

# Royal Berkshire Fire and Rescue Service

## Gender Pay Gap Report 2019



## Background

Gender pay gap reporting requires employers with more than 250 employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The method for calculating this information is published on the UK government website gov.uk.

Royal Berkshire Fire and Rescue Service (RBFRS) are required to report on the following:

<b>Mean gender pay gap</b>	The difference between the mean hourly rate of pay of male employees and that of female employees as a percentage.
<b>Median gender pay gap</b>	The difference between the median hourly rate of pay of male employees and that of female employees as a percentage.
<b>Mean bonus gap</b>	The difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage.
<b>Median bonus gap</b>	The difference between the median bonus pay paid to male employees and that paid to female employees as a percentage.
<b>Bonus proportions</b>	The proportions of male and female relevant employees who were paid a bonus during the relevant period
<b>Quartile pay bands</b>	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

In 2018 the UK average Gender Pay Gap using Office for National Statistics Data shows the average pay gap for all employees is 17.1% for the mean and 17.9% for the median. (Figures for 2019 are not available at the time of publication).

## RBFRS' Pay and Bonus Gender Pay Gap

This Gender Pay Gap Report is based on data as at 31 March 2019. RBFRS employed 640 staff with 502 (78%) being male and 138 (22%) being female

	<b>Mean</b>	<b>Median</b>
<b>Pay</b>	<b>6.7%</b>	<b>4.1%</b>
<b>Bonus*</b>	<b>N/A</b>	<b>N/A</b>

\* RBFRS does not offer a bonus scheme therefore this measure has not been calculated. Additional Responsibility Allowances (ARAs) and Continuous Professional Development (CPD) payments are included in ordinary pay. For clarity, ordinary pay is defined as basic pay, shift premium pay, pay for piecework, pay for leave and allowances.

A **positive** pay gap shows that males earn 6.7% more than females based on a **mean** hourly rate of pay and 4.1% more than females on **median** hourly rates of pay

### What do the mean and median gender pay gap figures tell us?

The mean gives an overall indication of the size of the gender pay gap in RBFRS. A high mean gender pay gap indicates that a payment system is operated that disadvantages women. At RBFRS, the mean gender pay gap is less than national figures. This indicates that when comparing the mean hourly rates for the workforce as a whole, males earn on average slightly more than females.

The median is typically a more representative figure as the mean can be skewed by a handful of highly paid employees. The median value for RBFRS across all staff shows males earning a lower median average hourly rate in comparison to the mean average, suggesting there is some skewing throughout the organisation (this can be seen more clearly when you compare quartile on quartile).

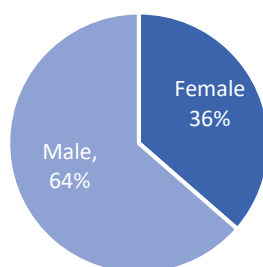
The quartile distribution detailed below gives an indication of how males and females are distributed across the organisation, in addition to the mean and median pay gap in each of the quartiles.

### Quartile Pay Bands

The proportion of males/females in each quartile pay band is as follows:

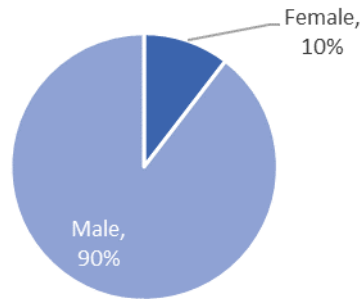
Quartile	Mean Pay Gap	Median Pay Gap	Year
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Lower



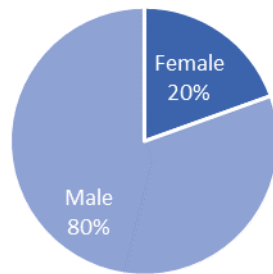
2.23%	6.27%	2019
-6.54%	-7.63%	2018

**Lower Middle**



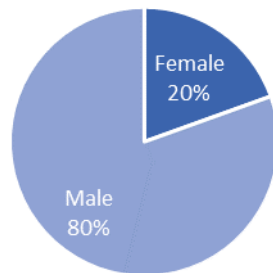
<b>1.06%</b>	<b>0.98%</b>	<b>2019</b>
0.81%	0.55%	2018

**Upper Middle**



<b>1.25</b>	<b>3.19%</b>	<b>2019</b>
0.18%	0.02%	2018

**Upper**



<b>3.82%</b>	<b>7.93%</b>	<b>2019</b>
1.04%	-1.25%	2018

**Commentary**

The mean and median pay gap was calculated for each of the quartiles to give an indication of the range and distribution of male and female pay. The figures above differ from the overall gender pay gap for RBFRS due to the scope for variation in hourly pay. This is as a result of the large range of roles and grades in the upper quartile compared to the smaller ranges in the lower quartiles.

The proportion of female employees has increased by 2% since the last report.

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. This may be explained by the fact that the high number of operational recruits (mostly male) were at the training rate of pay last year and have now moved up within the quartile to the development rate of pay. In the lower quartile the three apprentices in post were female and appear at the lower end of the band, whilst the top end of the quartile is made up of competent Firefighters who are mostly male. The ratio of females in the lower quartile has increased by 12%. This is because 36 Retained Duty System (On-call) employees have moved from the lower quartile to the lower middle quartile, leaving only 14 in the lower quartile.

Control Firefighters who are mainly female are paid the same rate as their male colleagues but receive an allowance for uniform (tights) which moves them into the bottom of the Lower Middle Quartile. The average hourly pay for women in this quartile lower than that of men. Additional payments for specific skills are included in the hourly rate and most additional payments are made for skills associated with the role of Firefighters who are mainly male. This makes a difference to the overall mean and median in the lower middle band and in the RBFRS as a whole.

In the Upper Middle quartile, the bottom is made up of Green Book grade 4 employees who are mainly female, whilst the top of the quartile is made up of Crew Managers and Watch Managers who are mainly male.

The upper quartile includes seven Heads of Service (four male and three female) and four Directors (three male and one female). The ratio of male to female employees in this band has moved from 75:25 (male to female) in 2018 and 80:20 in 2019. This quartile contains a high proportion of higher earning male employees, employed on the National Joint Council (NJC) for Local Authority Fire and Rescue Service (Grey Book), which attract additional allowances that are not available to staff conditioned to the NJC for Local Government Services (Green Book) support staff, half of which are female. Uniformed directors, all of whom are male, also attract an additional operational allowance.

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. The service has also recruited an EDI coordinator to further this agenda. RBFRS is confident that it is paying the same salary to roles of equivalent value to all staff.

An action plan has been developed to help the organisation to address the gap.

**Trevor Ferguson**  
**Chief Fire Officer and Chief Executive**  
**December 2019**

