

# ROYAL BERKSHIRE FIRE AUTHORITY



<b>COMMITTEE</b>	<b>AUDIT AND GOVERNANCE COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>11 DECEMBER 2018</b>
<b>SUBJECT</b>	<b>ROYAL BERKSHIRE FIRE AND RESCUE SERVICE GENDER PAY GAP REPORT</b>
<b>LEAD OFFICER</b>	<b>BECCI JEFFERIES, HEAD OF HUMAN RESOURCES &amp; LEARNING &amp; DEVELOPMENT</b>
<b>LEAD MEMBER</b>	<b>NA</b>
<b>EXEMPT INFORMATION</b>	<b>NONE</b>
<b>ACTION</b>	<b>NOTE</b>

## 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 and uploaded onto the Government's Gender Pay Gap Reporting Service.
- 1.2 This Gender Pay Gap Report is based on the hourly pay rates as at 31 March 2018 (the 'snapshot' date for the public sector), and is published annually.

## 2. RECOMMENDATION

- 2.1 That the Audit and Governance Committee **NOTE** the contents of the report which will be submitted to gov.uk as per the reporting requirements.

## 3. REPORT

- 3.1 Royal Berkshire Fire and Rescue Service (RBFRS) are required to report on six measures:

**Mean gender pay gap** 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 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.

3.2 Please note \*RBFRS does not offer a bonus scheme which fits the criteria and 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.

3.3 The Pay and Bonus Gender Pay Gap is as follows:

	<b>Mean</b>	<b>Median</b>
<b>Pay</b>	<b>-0.11%</b>	<b>-8.31%</b>
<b>Bonus</b>	<b>0%</b>	<b>0%</b>

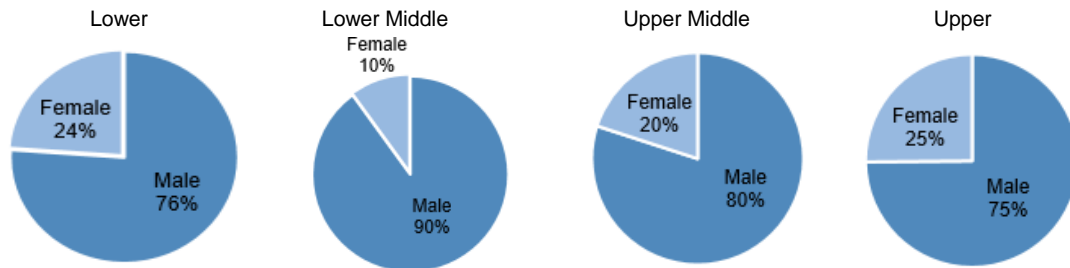
3.4 The figures above indicate that when comparing the mean average hourly rates, females earn 0.11% more than males. When comparing the median hourly pay rates females earn 8.31% more than males.

3.5 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.

3.6 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.

3.7 The UK average Gender Pay Gap when using Office for National Statistics Data shows the average pay gap for all employees is 17.1% (mean) and 17.9% (median), meaning the pay Gap at RBFRS is significantly lower than the national average.

3.8 The quartile distribution, details the proportion of males and females in each pay band and how they are distributed across the organisation:



3.9 The proportion of females in the upper middle quartile is reflective of the overall proportion of females within RBFRS (20% of the workforce). The **lower middle** quartile is predominantly male, but this is where the majority of staff undertaking the role of Firefighter can be found, which is a male dominated role.

3.10 There is a larger proportion of females in the **lower** quartile, which is mainly made up of support staff - while their basic salary is comparable to that of a Firefighter, due to their terms and conditions of employment they are not entitled to the same allowances to make up their earnings.

3.11 Across all quartiles, the **mean** and **median** gender pay gap indicates that on average in the **lower**, **lower middle** and **upper middle** quartiles, females are paid more than males.

3.12 This can be attributed to a number of factors. There has been a high level of recruitment across all staff groups this period, with significant numbers being recruited as trainee Firefighters to 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.

3.13 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. 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 is undertaken by an external provider.

- 3.14 The mean and median pay gap for the **upper** quartile show that males are on average paid more than women, however this can be explained by the different terms and conditions these staff are conditioned to and the allowances/additional payment these attract. 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.
- 3.15 As at 31 March 2018, three of the Senior Leadership Team were female (the remaining nine were male) which accounts for a higher proportion of females in senior roles compared to the proportion of females in the workforce as a whole. These staff can be found in the **upper** quartile.
- 3.16 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.
- 3.17 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' Equality Policy and the Equality, Diversity and Inclusion action plan which undertakes to pursue 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. In addition, RBFRS has a range of family friendly policies to support employees during their employment.

#### **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 2017/18 before 31 March 2019. 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 a gender pay gap does exist in RBFRS, but overall this reflects that fact that females are paid more than males on average. This can be attributed to the different terms and conditions. The Gender Pay Gap Report 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 2019 (and annually) would be a breach of the Equality Act 2010.

8.2 It should be noted that an Equal Pay Audit in 2015 did not highlight any issues of pay inequality at RBFRS.

## **9. CONSISTENCY WITH DUTY TO COLLABORATE**

9.1 N/A.

## **10. PRINCIPAL CONSULTATION**

10.1 Chief Fire Officer has noted the contents of this report.

10.2 Head of Finance and Procurement has noted the contents of this report.

10.3 Monitoring Officer has noted the contents of this report.

## **11. BACKGROUND PAPERS**

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

## **12. APPENDICES**

12.1 Appendix A - RBFRS Gender Pay Gap Report.

## **13. CONTACT DETAILS**

13.1 Lucy Greenway, HR Adviser (Employee Relations), 0118 939 4676