



**DORSET & WILTSHIRE
FIRE AND RESCUE**

Gender Pay Report 2017

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 31st March 2017. The data has been broken down by both full and part time staff and by the four different staff groups that the Service employ who each have 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 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. The Service do have certain stations that are operated under a salaried scheme that are negotiated locally based on the NJC pay elements
- 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 mode hourly pay rates due to the predominantly male operational workforce.
- 1.3. The total number of staff included in the calculations was 1170, the breakdown of which is set out at table 1. 50 staff were 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). A further 135 staff were on-call salaried staff, whose pay arrangements differ to the majority of our on-call staff. For completeness a mean and median table for these on call salaried staff is included at table 3b, but further calculations have not been undertaken as it is felt that they show a significantly distorted picture.

| Staff Group | Female Employees | % Female Employees | Male Employees | % Male Employees |
|--------------|------------------|--------------------|----------------|------------------|
| Wholetime | 25 | 5.9 | 397 | 94.1 |
| On-call | 10 | 2.2 | 442 | 97.8 |
| Fire Control | 28 | 82.4 | 6 | 17.6 |
| Corporate | 128 | 48.9 | 134 | 51.1 |
| Total | 191 | 16.3 | 979 | 83.7 |

Table 1: Gender by staff group

2. Key Findings from our analysis

- 2.1 Our analysis indicates that our current gender pay gap of 11.9% is lower than the national figure of 18%, based on full and part-time workers (Office for National Statistics (ONS) 2017). This may be explained by the disproportionate number of male staff to female in operational roles, and the number of males in senior and middle management positions.
- 2.2 The “high” quartile salary band is dominated by male staff, meaning they are the highest earners in the organisation. In 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. In contrast, operational, “Grey Book” posts remain dominated by male staff that are paid at a significantly higher rate from entry (firefighter) level through to strategic level (brigade manager).

- 2.3 Female operational staff currently have shorter lengths of service and as a result may not have progressed through the hierarchical role structure attaining higher graded roles with the corresponding higher salary.
- 2.4 Female staff can mostly be found in the “low” quartile of pay scales. However, there is a larger proportion of male staff compared to female staff in this quartile, due to the over-representation of men in the organisation as a whole and particularly in the cohort for firefighters working the on-call duty system.
- 2.5 For corporate staff, there are broadly the same number of males and females with the same number of men and women in the top four grades however there is a significant pay gap by gender. In the middle grades there are significantly more males than females and at the lower grades significantly more females than males.
- 2.6 When corporate staff are looked at in isolation, there is still an over representation of females in the lower quartiles. There is also a high number of women in part-time roles. The proportion of females in upper quartile of green book salaries has increased due to recruitment and promotion of females in support staff roles (specialist or middle management).
- 2.7 In terms of Fire Control Staff - it is interesting to note that there is a negative pay gap where females are paid more than men, this is due to the larger numbers of women than men, with no male Watch Managers. However, given Fire Control make up just 2.9% of the workforce, this does not have a big impact on overall picture.
- 2.8 We are therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its 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.

3. Moving Forward

- 3.1. The Service has several key initiatives in place to help bridge this gap including:

- 3.1.1. *Recruitment processes to help rebalance workforce composition.*

The lack of gender diversity among operational staff is a national challenge for Fire and Rescue Services and has a historical and societal context. There were no women firefighters until 1978 in the UK (early 1990’s for our Service) and the occupation is still broadly perceived by the public as a “male” one requiring exceptional physical abilities. Research points to a lack of awareness about the role and skills required of a firefighter which in turn may create barriers for women in considering this as a career. The predominance of male firefighters has also been exacerbated by the low turnover among whole time career firefighters which means the pace of improvement has been slow.

3.1.2 To date, the Service has taken the following steps to increase gender diversity in all areas of its workforce:

- *Agreed a corporate target* to increase the diversity of our operational workforce, by ensuring that 20% of recruitment is from under-represented groups
- *Encouraging more female applicants to the Service.* Our positive action campaign “#BeOneOfUs” was launched in October 2017 and was designed for females and other people from under-represented groups to consider a career as an operational firefighter. We have developed and produced posters, leaflets and banners and our website included a link to an inspirational promotional video about a career in the Fire Service. Six “have a go” sessions were held across the Service area and we encouraged those attending to carry out some of the practical elements of the role such as hose running and wearing breathing apparatus. The results of our recruitment campaigns will be closely monitored, and will be reported in next year’s return
- *Continuing to raise the profile of gender issues* - The Service is active in national and local networks to support females working within the fire and rescue sector.

3.2.1 *Embedding equality within key plans and processes to help ensure that equality is thought about from the outset.*

3.2.2 The Service has many key processes in place to help address this issue including:

- Established an equality, diversity and inclusion steering group to ensure a systematic approach is taken to this agenda
- Established processes to monitor the proportions of men and women leaving the organisation and their reasons for leaving
- Established training programmes for managers and staff about equality, diversity and inclusion
- Undertaken an equality impact assessment on all procedures including supporting employees prior to, during and on return from, maternity and other parental leave
- Delivering a programme of smarter and flexible working to support the attraction, progression and retention of female staff
- Working with Stonewall through the Workplace Equality Index to help ensure a progressive and supportive culture

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

3.3.2 The Service is continually reviewing and improving workplace facilities for women. The Service has addressed uniform and personal protective equipment needs in the past, and will continue to do so as they arise. The Service is also ensuring, through its integrated property asset management planning, that stations and workplaces are suitable for female members of staff.

3.4.1 *Apprenticeships*

3.4.2 Apprenticeships are now available at a variety of qualification levels (up to level six degrees) so there are opportunities to use apprentice levy funding for development or re-training of our existing staff as well as for new recruits and school leavers. A whole range of apprentice standards are being developed which will replace existing frameworks. The Service is participating in the Trailblazer group responsible for development of a new Operational Firefighter standard for apprentices. Once the new standards are in place the Service is looking at broadening the range of apprenticeship programmes that we offer, so that we can attract a more diverse range of applicants to consider a career within the Fire Service.

4. Gender Pay Gap Summary

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

- **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 | £14.81 | £14.07 |
| Female | £13.94 | £12.41 |
| Male | £14.99 | £14.08 |
| Pay Gap | 7.53% | 13.45% |

Table 2: Mean hourly pay rate by gender

| Wholetime | Mean Hourly Pay Rate | Median Hourly Pay Rate |
|-----------------------|----------------------|------------------------|
| Wholetime (all staff) | £16.34 | £14.14 |

| | | |
|---------------------|----------------------|------------------------|
| Female | £15.54 | £14.07 |
| Male | £16.39 | £14.14 |
| Pay Gap | 5.46% | 0.5% |
| On-call | Mean Hourly Pay Rate | Median Hourly Pay Rate |
| On-call (all staff) | £13.85 | £13.93 |
| Female | £13.10 | £13.22 |
| Male | £13.86 | £13.91 |
| Pay Gap | 5.8% | 5.21% |

Table 3a: Mean hourly pay by operational staff group

- 4.2 Due to the way on-call personnel are paid, the retaining fee element of hourly paid retained staff has 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.
- 4.3 As set out in paragraph 1.3 of this appendix, 135 on-call staff are salaried rather than pay as you go; which means the makeup of their pay is based on a pre-defined amount per grade and then based on the actual number of hours available cover provided per week. These staff have not been included within the on-call staff group due to these differing pay arrangements but for increased transparency the mean and median hourly pay rates for these members of staff are set out in table 3b below.

| On Call | Mean Hourly Pay Rate | Median Hourly Pay Rate |
|--------------------------|-----------------------------|-------------------------------|
| On Call (salaried staff) | £2.56 | £2.36 |
| Female | £3.38 | £3.23 |
| Male | £2.54 | £2.35 |
| Pay Gap | -33.1% | -37.4% |

Table 3b: Mean hourly pay by on call salaried staff

- 4.4 Table 4 below references the salary payable based on being available to work 24/7, i.e. 168 hours per week, and an individual's actual salary is defined from this point, e.g. a competent firefighter providing 90 hours cover per week would receive an annual salary of £14568 x 90/168 = £7804 per annum. If this is then broken down to

an hourly rate based on the 90 hours it would equate to only £1.66 per hour but the majority of this would be for being available to work as opposed to the actual hours worked. As stated previously the rates of pay are agreed locally but aligned to the NJC pay grades and there is no variation in pay between female and male employees.

| Operational | Maximum Annual Salary | | | Hourly Rate | | |
|-------------------------|------------------------------|--------------------------------|--------------------------------|--------------------------------|----------------------------------|----------------------------------|
| Firefighter Trainee | £10926 | | | £1.25 | | |
| Firefighter Development | £11386 | | | £1.30 | | |
| Firefighter Competent | £14568 | | | £1.66 | | |
| Crew Manager | £16150 | | | £1.84 | | |
| Watch Manager A | £16959 | | | £1.94 | | |
| Watch Manager B | £18061 | | | £2.06 | | |
| Fire Control | Mean Hourly Pay Rate | | | Median Hourly Pay Rate | | |
| Control (all staff) | £14.80 | | | £14.56 | | |
| Female | £14.93 | | | £14.56 | | |
| Male | £14.20 | | | £13.58 | | |
| Pay Gap | -5.1% | | | -7.2% | | |
| 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 | £14.15 | £14.30 | £13.69 | £12.91 | £13.76 | £11.96 |
| Female | £13.39 | £13.41 | £13.35 | £11.63 | £12.47 | £11.28 |
| Male | £14.87 | £14.91 | £14.64 | £14.20 | £14.20 | £15.80 |
| Pay Gap | 11.05% | 11.18% | 9.6% | 22.09% | 13.87% | 40.03% |

Table 4: Mean hourly rate

5. Quartile summary

- 5.1 The quartile data has been calculated in accordance with the methodology as set out in the Mandatory Gender Pay Gap Reporting document (tables 5 - 8). 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 | £10.40 | 83 | £10.44 | 210 | 0.38% |
| Lower Mid Quartile | £13.35 | 27 | £13.73 | 266 | 2.8% |
| Upper Mid Quartile | £14.67 | 32 | £15.06 | 260 | 2.65% |
| Upper Quartile | £19.78 | 49 | £20.21 | 243 | 2.17% |

Table 5: Mean Hourly Pay by Quartile by gender

| Wholetime | Mean Hourly Pay | | | | |
|--------------------|-----------------|--------|-------------|--------|---------|
| | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £13.11 | 8 | £13.52 | 96 | 3.12% |
| Lower Mid Quartile | £13.99 | 7 | £13.96 | 97 | -0.214% |
| Upper Mid Quartile | £15.89 | 4 | £15.45 | 100 | -2.76% |
| Upper Quartile | £20.37 | 6 | £22.57 | 98 | 10.8% |
| On-call | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| | Lower Quartile | £10.58 | 4 | £9.98 | 109 |
| Lower Mid Quartile | £11.98 | 1 | £13.07 | 112 | 9.09% |
| Upper Mid Quartile | £14.49 | 3 | £14.93 | 110 | 3.03% |
| Upper Quartile | £16.62 | 2 | £17.42 | 111 | 4.81% |
| Fire Control | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |

| | | | | | |
|----------------------------|-------------|--------|-------------|--------|---------|
| Lower Quartile | £11.38 | 6 | £12.58 | 3 | 10.5% |
| Lower Mid Quartile | £13.66 | 8 | £14.30 | 1 | 4.6% |
| Upper Mid Quartile | £15.55 | 7 | £14.56 | 1 | -6.3% |
| Upper Quartile | £18.80 | 7 | £18.60 | 1 | -1.06% |
| Corporate | Female | | Male | | |
| | Hourly Rate | Number | Hourly Rate | Number | Pay Gap |
| Lower Quartile | £9.49 | 44 | £9.85 | 22 | 3.79% |
| Lower Mid Quartile | £11.82 | 35 | £11.96 | 31 | 1.18% |
| Upper Mid Quartile | £14.53 | 21 | £14.77 | 44 | 1.6% |
| Upper Quartile | £20.63 | 28 | £20.42 | 37 | -1% |
| Corporate Full v Part Time | Female | | Male | | |
| | Hourly Rate | Number | Hourly Rate | Number | Pay Gap |
| Lower Quartile | £9.66 | 48 | £9.48 | 18 | -1.86% |
| Lower Mid Quartile | £11.98 | 43 | £11.70 | 23 | -2.3% |
| Upper Mid Quartile | £14.66 | 55 | £14.90 | 10 | 1.6% |
| Upper Quartile | £20.50 | 49 | £20.56 | 16 | 0.3% |

Table 6: Mean Hourly Pay by Quartile by staff group

| Median Hourly Pay | | | | | |
|--------------------|-------------|--------|-------------|--------|---------|
| All Staff | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £10.16 | 83 | £10.71 | 210 | 5.4% |
| Lower Mid Quartile | £13.23 | 27 | £13.82 | 266 | 4.46% |
| Upper Mid Quartile | £14.56 | 32 | £15.21 | 260 | 4.46% |

| | | | | | |
|----------------|--------|----|--------|-----|--------|
| Upper Quartile | £18.02 | 49 | £17.59 | 243 | -2.38% |
|----------------|--------|----|--------|-----|--------|

Table 7: Median Hourly Pay by Quartile by gender

| Median Hourly Pay | | | | | |
|--------------------|-------------|--------|-------------|--------|---------|
| Wholetime | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £13.55 | 8 | £13.82 | 96 | 1.9% |
| Lower Mid Quartile | £14.07 | 7 | £13.91 | 97 | -1.13% |
| Upper Mid Quartile | £16.09 | 4 | £15.33 | 100 | -4.72% |
| Upper Quartile | £17.13 | 6 | £20.94 | 98 | 9.7% |
| On-call | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £10.45 | 4 | £10.32 | 109 | -1.24% |
| Lower Mid Quartile | £11.98 | 1 | £13.41 | 112 | 11.9% |
| Upper Mid Quartile | £14.50 | 3 | £15.01 | 110 | 3.5% |
| Upper Quartile | £16.62 | 2 | £16.75 | 111 | 0.8% |

| Fire Control | Female | | Male | | Pay Gap |
|-----------------------------|-------------|--------|-------------|--------|---------|
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £12.12 | 6 | £12.86 | 3 | 6.1% |
| Lower Mid Quartile | £13.24 | 8 | £14.30 | 1 | 8% |
| Upper Mid Quartile | £15.91 | 7 | £14.56 | 1 | -8.48% |
| Upper Quartile | £18.60 | 7 | £18.60 | 1 | 0% |
| Corporate | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £9.47 | 44 | £9.97 | 22 | 5.27% |
| Lower Mid Quartile | £11.57 | 35 | £12.12 | 31 | 4.75% |
| Upper Mid Quartile | £14.62 | 21 | £14.62 | 44 | 0% |
| Upper Quartile | £19.15 | 28 | £17.72 | 37 | -7.46% |
| Corporate Full vs Part Time | Full Time | | Part Time | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £9.97 | 48 | £9.27 | 18 | -7.02% |
| Lower Mid Quartile | £12.38 | 43 | £11.40 | 23 | -7.91% |
| Upper Mid Quartile | £14.62 | 55 | £15.21 | 10 | 4.63% |
| Upper Quartile | £18.18 | 49 | £17.98 | 16 | -1.1% |

Table 8: Mean Hourly Pay by Quartile by staff group

6. Grade Summary

| Wholetime | Mean Hourly Pay by Role | | | | |
|-----------|-------------------------|--------|-------------|--------|---------|
| | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |

| | | | | | |
|-----------------|--------|----|--------|-----|---------|
| Apprentice | - | 0 | £3.40 | 6 | - |
| Firefighter | £13.59 | 15 | £13.87 | 215 | 2.0% |
| Crew Manager | £15.16 | 3 | £15.54 | 64 | 2.5% |
| Watch Manager | £17.10 | 5 | £17.56 | 64 | 2.6% |
| Station Manager | £27.05 | 1 | £23.37 | 31 | -13.06% |
| Group Manager | £26.74 | 1 | £26.81 | 8 | 0.22% |
| Area Manager | - | 0 | £33.88 | 5 | - |
| ACFO | - | 0 | £45.47 | 3 | - |
| CFO | - | 0 | £64.87 | 1 | - |

Table 9: Mean Hourly Pay by role

6.1 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 | £13.78 | 7 | £13.12 | 310 | -4.78% |
| Crew Manager | £15.07 | 3 | £14.88 | 88 | -1.26% |
| Watch Manager | - | 0 | £17.86 | 42 | - |
| Fire Control | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| | Firefighter | £12.97 | 12 | £12.58 | 3 |
| Crew Manager | £15.26 | 7 | £14.43 | 2 | -5.43% |
| Watch Manager | £16.29 | 7 | - | 0 | - |

| | | | | | |
|------------------|-------------|--------|-------------|--------|---------|
| Station Manager | £20.76 | 2 | £18.60 | 1 | -10.4% |
| Corporate | Female | | Male | | |
| | Hourly Rate | Number | Hourly Rate | Number | Pay Gap |
| Grade A | £8.37 | 4 | £8.04 | 1 | -3.94% |
| Grade B | £9.12 | 19 | £9.02 | 4 | -1.09% |
| Grade C | £10.30 | 26 | £10.27 | 21 | -0.29% |
| Grade D | £11.81 | 26 | £12.36 | 28 | 4.65% |
| Grade E | £13.49 | 13 | £14.22 | 24 | 5.41% |
| Grade F | £15.73 | 15 | £16.04 | 31 | 1.9% |
| Grade G | £17.69 | 13 | £17.48 | 13 | -1.02% |
| Grade H | £20.09 | 6 | £20.18 | 7 | 0.4% |
| Grade I | £23.16 | 3 | £24.54 | 1 | 5.95% |
| Grade J | £26.99 | 2 | £30.99 | 2 | 14.82% |
| Director | £46.93 | 1 | £46.82 | 2 | -0.23% |

Table 10: Mean Hourly Pay by role

7. Bonuses

- 7.1 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.