



Gwasanaeth Tân ac Achub
Canolbarth a Gorllewin Cymru

Mid and West Wales
Fire and Rescue Service

GENDER PAY GAP

Report
2020



CHIEF FIRE OFFICER STATEMENT

“Mid and West Wales Fire and Rescue Service (MAWWFRS) employees are our most valuable assets and in order to continue to deliver an excellent emergency response and preventative service to our communities, we recognise the importance of equality, diversity and inclusion and of having a workforce that is truly representative of the communities we serve.

This report provides a comprehensive review of our Gender Pay Gap and we are proud that the gap is less than the national average. However, like many organisations we have a way to go.

The causes of our gender pay gap are varied and overlapping, some stemming from outside the workplace, such as stereotypical representations of men and women from an early age which have resulted in the much reported dominance of males within the broader fire sector. Other influences include the different conditions of service contained within the ‘Grey Book’ and ‘Green Book’. Nevertheless, we are confident that the organisation’s gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

As a public service organisation, we remain proud of all the work we do to become an inclusive employer. We have a long road ahead but continue making progress. The Service is prioritising attracting a more diverse workforce, particularly in terms of gender, and is carrying out a range of campaigns to address these identified issues. We will report on an annual basis what we are doing to reduce the gender pay gap and the progress we make”

Chris Davies, Chief Fire Officer



INTRODUCTION

Mid and West Wales Fire and Rescue Service (MAWWFRS) as a public-sector employer with over 250 staff is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender pay reporting is a different requirement to carrying out an equal pay audit – it is not a review of equal pay for equal work, rather it identifies the difference between the average (mean and median) earnings of male and female employees, compare hourly rates of pay and any bonuses staff may receive, seeking to identify any imbalance.

The results will be used to assess levels of gender equality in our workplace; balance of male and female employees at different levels, and the strategies we intend to deploy to address any differences we may have.

REQUIRED CALCULATIONS

The Gender Pay Gap Information regulations 2017 provide a wide definition of who counts as an employee (e.g. self-employed people & agency workers), and for MAWWFRS, this includes all employees who are under the following terms and conditions:

- The National Joint Council for Local Authority Fire Rescue Services as laid out in the Scheme of Conditions of Service (“Grey Book”) which lays out duties of different roles (role maps).
- The National Joint Council for Principal Fire Officers of Local Authority Fire Brigades ‘Constitution and scheme of conditions of service’, known as the ‘Gold Book” directs the terms and conditions of employment for Principal Fire Officers.
- The terms and conditions of support staff are governed by the National Joint Council for Local Government Services known as the ‘Green Book’, together with Joint Negotiating Committee for Chief Officers of Local Authorities; Constitution, Conditions of Service, Salaries (Blue Book).

Local Government Association guidance has also provided examples of how this might be interpreted in cases where no regular weekly hours are worked (as is the case for On-Call personnel).

The nature of On-Call personnel duties and the way they are remunerated (annual retainer fee proportionate to the amount of availability they give; hourly rate for responding to incidents; disturbance allowance) means it has been impossible to accurately calculate the exact hours of work in the reference period and therefore actual hourly rate of pay.



Therefore, we have used their contractual hours which covers drill (training) nights. We acknowledge that this has the effect of inflating the hourly rate of pay but have treated each on call employee in the same way. As their actual hours are dictated by emergency incidents, we are satisfied that this does not give rise to any gender disparity.

REGULATORY REQUIREMENTS

According to the Regulations, the following 6 calculations are required and explained below. They are all expressed in percentages.

1. Mean (average) Gender Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (Regulation 8).

A **mean** average involves adding up all the numbers and dividing the result by how many numbers were listed.

2. Median Gender Pay Gap

The difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees (Regulation 9).

A median average involves listing all numbers in numerical order. The median average is the middle number when there is an odd number of results. If there is an even number of results, the median will be the mean of the two central numbers.

3. Mean Bonus Gender Pay Gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

4. Median Bonus Gender Pay Gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees (Regulation 11).

5. Proportion of Males and Females receiving a bonus payment

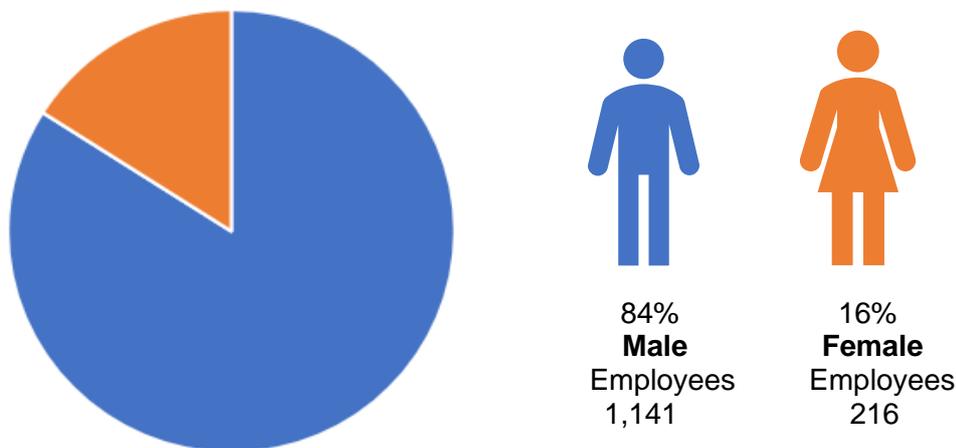
The proportions of male and female relevant employees who were paid bonus pay (Regulation 12).

6. Proportion of Males and Females in each quartile pay band

The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (Regulation 13).



MID AND WEST WALES FIRE AND RESCUE SERVICE GENDER PAY DATA AS AT 31 MARCH 2020



This year's calculations are based on a total of 1,357 staff. The breakdown of our staff is detailed in the following table:

Wholtime Firefighters	On-Call Firefighters	Control	Support
421	685	25	226

Comments

This profile clearly demonstrates that there is a higher proportion of men overall employed by MAWWFRS than women with male staff currently making up 84% of the workforce. Therefore, it is inevitable that differences in pay are exacerbated and this imbalance will continue until there are more women in operational and senior level roles. There is no quick fix for this but MAWWFRS is committed to eliminating all barriers for the attraction and progression of women to achieve a more diverse workforce.

1 & 2 MEAN AND MEDIAN GENDER PAY GAP

- The mean (average) gender pay gap is 11.10%
- The median gender pay gap is 13.08%

	Female	Male	Gap	%
Average Hourly Rate	£13.48	£15.16	-£1.68	11.10
Median	£12.36	£14.22	-£1.86	13.08



Comments

The mean hourly rate takes account of all salaries, and in the case of MAWWFRS this includes the salaries of senior managers who are mostly male, which will account for the pay gap between male and female staff.

The figures show that female staff earn on average 11.10% less than male staff which equates to £1.68 an hour less. This is an improvement from 2019 whereby females earned on average 12.70% less than male staff which equated to £1.90 an hour.

The median gender pay gap also favours males slightly, showing that at the mid salary point of the salaries within MAWWFRS, male staff are paid £1.86 more per hour than their female counterparts. This is a slight improvement from 2019, whereby male workers were paid £1.96 more per hour, therefore this gap has decreased by £0.10 per hour.

This is due to a larger number of males being in senior management positions and therefore within the mid and high bands of pay. MAWWFRS believes that the gender pay gap does not arise from paying men and women differently for the same work, but it is because of the roles in which they work and the salaries that those roles attract.

¹MAWWFRS mean gender pay gap is also below the Office of National Statistics (ONS) provisional 2020 public sector Gender Pay Gap mean of 14.6% and is below the median of 15.5%.

MAWWFRS applies the nationally agreed framework of roles and pay scales, which defines the content of each role and the national pay rate for firefighters, control staff and retained firefighters. MAWWFRS also operates a robust grading structure based on a non-discriminatory job evaluation scheme for support staff, to ensure that we comply with equality legislation and provide equal pay for work of equal value.

3-5: BONUS PAYMENTS

MAWWFRS does not offer a bonus to any employees. Therefore:

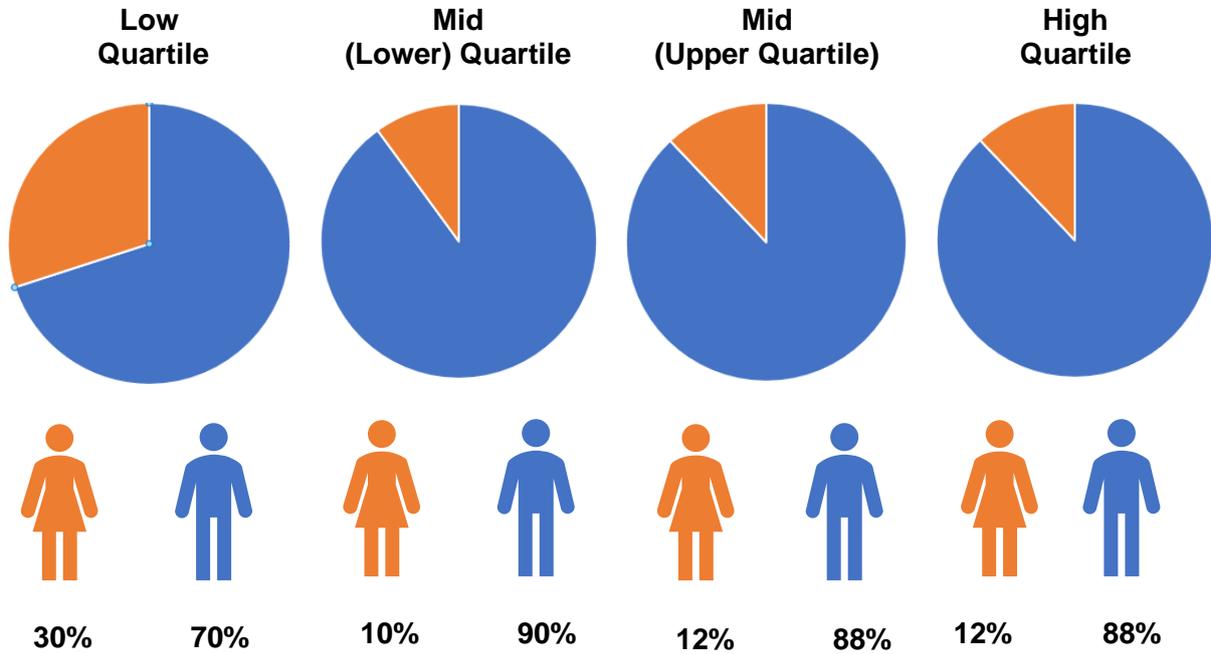
- The mean bonus pay gap – **Not Applicable**
- The median bonus pay gap – **Not Applicable**
- The proportion of males receiving a bonus payment – **Not Applicable**
- The proportion of females receiving a bonus payment – **Not Applicable**

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<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>



6: SALARY QUARTILE BANDS



Salary Quartile Bands – Breakdown

	Hourly Rate Range	Female	Female (%)	Male	Male (%)	Total
High	£15.77 - £69.58	39	12%	300	88%	339
Mid Upper	£14.22 - £15.77	40	12%	299	88%	339
Mid Lower	£12.36 - £14.22	34	10%	305	90%	339
Low	£3.90 - £12.36	103	30%	237	70%	340
Total		216		1,141		1,357

Comments

The lowest hourly rate in the organisation is £3.90 (apprentice under the age of 21) and the highest is £69.58.

These quartile graphs show that the “lower” quartile, which is made up of lower pay rates, is where the highest number of female staff are populated. The “High” quartile is



heavily populated by male staff (88%), meaning they are the highest earners within the organisation.

Although over the last year, through positive action and recruitment efforts, there has been an increase in the number of female recruits. However, mostly are still undertaking training, so this increase in females is not yet reflected within the quartile analysis as they are on the lower pay scales. Over the course of time however, as more females are recruited and progress within the service, this will have a significant impact with a higher proportion of females moving into the 'upper' pay quartiles.

PROGRESS & STEPS TAKEN

The mean (average) gender pay gap is now at 11.10% which is a decrease of 1.6% in comparison to 2019. Even though our gender pay gap is lower than the ONS, we are committed to doing everything we can to reduce the gap. However, we also know that this is a difficult task.

So far, we have taken the following steps to promote gender diversity:

- **Training:** delivered training to managers and staff to equip managers with an understanding of potential diversity issues. The Service offers tools to support diversity and inclusion at work, including gender issues and provides information and awareness events throughout the year.
- **Parent and Carer Support:** The Service has a range of family friendly policies including maternity leave, adoption leave and other leave for emergencies such as caring responsibilities. The Flexible Working procedure offers a wider band width to help achieve better work life balance. The Service will consider requests from all employees to work flexibly, regardless of their role and level of seniority, and that flexible working is not just part-time working.
- **Menopause:** The Service has put in place a range of support measures for women and delivered a series of awareness raising events to ensure any colleague going through the menopause feels supported and has access to trained people to talk to. Our Occupational Health team provide advise and specific adjustments as required. Managers have also been provided with the necessary training.
- **Equality Impact Assessments:** The Service have now mainstreamed the EIA process, integrating it both within performance improvement frameworks and project management tools. The improved use of EIAs has led to improvements to Line Managers in identifying potential bias in projects



CLOSING THE GENDER PAY GAP

The Service is committed to looking at ways to address the gender pay gap and a programme of work has been identified to try and further reduce the gap as follows:

Positive Action and Community Engagement: Target groups which are currently under-represented within our workforce by broadening our programme of action events. For example, engage with and support community groups and attend schools and colleges to showcase careers within the Service.

Training: The Service will increase awareness of the existing coaching and mentoring programmes and how to access support for underrepresented groups.

Supporting a diverse and inclusive culture / environment: The Service will continue to promote engagement via its Inclusive Workforce Group and provide an Equality, Diversity and Inclusion awareness session to all new starters as part of the onboarding process.