

Gender Pay Gap

2017

31 March 2017



HEREFORD & WORCESTER
HWFR
FIRE AND RESCUE SERVICE

Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. This report outlines the gender pay gap for Hereford & Worcester Fire and Rescue Service, and the steps we intend to take to address this.

It should be noted that Gender Pay Gap reporting is different to an Equal Pay Audit which measures whether men and women in the same employment performing equal work receive equal pay.

Hereford & Worcester Fire and Rescue Service are committed to the promotion of equality of opportunity and development of all employees. We are aware that we have work to do to bridge the gender pay gap and we are fully committed to ensuring equal pay between female and male members of staff.

There is currently one female on my Senior Management Board and I am committed to taking targeted action where appropriate to increase the number of females in the organisation, and in particular, in uniformed roles and management positions. This will be facilitated via the action plan which supports delivery of the People Strategy.

I am keen to ensure that actions arising from this report are well communicated to our staff and I will be encouraging staff feedback and review throughout.



Nathan Travis
Chief Fire Officer/Chief Executive

Executive summary

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. While the regulations for the public, private and voluntary sectors are near identical, and the calculations are directly comparable, the public sector regulations also take into account the public sector equality duty.

Six calculations are published as follows:

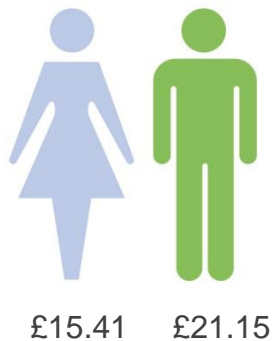
1. average gender pay gap as a mean average (average value)
2. average gender pay gap as a median average (middle value)
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

The information contained within this report is based on a snapshot of pay on 31 March 2017.

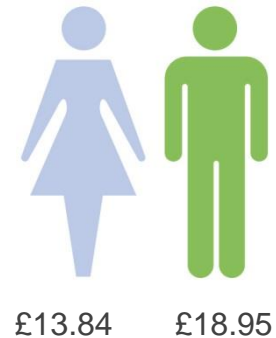
Gender pay gap information

Gender Pay Gap

Mean pay gap 27.2%



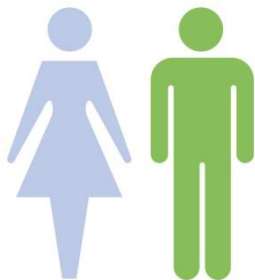
Median pay gap 27%



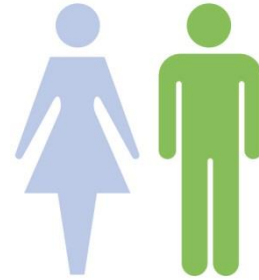
The mean gender pay gap is 27.2%. This figure is based on a mean male hourly rate of £21.15 and mean female hourly rate of £15.41. The median gender pay gap figure is 23.6%. This is based on a median male hourly pay rate of £18.95 and a median female hourly rate of £13.84.

Bonus Pay

Mean pay gap 0%



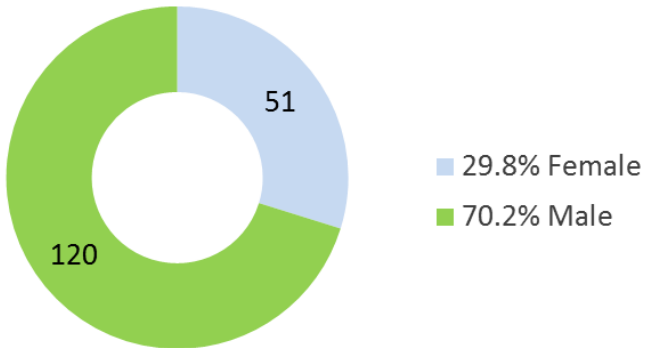
Median pay gap 0%



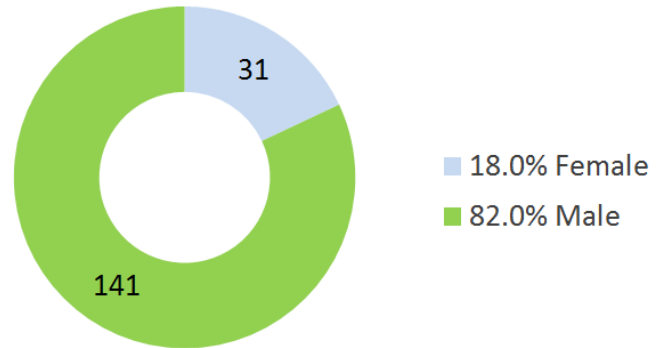
The mean and median gender bonus gap is 0% and it should be noted no staff receive bonus payments.

Pay by quartiles

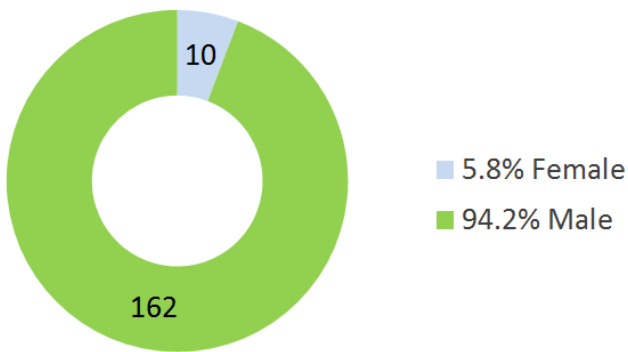
Lower pay quartile



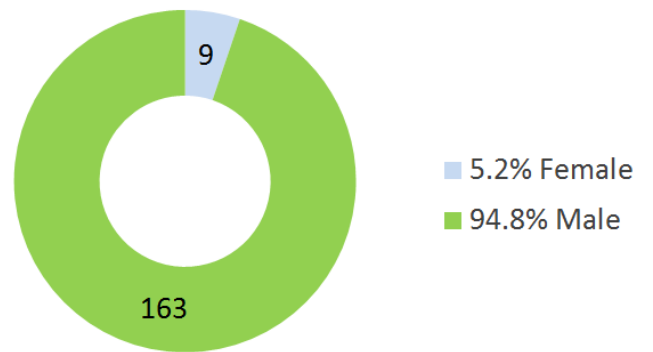
Lower middle pay quartile



Upper middle pay quartile



Upper pay quartile



The pay quartiles indicate that women make up 81% of the lower quartiles, 10% of the upper middle quartile and 9% in the upper quartile.

NB: The numbers referred to in this report differs from HWFRS actual establishment figure. This is due to some staff falling into the category of 'reduced pay' (staff on reduced sick and maternity pay) and are not therefore included in the overall figures.

Eradicating the gender pay gap

Hereford & Worcester Fire and Rescue Service is committed to fair pay irrespective of gender. We will continue to build on actions and initiatives specified in the People Strategy including:

- Conducting an equal pay audit to identify any pay differences between men and women who carry out the same jobs, similar jobs or work of equal value, and take targeted action where appropriate.
- Attract and develop the best people through continuously improving recruitment, secondment, fast tracking and continuous development programmes.
- Ensure our policies and practices are open and transparent, and in particular support family friendly options to enable attraction, retention and development of the best people.
- Develop a learning culture that promotes fairness and trust, in particular in relation to gender equality.

Hereford & Worcester Fire and Rescue Service

Headquarters
2 Kings Court
Charles Hastings Way
Worcester
WR5 1JR

0345 122 4454
info@hwfire.org.uk
www.hwfire.org.uk



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