



**DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY**

Item 24/11

MEETING	Dorset & Wiltshire Fire and Rescue Authority
DATE OF MEETING	8 February 2024
SUBJECT OF THE REPORT	Gender Pay Gap report 2023
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>Our median pay gap of 10.39% is significantly lower than the national average median pay gap for all staff of 14.3% (ONS 2023).</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 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.
ENVIRONMENTAL 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/ukxi/2017/353/contents/made
APPENDIX	Appendix A - Gender Pay Gap report 2023
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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 2023. 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 (81.6%). The operational workforce (excluding Fire Control) is 94.4% male. Operational and control staff are 8% female and 92% male. Corporate staff are 53.1% female and 46.9% male.

3.2 The Service has the following staff groups:

- *Wholetime staff* – these are 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 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. 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.
- *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 The upper quartile salary band is dominated by male staff, meaning they are the highest earners in the organisation. The majority of female staff are in the lower quartile.
- 4.2 In contrast to male staff who have a more even spread across all quartiles; there are significantly more female staff 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. The corporate pay structure has more grades and associated with this, a broader range of salaries. 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 Whilst female staff can mostly be found in the “lower” quartile of pay scales there is also a large proportion of male 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 schemes referred to in 3.2.
- 4.5 There are slightly more females than males within the corporate staff group, however there are significantly more females than males in the lower quartile and as a result there is a gender pay gap in the lower quartile. Part of the reason for this is the high number of women in part time roles. There are more females in the upper mid quartile and upper quartile and, as a result, there is a negative gender pay gap in both quartiles. This is the fourth consecutive time there has been a negative pay gap for the upper quartile and the first time that the upper mid quartile has shown a negative pay gap for corporate staff since publishing our gender pay gap report. This demonstrates the positive impact of supporting the retention and progression of our staff, and our female staff in particular.
- 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 2.3% 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 2020 through to March 2023

5.1 The table in section 5.2 sets out a comparison between the mean and median hourly pay rate in 2020, 2021 2022 and 2023. 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.

5.2 This data indicates that whilst the number of women working for the Service has very 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 remained constant, dominate the upper mid and upper quartiles. There are less females and more males in the upper quartile compared to last year. All these factors have resulted in the mean and median hourly rate pay gap increasing from 7.77% to 8.93% and from 9.80% to 10.39% respectively.

	Mean Hourly Pay Rate 2020	Mean Hourly Pay Rate 2021	Mean Hourly Pay Rate 2022	Mean Hourly Pay Rate 2023	Median Hourly Pay Rate 2020	Median Hourly Pay Rate 2021	Median Hourly Pay Rate 2022	Median Hourly Pay Rate 2023
All Staff	£16.10	£16.83	£17.26	£18.90	£15.48	£16.08	£16.10	£17.83
Female	£14.97	£15.46	£16.15	£17.23	£13.99	£14.17	£14.72	£16.12
Male	£16.38	£17.12	£17.51	£18.92	£15.86	£16.31	£16.32	£17.99
Pay Gap	8.61%	9.69%	7.77%	8.93%	11.79%	13.12%	9.80%	10.39%

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:

- *National female networks*

The Service is a corporate member of Women in the Fire Service

- *Female networks*

The Service supports two female networks: the operational woman’s group and the women’s support group (which includes male allies). Regular meetings take place for network group members to identify, discuss and resolve any potential barriers that could prevent females joining and remaining within the Service.

- *Strategic Leadership Team (SLT) reverse mentoring*

Reverse mentoring sessions 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 continue to do so as they arise. Free sanitary items are provided at all stations and workplaces which demonstrates our continued commitment to ensuring our female staff and visitors appreciate the inclusive and supportive working environment. The Equality, Diversity and Inclusion team work closely with the Assets department to ensure any issues raised 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 is given to supporting and enabling opportunities for talent management and succession planning.

Executive coaching is available to heads of department as well as the opportunity to apply for the Executive Leadership Programme, further education programmes and apprenticeships. 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 December 2023, the diversity of our workforce as a whole was 23.59% against a target of 21.9%.

- *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 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.

As part of our positive action programme of work we are looking to enhance 'buddy scheme' arrangements to encourage and support more female applicants.

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. Following this feedback, supporting resources have been developed and are available on our Learning Hub. We are also working with Women in the Fire Service organisation to enhance our coaching and mentoring arrangements.

Six operational females completed 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 December 2023). 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	0	4	4
25-34 years old	3	2	5
35-44 years old	7	2	9
45-54 years old	5	3	8
55 years and over	0	0	0
Total	15	11	26

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

- *Station visits to discuss EDI issues.*

Members of the EDI team continue to visit watches and stations to discuss diversity and inclusion issues. A particular focus is the importance and value of community engagement.

- *'Not on my Watch' awareness session.*

Following a suggestion at the Operational Women's meeting; one of our operational females has developed an awareness session that is being delivered to watches and stations. The session discusses inappropriate behaviours and the mechanisms available to support staff.

- *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.

- *Supporting key dates.*

As part of our awareness raising and positive action, we ensure we celebrate key dates such as 'International Women's Day' and 'Menopause Awareness Day'. As part of this we ensure supporting information is available for staff. These events form part of our social media engagement so that our communities and future employees can be confident that we are an inclusive and supportive employer.

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 strengths, weaknesses, opportunities, and threats (SWOT) analysis of where we are now along with a three and five-year vision of our strategic intent.

- *Code of Ethics.*

We have adopted the Local Government Association, National Fire Chiefs Council and Association of Police and Crime Commissioners Core Code of Ethics and have used our manager engagement days and bitesize leader sessions to ensure managers and staff are aware of our ethical principles and the importance of challenging inappropriate behaviours. Our Code of Ethics are set out on our website and our handbook is available on the internal CONNECT site.

- *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.

- *Culture Action Plan*

We have developed a single culture action plan arising out of the publication of our internal culture review, our independent review into our workplace culture and the

recommendations included within the HMICFRS values and behaviours in Fire and Rescue Services report. The delivery of the plan is overseen at the Culture Development Committee which is chaired by the DCFO. The committee attendees are drawn from across the service and include trade union representatives, staff network leads and members of our leadership consultancy group as well as the managers of teams who will deliver some of the culture improvement work.

7. Ethnicity Pay Gap

- 7.1 Since the introduction of gender pay gap reporting there has been growing support to introducing an ethnicity pay gap. 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 this information.
- 7.2 The Service is keen 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 50 individuals (out of 1318 staff) that have chosen not to state or prefer not to say their ethnic background (as of 31 March 2023), the Service workforce that are eligible job holders in this year's report consists of 2.43% 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 (25) 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' (50).
- 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 five 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 7.01% and 10.69% respectively.

	Mean Hourly Pay Rate	Median Hourly Pay Rate
All staff	£18.90	£17.83
White	£18.96	£18.05
Non White	£17.63	£16.12
Pay Gap	7.01%	10.69%

8. Progress against initiatives to address ethnicity pay gap

8.1 We have taken several 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 also have: -

- ‘ME’ – our BAME Network

This network provides 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. We have also developed an ‘Insight into bluelight’ package for staff to use as part of their community engagement work. Engagement work undertaken is monitored through our quarterly reporting processes and ensures that learning from events is routinely captured to ensure we are delivering our services mindful of and tailored to community needs.

- *Supporting key dates.*

As part of our awareness raising and positive action, we also celebrate key dates such as ‘Black History Month’. Such events form part of our social media engagement so that our communities and future employees can be confident that we are an inclusive and supportive employer.

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 Culture Development Committee meetings and monitored by senior management and Authority Members through the Finance & Audit Committee.

Appendix A

Gender Pay Report 2023

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 2023. 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 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.

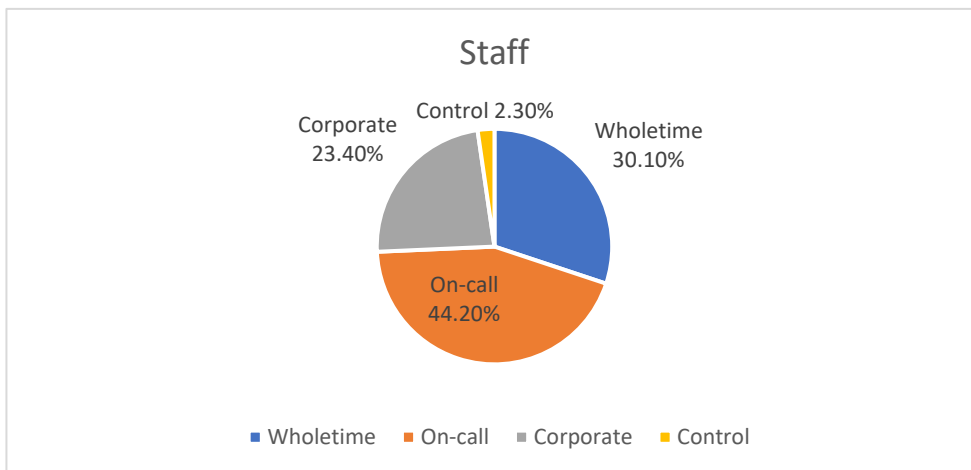
1.2. The nationally agreed terms and conditions ensure that we are paying the same salary to roles of equal value for all our staff however this does not translate when looking at the mean and mode hourly pay rates due to the predominantly male operational workforce.

1.3. The total number of staff included in the calculations was 1318, the breakdown of which is set out at table 1. There were 48 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	25	6.3	372	93.7
On-call	30	5.2	552	94.8
Control	24	80.0	6	20.0
Corporate	164	53.1	145	46.9
Total	243	18.4	1075	81.6

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 - 6).

- **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	£18.90	£17.83
Female	£17.23	£16.12
Male	£18.92	£17.99
Pay Gap	8.93%	10.39%

Table 2: Mean and median hourly pay rate by gender

Wholetime	Mean Hourly Pay Rate	Median Hourly Pay Rate
Wholetime (all staff)	£19.63	£17.68
Female	£18.42	£16.85
Male	£19.72	£17.68
Pay Gap	6.59%	4.69%

Table 3: Mean and median hourly pay rate (Wholetime)

On-call	Mean Hourly Pay Rate	Median Hourly Pay Rate
On-call (all staff)	£18.67	£16.38
Female	£16.76	£15.98
Male	£18.77	£18.41
Pay Gap	10.70%	13.20%

Table 4: Mean and median hourly pay rate (on-call)

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. CPD, disturbance fees and other allowances have been included along with the standard hourly paid duties.

2.3

Fire Control	Mean Hourly Pay Rate	Median Hourly Pay Rate
Control (all staff)	15.45	14.97
Female	15.42	14.97
Male	15.55	16.59
Pay Gap	0.83%	9.76%

Table 5: Mean and median pay hourly rate (Fire Control)

2.4

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	£17.47	£17.82	£16.76	£16.60	£17.06	£14.71
Female	£17.40	£17.85	£16.41	£15.63	£16.60	£14.71
Male	£17.55	£17.79	£15.84	£17.07	£17.53	£14.71
Pay Gap	0.85%	-0.34%	-3.60%	8.43%	5.35%	0.0%

Table 6: 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 7 - 10). 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	£13.54	113	£14.18	217	4.51%
Lower Mid Quartile	£16.74	42	£16.70	288	-0.24%
Upper Mid Quartile	£18.56	40	£18.95	289	2.06%
Upper Quartile	£25.22	48	£24.81	281	-1.65%

Table 7: Mean hourly pay by quartile by gender

Wholetime	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£15.94	5	£15.75	95	-1.20%
Lower Mid Quartile	£16.37	8	£16.51	91	0.84%
Upper Mid Quartile	£18.37	9	£18.90	90	2.80%
Upper Quartile	£28.12	3	£27.45	96	-2.44%
On-call	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Lower Quartile	£14.17	16	£14.01	129
Lower Mid Quartile	£17.58	8	£17.41	137	-0.98%
Upper Mid Quartile	£0.00	0	£19.40	146	N/A
Upper Quartile	£22.55	6	£23.83	140	5.58%
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Lower Quartile	£11.36	7	£11.70	1
Lower Mid Quartile	£14.91	6	£12.88	1	-15.76%
Upper Mid Quartile	£16.44	5	£16.71	3	1.61%
Upper Quartile	£19.83	6	£18.55	1	-6.90%
Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Lower Quartile	£12.85	57	£13.17	21
Lower Mid Quartile	£15.41	37	£15.02	40	-2.59%
Upper Mid Quartile	£17.97	27	£17.86	50	-0.61%
Upper Quartile	£24.77	43	£22.76	34	-8.83%

Table 8: 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	£13.63	113	£14.39	216	7.33%
Lower Mid Quartile	£16.60	42	£16.18	288	-2.60%
Upper Mid Quartile	£18.36	40	£18.75	289	2.08%
Upper Quartile	£22.82	48	£22.82	281	2.41%

Table 9: Median hourly pay by quartile by gender

Median Hourly Pay					
Wholetime	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£16.04	5	£15.75	95	-1.84%
Lower Mid Quartile	£16.26	8	£16.41	91	0.91%
Upper Mid Quartile	£17.83	9	£18.86	90	5.46%
Upper Quartile	£21.11	3	£27.25	96	22.53%
On-call	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£14.09	16	£13.81	129	-2.02%
Lower Mid Quartile	£17.51	8	£17.40	137	-0.63%
Upper Mid Quartile	£0.00	0	£19.36	146	N/A
Upper Quartile	£23.09	4	£22.83	140	-1.13%
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£11.23	7	£11.70	1	4.01%
Lower Mid Quartile	£14.97	6	£12.88	1	-16.22%
Upper Mid Quartile	£16.95	5	£16.59	3	-2.16%
Upper Quartile	£18.92	6	£18.55	1	-1.99%
Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Lower Quartile	£13.01	57	£13.25	21	1.81%
Lower Mid Quartile	£14.71	37	£14.71	40	0.00%
Upper Mid Quartile	£18.36	27	£18.00	50	-2.00%
Upper Quartile	£22.03	43	£21.11	34	-4.36%

Table 10: Median hourly pay by quartile by staff group

4. Grade Summary

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.

Wholetime	Mean Hourly Pay by Role				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter Tne	-	0	-	0	-
Firefighter Dev	-	0	£13.19	6	-
Firefighter	£16.21	13	£16.29	184	0.32%
Crew Manager	£17.88	7	£18.40	56	2.82%
Watch Manager	£21.25	4	£20.98	68	-1.28%
Station Manager	-	0	£26.54	37	-
Group Manager	-	0	£32.60	13	-
Area Manager	£39.53	1	£39.58	4	0.14%
On-Call	Mean Hourly Rate by Role				
	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Firefighter Trnee	11.82	1	£11.82	13	-
Firefighter Dev	£13.86	11	£14.23	111	2.60%
Firefighter	£17.20	13	£18.73	271	8.16%
Crew Manager	£23.15	3	£20.79	101	-11.35%
Watch Manager A	£21.84	1	£22.32	10	2.15%
Watch Manager B	£23.48	1	£26.74	46	12.19%
Fire Control	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
	Firefighter Trnee	£11.23	5	-	0
Firefighter Dev	£11.70	2	£12.29	2	4.80%
Firefighter	£15.01	8	-	0	-
Crew Manager	£17.18	3	£16.95	3	-1.35%
Watch Manager	£18.92	4	£18.55	1	-1.99%
Station Manager	£21.65	2	-	0	-

Table 11: Mean hourly pay by role

Corporate	Female		Male		Pay Gap
	Hourly Rate	Number	Hourly Rate	Number	
Grade A	£11.19	1	-	0	-
Grade B	£11.71	15	£11.81	3	0.84%
Grade C	£12.90	22	£13.18	10	2.12%
Grade D	£14.34	41	£14.72	42	2.58%
Grade E	£16.37	16	£16.90	23	3.13%
Grade F	£17.92	25	£18.53	39	3.29%
Grade G	£20.88	22	£20.89	15	0.04%
Grade H	£23.08	13	£23.04	7	-0.17%
Grade I	£26.36	1	£25.79	4	-2.21%
Locally Agreed	£30.00	1	-	0	-
Grade J	£31.52	4	£28.62	1	-10.13%
Grade K	£35.78	1	-	0	-
Director	£53.35	2	£41.18	1	-29.55%

Table 11 ctd: 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.