

# Gender Pay Report 2019

## 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 the Dorset & Wiltshire Fire and Rescue Service is based on pay records for qualifying individuals as at 31 March 2019. 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 does have certain stations that are operated under a salaried scheme negotiated locally based on the National Joint Council (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 1,114, the breakdown of which is set out at Table 1. 38 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 194 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	29	6.8	398	91.0
On-call	10	2.8	362	97.2
Fire Control	25	75.8	8	24.2
Corporate	145	51.1	137	48.9
<b>Total</b>	<b>209</b>	<b>18.7</b>	<b>905</b>	<b>81.3</b>

**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 (Tables 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	£16.02	£15.66
Female	£14.59	£13.62
Male	£16.36	£15.56
Pay Gap	10.81%	12.46%

**Table 2: Mean hourly pay rate by gender**

Wholetime	Mean Hourly Pay Rate	Median Hourly Pay Rate
Wholetime (all staff)	£17.25	£14.23
Female	£16.53	£14.35
Male	£17.27	£15.69
Pay Gap	4.28%	8.54%
On-call	Mean Hourly Pay Rate	Median Hourly Pay Rate
On-call (all staff)	£15.76	£15.66
Female	£13.71	£12.06
Male	£15.82	£15.67
Pay Gap	13.33%	23.03%

**Table 3a: Mean hourly pay by operational staff group**

2.2 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. Continuing Professional Development (CPD), disturbance fees and other allowances have been included along with the standard hourly paid duties.

2.3 As set out in paragraph 1.3 of this appendix, 194 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)	£1.73	£1.74
Female	£1.52	£1.37
Male	£1.73	£1.74
<b>Pay Gap</b>	<b>12.13%</b>	<b>21.26%</b>

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

- 2.4 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 £15,308 x 90 ÷ 168 = £8,200 per annum. If this is then broken down to an hourly rate based on the 90 hours it would equate to only £1.74 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	£11,481	£1.32
Firefighter Development	£11,966	£1.37
Firefighter Competent	£15,308	£1.74
Crew Manager	£16,970	£1.94
Watch Manager A	£17,820	£2.03
Watch Manager B	£18,978	£2.16
Fire Control	Mean Hourly Pay Rate	Median Hourly Pay Rate
Control (all staff)	£15.21	£14.68
Female	£15.40	£15.00
Male	£14.55	£13.96
<b>Pay Gap</b>	<b>-5.84%</b>	<b>-7.44%</b>

**Table 4: Mean hourly rate**

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	£14.67	£14.62	£14.79	£13.20	£13.72	£12.78
Female	£14.21	£13.86	£14.74	£12.78	£12.78	£12.64
Male	£15.15	£15.17	£14.99	£14.72	£14.63	£15.13

**Table 4: Mean hourly rate – continued from previous page**

### 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 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	£11.60	109	£11.88	170	2.36%
Lower Mid Quartile	£14.39	28	£14.49	251	0.69%
Upper Mid Quartile	£16.03	33	£16.27	246	1.47%
Upper Quartile	£19.72	38	£21.58	239	8.61%

**Table 5: Mean Hourly Pay by quartile by gender**

Wholetime	Mean Hourly Pay				
	Female		Male		
	Hourly Rate	Number	Hourly Rate	Number	Pay Gap
Lower Quartile	£13.66	13	£13.86	94	1.44%
Lower Mid Quartile	£14.56	5	£14.59	102	0.20%
Upper Mid Quartile	£16.82	5	£16.53	101	1.45%
Upper Quartile	£24.16	6	£23.84	101	5.53%
On-call	Female		Male		
	Hourly Rate	Number	Hourly Rate	Number	Pay Gap
Lower Quartile	£11.38	6	£11.87	87	4.12%
Lower Mid Quartile	N/A	0	£14.99	93	N/A
Upper Mid Quartile	£15.87	3	£16.56	90	4.16%
Upper Quartile	£19.57	1	£19.64	92	0.35%
Fire Control	Female		Male		
	Hourly Rate	Number	Hourly Rate	Number	Pay Gap
Lower Quartile	£12.93	5	£11.07	4	-16.80%
Lower Mid Quartile	£13.71	6	£14.68	2	6.60%
Upper Mid Quartile	£15.75	7	£14.89	1	-5.77%
Upper Quartile	£18.32	7	£27.86	1	34.24%

**Table 6: Mean Hourly Pay by quartile by staff group**

Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£10.37	46	£10.71	25	3.17%
Lower Mid Quartile	£12.40	40	£12.35	30	-0.40%
Upper Mid Quartile	£15.13	27	£15.16	43	0.20%
Upper Quartile	£21.20	32	£20.15	39	-5.21%

**Table 6: Mean Hourly Pay by quartile by staff group – continued**

Median Hourly Pay					
All Staff	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£11.61	109	£11.73	170	1.02%
Lower Mid Quartile	£14.35	28	£14.34	251	-0.07%
Upper Mid Quartile	£15.94	33	£16.05	246	0.68%
Upper Quartile	£19.72	38	£19.92	239	1.00%

**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	£14.08	13	£14.26	95	1.26%
Lower Mid Quartile	£14.52	5	£14.52	102	0.0%
Upper Mid Quartile	£17.32	5	£16.13	102	-7.37%
Upper Quartile	£21.64	6	£24.12	98	10.28%
On-call	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£11.17	6	£11.72	87	4.69%
Lower Mid Quartile	-	0	£15.01	93	N/A
Upper Mid Quartile	£15.83	3	£16.45	90	3.77%
Upper Quartile	£18.72	1	£18.91	92	1.00%
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£13.24	5	£10.35	4	-27.92%
Lower Mid Quartile	£13.56	6	£14.68	2	7.62%
Upper Mid Quartile	£15.02	7	£14.89	1	-0.87%
Upper Quartile	£16.76	7	£27.86	1	-56.56%

Table 8: Mean Hourly Pay by quartile by staff group



Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£10.27	46	£10.65	25	3.56%
Lower Mid Quartile	£12.37	40	£12.41	30	0.32%
Upper Mid Quartile	£15.46	27	£15.50	43	0.26%
Upper Quartile	£18.74	32	£18.26	39	-2.62%

Table 8: Mean Hourly Pay by quartile by staff group - continued

#### 4. Grade Summary

Wholetime	Mean Hourly Pay by Role				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter Dev	£11.02	2	£11.61	10	5.08%
Firefighter	£14.79	17	£14.52	198	-1.86%
Crew Manager	£16.89	4	£16.37	67	-3.17%
Watch Manager	£18.89	4	£18.62	70	-1.45%
Station Manager	-	0	£23.80	36	-
Group Manager	£27.86	1	£27.86	9	-
Area Manager	£34.98	1	£34.98	4	-
ACFO	-	0	£46.88	3	-
CFO	-	0	£67.18	1	-

Table 9: 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 Trainee		0	£11.35	1	-
Firefighter Dev	£11.38	6	£11.70	79	2.73%
Firefighter	£15.75	2	£15.96	164	1.32%
Crew Manager	£15.94	2	£16.55	79	3.68%
Watch Manager	-	0	£19.59	39	-
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter Dev	-	0	£10.35	3	-
Firefighter	£13.22	10	£14.06	2	5.97%
Crew Manager	£14.94	5	£14.68	2	-1.77%
Watch Manager	£16.74	7	-	0	-
Station Manager	£20.42	3	-	0	-
Group Manager B	-	0	£27.86	1	-

**Table 10: Mean Hourly Pay by role**

Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Grade A	£9.16	1	£8.36	-	-
Grade B	£9.98	18	£9.93	4	-0.50%
Grade C	£10.93	27	£11.24	25	2.76%
Grade D	£12.37	36	£12.88	30	3.95%
Grade E	£13.56	16	£15.08	16	10.08%
Grade F	£15.99	20	£16.37	33	2.32%
Grade G	£18.01	12	£17.99	10	-0.11%
Grade H	£19.82	9	£21.45	6	7.60%
Grade I	£21.18	1	£21.68	2	2.30%
Grade J	£26.54	4	£26.41	1	-0.49%
Director	£43.15	1	£44.29	2	2.57%

Table 10: Mean Hourly Pay by role - continued

## 5. Bonuses

- 5.1 The only payments deemed as a bonus in relation to this exercise is for 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.

## Comparison 2018 v 2019

Staff Group	Female Employees 2018	Female Employees 2019	Difference %	Male Employees 2018	Male Employees 2019	Difference %
Wholetime	25	29	13.79%	407	398	-2.01%
On-call	9	10	10%	401	362	-10.77%
Fire Control	28	25	-12.0%	6	8	16.66%
Corporate	141	145	2.75%	140	137	-2.19%
Total	203	209	2.40%	954	905	-5.18%

## Mean & Median Hourly Pay Comparison

	Mean Hourly Pay Rate 2018	Mean Hourly Pay Rate 2019	Difference %	Median Hourly Pay Rate 2018	Median Hourly Pay Rate 2019	Difference %
All Staff	£15.22	£16.02	4.99%	£14.27	£15.66	8.87%
Female	£13.89	£14.59	4.80%	£13.45	£13.62	1.24%
Male	£15.50	£16.36	5.25%	£14.48	£15.56	6.94%
Pay Gap	10.38%	10.81%		7.11%	12.46%	

## Quartile Pay Comparison by Gender

	Female			Male		
	Hourly Rate 2018	Hourly Rate 2019	Diff %	Hourly Rate 2018	Hourly Rate 2019	Diff %
Lower Quartile	£11.13	£11.60	4.05%	£11.22	£11.88	5.55%
Lower Mid Quartile	£13.88	£14.39	3.54%	£13.97	£14.49	3.59%
Upper Mid Quartile	£15.32	£16.03	4.43%	£15.40	£16.27	5.34%
Upper Quartile	£19.84	£19.72	-0.61%	£20.43	£21.58	5.33%

## 6. What is the Service doing to address the gender pay gap?

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

6.1.1 Recruitment processes to help rebalance workforce composition:

- *Agreed a corporate target* to increase the diversity of our operational workforce, by ensuring that 20% of recruitment is from under-represented groups

At September 2018, 18.2% of new starters in our operational workforce were 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. As part of the campaign, six “have a go” sessions were held across the Service area which gave potential applicants the opportunity to try out the practical tests and ask questions of serving female firefighters. The standards for entry being the same for men and women. This campaign resulted in our highest number of female applicants.

Positive action initiatives to increase the diversity of our on-call workforce utilises both our #BeOneOfUs branding and the national ‘Need More’ campaign.

- *Apprenticeships*

We have made 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 at January 2020). 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. It is pleasing to note that 64% of our apprentices are female.

	Male	Female	Total
18-24 years old	1	4	5
25-34 years old	2	3	5
35-44 years old	2	0	2
45-54 years old	0	2	2
Total	5	9	14

### 6.1.2 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 meetings take place with representatives from women's networks in order to identify and resolve any potential barriers that could prevent females joining and remaining within the service.

- *Established training programmes for managers and staff about equality, diversity and inclusion*

In October 2018 we held a successful menopause conference in partnership with Devon and Cornwall Police and Dorset Police. This resulted in the creation of an employee advocate group as well as providing more information to staff.

During the course of 2019, the Inclusion Manager visited all wholetime watches to discuss diversity and inclusion issues.

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

The Service is ensuring, through its integrated property asset management planning, 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.

- *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, we will ensure due consideration is given to talent management and succession planning opportunities.

### 6.1.3 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 is not viewed as an isolated function.

- *Increased Flexibility and Smarter Working*

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.