

Gender Pay Gap

2019

31 March 2019



HEREFORD & WORCESTER
HWFR
FIRE AND RESCUE SERVICE

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with 250 or more employees to publish statutory calculations every year showing the average difference in pay between their male and female employees (known as the gender pay gap). ***It is important to note 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, with equal responsibilities, receive equal pay.***

Hereford & Worcester Fire and Rescue Service (HWFRS) remains committed to the promotion of equality of opportunity and development of all employees. It is also important to note that, our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

What is clear, however, is that our gender pay gap is affected by the roles in which men and women currently work within the Service and the associated salaries that these various roles attract. As a consequence, we are developing and implementing a number of initiatives to help address the current scale of the gender pay gap in our organisation, which are already starting to have a positive impact.

Declaration

I can confirm that the data included within our Gender Pay Gap Report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.



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.

The regulations require six calculations 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 gender pay gap is the difference between women's pay and men's pay as a percentage of men's pay. A positive percentage means men have higher pay.

The information contained within this report is based on a snapshot of pay on 31 March 2019.

Workforce Definitions

Operational – this includes all levels of uniformed roles from Firefighter up to Chief Fire Officer. Our Service is made up of Wholetime staff who operate on a full-time basis, and on-call staff who work and live in their local communities and respond to emergency calls during their 'on-call' hours (sometimes called Retained Duty System).

Fire Control – uniformed members of staff who receive fire and administrative calls from members of the public and other emergency control rooms. They are responsible for ensuring that crews, officers, fire engines and equipment are dispatched to where they are needed, as quickly as possible.

Support Staff – supporting our front-line services, these roles are vital in enabling the Service to provide an efficient and cohesive rescue service and include departments such as Community Risk, Performance and Information, Finance and HR & Development.

Gender pay gap information

Workforce

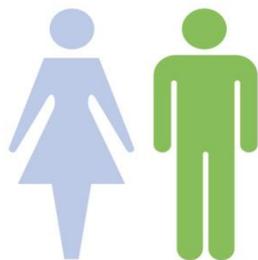
This Gender Pay Gap Report has been based on the following workforce:

All Employees:	683
Female:	102
Male:	581

Please note these figures will differ from our establishment figures. This is because some staff fall into the category of 'reduced pay' (e.g. those on reduced pay due to sickness or maternity) and are therefore not included in the overall pay gap figures.

Gender Pay Gap

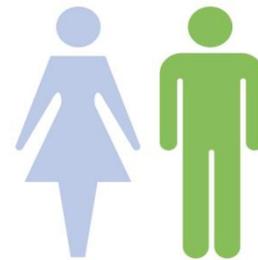
Mean pay gap 28.4%



£16.12 £22.52

Difference: £6.40 per hour

Median pay gap 26.3%



£14.61 £19.81

Difference: £5.20 per hour

The mean gender pay gap is 28.4%. This figure is based on a mean male hourly rate of £22.52 and mean female hourly rate of £16.12. This is a 3.8 percentage point improvement on 2018's figure of 32.2%, which was based on a mean male hourly rate of £22.32 and mean female hourly rate of £15.13.

The median gender pay gap figure is 26.3%. This is based on a median male hourly pay rate of £19.81 and a median female hourly rate of £14.61. This is a 3.1 percentage point improvement on 2018's figure of 29.4%, which was based on a mean male hourly rate of £19.71 and mean female hourly rate of £13.91.

On-Call Calculations

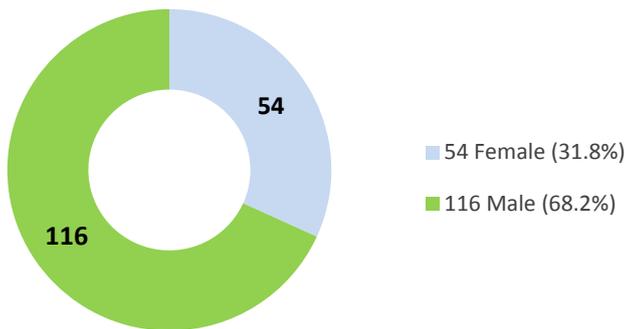
For employees on the on-call duty system who do not have set weekly working hours, the Service has used a 12-week reference period up to and including 31 March 2019 to calculate the 'ordinary pay' and hourly rate; taking account of basic pay, allowances, payments for being on-call and shift premium pay as per gender pay gap reporting guidance. It should be noted that other Fire and Rescue Services may choose to calculate the hourly rate of on-call staff differently and this should be taken into consideration when making direct comparisons.

Bonus Pay

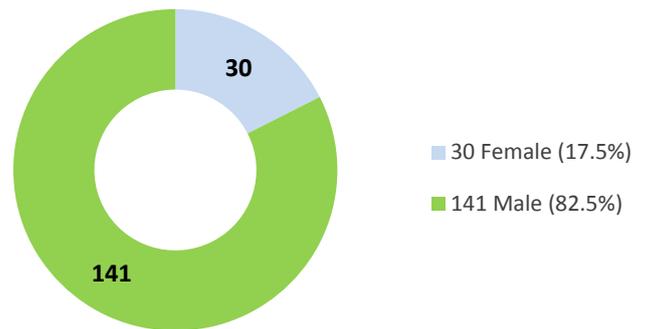
HWFRS does not pay any bonuses to staff. This report will not contain any calculations relating to bonus gender pay gap as a mean / median average and the proportion of males receiving a bonus payment and proportion of females receiving a bonus payment, as it is not applicable.

Pay by quartiles

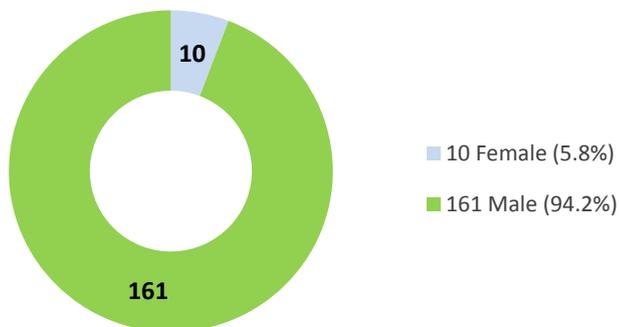
Lower pay quartile



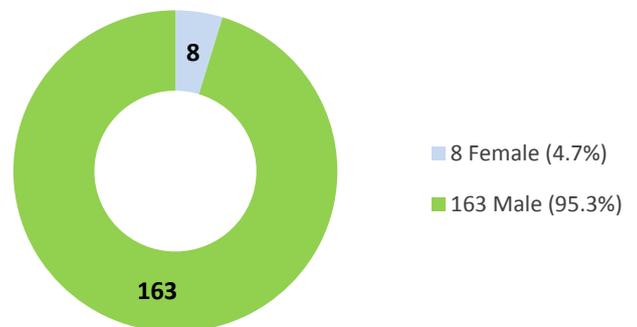
Lower middle pay quartile



Upper middle pay quartile



Upper pay quartile



There remains a disproportionate amount of females across the four pay quartiles, with 83% of the total female workforce in the lower and lower middle quartiles. In comparison, the male workforce is reasonably distributed throughout the four pay quartiles, meaning men are represented at all levels of the organisation. The lack of female employees in the upper middle and upper pay quartiles is the main factor of our gender pay gap.

Causes of the gender pay gap

As mentioned above, the main cause of the Service's gender pay gap is the disproportion of females throughout different levels of the organisation. Women are currently under-represented within middle and senior management posts, particularly in operational roles.

Nationally the under-representation of females within the Fire and Rescue sector is well documented, with statistics showing that 6.4% (2,231) of firefighters in England in 2019 were women*. Within HWFRS, 7% (41) of our firefighters as at 31 March 2019 were female and whilst this is slightly above the national average, it shows the lack of representative women within operational roles. With fewer women in the Service, there is smaller pool from which to promote, which is one of the reasons why there is a low proportion of women in the higher pay quartiles.

Within non-operational support roles, women tend to be in posts within the lower scales, such as administration, whereas specialist support roles which attract higher rates of pay, such as ICT, tend to be predominately male. Women are also more likely to take time out of the labour market to raise children which may delay career progression, contributing to a lack of representation of females at higher levels.

Closing the gender pay gap

Hereford and Worcester Fire and Rescue Service recognises that there remains a lot of work to be done, and are committed to closing the gender pay gap.

Strategy

The People Strategy has been reviewed and renewed to ensure it accurately reflects our priorities for the next two years, representing our commitment to equality and diversity.

The HR & Development department are designing the following:

- Equality, Diversity and Inclusion (EDI) Plan
- Positive Action Plan

These priorities will inform our strategic direction and form the core of action plans comprising short, medium and long-term actions to address Service objectives, including initiatives to help close the gap.

Recruitment & Promotion Processes

Last year it was reported that the Service had undertaken significant activities to ensure all recruitment and promotion processes were fair and transparent.

*Source: Fire and rescue workforce and pensions statistics: England, April 2018 to March 2019

This work continues and the principles have been reviewed at the end of 2019, where those involved in the promotion processes over the last year (including members of the Scrutiny Panel) have provided feedback. These agreed principles are embedded into all future processes.

In addition positive action initiatives are being undertaken ahead of recruitment processes to promote working for the Service.

Working Groups and Support Networks

The Organisational Development and Challenge Group (ODCG) meet on a quarterly basis, one of their roles is to champion and support the strategic direction of equality and diversity issues. From this a sub group has been tasked to focus on inclusivity. The inclusion task group is focusing on a number of areas, for example reviewing and improving the equality and diversity training offered to staff.

Alongside the HR & Development team the ODCG have launched the 'Equality, Diversity & Inclusion Allies' scheme, designed to champion equality, diversity and inclusion in the work place to help create an inclusive culture.

In addition to these key areas of work, the Service has also recently set up a Women@hwfire group, which was formed initially to discuss and overcome barriers to recruitment and development faced by women in our fire service and provide a support network for group members. This group meets regularly and it's hoped the feedback and support from Women@hwfire will link into future positive action initiatives.

Pay Scales and Job Evaluations

As part of the Service's commitment to equal opportunities and equal treatment for all employees, we ensure that all job roles and pay grades are evaluated as necessary. For operational and fire control staff, the Service implemented a pay framework in 2003, in line with national guidance, with the grade for each role being determined by a consistent job evaluation process.

For non-uniformed support staff the Service adopts the national Greater London Provincial Council (GLPC) Job Evaluation scheme. By using a robust grading system it ensures a fair and consistent practice, providing equal pay for work of equal value.

Next Steps

Taking action to close our gender pay gap is a priority for HWFRS. In addition to the actions outlined above, the Service continues to focus on other actions, for example:

- The recruitment of an Equality, Diversity and Inclusion Officer in early 2020
- A review of family friendly policies
- Further development of support networks and coaching / mentoring programmes

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