



HUMBERSIDE FIRE & RESCUE SERVICE

Gender Pay Gap Report 2020/2021

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Data taken on 31 March 2020

Introduction

In the UK, public, private and voluntary sector organisations with 250 or more employees have to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a set date identified within Schedule 1 of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The six measures are as follows:

1

Median Gender Pay Gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

2

Mean 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

3

Median Bonus Gap*

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

4

Mean Bonus Gap*

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

5

Bonus Proportions*

The proportions of male and female relevant employees who were paid bonus pay during the relevant period

6

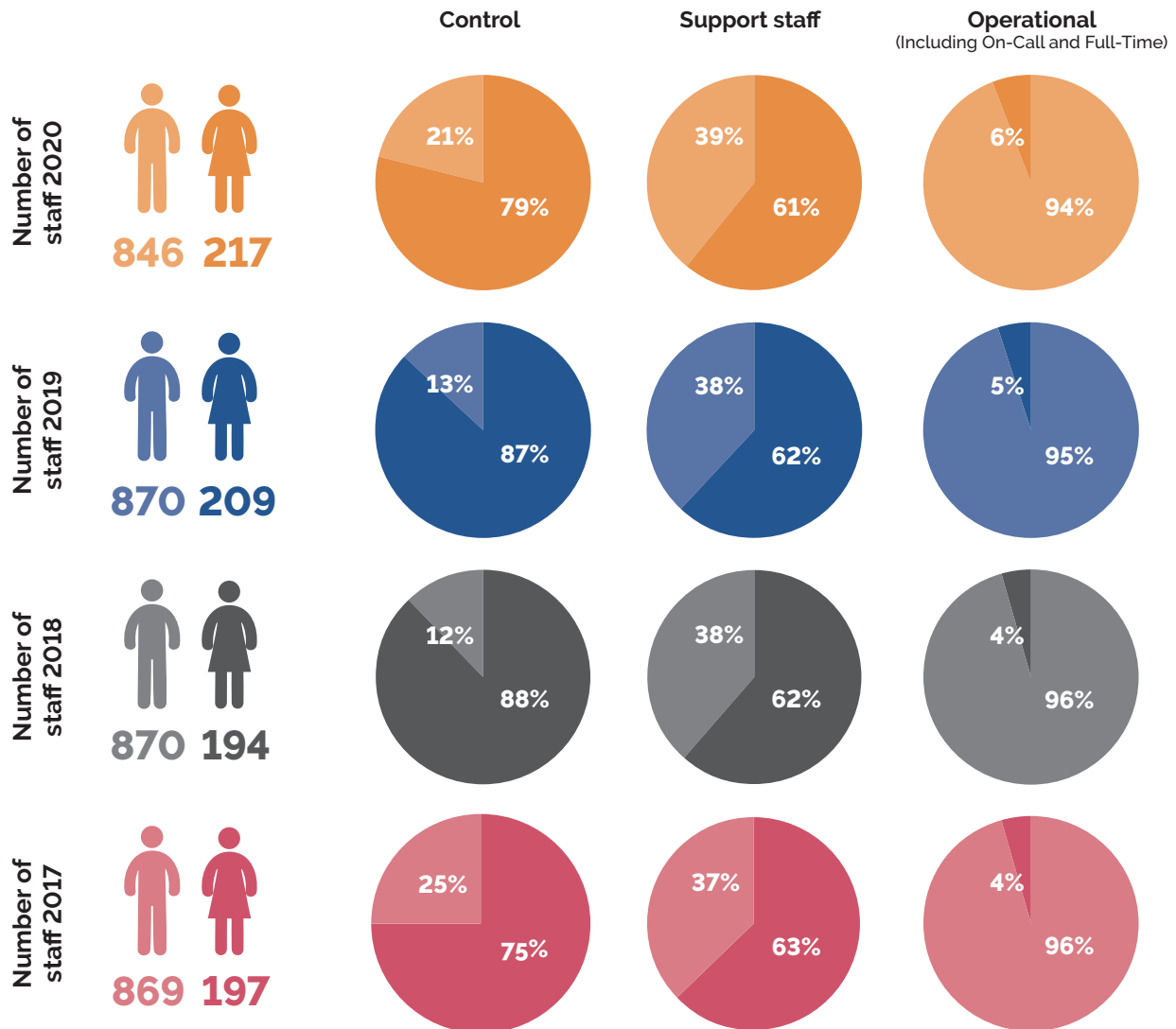
Quartile Pay Bands

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

*Humberside Fire and Rescue Service (HFRS) do not make bonus payments and therefore have no relevant data for measures 3, 4 & 5.

Gender Profile

HFRS employed 1,063 staff at 31 March 2020. The table below details the gender profile of HFRS.



The gender profile demonstrates that there is a significantly higher proportion of men overall employed in the Service. We have a far larger volume of Operational roles within the Service and currently those roles are more commonly occupied by men. Women make up the larger proportion of staff in Support and Control roles.

Gender Pay Gap and Equal Pay

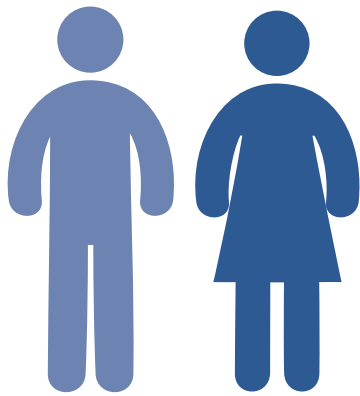
The Gender Pay Gap is a measure of the difference between the average earnings of men and women (irrespective of seniority). Equal pay is our legal obligation as an employer to give men and women equal pay for equal work. An organisation can have a gender pay gap without breaching equal pay provisions.

Our gender pay gap is not as a result of equal pay issues. We have a gender-neutral approach to pay across all levels of the organisation. For firefighter and Control roles, terms and conditions are nationally negotiated, using role maps resulting in nationally agreed pay scales. Support roles are determined locally for pay and terms and conditions using an accredited job evaluation scheme, based on the Local Government Scheme.

Gender Pay Gap Mean hourly rate

The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage. The data demonstrates that when comparing mean hourly wages, women earn 87p for every £1 that men earn, and women's mean hourly wage is 13.34% lower than men's.

The mean hourly rate



£15.28 £13.24

Gender Pay Gap

13.34%

When considering the mean hourly rate for the last four years, a reduction of over 7.5 percentage points is seen over the period. This is a significant and sustained improvement and brings the Service under the UK all employees mean Gender Pay Gap of **14.6%**¹.

^{1,2} www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables

Gender Pay Gap Median hourly rate

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). Women in HFRS earn 80p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 20.13% lower than men's.

The median hourly rate



£14.55 £12.11

Gender Pay Gap

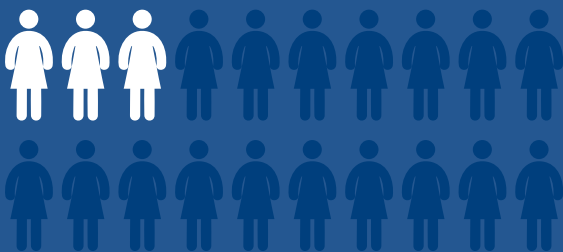
20.13%

Data for the last four years identifies that there has been marked improvement with the gap closing by 3% over the last year following a period of little change. The UK all employees median Gender Pay Gap for 2020 is **15.5%**².

Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation. The data identifies that women within HFRS occupy 15% of the highest paid jobs and 44% of the lowest paid jobs.

Women within HFRS occupy 15%

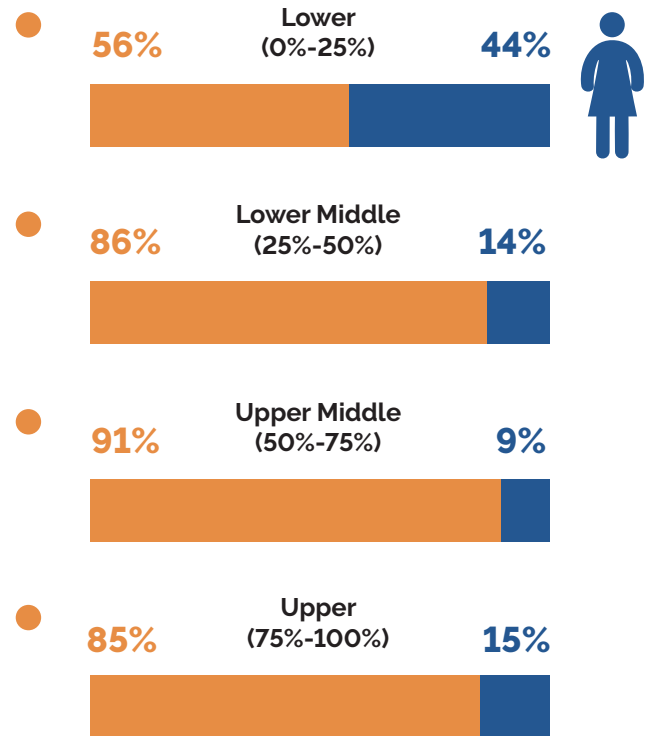


of the highest paid jobs and

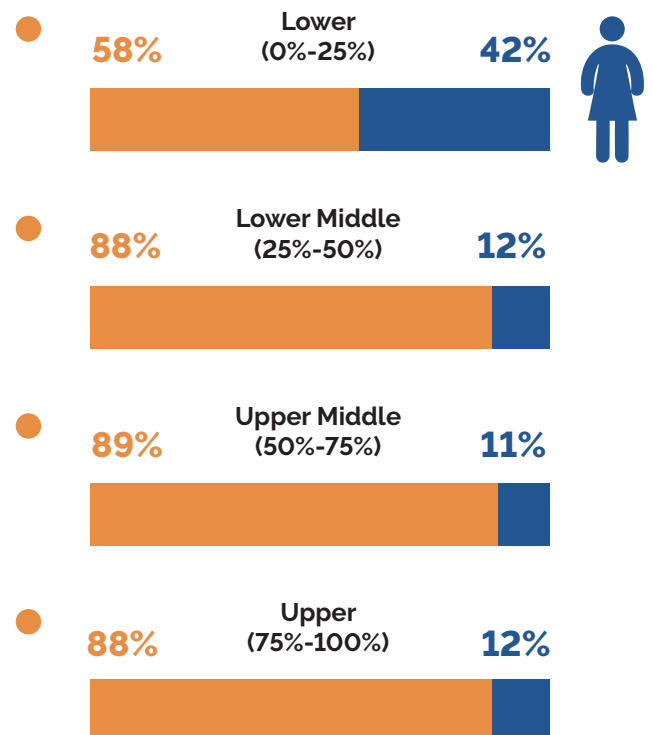
44%

of the lowest paid jobs

Pay quartiles 2020/2021



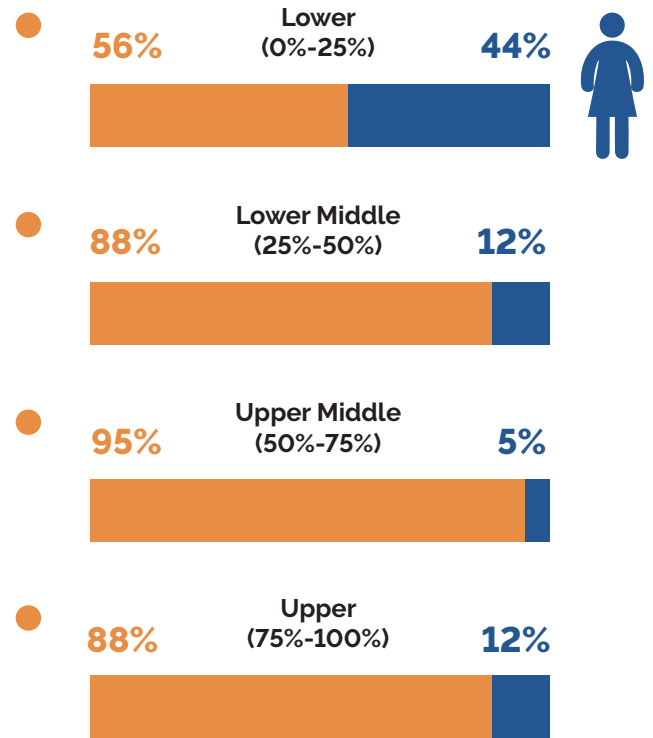
Pay quartiles 2019/2020



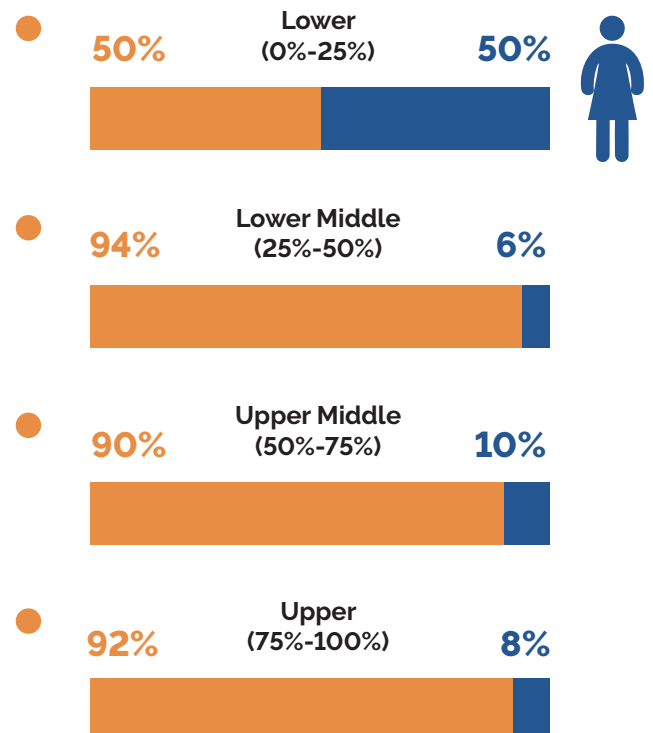
Quartiles continued

Over the 4 years there has been a general decrease in the percentage of women in the lower pay quartile whilst a similar level of increase can be seen in all other quartiles. Significantly there is a sustained increase in the percentage of women in the upper quartile which includes middle manager roles and Heads of Function roles. These increases are a result of the combination of recruitment, promotion and job evaluation (re-grades) processes.

Pay quartiles 2018/19



Pay quartiles 2017/18



Closing the Gender Pay Gap

Our gender pay gap data over the past four years shows that there are no quick and easy fixes when it comes to closing the pay gap. There are many societal reasons why more men than women tend to occupy the highest paid roles, and closing the gender pay gap for good requires a meaningful shift in cultural norms more widely.

The Service has continued to work hard to address factors of attraction, recruitment and progression for women, this has been particularly challenging within a global pandemic. HFRS continues to support and play a lead role within the Regional FRS Women's Mentor Programme and HFRS have led on the design and implementation of the ongoing regional mentor CPD events.

The impact of COVID-19 meant that the Women in the Fire Service Training weekend was cancelled which has impacted on our ability to promote this as an active way to engage with more women in our Service. We have however sustained and grown our active Women's Development Network Forum. We have also refreshed our approach to Equality, Diversity and Inclusion which has led to emerging staff forums for Age, LGBT and Disability, with good representation from women in all areas.

