Government Equalities Office and Senior Employment Law Advisers for the Local Government Association have also been referenced, for information. The first reporting year 2017 the Service choose to have their methodology and calculations checked independently by Capsticks Solicitors LLP as a leading national law firm specializing in public and emergency service legislation.

## **Next Steps**

Staffordshire Fire and Rescue Service are satisfied with the overall results that show a lower gender pay gap at 6.7% for all employees than the national average at 17.3% for all employees (2019). The provisional figure for 2020 has been reported at 14.6%.

The Service will continue to focus on taking positive steps to improve this gap on a year on year basis. These will include the continuation of Positive Action as a proportionate means of meeting a legitimate aim in progression, promotion and recruitment.

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