



Bedfordshire
Fire and Rescue Service

Gender Pay Gap Report 2020

Introduction

In 2017 the UK Government introduced legislation that made it statutory for organisations with 250 or more employees to report on their gender pay gap by 30 March 2018 and annually thereafter. The gender pay gap shows the difference in average male pay and average women's pay. Gender pay comparisons are different to equal pay, the latter is about pay differences between men and women carrying out the same jobs, similar jobs or jobs of equal value. Gender pay gap reporting was introduced to highlight the differences in the average earnings of men and women and encourage society and employers to address the pay inequalities that exist.

This is Bedfordshire Fire and Rescue Service's report for the third snapshot date of 31 March 2020; I can confirm that the figures have been calculated using the methodologies contained in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Sarah Fecondi

Head of Human Resources

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1. What is the gender pay gap

The gender pay gap is the difference between the average earnings of men and women over a period of time, irrespective of their role or seniority. It captures any pay difference between men and women on a broad level. The gender pay gap is expressed as a percentage of men's earnings e.g. in 2020 women in Bedfordshire Fire and Rescue Service earned 12.72% less than men.

2. What we are required to publish

The legislation requires employers to publish the following calculations for relevant employees:

Mean Gender Pay Gap	The difference between the mean hourly rate of pay that men and women receive. This is calculated by adding up all the hourly rates of pay and dividing this amount by the number of employees
Median Gender Pay Gap	The difference between the median hourly rate of pay for men and women. This is calculated by listing all the hourly rates of pay in numerical order, the median is the middle number in the list

Mean Bonus Gender Pay Gap	The difference between the mean bonus pay of men and women. This is calculated by adding up all bonuses and dividing this by the number of employees
Median Bonus Gender Pay Gap	The difference between the median bonus pay of men and women This is calculated by listing all the bonuses in numerical order, the median is the middle number in the list
Proportion of men and women who received a bonus payment	The proportion of men who were paid any amount of bonus pay and the proportion of women who were paid any amount of bonus pay. Calculated by dividing the number of relevant employees who received a bonus by those who could have received a bonus
Proportion of men and women in each quartile pay band	The proportion of men and women in four quartile pay bands, (dividing the workforce into 4 equal parts). Calculated by placing hourly pay rates in numerical order and splitting the list into 4 equal sections and then calculating the number of males and females in each of the 4 sections

3. Why is there a gender pay gap

Historically women have been paid less than men; there has been much academic research into the reasons why women continue to be paid less than men despite the introduction of the Equal Pay ACT in 1970. Research¹ has identified the following causes for the gender pay gap:

Labour market history	The biggest known contributing factor to the gender pay gap at 40% - women spend more time out of paid work than men, often when caring for children and elderly or disabled relatives. Women receive on average a 2% p.a. reduction in hourly wages for each year they take out of employment. On their return to work, for example after maternity leave; women are more likely to work part-time which means they accumulate fewer years of work experience. Women are three times more likely to work part-time than men during their career and their wages stagnate during this period.
Unobserved factors: <ul style="list-style-type: none"> • <i>Gender stereotypes</i> • <i>Discrimination</i> • <i>Individual choices</i> 	The second largest contributing factor (25%) covers things that are not directly measured by data, such as gender stereotypes which can influence decisions throughout women's lives about who should do the caring and which occupational roles to pursue. Women can also face gender discrimination and sexual harassment in the workplace.
Industrial segregation 21%	The third factor influencing the gender pay gap (21%) - women tend to work in lower paying sectors. For example, the median wage in finance (a typically male dominated environment with men accounting for 57% of the workforce) is £20.08, while the median wage in accommodation and food services (a typically female dominated environment with a workforce that is 54% female) is £8.15.

¹ Olsen et al May 2018

Occupational segregation

The smallest influence on gender pay (14%) - women tend to work in occupations that are female-dominated, but which have overall low pay and are low-skilled. Women are also less likely to progress to senior roles, they make up 40% of senior managers and fewer than 30% of FTSE 100 companies executives.

4. Bedfordshire Fire and Rescue Service approach to pay

The Service is committed to the principles of equal opportunities and equal treatment for all employees. There is a transparent approach to pay, with a published annual pay statement considered and approved by the Fire Authority that sets out the Service approach to pay for all roles including the approach to senior pay. In addition, there is a published Pay Policy and Procedure accessible to all employees that describes in detail the pay, pension, allowances and expenses payable to any employee.

The Service has 3 sets of employee groups whose terms and conditions of employment are nationally negotiated through relevant joint councils that contain representatives from the employers' side and recognised trade unions.

Operational staff including Wholetime, Retained on-call staff and Control staff pay is nationally negotiated and the relevant salaries paid locally, any additional remuneration is subject to local negotiation and published in our Pay Policy. We also employ a number of individuals in support staff roles to support our operational service delivery. This employee group also have a nationally negotiated range of salaries that are applied following application of an analytical job evaluation system (Korn Ferry [Hay]). Salaries of strategic managers (our Chief Officers) in the Service are considered by the Fire Authority, using a combination of nationally determined salary levels and local pay arrangements as described in reports and the annual pay statement of the Fire Authority.

5. 2020 Workforce profile

	Total workforce	Female	Male
Number of full pay employees* on 31/03/2020	564	134	430
Number of Employees in Support Roles	152	86	66
Number of Employees in Operational Roles (includes Control)	412	48	364

The workforce profile above shows that our operational workforce is predominantly male, whereas women are employed in the majority of support roles.

*A full pay employee is any employee who is employed by Bedfordshire Fire and Rescue Service on the snapshot date (31 March of the given year) and who is paid their usual full basic pay during the relevant pay period. This definition means that any employee not in receipt of their 'full basic pay' for example because they are on unpaid leave or a career break on the snapshot date is not included in the figures. During this report period no Bedfordshire and Rescue Service employee was furloughed. The definitions of employee and full pay used in the Regulations will account for any

discrepancies if comparison is made to other employee data published by the Service. In addition employees who are employed on more than one contract with the Service, for example Wholetime firefighters who also provide Retained on-call firefighter cover, are only counted once in their primary role, with their total full pay (primary contract and retainer excluding fees) for all contracts included in the calculations.

6. Gender Pay Gap analysis 2020

	Total workforce		
	Female	Male	Gender Pay Gap
The Mean Hourly Rate	£13.84	£15.60	12.72%
The Median Hourly Rate	£12.77	£13.93	9.08%

Year on year comparison	2017	2018	2019	2020
Mean Hourly Rate	11.55%	10.61%	12.70%	12.72%
Median Hourly Rate	8.21%	5.32%	8.32%	9.08%

Continuous Professional Development Payment (Bonus)			
Total	Female	Male	Gap
252 payments made	29	223	88.30%
Mean	£517.94	£559.71	8.00%
Median	£658.00	£658.00	0.00%

The Continuous Professional Development (CPD) payment is being treated as a bonus for the purposes of Gender Pay Gap reporting, as recommended by the Local Government Association. A CPD payment is part of a National agreement that covers operational employees and control staff, it is designed to recognise and reward experienced employees who are able to demonstrate and provide evidence of continual professional development in several areas. The payment is retrospective and paid in a lump sum on an annual basis by September.

7. Pay quartile analysis

Quartiles	Salary range	Female %	Male %
Lower	£9,563-24,339	41%	59%
Lower Middle	£24,799-31,144	14%	86%
Upper Middle	£31,731-35,275	21%	79%
Upper	£36,680 - £125,010	14%	86%

The Service has clear policies and pay structures in place to pay employees equally regardless of gender. The Service is confident that its gender pay gap does not stem from paying men and women unequally; rather it reflects the lack of women in operational firefighting and senior roles.

The Service gender median pay gap for 2020 is 9.08%, compared with the UK public sector pay gap of 11.2%, taken from the Annual Survey of Hours and Earnings survey 2020 conducted by the Office for National Statistics. In the private sector, the gender pay gap stands at 14.1%. The Local Government Association Gender Pay Gap report 2020 shows a Median Gender pay gap of 26.53% (Mean 14.82%).

8. Closing the gender pay gap

The key issue that will improve and eradicate the gender pay gap that exists in the Service is to increase the representation of women in operational roles and in senior roles across the whole organisation. We have increased the percentage of women recruited to operational on-call roles, however there is still considerable work to be done in order to achieve a more representative operational workforce. For a number of years, the Service has had a range of actions and activities in place to monitor and improve representation in the workforce from all underrepresented groups including females.

Performance in relation to diversity and improving workforce representation is measured and scrutinised in a variety of ways, by the Corporate Management Team and also by the Fire Authority. This scrutiny includes regular review of progress and outcomes in relation to action plans. In addition, there are specific performance indicators in place that measure women's representation in operational roles. The following measures for 2019-2020 were achieved;

- *14.3 % of new entrants to the Retained Duty System/On-Call were women*
- *5.3 % of new entrants to the Wholetime operational duty system were women*
- *10.1 % of RDS/On-Call operational staff were women*
- *6 % of Wholetime operational staff were women*

The Service's community engagement activities for 2020/21 have been significantly affected by Covid-19 and the necessary government restrictions. We have adapted our activities and plans include attending virtual events such as School and College open days. We will continue to hold virtual recruitment sessions for potential candidates to learn more about our recruitment and selection process. We have increased our targeted advertising to attract diverse talent and raise awareness of the Service. We have increased our social media engagement through Facebook and other social platforms by engaging with various community groups to provide information about the Service, new vacancies, upcoming events, etc. This method is highly targeted and has allowed us to reach specific groups and increase awareness of the services and recruitment opportunities the Service has to offer as a whole.

We plan to launch an Instagram page called WIRE (Well-being, Inclusion, Recruitment and Engagement). This page will include a large amount of information, advice and guidance for people

interested in the Service. It will provide hints and tips on health, wellbeing, fitness, etc. to potential candidates. It will also provide our communities with an overview of the Service and what we do to support our staff. We are planning community events to take place towards the end of 2021 such as 'Have a go' days where underrepresented groups can see and have a go at some typical firefighting duties and use some of the specialist equipment used in firefighting, these events will take place in a Covid secure way following robust risk assessment and any relevant Government Covid guidance in place at the time.

The introduction of a Workforce Planning Officer and Learning and Development Manager is enabling us to focus on ensuring that we are developing and supporting diverse and talented individuals to progress through the Service, achieve their potential and continue to make Bedfordshire safer.