

ROYAL BERKSHIRE FIRE AUTHORITY



COMMITTEE	AUDIT AND GOVERNANCE COMMITTEE
DATE OF MEETING	4 NOVEMBER 2019
SUBJECT	GENDER PAY GAP REPORT 2019
LEAD OFFICER	BECCI JEFFERIES, HEAD OF HUMAN RESOURCES AND LEARNING AND DEVELOPMENT
LEAD MEMBER	N/A
EXEMPT INFORMATION	NONE
ACTION	FOR NOTE

1. EXECUTIVE SUMMARY

- 1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced a requirement for the Authority to publish statutory calculations every year showing how large the pay gap is between their male and female employees, as per the calculations detailed on the UK government website (gov.uk). Information must be published on the Authority's website before 31 March each year and uploaded onto the Government's Gender Pay Gap Reporting Service.
- 1.2 The calculations are complex and prescriptive and include set pay elements on which to base the comparison between male and female pay. The complexities of RDS On-Call pay and working patterns increases the difficulties in reporting for RBFRS.
- 1.3 The pay elements included in the calculation are: hourly rate; allowances; on call rates; salary sacrifice deductions; shift premiums and holiday pay and excludes overtime.
- 1.4 This Gender Pay Gap Report is based on the hourly pay rates as at 31 March 2019 (the 'snapshot' date for the public sector).

- 1.5 Our findings for 31 March 2019 identify a median Gender Pay Gap of 4.1% (last year's national average was 17.9%) The median rate is used because it removes the effect of outliers which can skew the figures.
- 1.6 During calculation anomalies were found with the Gender Pay Gap figures for 2018, these have been corrected and systems put in place to prevent further issue.
- 1.7 A Gender Pay Gap Action plan has been developed which covers our findings from 2018 (revised) and the analysis undertaken in 2019. (see Appendix B)

2. RECOMMENDATIONS

The Audit and Governance Committee:

- 2.1 **NOTE** the details of the Gender Pay Gap Report shown in Appendix A;
- 2.2 **NOTE** the change to the 2018 Gender Pay Gap figures; and
- 2.3 **NOTE** the Action Plan in Appendix B.

3. REPORT

- 3.1 Appendix A shows the findings from the calculations used to report the Gender Pay Gap for RBFRS. The method of calculation is set by the Government Gender Pay Gap service and is complex and is made more so by the complex Retained Duty System work patterns and pay structures.
- 3.2 The gender pay gap report is based on data as at 31 March 2019 at which point Royal Berkshire Fire and Rescue Service (RBFRS) employed 640 staff with 502 (78%) being male and 138 (22%) being female.
- 3.3 The mean gender pay gap is calculated by adding up the hourly rate of all male/female employees and dividing that figure by the total number of male/female employees.
- 3.4 The median gender pay gap is calculated by listing all hourly rates of each gender and finding the central rate. The Median rate is considered to be a better measure as it 'discounts' very high or very low rates which can skew the figures.
- 3.5 Our findings have identified overall the mean gender pay gap is 6.7% (i.e. men are paid slightly more than woman) and the median is 4.1% (i.e. the median pay for men is more than that of women)
- 3.6 In simple terms for each £1 earned by men, women earn 93 pence.

- 3.7 At RBFRS the mean gender pay gap is considerably better than the available national figures (2018). The national gender pay gap for 2018 is 17.1% (mean) and 17.9% (median) – 2019 figures are not yet available.
- 3.8 As part of our reporting we are required to identify the mean and median pay gap for the four quartiles which are shown below.

Quartile	Mean Pay Gap	Median Pay Gap
Lower	2.23%	6.27%
Lower Middle	1.06%	0.98%
Upper Middle	1.25%	3.19%
Upper	3.82%	7.93%

- 3.9 A review of the quartiles shows an increase in the pay gap from last year with men being paid more than women in all quartiles.
- 3.10 Due to the various elements which make up pay in the Fire Service including allowances, detachment payments and uniform allowances, the quartiles can be very fluid and therefore pay gaps in this area can appear to be more than the pay gap as a whole. For example, workers in control, who are mostly women move from top of the lower quartile to the bottom of the lower middle quartiles because they receive an extra pay element for uniform. Another example is that in 2018 there was a large intake of trainee firefighters who are mainly male. In 2019, the trainee firefighters move to the development rate and move up to the lower middle band.
- 3.11 It is recognised that women are still significantly underrepresented in the operational workforce accounting for 7.4% of this group, although there has been a year on year improvement from the 2017 figure of 3.85% and 4.39% in 2018. The service continues to work hard to attract a more diverse workforce through a positive action plan and recruitment opportunities. Recruitment documentation has been reviewed to take out unconscious bias by using gender neutral and gender positive language in adverts and job profiles and volunteer employee ambassadors recruited to publicise the organisation.
- 3.12 RBFRS is confident that it is paying the same salary to roles of equivalent value to all staff. An equal pay audit has been completed and will be presented as a separate report.
- 3.13 The Gender Pay Gap for 2018, was mis-reported due to an error with the formula used to calculate the statistics. The published statistics have been updated on both the government website and the RBFRS website. This has resulted in a change to the detailed figures and is set out below.
- 3.14 The overall mean pay gap was 2.84%. (published figure was -0.11%).
- 3.15 The overall median pay gap was 2.18% (published figure was -8.31%).
- 3.16 As a result of identifying this error the process used to undertake the data collection and analysis have been reviewed to prevent reoccurrence.

- 3.17 In line with government guidance issued by the Government Equalities Office earlier this year an action plan has been developed which covers the 2018 revised figures and the findings of the 2019 report. The action plan is shown in (see Appendix B).
- 3.18 Appendices A and B will be published on our website and gender-pay-gap.service.gov.uk site in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

4. CONTRIBUTION TO STRATEGIC COMMITMENTS

- 4.1 Commitment 5 – We will ensure that Royal Berkshire Fire and Rescue Service provides good value for money.

5. FINANCIAL IMPLICATIONS

- 5.1 There are no direct financial implications arising from this report.

6. LEGAL IMPLICATIONS

- 6.1 RBFRS is required to publish its gender pay gap figures for 2018/19 before 31 March 2020. A failure to comply with the Public Sector Equality Duty or the specific duties can be investigated and enforced by the Equality and Human Rights Commission or alternatively challenged by way of judicial review

7. EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 The report identifies that a gender pay gap does exist in RBFRS, reflecting that overall males are paid more than females on average. This can be attributed to the different terms and conditions. The Gender Pay Gap Report (Appendix A) outlines the measures being taken to tackle this issue across the Service.

8. RISK IMPLICATIONS

- 8.1 Failure to publish gender pay gap information before 31 March 2020 (and annually) would be a breach of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- 8.2 An equal pay audit was completed based on data as at February 2019 and did not highlight any issues of pay inequality at RBFRS. This report is presented to the Audit and Governance Committee meeting 4 November 2019 for note.
- 8.3 Due to the error in the previous gender pay gap report and the requirement to re-submit the data the Service may be regarded as having made a late submission for the 2018 return.

9. CONSISTENCY WITH DUTY TO COLLABORATE

9.1 Not applicable.

10. PRINCIPAL CONSULTATION

10.1 The Chief Fire Officer, Head of Finance and Procurement and Monitoring Officer were consulted during the preparation of this report.

11. BACKGROUND PAPERS

Not included in the report but available on request;

11.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

11.2 RBFRS Positive Action Plan.

11.3 RBFRS Equality Diversity and Inclusion Action Plan.

11.4 Managing gender pay reporting Guidance (Issued by ACAS in conjunction with the Government Equalities Office) February 2019 .

12. APPENDICES

12.2 Appendix A - RBFRS Gender Pay Gap Report.

12.3 Appendix B – Gender Pay Gap Action Plan.

13. CONTACT DETAILS

13.1 Jacky Manning, HR Manager 0118 9384670