

Introduction

Derbyshire Fire & 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 males and females within the Service. The pay gap is expressed as a percentage of males' earnings e.g., females earn 15% less than males. 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 of 31 March 2022 as per the Government's requirement.

It is important to note that gender pay reporting is different from 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

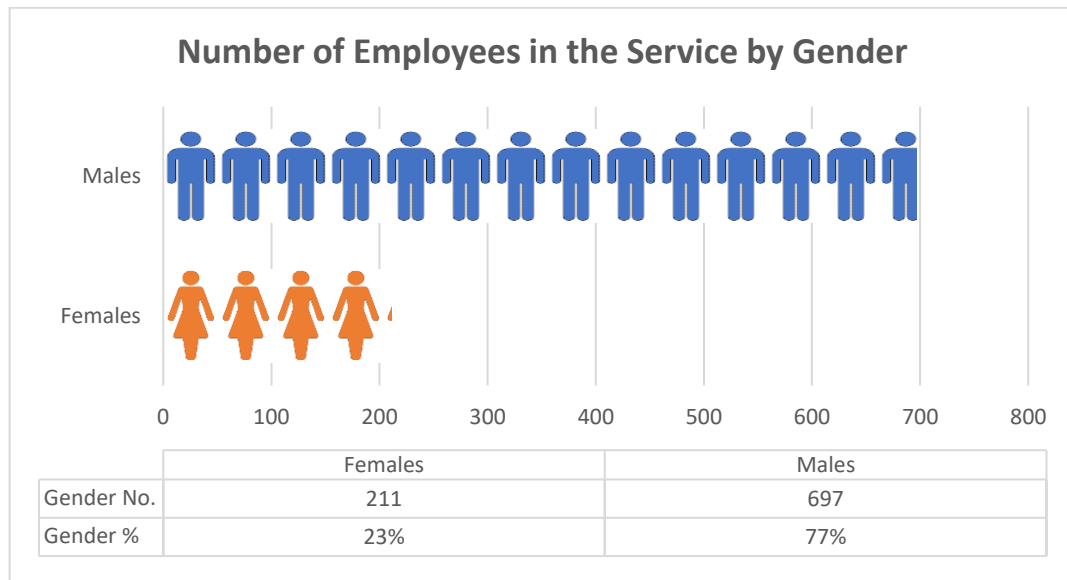
Gender pay reporting requires six calculations to be carried out. These are detailed below:

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 four 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 GOV.UK website [here](#).

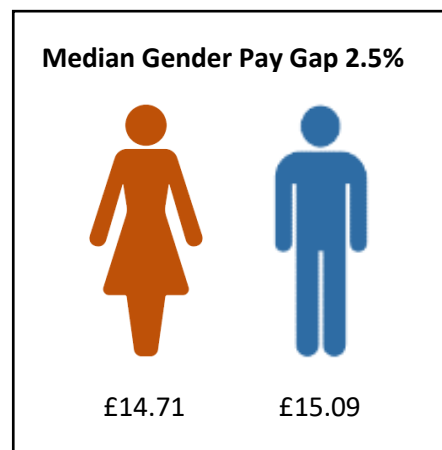
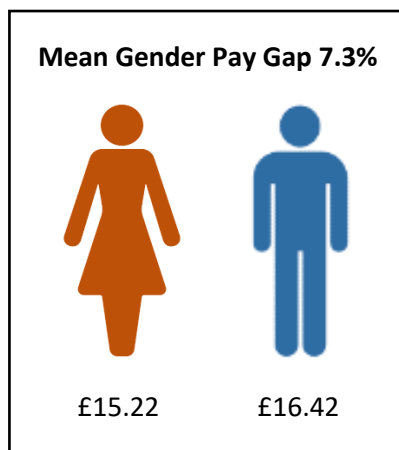
Gender Split of Employees working for DFRS

The graphs below show the breakdown of DFRS employees by gender. They 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;

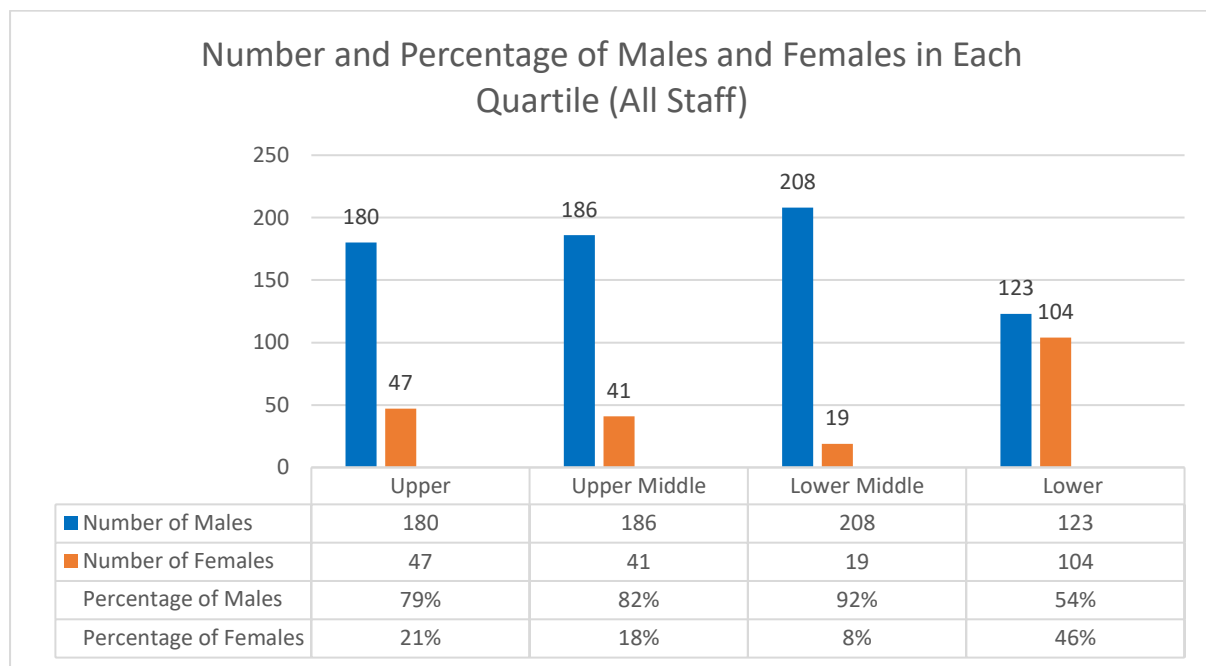


The most recent national figures for the mean and median gender pay gaps shows that females earn 14.9% (Office for National Statistics 2022) less than males respectively. Both the mean and median gender pay gap in DFRS are lower than the national figures at 7.3% and 2.5% respectively.

By way of comparison, our 2021 figures showed mean and median pay gaps of 6.3% and 2.0% respectively. Therefore, the updated pay gap shows an increase of 1.0% (mean average) and an increase of 0.5% (median average).

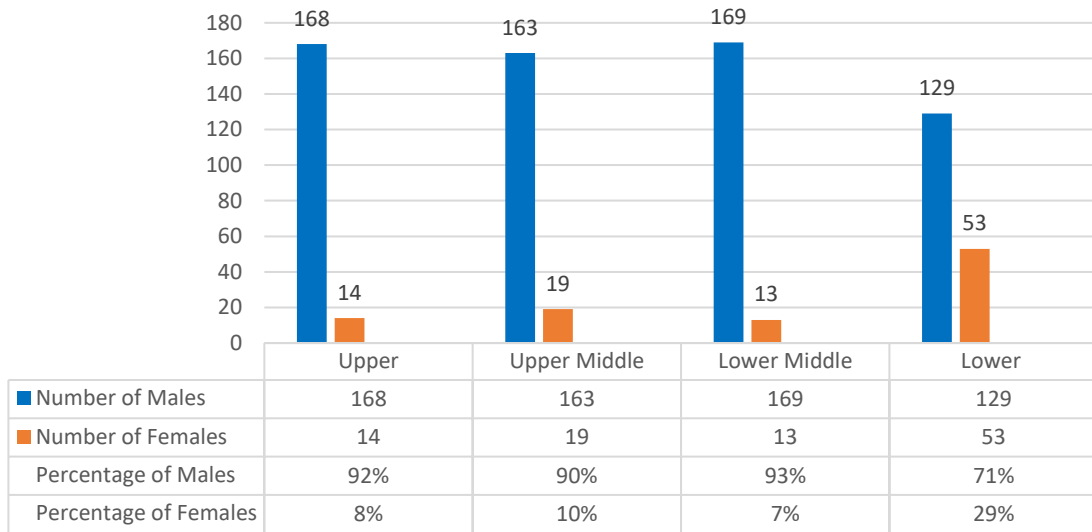
Over the coronavirus (COVID-19) pandemic period, earnings estimates were affected by changes in composition of the workforce and the impact of the Coronavirus Job Retention Scheme (furlough) making interpretation difficult; also, data collection disruption and lower response rates mean that, for 2020 and 2021, data were subject to more uncertainty and should be treated with caution. National data shows in April 2022, the gap among full-time employees was 8.3%; this was 7.7% in April 2021 and 9.0% in April 2019 (pre-coronavirus (COVID-19) pandemic). Estimates for 2020 and 2021 are subject to more uncertainty than usual therefore ONS recommends looking at the longer-term trend. Among all employees, the gender pay gap decreased to 14.9%, from 15.1% in 2021, but is still below the levels seen in 2019 (17.4%) (from ONS 2022 report).

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

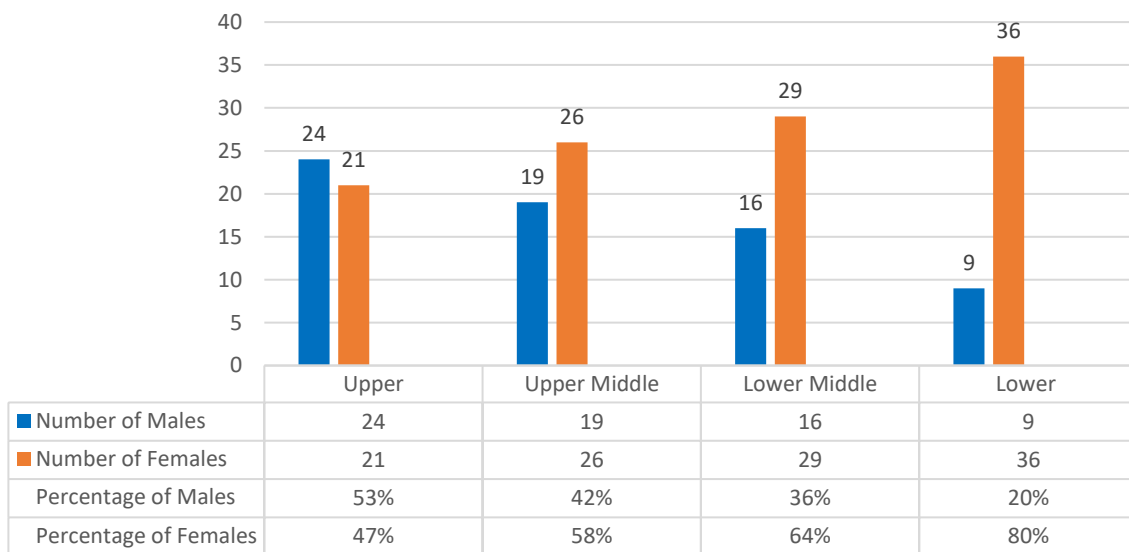


The graph shows that the greatest proportion of female salaries fall into the lowest quartile salary band and the next highest proportion of salaries fall into the highest quartile band. As a result, the upper salary band offsets the lower salary band to reduce the pay gap between males and females in 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.

Number and Percentage of Males and Females in Each Quartile (Operational Staff)



Number and Percentage of Males and Females in Each Quartile (Support Staff)



Both graphs show that the proportion of males to females in the Upper, Upper Middle and Lower Middle quartiles are quite similar. The quartile where there is a significant difference is the lower quartile where there is a higher proportion of female salaries compared to the other three quartiles. The reason for the disparity in the operational employees' graph is because the lowest paid roles are control employees, and the majority of these posts are filled by females. Likewise, for the support employees graph the lowest paid roles are administration posts where again the majority of the posts are filled by females.

Bonuses

DFRS does not offer a bonus scheme, therefore calculations related to bonuses are not applicable to DFRS.

Considerations for Future Use

The mean pay gap and median pay gap figures 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.

DFRS will continue to ensure that the Equality Diversity and Inclusion team work closely with HR, Organisational Development in order to implement the Services EDI Strategy, People Strategy and subsequent Action Plans. This will include implementation of a Workforce Representation Group to increase representation at all levels including more senior roles, formalise Employee Support Networks to develop plans for a sustained reduction in inequalities and implement further service wide training for all employees on positive action and benefits increased representation can bring to the Service., Some of the specific activity will include:

- Engaging with girls and women through community groups and sports teams, schools, colleges and universities to raise awareness of fire and rescue service careers, breakdown negative stereotypes and introduce positive female role models.
- Take a modern, inclusive and forward-thinking approach to recruitment, incorporating the bold use of social media, creative campaigns and positive action activities to appeal to the best people from all underrepresented groups.
- Building on our reputation as an inclusive employer, by continuing to develop and implement progressive female-friendly policies such as our maternity and adoption leave provision, our forward-thinking menopause support network and our uniform and facilities policies.
- Encouraging involvement in opportunities for personal and professional development, such as annual International Women's Day conferences and the Women in the Fire Service weekends and development programmes.
- Allow our Employee Support Networks, particularly those females who hold multiple characteristics to engage and influence the service in its decision making.
- Encouraging leadership development and career progression for women through tailored workshops and continuous professional development.

It is recognised that within the operational roles, females are significantly underrepresented (currently 14% 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 all under-represented groups, including females to try to encourage more female 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 administration 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 female staff account for 80% of the lower quartile. The EDI action plan will improve data accessibility by department to recruiting managers, so they are able to direct positive action activities to support this reduction in the pay gap.

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

Helen Minion – Strategic HR Partner
David Diggins – Group Manager Prevention and Inclusion
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Georgina Staley – Equality, Diversity & Inclusion Officer
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