

Royal Berkshire Fire and Rescue Service

Gender Pay Gap Report 2020



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.

In 2019 the UK average Gender Pay Gap using Office for National Statistics Data shows the average median pay gap for all employees is 17.3% (please note, the national average mean pay gap figures are not published).

RBFRS reported the lowest average mean and median gender pay gap for our Fire Service family group in 2019. National comparison figures due to be reported before 31 March 2020 are not available as gender pay gap reporting deadlines for this year were suspended due to the COVID-19 pandemic.

RBFRS' Pay and Bonus Gender Pay Gap

This Gender Pay Gap Report is based on data as at 31 March 2020. RBFRS employed 657 staff with 509 (77%) being male and 148 (23%) being female

	Mean		Median	
Year	2019	2020	2019	2020
Pay Gap	6.7%	9.17%	4.1%	1.51%
Bonus*	N/A	N/A	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 **positive** pay gap shows that males earn 9.17% more than females based on a **mean** hourly rate of pay and 1.51% more than females on **median** hourly rates of pay.

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

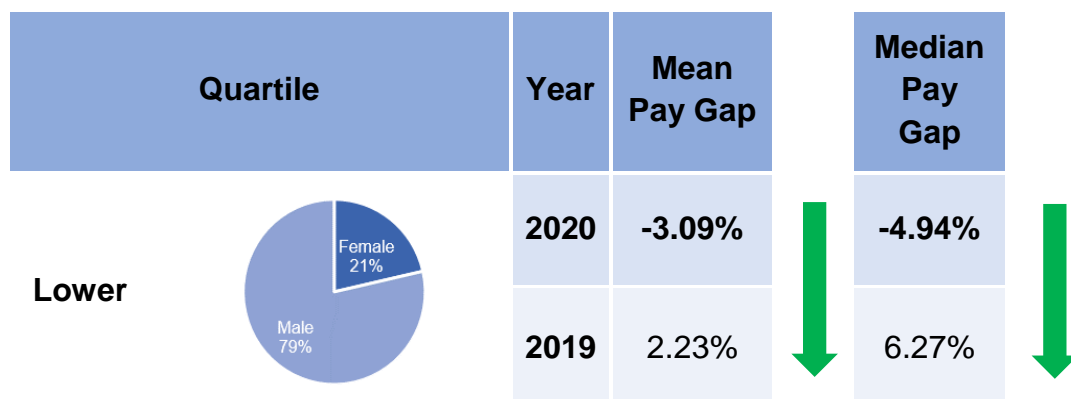
The mean gives an overall indication of the size of the gender pay gap in RBFRS. A high mean gender pay gap indicates that a payment system is operated that disadvantages women. At RBFRS, the median gender pay gap is considerably less than the most recently published national figures. This indicates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

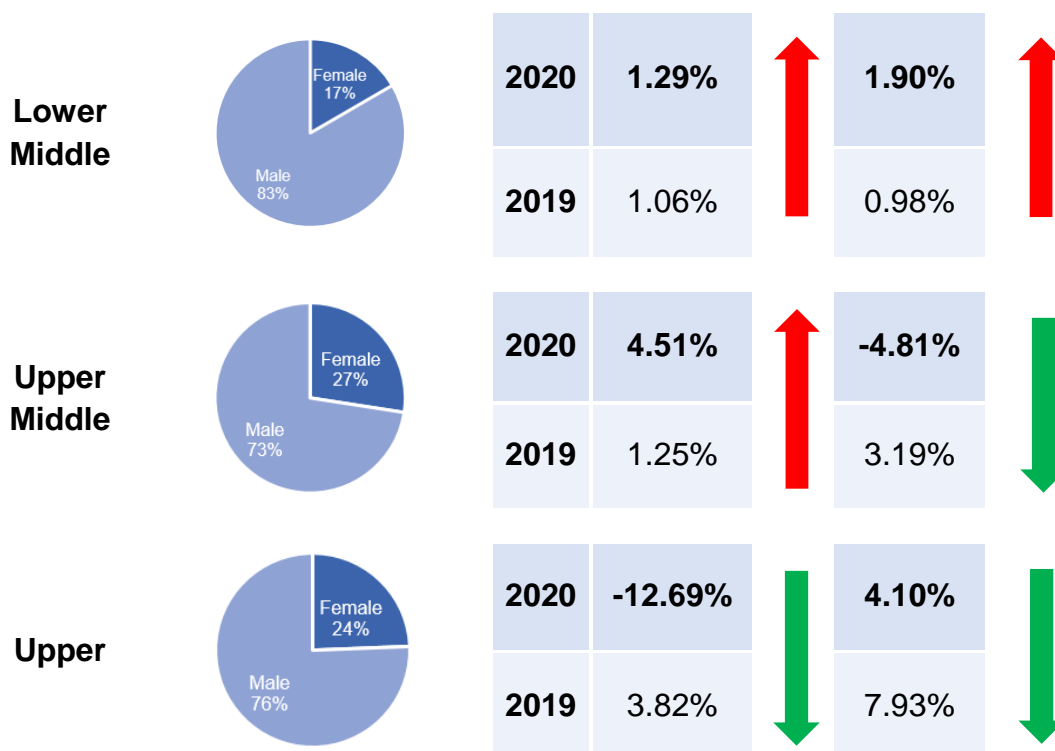
The median is typically a more representative figure as the mean can be skewed by a handful of highly paid employees. The median value for RBFRS across all staff is significantly lower than the mean, suggesting there is some skewing throughout the organisation (this can be seen more clearly when you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

The quartile distribution detailed below (which is based on the actual hourly ordinary pay for all staff) 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. The arrows depict an increase or decrease in the Gender Pay Gap since last year:





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 middle and upper quartiles compared to the smaller ranges in the lower quartiles.

The proportion of female employees in the workforce as a whole has increased by 1% since the last report.

In the Lower quartile two 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 decreased by 14%, with the higher earning staff being mostly female which accounts for the negative pay gap for the mean and median.

In the Lower Middle quartile, 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 this quartile and in RBFRS as a whole. The majority of Firefighters and Crew Managers in this quartile are male. They are 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 to the NJC for Local Government Services (Green Book), the majority of which are female.

In the Upper Middle quartile, the bottom is made up of Watch Managers who are exclusively male, whilst the top of the quartile is made up of Grade 4 Green Book employees who are mainly female. The mean average pay gap for this quartile has increased due to the introduction of Watch Based Station Managers, roles which are

all occupied by males, to the structure following a significant organisational change project.

The Upper quartile includes ten Heads of Service (seven male and three female – note this accounts for a handover of roles which increased the males in Head of Service roles by one) and four Directors (three male and one female). The ratio of male employees in this quartile has decreased from 80:20 (male to female) in 2019 to 73:27 (male to female) in 2020. It contains a high proportion of higher earning employees conditioned to the NJC for Local Government Services (Green Book), the majority of which are female. In addition, an organisational change project reduced the amount of Station Managers attracting an additional Flexible Duty Officer allowance. This increased the proportion of higher paid females in this quartile.

It is recognised that women are still significantly underrepresented in the operational workforce accounting for 6.2% of this group and this represents a decrease from 7.4% in 2019. The service continues to work hard to attract a more diverse workforce through a positive action plan and recruitment opportunities. 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, which is appended to this report.

Trevor Ferguson
Chief Fire Officer and Chief Executive
December 2020

