

## Introduction

Derbyshire Fire and Rescue Service (DFRS) is required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Gender pay reporting shows the difference between the average earnings of men and women within the service. The pay gap is expressed as a percentage of men's earnings e.g. women earn 15% less than men. The purpose of gender pay gap reporting is to assess the level of equality in the workplace and identify any imbalances. The information contained within is as at 31<sup>st</sup> March 2019 as per the Government's requirement.

It is important to note that Gender pay reporting is not the same as an equal pay audit. Gender pay reporting is concerned with the difference between an average male salary and an average female salary within the service, whereas equal pay concerns the salary gap between employees in the same role, rated as equivalent using the same job evaluation scheme or where work is of equal value.

## Gender Pay Reporting Calculations

Gender pay reporting requires 6 calculations to be carried out. These are detailed below;

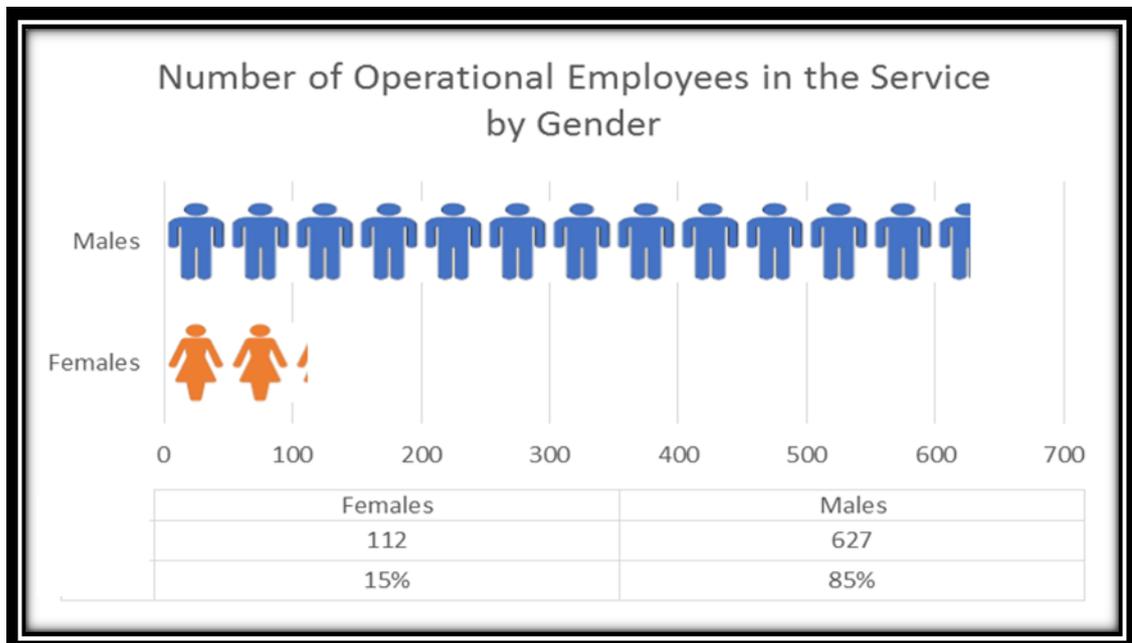
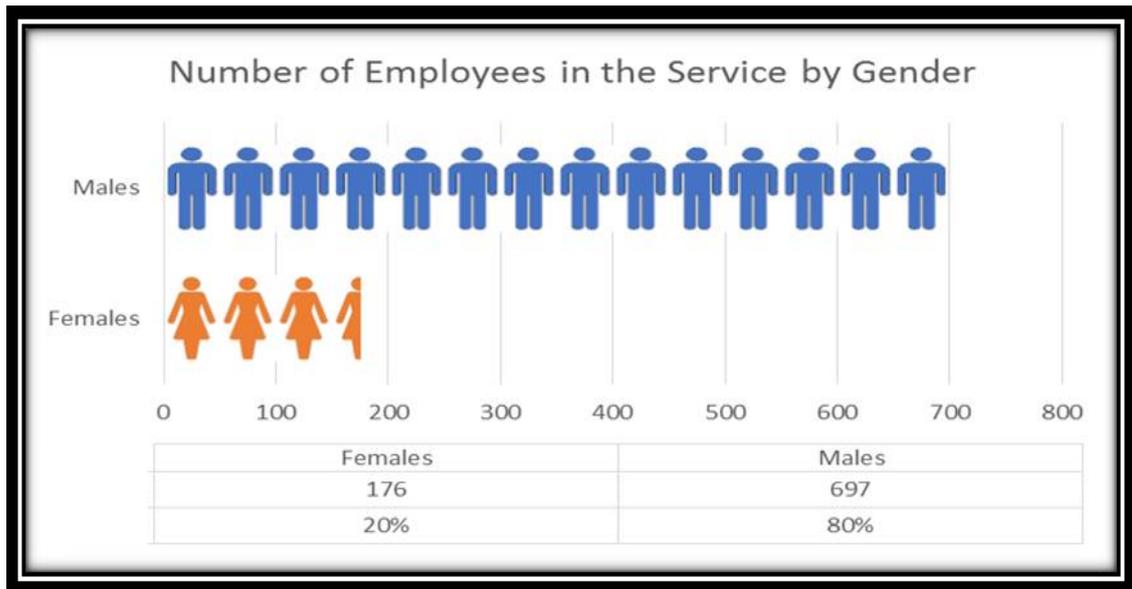
Mean Gender Pay Gap	Calculating the mean gender pay involves adding up all of the hourly pay rates and dividing this by the number of employees.
Median Gender Pay Gap	Calculating the median gender pay involves listing all the hourly pay rates in numerical order with the median being the middle number of the list.
Mean Bonus Gender Pay Gap	Calculating the mean bonus gender pay involves adding up all of the bonuses and dividing this by the number of employees.
Median Bonus Gender Pay Gap	Calculating the median bonus gender pay involves listing all the bonuses in numerical order with the median being the middle number of the list.
Proportion of Males and Females receiving a bonus payment	Calculating the proportion receiving a bonus involves dividing the number of relevant employees who received a bonus by the number of relevant who could have received a bonus.
Proportion of males and females in each quartile band	To calculate a quartile range order the hourly pay rates in numerical order and split the list into 4 equal sections. Then calculate how many males and females fall into each section.

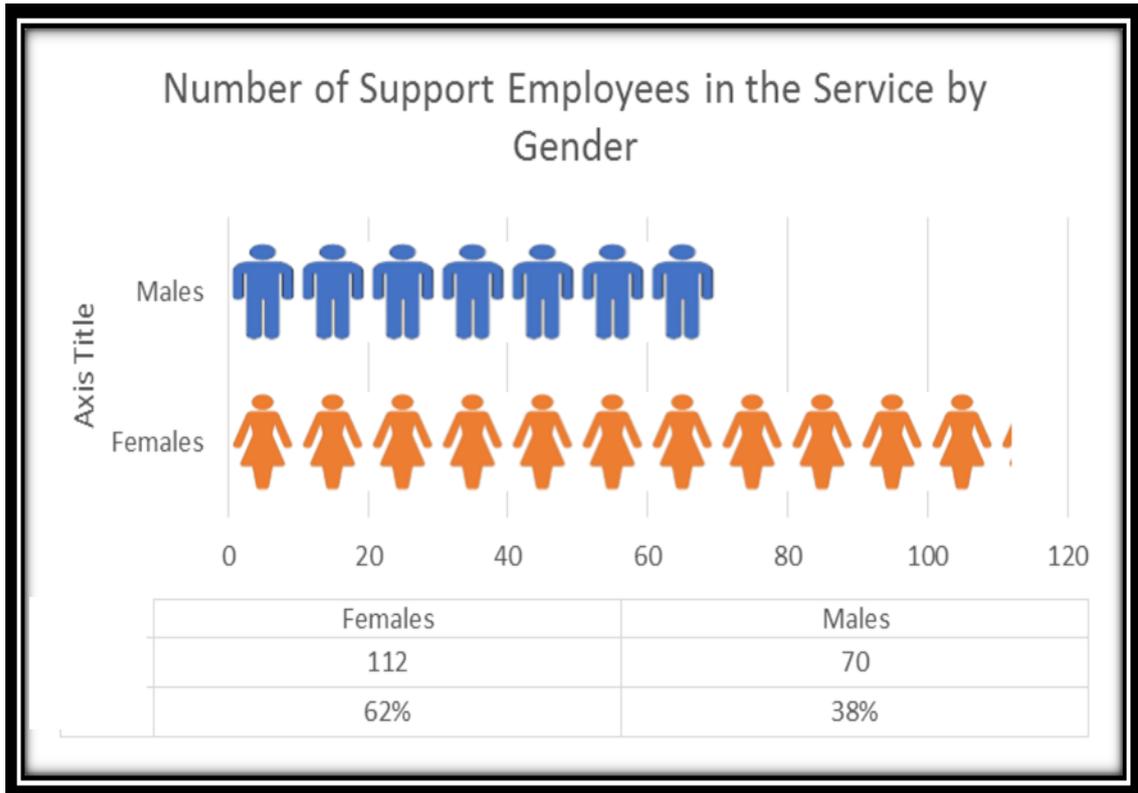
More detailed information on the gender pay calculations can be found on the ACAS website.

The data used for the calculations is taken from the 31<sup>st</sup> March 2019 in accordance with the Government guidelines.

### Gender Split of Employees working for DFRS

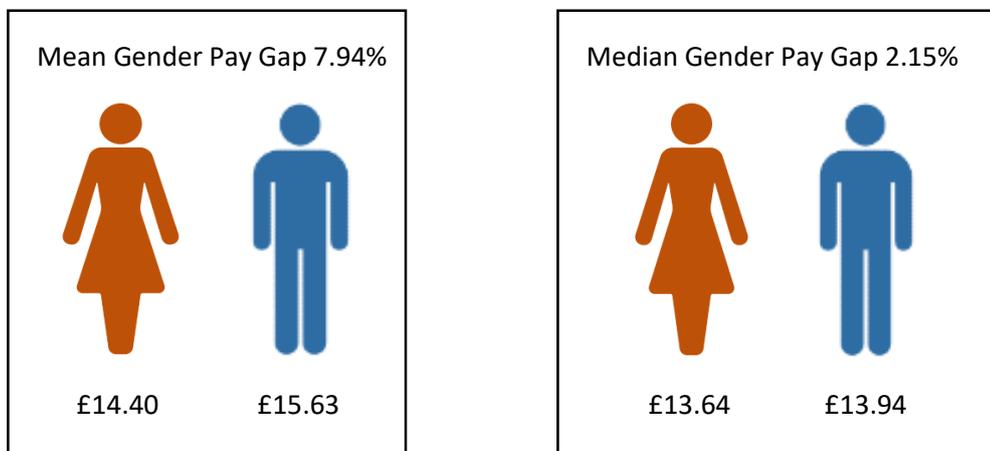
The graphs below show the breakdown of DFRS employees by gender. The graphs show that females are significantly under-represented in the service. This is caused by an under-representation of females in operational roles rather than support roles (please note the operational figures in the graph below includes Control staff)..





### Gender Pay Report Calculations

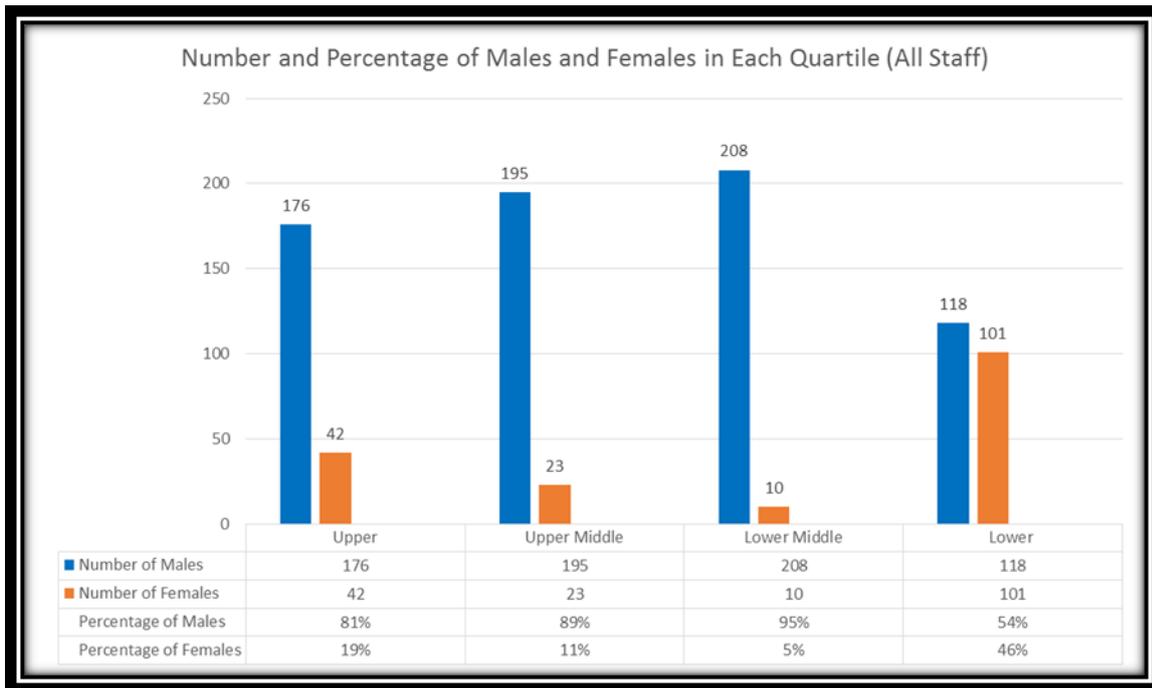
The calculation results for the mean and median pay gap are shown below;



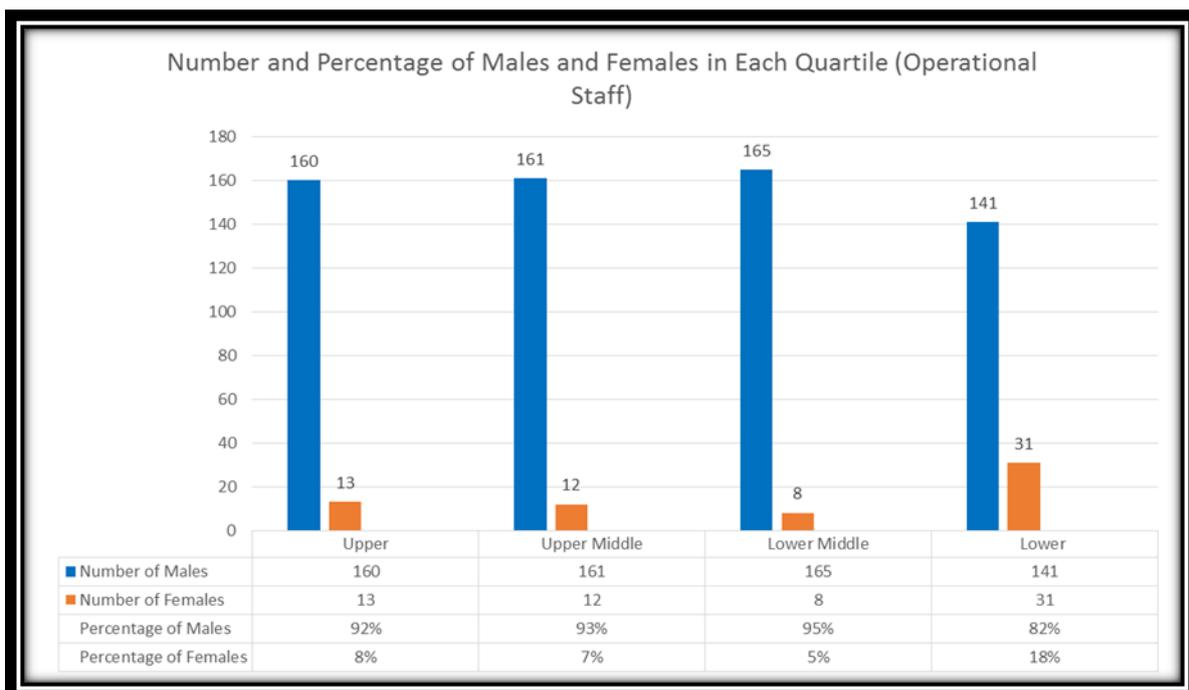
The most recent national figures for the mean and median gender pay gaps shows that women earn 10% (Labour Force Survey data 2014) and 17.3% (Office for National Statistics 2019) less than men respectively. Both the mean and median gender pay gap in DFRS are lower than the national figures at 7.94% and 2.15% respectively.

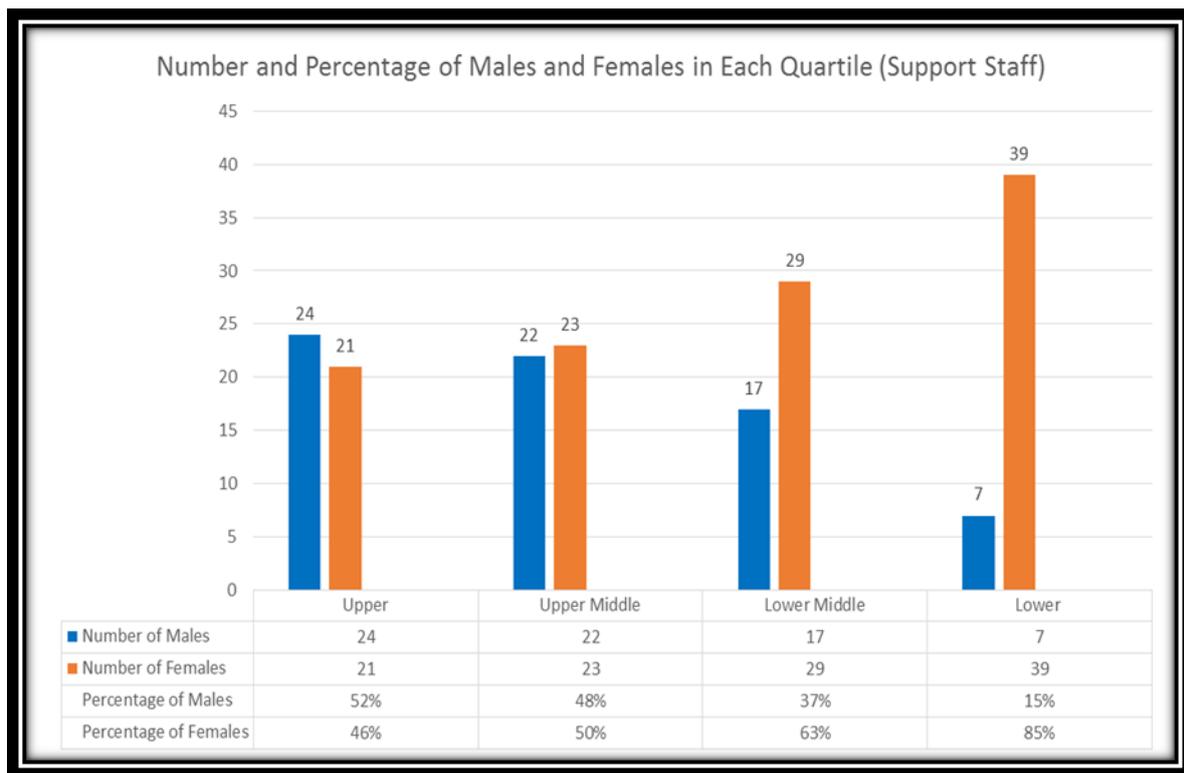
By way of comparison, our 2018 figures showed mean and median pay gaps of 7.44% and 2.97% respectively. Therefore, the updated pay gap shows an increase of 0.50% (mean average) and a reduction of 0.82% (median average).

The proportion of males and females in each quartile salary band is shown below;



The graph shows that the greatest proportion of female salaries fall into the lowest quartile salary band and the next highest proportion of salaries fall into the highest quartile band. As a result the upper salary band offsets the lower salary band to reduce the pay gap between males and females in the service. However, greater context can be provided by analysing the salary quartiles when they are broken down to operational staff (including control) and support staff as shown in the graphs below.





Both of the graphs show that the proportion of males to females in the Upper, Upper Middle and Lower Middle quartiles are very similar. The quartile where there is a difference is the lower quartile where there is a higher proportion of female salaries compared to the other 3 quartiles.

The reason for the disparity in the operational staff graph is because the lowest paid roles are control staff and the majority of these posts are filled by women. The salary of a control operator is 95% of the salary of an operational firefighter. Both Operational and Control pay rates are negotiated nationally as part of the Grey Book National Joint Council terms & conditions agreed between government and FBU. The nationally negotiated 2003 pay formula agreed as part of the sixth Edition Grey Book reflects the additional level of danger and onerous working conditions that operational firefighters face at incidents compared to their Control counterparts.

The reason for the disparity in the support staff graph is because the lowest paid roles are administration posts where again the majority of post are filled by women.

## **Bonuses**

There is no bonus scheme offered at DFRS therefore all the calculations related to bonuses are not applicable to DFRS.

## **Considerations for the Future**

The mean and median gender pay gaps are relatively small which shows that comparatively to Office of National Statistics (ONS) data, female employees at DFRS are not disadvantaged compared to their male counterparts.

However, there are actions that can and have been taken to reduce the gender pay gap even further.

It is widely recognised that within the operational firefighter role, females are significantly under-represented (currently 8% in DFRS). Increasing the number of female operational firefighters will reduce the gender pay gap by increasing the average female salary. DFRS already conducts positive action activities to try to encourage more female and ethnic minority members of Derbyshire to apply to become firefighters.

It is also important to recognise that there is an over representation of females in control staff and administrations roles. Increasing the number of males in these roles would reduce the gender pay gap by reducing the average male salary. This is particularly relevant to support roles where the proportion of males to females is already split roughly “50:50” in the top 3 quartiles.

**This report has been consulted upon and approved by the following officers:**

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