

## GENDER PAY GAP REPORT 2017/18

**Introduction**

Humberside Fire and Rescue Service employed 1,066 staff at 31 March 2017. The table below details the gender profile of the Service.

Work Group	Number of Staff	%
<b>Control</b>	<b>32</b>	
Female	24	75%
Male	8	25%
<b>Support Staff</b>	<b>222</b>	
Female	139	62.6%
Male	83	37.4%
<b>On-Call</b>	<b>325</b>	
Female	11	3.3%
Male	314	96.7%
<b>Wholetime</b>	<b>487</b>	
Female	23	4.7%
Male	464	95.3%

This profile clearly demonstrates that there is a much higher proportion of men employed in the Service than Women, specifically within operational (firefighting) roles. Women are better represented in Support and Control roles although these are predominately at the lower grades.

**Gender Pay Gap**

In relation to the Gender Pay Gap these calculations are detailed on the table below: -

	Female	Male	Gender Pay Gap
The mean hourly rate	£11.61	£14.67	20.89%
The median hourly rate	£10.59	£13.83	23.44%
The mean bonus	£0	£0	0%
The median bonus	£0	£0	0%

Although a Gender Pay Gap exists within the Service the context for this is the shortage of Women in operational roles and the different terms and conditions that exist within the Service. Genders are paid equally within the sets of terms and conditions.

For Firefighter and Control roles, terms and conditions are nationally negotiated, using role maps and have 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. It is important to note, therefore, that staff in different types of roles are employed on different terms and conditions and therefore cannot be compared as like for like.

**Quartiles**

Quartile	Female (%)	Male (%)
Lower (0%-25%)	50	50
Lower Middle (25%-50%)	6	94
Upper Middle (50%-75%)	10	90
Upper (75%-100%)	8	92

The fact remains that attraction, recruitment and progression of women remain the biggest challenges as this is the cause for the Gender Pay Gap in this Service.

