

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.

Executive Summary

The UK average Gender Pay Gap using Office for National Statistics Data shows the average pay gap for all employees is 18.1%. Across RBFRS, the **mean** gender pay gap is significantly lower than the national average at 7.56% (equating to a £1.25 difference in rates in hourly pay between males and females), with the **median** gender pay gap equating to 3.66% (equating to a 53p difference in hourly rates of pay between males and females).

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.

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RBFRS' Pay and Bonus Gender Gap

This Gender Pay Gap Report is based on data as at 31 March 2017. RBFRS employed 599 staff with 494 (82%) being male and 105 (18%) being female

	Mean	Median
Pay	7.56%	3.66%
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.

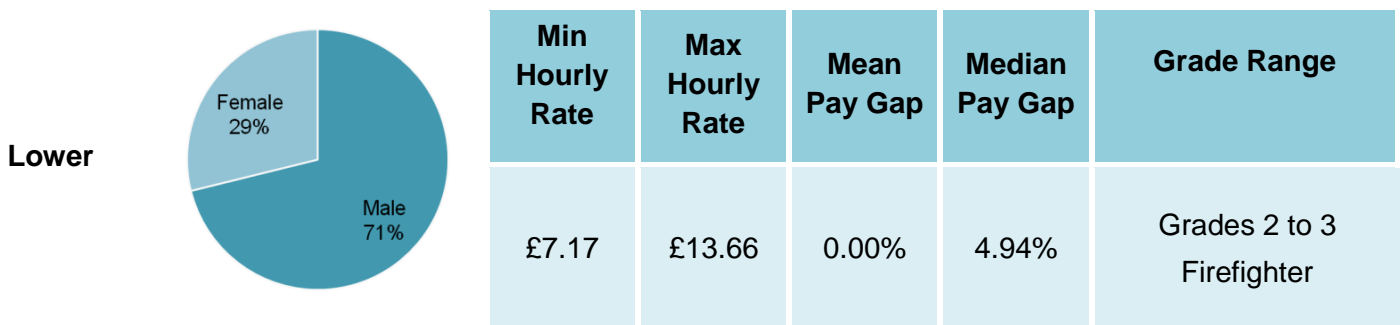
What do the mean and median gender pay gap figures tell us?

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. The median gender pay gap gives an indication of what a 'typical' situation is. Measuring both the mean and median percentages allows RBFRS to establish what most people earn (the median) and also how the outliers affect the overall distribution of pay between males and females (the mean). It should be noted that the presence of a gender pay gap is not an indication that unlawful discrimination exists at RBFRS.

At RBFRS, the mean gender pay gap indicates that when comparing the mean average hourly rates, females earn 92.44% of a males' earnings. The median gender pay gap at RBFRS demonstrates that based on the median hourly pay rates, females at RBFRS earn 96.34% of a males' earnings.

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.

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



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		Min Hourly Rate	Max Hourly Rate	Mean Pay Gap	Median Pay Gap	Grade Range
Lower Middle		£13.69	£14.39	-0.72%	-0.72%	Grade 4 (bottom of scale) Firefighter to Crew Manager
Upper Middle		£14.41	£17.21	-0.17%	-1.37%	Grade 4 (top of scale) Crew Manager to Watch Manager
Upper		£17.79	£68.95	-1.76%	9.08%	Grades 5 to 10 Watch Manager to CFO

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. The variation in this quartile increases the overall median pay gap figure for RBFRS. The range of hourly pay and roles in the lower, lower middle and upper middle quartiles are smaller and as such demonstrate a smaller gender pay gap.

In each of the quartiles, the **mean** gender pay gap indicates, females are paid more or equal to males. The **median** pay gap in the **lower middle** and **upper middle** quartiles also indicates that females are paid more than males. The majority of females in these quartiles work in specialised support roles, which attract a higher salary.

However, the **median** pay gap for the **lower** and **upper** quartiles indicates there is a pay disparity in typical rates of pay between males and females. This is a result of a number of factors. There is a

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high proportion of 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 staff, the majority of which are female. The majority of female part time staff are also found in the lower quartile. This could be reflective of the family friendly nature of RBFRS policies, whereby staff are afforded benefits such as flexible working and part time working to fit around family commitments. In addition, many of the roles are filled by younger employees who have just commenced their careers. It should be noted that three of the senior managers are female (the remaining eight 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. These staff can be found in the **upper** quartile.

The proportion of females in the **upper middle** and **upper** quartiles is reflective of the overall proportion of females within RBFRS. The **lower middle** quartile is predominantly male, but this is where the majority of staff undertaking the role of Firefighter can be found. A high proportion of males undertake the role of Firefighter so it is therefore unsurprising that this quartile is male dominated. In addition, while salary across the support and uniformed staff is broadly comparable, uniformed staff are entitled to additional allowances not available to support staff which increases their average earnings and moves this staff group up to the **lower middle** quartile.

It is recognised that women are significantly underrepresented in the operational workforce (accounting for 3.85% of this group) and consequently RBFRS is committed to increasing the number of female Firefighters. This forms an important part of RBFRS approach to equality, diversity and inclusion within the Service. 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.

Trevor Ferguson
Chief Fire Officer and Chief Executive
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