

RBFRS GENDER PAY GAP REPORT

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:

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

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

RBFRS' Pay and Bonus Gender Gap

This Gender Pay Gap Report is based on data as at 31 March 2018. RBFRS employed 636 staff with 511 (80%) being male and 125 (20%) being female

	Mean	Median
Pay	-0.11%	-8.31%
Bonus*	N/A	N/A

* 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 **negative** gender pay gap denotes that females at RBFRS earn 0.11% more than males based on **mean** hourly rates of pay and 8.31% more than males based on **median** hourly rates of pay.

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

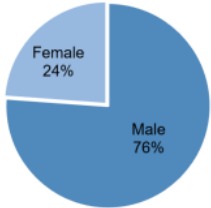
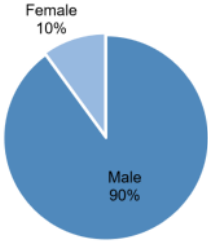
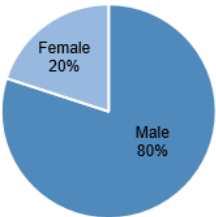
The mean gives an overall indication of the size of the gender pay gap in RBFRS. A high mean gender pay gap indicates that a payment system is operated that disadvantages women. At RBFRS, the mean gender pay gap is very small and negative. This indicates that when comparing the mean hourly rates for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

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 females earning a higher 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.

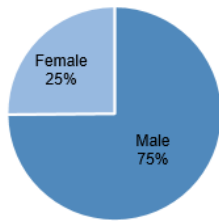
Quartile Pay Bands

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

Quartile	Mean Pay Gap	Median Pay Gap	Year
Lower 	-4.11%	-6.62%	2018
	0.00%	4.94%	2017
Lower Middle 	-0.16%	-0.87%	2018
	-0.72%	-0.72%	2017
Upper Middle 	-9.61%	-14.87%	2018
	-0.17%	-1.37%	2017

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Upper



1.74%	6.43%	2018
-1.76%	9.08%	2017

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 as a result of the larger range of roles and grades in the upper quartile compared to the smaller ranges in the **lower**, **lower middle** and **upper middle** quartiles.

The proportion of female employees has increased by 2% since the last report. The overall Gender Pay Gap at RBFRS has also reduced and when taking into account the quartile results for the mean and median pay, females are paid more than males in the **lower**, **lower middle** and **upper middle** quartiles. It is thought that this can be attributed to the factors detailed below.

There has been a high level of recruitment across all staff groups this year, with a significant numbers being recruited as trainee Firefighters on both the On-Call/Retained and Wholetime duty systems. The majority of these staff are male, and are paid at the lowest rate of pay for operational staff. These staff are therefore found in the lower three quartiles. In addition a large number of Fire Safety Inspecting Officers were recruited on the lowest point of the career grade scheme - the majority of these staff were also male and fall within the **lower** quartile.

While the majority of new appointments in the **lower**, **lower middle** and **upper middle** quartiles were male, RBFRS has recruitment processes in place to ensure equality in recruitment, and is therefore confident that these appointments were not based on any inherent gender bias. Appointment of Operational staff is based on performance in set tasks which are used to assess the suitability for a role. In addition, to assist any potential applicants, fitness programmes and awareness documents are made available for all applicants to Firefighter roles.

Structured interviews are used during all recruitment campaigns at RBFRS. Candidates are all asked the same questions and their responses are assessed using pre-determined criteria. Personal details are removed prior to the application forms being given to shortlisting managers to ensure that candidates are only assessed on the content of the application forms. For Wholetime operational Firefighters, shortlisting was undertaken by an external provider.

There is a pay disparity between males and females in the **upper** quartile. This can be attributed to a number of factors. This quartile contains a high proportion of higher earning male employees employed on the National Joint Council (NJC) for Local Authority Fire and Rescue Services terms and conditions (known colloquially as the 'Grey Book'), which attract additional allowances that are not available to staff conditioned to the NJC for Local Government Service ('Green Book') support

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staff, the majority of which are female. Therefore while salary across the support and operational staff is broadly comparable, operational staff are entitled to additional allowances as part of the nationally agreed terms and conditions of employment that not available to support staff – this increases their overall average hourly earnings. The majority of female staff in the **upper** quartile are in professional support roles which attract a higher salary due to the specialist skills and qualifications required.

However, it should be noted that at the time of calculation, three of the Senior Leadership Team (SLT) are female (the remaining nine are male) which accounts for a higher proportion of females in senior roles compared to the proportion of females in the workforce as a whole.

It is recognised that women are significantly underrepresented in the operational workforce (accounting for **4.39%** of this group) and consequently RBFRS is committed to increasing the number of female Firefighters. This continues to be a focus for the organisation and forms an important part of RBFRS approach to equality, diversity and inclusion within the Service.

RBFRS are committed to achieving a diverse workforce, irrespective of gender and we are confident that we are paying the same salary to roles of equivalent value to all staff. RBFRS' overall approach to determining pay of its employees is to participate in national collective bargaining for all staff, with the exception of employees that have been transferred to the Service under the Transfer of Undertakings (Protection of Employment) (TUPE) Regulations, who remain on protected terms and conditions.

New job roles are evaluated using recognised evaluation schemes linked to nationally agreed payscales, where rates of pay reflect the responsibilities and content of a role. RBFRS is therefore confident that its gender pay gap does not stem from paying males and females differently for the same or equivalent work, rather it is a result of the roles in which males and females work within the Service and the salaries these roles attract. Salary scales are published internally and externally to ensure transparency for all staff applying for roles.

RBFRS has a promotion policy for operational staff that ensures a fair and open mechanism is in place to identify an individual's potential for development into a new role. RBFRS is undertaking positive action initiatives aimed at encouraging people from underrepresented groups to apply for positions in the organisation. Recruitment activity is locally monitored (including the levels of attraction and appointment) to identify problem areas to inform process improvements. RBFRS also has an Equality Diversity and Inclusion forum, the aim of which is to strengthen our ability to diversify our staff, creating a fair and inclusive place to work.

Trevor Ferguson
Chief Fire Officer and Chief Executive
December 2018