



**DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY**

Item 22/13

MEETING	Dorset & Wiltshire Fire and Rescue Authority
DATE OF MEETING	9 February 2022
SUBJECT OF THE REPORT	Gender Pay Gap Report 2021
STATUS OF REPORT	For open publication
PURPOSE OF REPORT	For discussion and noting
EXECUTIVE SUMMARY	<p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. These regulations impose a legal obligation for employers with 250 or more employees to publish gender pay gap details by 30 March each year and to highlight the difference in gross pay and bonus payments made to female, as compared with male employees.</p> <p>This is the fifth year of publication and again our median pay gap (13.1%) is below the national average (ONS 2021 median pay gap was 15.4%).</p> <p>The Service has clear pay structure arrangements which provide for equal pay for both men and women across the roles throughout the organisation, and therefore in this regard does not have a pay issue within the Service.</p> <p>However, it is recognised that, like all fire and rescue services, the Service has an imbalance of male and female staff in some of the different occupational staff groups and at different levels/ranks. This is therefore the main reason for the gender pay gap.</p> <p>The Service has plans in place to address the bridging of this gender imbalance through the Authority's corporate target on diversity and a range of other initiatives. The Service continues to make good progress in this regard.</p> <p>Whilst it is not a requirement to report at this current time, the Service has also calculated its ethnicity pay gap.</p>

RISK ASSESSMENT	Failure to report against these regulations may lead to reputational damage to the Authority.
COMMUNITY IMPACT ASSESSMENT	None for the purposes of this report.
BUDGET IMPLICATIONS	None for the purposes of this report.
RECOMMENDATION	Members are asked to: 1. Note the contents of this report.
BACKGROUND PAPERS	The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 https://www.legislation.gov.uk/uksi/2017/353/contents/made
APPENDIX	Appendix A - Gender Pay Gap Report 2021
REPORT ORIGINATOR AND CONTACT	Name: Jenny Long, Director of People Services Email: jenny.long@dwfire.org.uk Tel no: 01722 691311

1. Introduction

- 1.1 This report outlines the Authority's requirements associated with complying with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31 March 2017.
- 1.2 It outlines the factors contributing to the gender pay gap and the key initiatives being taken forward to help bridge this gap.
- 1.3 It is helpful to state from the outset that gender pay reporting is a different requirement to carrying out an equal pay audit - it is not a review of equal pay for equal work, rather it compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance.

2. About the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

- 2.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. The Act requires employers with 250 or more employees to publish gender pay gap details by 30 March each year and highlight the difference in gross pay and bonus payments made to female, as compared with male, employees, and promote gender diversity in the workplace.
- 2.2 Under the regulations, the following calculations are required to be carried out:
 - the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees,
 - the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees,
 - the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands;
 - the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees,
 - the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees,
 - the proportions of male and female relevant employees who were paid bonus pay.
- 2.3 The only payment that could be deemed as a bonus in relation to this exercise is the Continuous Professional Development (CPD) payment. As this payment, which is paid to wholetime, on-call and fire control staff, is based on time served after reaching competence in role rather than being gender related no separate analysis has been provided. The CPD payment has been included in the hourly pay calculation.

- 2.4 The Gender Pay Gap report at appendix A is the document that we will be submitting for publication on the gender pay gap reporting website <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>. The data in the report is based on pay records for qualifying individuals at the 'snapshot' date of 31 March 2021. The figures set out in the report were calculated using the standard methodologies set out in the regulations. The data has been broken down by both full and part time staff and by the four different staff groups employed by the Authority.

3. About our workforce

- 3.1 Like all fire and rescue services, our workforce is predominantly male (78.7%). The operational workforce (excluding Fire Control) is 95% male. Operational and control staff are 7% female and 93% male. Corporate staff are 53.5% female and 46.5% male.

- 3.2 The Service has the following staff groups:

- *Wholetime staff* – these are our full-time firefighters and operational managers. Their terms and conditions are negotiated nationally, and their salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic. Firefighters are paid on an incremental firefighter competence-based pay scale, starting as a trainee, progressing to development after their initial training is complete, and then competent once their development has been completed and verified.
- *On-call staff* – these are our firefighters and operational managers whose primary employment is usually outside of the Service. As above, their terms and conditions are negotiated nationally, and salaries are determined according to the role, with no reference to gender or any other personal characteristics.
- *Fire Control* – these are our emergency call handlers and their managers. Their terms and conditions are also negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristics.
- *Corporate staff* – these are our non-uniformed staff who support those in the other staff groups to provide the effective delivery of our frontline services. They also provide fire safety and prevention support. They are both full time and part time. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristics.

- 3.3 The nationally agreed terms and conditions ensure that we are paying the same salary to roles of equal value for all our staff regardless of gender.

4. Analysis of our gender pay data

- 4.1 In October 2020 a new pay scheme was introduced for on-call staff to align the previous salaried and pay as you go pay methods. As a result, more on-call staff can be included in the gender pay gap reporting than in previous years.
- 4.2 The upper quartile salary band is dominated by male staff, meaning they are the highest earners in the organisation. By contrast, a much larger proportion of female staff are found in the lower quartile salary band compared to the other bandings. This can be explained to some extent by the fact that the majority of females employed within the Service are corporate staff, on 'Green Book' terms and conditions which generally offer lower rates of pay. Conversely, operational 'Grey Book' posts remain dominated by male staff that are paid at a higher rate from entry (firefighter) level through to strategic level (brigade manager).
- 4.3 Female staff can mostly be found in the 'lower' quartile of pay scales. However, there is a larger proportion of male staff compared to female staff in this quartile, due to the high representation of men in the organisation as a whole and particularly in the cohort for firefighters working the on-call duty system.
- 4.4 In the wholetime and on-call staff groups, which are both dominated by men, there is an even spread of staff in each of the quartiles. There are staff in the lower quartiles as a result of the focus on recruitment in these staff groups, with those individuals progressing through the salary stages referred to in 3.2.
- 4.5 There are broadly the same number of males and females within the corporate staff group, however there is a gender pay gap. Part of the reason for this is the high number of women in part time roles. There are significantly more females than males in the lower quartile. There are also more females in the lower mid quartile and more males than females in the upper mid quartile. The proportion of females in the upper quartile has increased and, as a result, there is a negative gender pay gap in the upper quartile for corporate staff for the second time since publishing our gender pay gap report.
- 4.6 In terms of fire control staff, it is interesting to note that there is a negative pay gap where females are paid more than males. This is due to the larger numbers of women rather than men. However, given Fire Control make up just 2.7% of the workforce, this does not have a big impact on the overall picture.
- 4.7 We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

5. Comparison between March 2018 through to March 2021

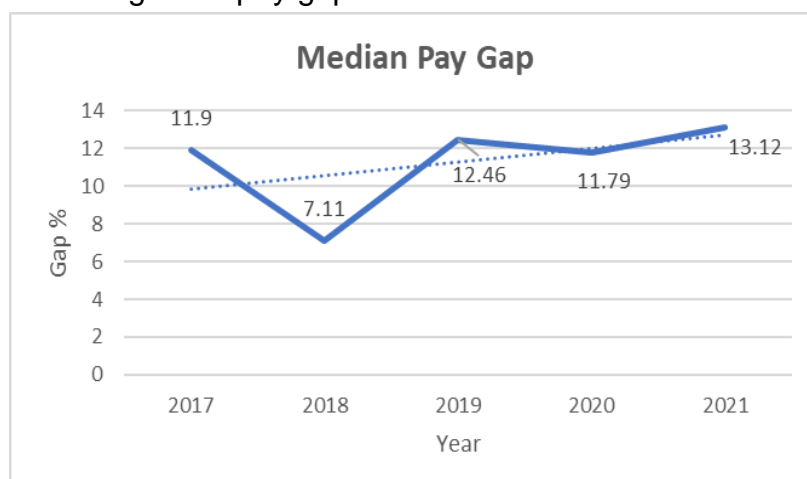
5.1 The table in section 4.2 sets out a comparison between the mean and median hourly pay rate in 2017, 2018, 2019, 2020 and 2021. As a reminder for Members:

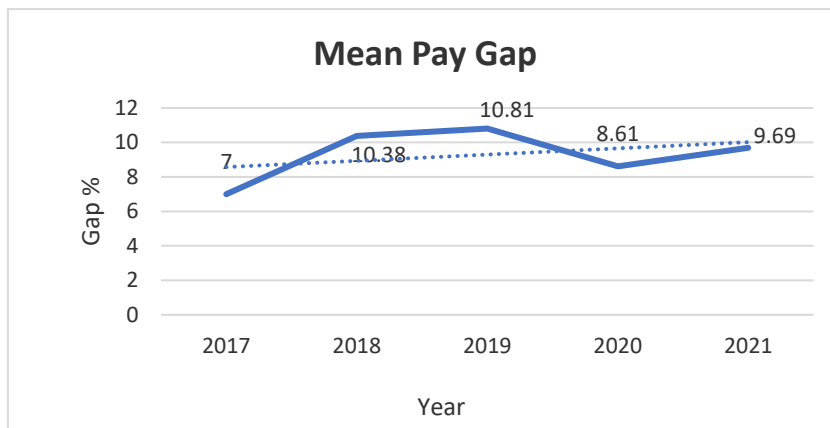
- The mean is the total amount of the hourly pay divided by the number of employees
- The median is the mid-point value for the individual(s) between the lowest and highest hourly pay

	Mean Hourly Pay Rate 2017	Mean Hourly Pay Rate 2018	Mean Hourly Pay Rate 2019	Mean Hourly Pay Rate 2020	Mean Hourly Pay Rate 2021	Median Hourly Pay Rate 2017	Median Hourly Pay Rate 2018	Median Hourly Pay Rate 2019	Median Hourly Pay Rate 2020	Median Hourly Pay Rate 2021
All Staff	£14.81	£15.22	£16.02	£16.10	£16.83	£14.07	£14.27	£15.66	£15.48	£16.08
Female	£13.94	£13.89	£14.59	£14.97	£15.46	£12.41	£13.45	£13.62	£13.99	£14.17
Male	£14.99	£15.50	£16.36	£16.38	£17.12	£14.08	£14.48	£15.56	£15.86	£16.31
Pay gap	7.00%	10.38%	10.81%	8.61%	9.69%	11.90%	7.11%	12.46%	11.79%	13.12%

5.2 This data indicates that whilst the number of women working for the Service has slightly increased, predominantly in corporate roles, they are still in the lower and low mid quartile, whilst male employees, the total number of which have also increased due to the inclusion of more on-call firefighters, continue to dominate the upper mid and upper quartiles. In addition, there are more operational staff in the lower quartiles who are on development rates of pay. All these factors have resulted in the mean and median hourly rate pay gap increasing from 8.61% to 9.69% and from 11.79% to 13.12% respectively.

5.3 The graphs below set out the median and mean pay gaps for the last five years with a trendline demonstrating that the long-term trend is indicating a slight rise in both the median and mean gender pay gaps.





6. Progress against initiatives to address gender pay gap

6.1 The Service has several key initiatives in place to help bridge this gap including:

6.1.1 Continuing to retain and develop female members of staff:

- *Female networks*

The Service is active in national and local networks to support females working within the fire and rescue sector. Regular local meetings take place with representatives from women's networks to identify, discuss and resolve any potential barriers that could prevent females joining and remaining within the Service.

- *Strategic Leadership Team reverse mentoring*

A programme of Strategic Leadership Team (SLT) reverse mentoring sessions is in place to enable members of the workforce, particularly members of our staff networks to let SLT know how the organisation feels from their perspective. These powerful sessions have resulted in changes to ways of working.

- *Enhanced support when returning from maternity leave*

We have listened to the concerns of our operational women and have provided additional support for when they return to work following maternity leave. This support ensures female operational staff can regain their high levels of operational fitness as part of a structured return to work programme.

- *Reviewing and improving workplace facilities for women to help provide a welcoming and supportive environment*

The Service is ensuring that stations and workplaces are suitable for female members of staff. The Service has addressed uniform and personal protective equipment needs in the past and will continue to do so as they arise. During the past year we have also ensured that there is free sanitary provision at all stations

and workplaces. As well as supporting our female staff this also ensures any visitors to our premises appreciate the inclusive and supportive working environment. The Inclusion Manager works closely with the Head of Assets to ensure any issues are discussed and resolved promptly.

- *Ensuring our structure provides opportunities for succession planning and talent management*

When we review our structure to ensure it continues to deliver an effective service to our communities, due consideration will be given to talent management and succession planning opportunities.

Executive coaching is available to heads of department as well as the opportunity to apply for the Executive Leadership Programme and for further education programmes. Our development pathways and learning hub offer all staff access to development modules.

6.1.2 Recruitment processes to help rebalance workforce composition:

- *A corporate target to increase the diversity of our workforce.*

At September 2021, the diversity of our workforce as a whole was 21.9% against a target of 21.3%.

- *Encouraging more female applicants to the Service.*

Some of our community engagement work highlighted that members of the public are not aware of the many diverse career opportunities there are within the Service. We have strengthened our social media to target underrepresented groups and to attract more females into roles across the Service. Our social media campaigns also include 'in response' features whereby representatives from all our staff groups talk about their role and how it feels to be part of the fire and rescue service.

We also introduced a 'buddy scheme' to provide a point of contact for potential firefighter applicants to ask questions. Positive feedback was received from those candidates and we are in the process of looking to enhance our buddy scheme, developing it into a six-month structured programme of support.

Key roles such as on-call support officers and training instructors have increased in diversity and as a result show potential applicants that the workforce is diverse and work in a wide range of operational roles.

We are also working with partners such as the British Army and Wiltshire Police, sharing good practice in recruitment, selection and diversity initiatives.

- *Supporting the progression of women within the Service.*

We have listened to feedback from our operational woman's network who did not feel self-confident in applying for promotion. We have also listened to members of corporate staff who felt that there were no development opportunities available for them. As a result of their feedback, we offer operational staff the opportunity to be role players in incident command assessments so that they can better appreciate the higher role expectations. We have also raised awareness of the numerous development interventions that are available to support the development and progression of all staff.

In April 2022 we will be advertising the 'Our Time - supporting future leaders' sponsorship programme which is a structured programme specifically designed to support women into senior leadership roles. This programme is a collaboration with Devon & Somerset Fire and Rescue, Devon and Cornwall Police, Dorset Police and Devon County Council.

- *Apprenticeships.*

We have continued to make good progress on our approach to apprenticeships as a means of providing development and progression opportunities within the Service.

The table below sets out an age and gender breakdown of staff who are undertaking apprenticeships (as of 30 November 2021). This figure includes new starters, whose recruit training course is an apprenticeship programme as well as existing staff who are undertaking apprenticeships for development purposes.

	Male	Female	Total
18-24 years old	7	3	10
25-34 years old	4	4	8
35-44 years old	3	1	4
45-54 years old	1	4	5
55 years and over	0	1	1
Total	15	13	28

6.1.3 Established training programmes for managers and staff about equality, diversity and inclusion (EDI).

- *Station visits to discuss EDI issues.*

During 2021, the Inclusion Manager and Inclusion Officer visited all wholetime watches to discuss diversity and inclusion issues in particular the importance and value of community engagement.

- *E- Learning.*

Mandatory e-learning modules on EDI topics form part of the development pathways that are available for all staff. E Learning completion is regularly monitored to ensure staff are completing modules applicable to their role.

- *Learning Hub.*

Our Learning Hub is the repository for all our learning and development materials. The hub has a specific area on EDI resources which complements a corporate initiative which encourages team meetings to have open conversations about equality issues to create greater understanding and cultural cohesion.

6.1.4 Embedding equality within key plans and processes to help ensure that it is thought about from the outset:

- *Service Delivery Plan.*

Our Service Delivery Plan sets out our equality and inclusion priorities. Inclusion activities are mainstreamed and embedded across the work of all directorates and are not viewed as isolated functions.

- *Equality, Diversity and Inclusion strategy.*

Our Equality, Diversity and Inclusion strategy sets out our strategic position, a SWOT analysis of where we are now along with a three- and five-year vision of our strategic intent.

- *Core Code of Ethics.*

We have adopted the LGA, NFCC and APCC Core Code of Ethics and have used our manager engagement days and bitesize leader sessions to ensure managers and staff are aware of the new ethical principles and the importance of challenging inappropriate behaviours.

- *Confidence in raising workplace concerns.*

We have introduced workplace concerns posters so that staff know how to raise concerns and what arrangements are in place to support them.

- *Increased flexibility.*

We have a positive suite of HR procedures in place and have delivered a programme of smarter working to support the attraction, progression and retention of female staff. We continue to review our procedures to ensure there is a healthy balance between organisation and individual needs.

7. Ethnicity Pay Gap

- 7.1 Since the introduction of gender pay gap reporting there has been growing support to introducing similar calculations for ethnicity pay gaps. Unlike the gender pay gap there is currently no legal requirement on organisations to report their ethnicity pay gap. However, increasing numbers of organisations are voluntarily publishing their ethnicity pay gap.
- 7.2 The Service wishes to commence ethnicity pay reporting but as there no set methodology for how this is calculated, there is a need to be mindful that there will be differences between reporting organisations.
- 7.3 The calculation used in this report is the difference between the mean and median hourly earnings of the reference group (White or White British) and other ethnic groups as a proportion of average hourly earnings of the reference group.
- 7.4 Not taking into account the 65 individuals (out of 1350 staff) that have chosen not to state or prefer not to say their ethnic background (as at 31 March 2021), the Service workforce that are eligible job holders in this year's report consists of 1.82% black, Asian and minority ethnic (BAME) staff.
- 7.5 In the ethnicity pay gap calculations, White is treated as one group irrespective of their country of origin. This results in very few staff (23) being included in the group of individuals who are from anything other than a 'white' background. This is a very small group even compared to the group of individuals who 'did not state' or 'prefer not to say' (65).
- 7.6 Individuals may fall into the 'did not state' or 'prefer not to say' group due to restrictive ethnic background categories. These restrictive, but generally accepted, categories could result in individuals not identifying with a particular one as they do not want to identify with any or they cannot find the one they do want to identify with.
- 7.7 Breaking the non-white group down into specific ethnic backgrounds leads to group sizes with less than 5 people. The Service has decided that this would not be statistically relevant, and it could also identify individuals. It would also not be in line with data protection legislation. Therefore, only white/non-white figures will be quoted. On this basis the mean and median pay gaps are 1.96% and 1.86% respectively.

	Mean Hourly Pay Rate	Median Hourly Pay Rate
All Staff	£16.83	£16.08
White	£16.84	£16.08
Non-White	£16.51	£15.78
Pay Gap	1.96%	1.86%

8. Progress against initiatives to address ethnicity pay gap

8.1 We have taken a number of actions to improve the ethnic diversity of our workforce. Some of these initiatives were set out in the action plan referred to earlier. In addition to those actions, we have also: -

- BAME Network

During the course of 2020/2021 a BAME staff network was set up. This was well received by staff and has assisted greatly in providing a further opportunity for this under-represented group to share ideas with regards to how we can better engage with communities so that we can continue to achieve a more diverse workforce.

- Community Profiles and Community Engagement

As part of our community engagement work, we have developed community profiles so that we can better target our recruitment activities to increase the diversity of our workforce.

9. Summary and next steps

- 9.1 The Service is not in a unique position with regards to its workforce composition. Whilst the mean and median gender pay gaps have increased, they continue to be below the national average.
- 9.2 Whilst it is not a requirement to report at this current time, the Service has also calculated its ethnicity pay gap.
- 9.3 A diverse workforce remains a key focus for the Service and there are many initiatives and processes in place to continue to address this imbalance and to better support the retention and attraction of more females and other under-represented groups into the Service.
- 9.4 The Authority has a clear commitment to supporting a more diverse workforce and our corporate target to increase the diversity of our workforce is showing positive progress.

- 9.5 Our progress is discussed at monthly Service Delivery Team meetings, quarterly Diversity and Inclusion meetings and monitored by senior management and Authority Members through the Finance & Audit Committee.

February 2022

Item 22/13 Appendix A

Gender Pay Report 2021

1. Introduction

1.1. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. They require employers with 250 or more employees to publish gender pay gap details highlighting the difference in gross pay and bonus payments made to female, as compared with male, employees. The data in this report for Dorset & Wiltshire Fire and Rescue Service is based on pay records for qualifying individuals as at 31 March 2021. The data has been broken down by both full and part time staff and by the four different staff groups that the Service employs, each with distinctive terms and conditions:

- a) **Wholetime Operational:** These are full time firefighters and operational managers. Their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic. Firefighters are paid on an incremental competence based pay scale starting as a trainee, progressing to development after the initial training is complete and then competent once the development programme has been successfully completed and verified.
- b) **On-call Operational:** These are on call firefighters and operational managers whose primary employment is normally outside the organisation. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic.
- c) **Fire Control:** These are the emergency call handlers. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic.
- d) **Corporate Staff:** These are non-uniformed support staff who are both full and part time. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic.

1.2. The nationally agreed terms and conditions ensure that we are paying the same salary to roles of equal value for all our staff, however this does not translate when looking at the mean and median hourly pay rates due to the predominantly male operational workforce.

1.3. The total number of staff included in the calculations was 1326, the breakdown of which is set out at table 1. There were 44 staff not included in the calculation as they did not fulfil the required reporting criteria in that they were not in receipt of full pay (for example they were on sick leave or maternity leave).

1.4.

Staff Group	Female Employees	% Female Employees	Male Employees	% Male Employees
Wholetime	24	6.1	371	93.9
On-call	22	3.7	574	96.3
Control	23	79.3	6	20.7
Corporate	164	53.6	142	46.4
Total	233	17.6	1093	82.4

Table 1: Gender by staff group



2. Gender pay gap summary

2.1 The requirement is to report the average pay using two calculations, mean and median (table 2 & 3).

- **The mean** is the total amount of the hourly pay divided by the number of employees
- **The median** is the mid-point value for the individual(s) between the lowest and highest hourly pay

	Mean Hourly Pay Rate	Median Hourly Pay Rate
All Staff	£16.83	£16.08
Female	£15.46	£14.17
Male	£17.12	£16.31
Pay Gap	9.69%	13.12%

Table 2: Mean hourly pay rate by gender

Wholetime	Mean Hourly Pay Rate	Median Hourly Pay Rate
Wholetime (all staff)	£17.87	£16.01
Female	£17.42	£15.06
Male	£17.90	£16.08
Pay Gap	5.74%	6.34%
On-call	Mean Hourly Pay Rate	Median Hourly Pay Rate
On-call (all staff)	£16.77	£16.53
Female	£14.21	£12.80
Male	£16.87	£16.62
Pay Gap	15.76%	22.98%

Table 3: Mean hourly pay by operational staff group

2.2 Due to the way on-call personnel are paid, the retaining fee element and additional hours cover provided element have been discounted for the hourly pay calculations as this would not give a true reflection of the actual pay for duties performed. As this element of pay is not gender specific, the removal from the calculation had no bearing on the final results. Continuous Professional Development, disturbance fees and other allowances have been included along with the standard hourly paid duties.

2.3

Control	Mean Hourly Pay Rate	Median Hourly Pay Rate
Control (all staff)	14.54	14.37
Female	14.60	14.37
Male	14.32	14.53
Pay Gap	-1.96%	1.10%

Table 4: Mean and median pay hourly rate (Fire Control)

Corporate	Mean Hourly Pay Rate Overall	Mean Hourly Pay Rate Full Time	Mean Hourly Pay Rate Part Time	Median Hourly Pay Rate Overall	Median Hourly Pay Rate Full Time	Median Hourly Pay Rate Part Time
Corporate	£15.81	£16.15	£14.84	£14.24	£15.24	£13.21
Female	£15.46	£15.69	£15.04	£13.47	£14.14	£13.30
Male	£16.21	£16.56	£14.33	£15.49	£15.83	£12.69
Pay Gap	4.63%	6.37%	-4.95%	13.04%	10.68%	-4.81%

Table 5: Mean and median pay hourly rate (Corporate)

3. Quartile summary

- 3.1 The quartile data has been calculated in accordance with the methodology as set out in the Mandatory Gender Pay Gap Reporting document (tables 6 - 9). It recommends that employers need to calculate their quartile data by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from the lowest paid to the highest.

All Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£12.22	122	£12.71	209	3.85%
Lower Mid Quartile	£15.20	37	£15.09	295	-0.73%
Upper Mid Quartile	£17.31	33	£17.19	299	-0.70%
Upper Quartile	£23.87	41	£22.31	290	-6.99%

Table 6: Mean hourly pay by quartile by gender

Wholetime	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£14.73	9	£14.61	89	-0.82%
Lower Mid Quartile	£15.03	5	£15.14	94	0.73%
Upper Mid Quartile	£17.07	5	£17.04	94	-0.18%
Upper Quartile	£25.04	5	£24.65	94	-1.58%
On-call	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Lower Quartile	£11.80	12	£12.72	137
Lower Mid Quartile	£14.93	4	£15.60	145	4.29%
Upper Mid Quartile	£17.36	4	£17.77	145	2.30%
Upper Quartile	£20.97	2	£21.10	147	0.61%
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Lower Quartile	£11.54	6	£10.77	1
Lower Mid Quartile	£14.05	5	£13.78	2	-1.96%
Upper Mid Quartile	£15.18	6	£15.28	2	0.65%
Upper Quartile	£17.54	6	£17.08	1	-2.69%
Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Lower Quartile	£11.17	52	£11.46	24
Lower Mid Quartile	£13.22	41	£13.20	36	-0.15%
Upper Mid Quartile	£15.90	31	£16.39	46	2.99%
Upper Quartile	£23.00	40	£22.18	36	-3.70%

Table 7: Mean hourly pay by quartile by staff group

All Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£12.14	122	£12.68	209	4.26%
Lower Mid Quartile	£15.05	37	£15.04	295	-0.07%
Upper Mid Quartile	£17.08	33	£17.06	299	-0.11%
Upper Quartile	£21.12	41	£21.00	290	-0.57%

Table 8: Median hourly pay by quartile by gender

Median Hourly Pay					
Wholetime	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£14.79	9	£14.53	89	-1.78%
Lower Mid Quartile	£15.05	5	£14.96	94	-0.60%
Upper Mid Quartile	£16.88	5	£16.63	94	-1.50%
Upper Quartile	£23.37	5	£23.71	94	1.43%
On-call	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£11.45	12	£12.36	137	7.36%
Lower Mid Quartile	£14.56	4	£15.56	145	6.86%
Upper Mid Quartile	£17.21	4	£17.77	145	5.81%
Upper Quartile	£20.97	2	£20.90	147	-0.33%
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£10.77	6	£10.77	1	0.00%
Lower Mid Quartile	£14.11	5	£13.78	2	-7.08%
Upper Mid Quartile	£15.44	6	£15.28	2	-1.04%
Upper Quartile	£17.42	6	£17.08	1	-1.99%
Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£10.83	52	£11.50	24	9.23%
Lower Mid Quartile	£13.21	41	£13.47	36	1.93%
Upper Mid Quartile	£15.78	31	£16.44	46	4.01%
Upper Quartile	£19.64	40	£19.64	36	0.00%

Table 9: Mean hourly pay by quartile by staff group

4. Grade Summary

Wholetime	Mean Hourly Pay by Role				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter Dev	-	0	£12.04	2	-
Firefighter	£14.84	14	£15.01	194	1.13%
Crew Manager	£17.18	5	£16.80	57	-2.26%
Watch Manager	£19.34	3	£19.23	67	-0.57%
Station Manager	-	0	£24.66	36	-
Group Manager	£30.26	1	£30.22	8	-0.13%
Area Manager	£36.40	1	£36.45	4	0.14%
ACFO	-	0	£55.60	2	-
DCFO	-	0	£67.36	1	-
CFO	-	0	£74.16	1	-

Table 10: Mean Hourly pay by role

- 4.1 Gender pay is analysed below in relation to the Service's grading structure. The level of analysis can provide a more in depth look at the distribution of pay across the organisation.

On-Call	Mean Hourly Rate by Role				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter Trnee	£11.56	2	£10.88	1	-6.25%
Firefighter Dev	£13.05	12	£13.28	123	1.73%
Firefighter	£15.44	4	£16.89	271	8.58%
Crew Manager	£17.81	4	£18.75	114	5.01%
Watch Manager	-	0	£20.63	63	-
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter Trnee	-	0	-	0	-
Firefighter Dev	£10.77	4	£10.77	1	0%
Firefighter	£13.82	8	£13.78	2	0.29%
Crew Manager	£15.55	5	£15.28	2	-1.76%
Watch Manager	£16.90	5	£17.08	1	1.05%
Station Manager	£19.93	1	-	0	-

Table 11: Mean hourly pay by role (continued overleaf)

Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Grade A	£10.71	1	-	0	-
Grade B	£10.58	20	£10.33	5	-2.42%
Grade C	£11.57	26	£11.90	15	2.77%
Grade D	£13.08	42	£13.16	42	0.61%
Grade E	£15.09	18	£15.68	19	3.76%
Grade F	£17.38	21	£17.38	32	0%
Grade G	£19.11	20	£19.23	18	0.62%
Grade H	£21.71	9	£22.13	5	1.89%
Grade I	£23.77	1	£23.94	3	0.71%
Grade J	£30.20	5	£29.96	1	-0.80%
Grade L	-	0	£39.49	1	-
Director	£52.56	1	-	0	-

Table 11 (continued): Mean hourly pay by role

5. Bonuses

- 5.1 The only payments deemed as a bonus in relation to this exercise is for Continuous Professional Development (CPD). As this payment is based on time served after reaching competence in role rather than being gender related, no separate analysis is provided as the amount has been included in the hourly pay calculation.

6. Comparison between 2020 and 2021

- 6.1 Table 12 below sets out a comparison between the mean and median pay rates for 2020 and 2021 and shows a slight increase to both pay gaps. This increase is due to the introduction of an 'on-call' pay model which meant on-call operational staff were eligible for inclusion. This has adversely impacted on the gender pay gap. Despite this slight rise, we remain below the national average and have robust action plans in place.

	Mean Hourly Pay Rate 2020	Mean Hourly Pay Rate 2021	Difference	Median Hourly Pay Rate 2020	Median Hourly Pay Rate 2021	Difference
All Staff	£16.10	£16.83	£0.73	£15.48	£16.08	£0.60
Female	£14.97	£15.46	£0.49	£13.99	£14.17	£0.18
Male	£16.38	£17.12	£0.74	£15.86	£16.31	£0.45
Pay Gap	8.61%	9.69%	1.08	11.79%	13.12%	1.33

Table 12: Mean and median hourly pay comparison