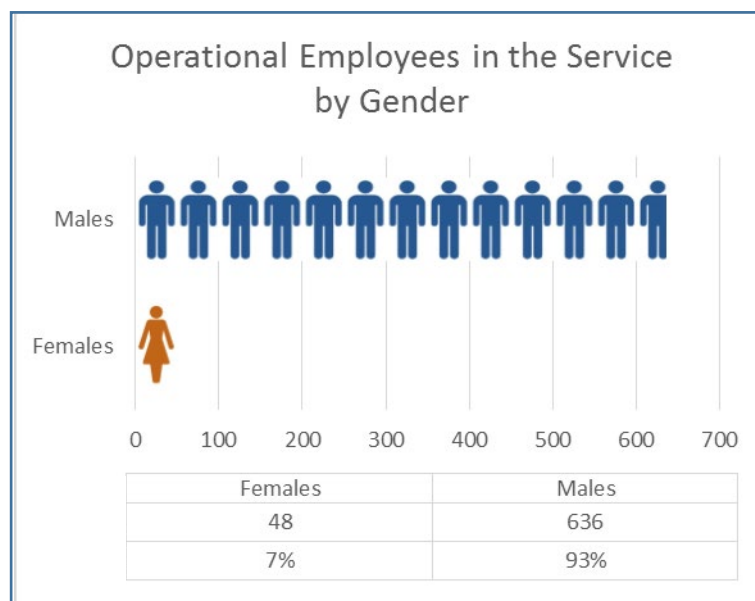
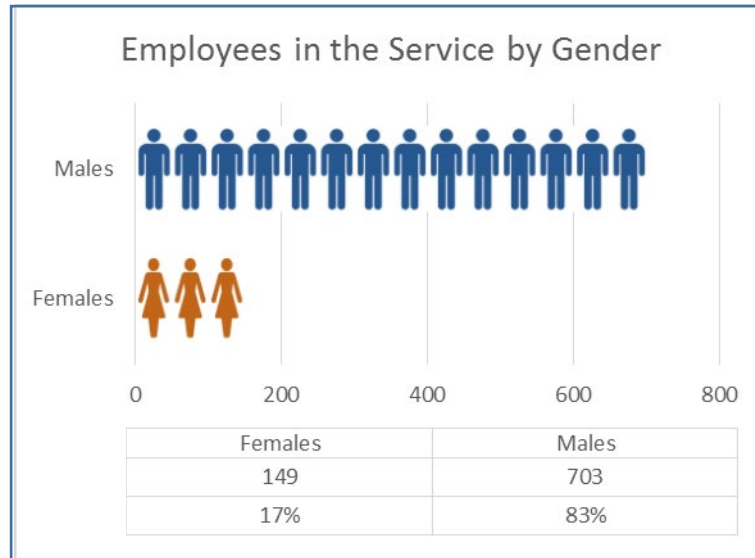
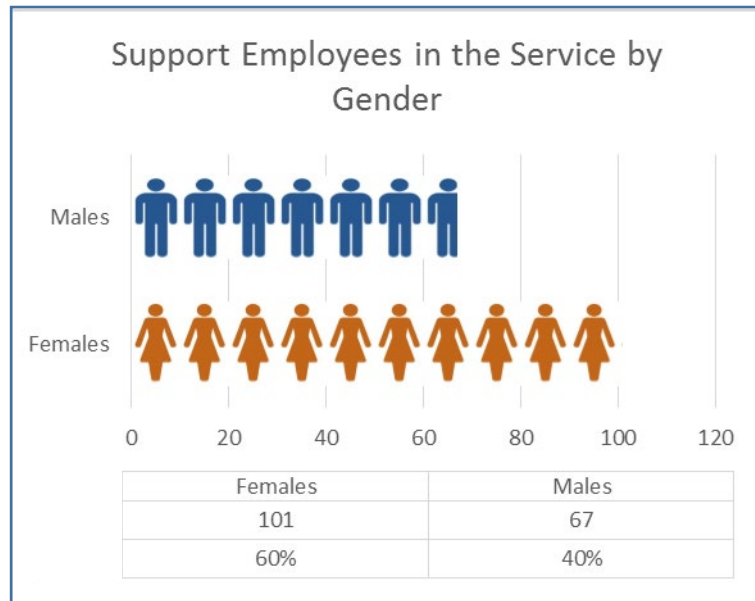


Gender Split of Employees working for DFRS

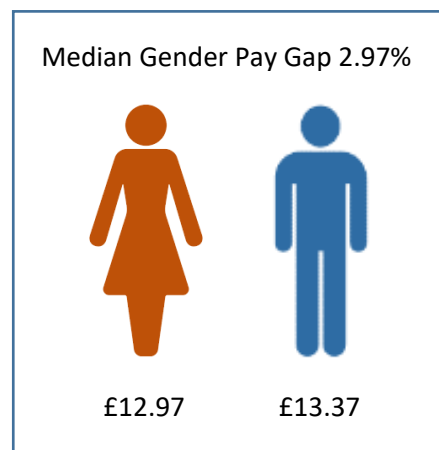
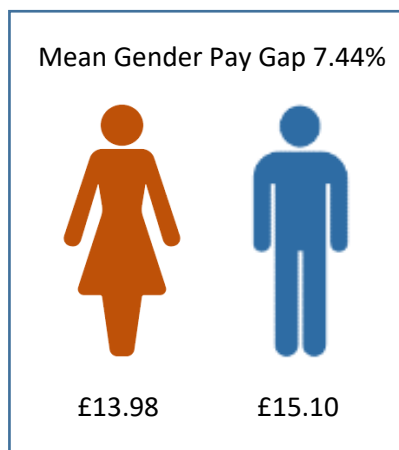
The graphs below show the breakdown of DFRS employees by gender. The graphs show that females are significantly underrepresented in the service. This is caused by an underrepresentation of females in operational roles rather than support roles.





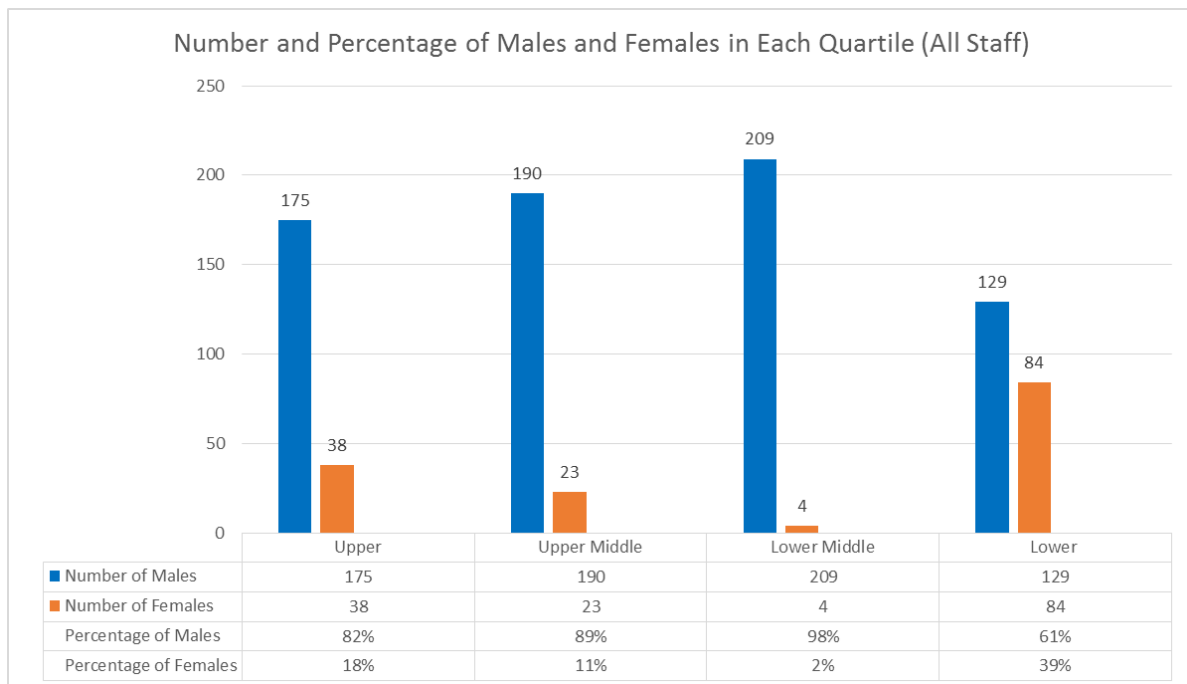
Gender Pay Report Calculations

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

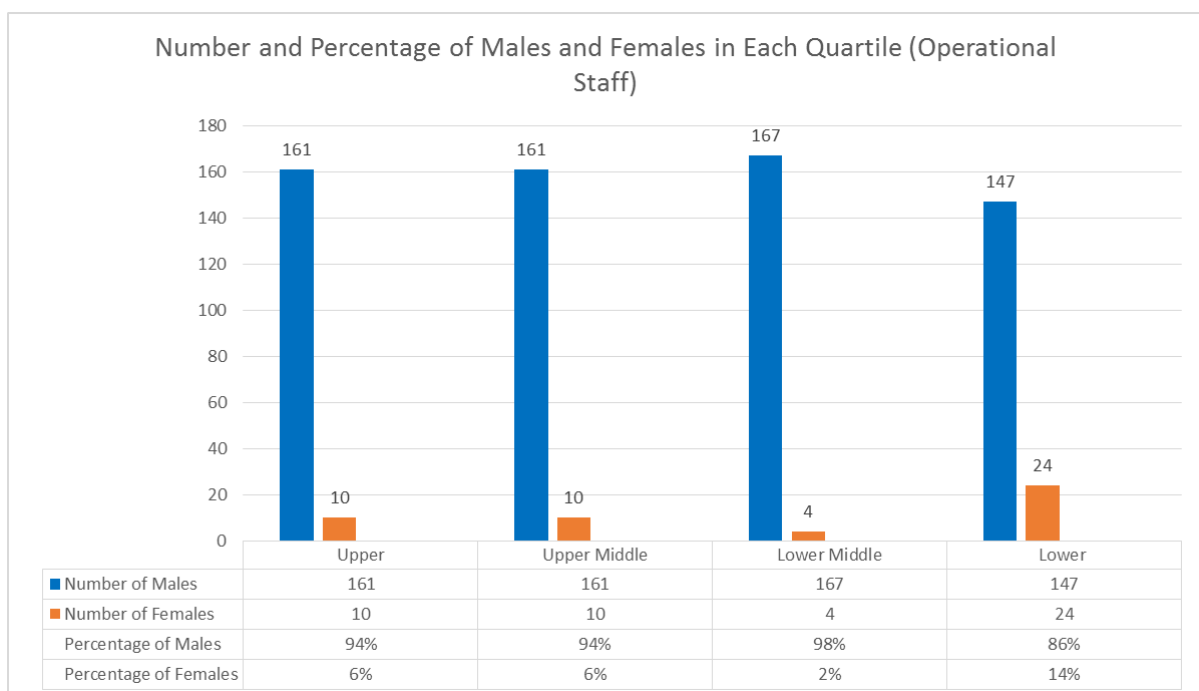


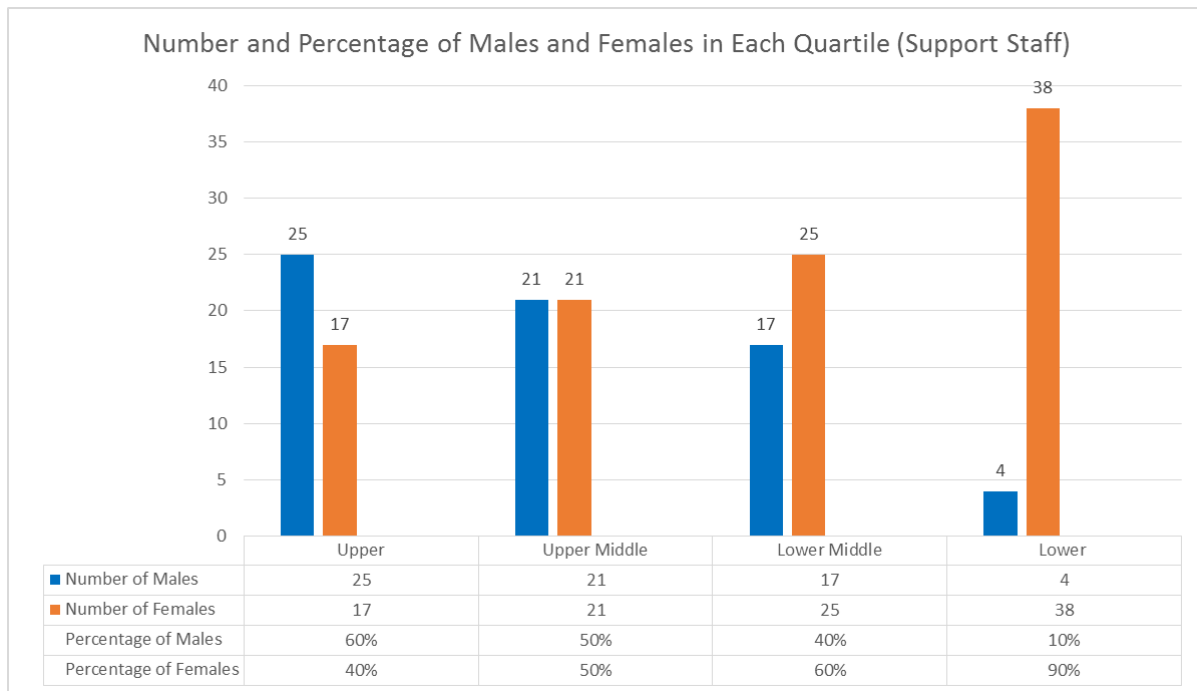
The most recent national figures for the mean and median gender pay gaps shows that women earn 10% (Labour Force Survey data 2014) and 17.9% (Office for National Statistics 2018) less than men respectively. Both the mean and median gender pay gap in DFRS are lower than the national figures at 7.44% and 2.97% respectively.

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 have increased slightly from last year, however, they are still relatively small which shows that 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 7% 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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