



Gender Pay Gap Report 2019



Shropshire
Fire and Rescue Service



**Putting Shropshire's
Safety First**

Gender Pay Gap Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires us as an organisation with 250 or more employees to publish annual statutory figures in relation to the gender pay gap. We are committed to publishing this information annually on both the government website and Shropshire Fire and Rescue Service's website.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in our workplace, female and male participation, and how effectively talent is being maximised.

“Shropshire Fire and Rescue Service is committed to being an inclusive organisation and we believe that a key part of this is to achieve diversity across our whole workforce. We proactively target opportunities to encourage female representation at all levels and work towards closing the gender pay gap through targeted action, recruitment processes and ensuring our policies support the needs of all staff. The initiatives outlined in this report support our commitment to closing the gender pay gap and forms part of our ongoing People strategy”.

The data included in 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.



Rod Hammerton
Chief Fire Officer

Gender Pay Gap Information

The required figures are calculated using a specific reference date called the “snapshot date”. This date is annual and set nationally by Government as 31 March. All identified organisations are required to use this date.

SFRS are required to provide and publish figures based on the following:

The mean gender pay gap – The difference between the mean hourly rate of pay of male employees and that of female employees as a percentage.

The median gender pay gap – The difference between the median hourly rate of pay of male employees and that of female employees as a percentage.

The mean bonus gender pay gap – The difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage.

The median bonus gender pay gap – The difference between the median bonus pay paid to female employees as a percentage.

Bonus proportions – The proportion of male and females receiving a bonus payment

SFRS do not offer a bonus scheme and therefore are not required to report on bonus percentage figures.

For the purposes of statutory reporting requirements SFRS must publish figures based on individual employee contracts of employment. The figures below are based on established contracted posts within the Service. This also includes wholetime / retained firefighter dual roles and secondary employment contracts, such as associate trainers.

Total Employees

Gender	Total	
	2017	2018
Female	105	101
Male	610	557
Total	715	658

SFRS Mean and Median gender pay gap

	2017	2018
Mean (average)	8%	8%
Median	11%	8%

					Gap		%	
	F 2017	M 2017	F 2018	M 2018	2017	2018	2017	2018
Mean - Average Hourly Rate	13.04	14.10	13.03	14.21	1.06	1.18	8%	8%
Median	12.01	13.53	12.53	13.67	1.52	1.14	11%	8%

SFRS believes that the gender pay gap does not arise from paying men and women differently for the same work but it is as a result of the roles in which they work and the salaries that these roles attract, especially within the non-uniformed departments. There are essentially more males occupying higher level positions within SFRS. The above figures show that female staff on average earn 8% less than male staff, which remains the same as 2017 figures.

SFRS mean gender pay gap is however, lower than the reported national average, with female staff on average earning £1.18 an hour less than males within the organisation. This figure is an increased gap of 12p per hour from last year's figures in 2017, which is likely due to the average male rate of pay increasing by 11p per hour compared to a decrease of 1p per hour for females.

The median pay gap shows that male staff are paid £1.14 per hour more than female counterparts, this is a reduction from £1.52 in 2017. This overall higher rate of pay is likely due to the higher number of male staff to female staff in higher paid operational roles. This is a positive overall decrease from 11% in 2017 to the current 2018 figure of 8%.

The lower than average mean pay gap takes into account the roles of female heads of departments and female middle managers in specialist areas such as HR, ICT and Finance.

Salary Quartile Bands – Overview 2017				
	High	Mid (Upper)	Mid (Lower)	Low
Female	9%	10%	3%	36%
Male	91%	90%	97%	64%

Salary Quartile Bands – Overview 2018				
	High	Mid (Upper)	Mid (Lower)	Low
Female	9%	13%	3%	33%
Male	91%	87%	97%	67%

Salary Quartile Bands – Breakdown 2017						
	Hour Rate Range	Female	% Female	Male	% Male	Total
1 High	£15.00 - £55.14	16	9%	163	91%	179
2 Mid Upper	£13.53 - £15.00	18	10%	160	90%	178
3 Mid Lower	£13.53	6	3%	173	97%	179
4 Lower	£4.00 - £13.53	65	36%	114	64%	179
		105	15%	610	85%	715

Salary Quartile Bands – Breakdown 2018						
	Hour Rate Range	Female	% Female	Male	% Male	Total
1 High	£15.15 - £55.69	14	8%	151	92%	165
2 Mid Upper	£13.67 - £15.15	22	13%	142	87%	164
3 Mid Lower	£13.67	9	5%	156	95%	165
4 Lower	£7.05 - £13.67	55	34%	109	66%	164
		100	15%	558	85%	658

The above quartile tables indicate that males are the highest earners in SFRS. However, in contrast there is a higher percentage of males in the lower quartile which covers our apprenticeship roles and on call retained firefighters. A higher proportion of males undertake the on call firefighter role and our percentage figure for apprenticeships is higher for males than females.

The lower quartile indicates our largest female percentage area and mainly equates to our support staff contracted to the NJC Green book terms and conditions. Their terms and conditions of employment offer lower rates of pay in comparison to our operational roles, which are governed by different terms and conditions, NJC Grey book. The operational roles offer higher rates of pay at entry point in comparison to non-operational support staff posts. There is also a higher rate of part time females in

this quartile, which indicates that females are more likely to take advantage of our family friendly policies.

The mid upper quartile band indicates 13% are female, which is an increase of 3% from 2017, these are in support staff specialist roles attracting mid-range salaries for specialist skills. It is recognised that females are underrepresented in uniformed roles and SFRS are addressing this in our recruitment process and in our 2019 on call recruitment campaigns.

SFRS Commitment to reducing the Gender Pay Gap

SFRS are committed to ensuring and achieving a diverse workforce and proactively target opportunities to encourage female representation at all levels of the organisation. Our recruitment processes focus on attracting women into the service by ensuring targeted positive action awareness sessions and have been in place since 2003.

Our internal policies support family and work life balance working practices offering flexible working opportunities such as job share and part time working hours. SFRS maternity and adoption leave policy offers individuals enhanced benefits and along with career break schemes, parental and paternity leave encourage applications from females.

SFRS created an Equality, Diversity and Inclusion Steering Committee over 9 years ago to drive forward gender equality initiatives and is chaired by the CFO. This also includes a Fire Authority member on the panel who champions diversity. The committee drive ED&I initiatives forward at a strategic level.

Initiatives implemented over the past 12 months

A review of the promotion policy has been undertaken and implemented to improve development opportunities for all across the service resulting in a more transparent approach for individual's seeking career progression.

We have reviewed our Job Evaluation procedures for both non-uniform and uniform roles. We have also carried out a review of our pay grading structure for non-uniformed roles in preparation for the national pay award.

Our apprenticeship rates of pay are based on the national minimum wage and are age related, which are higher rates than the government set standard apprenticeship rates of pay.

We have held 4 taster sessions over the past year for wholetime recruitment, followed up by a fire bootcamp programme specifically for our under-represented groups. 33 women were invited to undertake the fire boot-camp programme, and 70% (23) attended the sessions. Of the women who attended the fire boot-camp programme, 78% (18) continued on to the next stage of the process. This process is currently ongoing.

Several female employees attended the National Women in the Fire Service Conference to encourage networking and development.

We reviewed the firefighter job related tests and have made amendments to ensure that they accurately reflect the role and equipment used.

Currently, 30 Employees have undertaken Mental Health First Aid Training. This will be rolled out to all managers throughout the Service.

The exit interview process has been reviewed and amended to ensure the information captured is used to inform future retention strategies.

A TV news piece was aired on the local BBC news with 3 female crew members at one of our On Call fire stations highlighting the role and career opportunities for females in the Fire Service.

The Service undertook a review of the Assessment and Development Centre and Promotion Process policy which was amended in September 2018, which ensures a fair and transparent process for all.

The NFCC National Leadership Framework was launched in January 2019, outlining the leadership behaviours required at every level across the Service to deliver a modern fire and rescue service. In response to this, internal workshops have been held with staff from across the Service to develop a 'Staff Charter', which outlines how we can expect each other to behave at work. 38 members of staff from across the whole-time, on-call and support services attended these workshops.

The draft Staff Charter is currently out for organisation wide consultation which is due to close on 18th March 2019.

We have reviewed the following policies; flexible working requests, flexible working hours, time off for dependants, redundancy and organisational change, career break schemes. We also offer work experience opportunities throughout the Service.

Initiatives over the next 12 months

A review is currently taking place for on call recruitment which will concentrate on strategies for increasing the numbers of women firefighters, including how we use social media and appropriate images. A programme of positive action events for females will also take place throughout the year.

A review and equality impact assessment of the facilities on the ground floor of the Services Headquarters in Shrewsbury is taking place.

Meetings and support groups are being arranged for operational females to discuss areas such as; recruitment, development, menopause and career progression. Guidance is currently being developed on menopause along with managers training, to increase understanding and awareness.

A review of the Equality, Diversity and Inclusion training is under review.

A revised IPDR process is currently in its initial development. A key element of this will help identify and support talent management. Work is also planned to map out development for all non uniformed employees. In addition to this, coaching and mentoring will also be explored as an alternative method of development across the Service.

A review of women's development programmes such as Springboard (or an alternative provider) will be completed to help support females in their personal and/or career development.

The Service is looking to participate in the National Citizen Service youth programme where we hope to educate participants in Equality, Diversity and Inclusion and Community Safety awareness.

We are committed to improving Health & Wellbeing throughout the organisation through our strategic planning to ensure all staff have equal access to opportunities in health and wellbeing activities.

Summary

The National Average sits at 18%. Having completed this analysis SFRS are pleased with the results displayed so far. The report outlines a large number of areas we are already working on to address the gap through retention and attraction initiatives. We will continue to address this moving forward via our recruitment strategies and internal review of processes.