



**Bedfordshire**  
Fire and Rescue Service

# **Gender Pay Gap Report 2022**

## 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 fifth snapshot date of 31 March 2022; I can confirm that the figures have been calculated using the methodologies contained in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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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 2021 women in Bedfordshire Fire and Rescue Service earned 6.19% 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

<b>Median Bonus Gender Pay Gap</b>	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
<b>Proportion of men and women who received a bonus payment</b>	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
<b>Proportion of men and women in each quartile pay band</b>	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
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.

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### 3. 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.

#### 4. 2022 Workforce profile

	Total workforce	Female	Male
<b>Number of full pay employees* on 31/03/2022</b>	<b>558</b>	<b>137</b>	<b>421</b>
<b>Number of Employees in Support Roles</b>	<b>161</b>	<b>93</b>	<b>68</b>
<b>Number of Employees in Operational Roles (includes Control)</b>	<b>397</b>	<b>44</b>	<b>353</b>

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.

#### 5. Gender Pay Gap analysis 2022

	Total workforce		
	Female	Male	Gender Pay Gap
<b>The Mean Hourly Rate</b>	<b>£15.97</b>	<b>£16.62</b>	<b>4.00%</b>
<b>The Median Hourly Rate</b>	<b>£14.71</b>	<b>£14.71</b>	<b>0.00%</b>

Year on year comparison	2017	2018	2019	2020	2021	2022
<b>Mean Hourly Rate</b>	<b>11.55%</b>	<b>10.61%</b>	<b>12.70%</b>	<b>12.72%</b>	<b>6.19%</b>	<b>4.00%</b>
<b>Median Hourly Rate</b>	<b>8.21%</b>	<b>5.32%</b>	<b>8.32%</b>	<b>9.08%</b>	<b>0.00%</b>	<b>0.00%</b>

#### Continuous Professional Development Payment (Bonus)

Total	Female	Male	Gap
<b>214 payments made</b>	<b>22</b>	<b>192</b>	<b>89.00%</b>
<b>Mean</b>	<b>£602.50</b>	<b>£634.08</b>	<b>5.00%</b>
<b>Median</b>	<b>£684.00</b>	<b>£684.00</b>	<b>0.00%</b>

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.

## 6. Pay quartile analysis

Quartiles	Salary range	Total No:	Female	Male	Female %	Male %
Lower	£9,550 - £26,975 pa	132	59	73	45%	55%
Lower Middle	£30,632 - £32,244 pa	145	21	124	14%	86%
Upper Middle	£32,244 - £39,330 pa	144	17	127	12%	88%
Upper	£39,974 - £156,390 pa	137	40	97	29%	71%

The Service gender median pay gap for 2022 is 0%, compared with the provisional UK Gender pay gap of 14.9%, taken from the Annual Survey of Hours and Earnings survey 2022 conducted by the Office for National Statistics. The zero percentage has been achieved by the recruitment of more females within the lower and upper middle quartiles. This has had a further impact on the reducing the mean pay gap to 4.00%, with more progress expected in the Year to 31 March 2023.

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.

## 7. 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. The Service has increased the percentage of women recruited to operational Wholetime roles, however there is still considerable work to be done in order to achieve a more representative operational workforce. For several 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 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 2021-2022 were achieved;

- 11.1 % of new entrants to the Retained Duty System/On-Call were women

- *12.5% % of new entrants to the Wholetime operational duty system were women*
- *28.1% of new entrants to the Service were women*
- *10.8% of Retained Duty System /On-Call operational staff were women*
- *6.4% of Wholetime operational staff were women*
- *25.2% of Bedfordshire Fire and Rescue Service staff were women*

The Service continued to follow Covid-19 guidelines to conduct recruitment activities, although more face to face events were able to be held. All events took place in a Covid secure way following robust risk assessment and the relevant Government Covid guidance in place at the time.

Applications for Wholetime Firefighters opened at the end of July 2021. Prior to the advert opening various events took place, including ‘Have a go’ sessions held at Bedford Fire Station, where underrepresented groups were able to see and have a go at some typical firefighting duties.

We held virtual recruitment sessions for potential candidates to speak to current staff from various departments including operational and support services. We worked with an external design agency to create a new and attractive campaign, this included social media content, posters and leaflets. We also increased our targeted advertising to attract diverse talent and raise awareness of the Service.

The Service increased our followers on our Instagram page WIRE (Well-being, Inclusion, Recruitment and Engagement). We shared useful hints and tips to assist with the Wholetime recruitment process and held a live fitness session, delivered by our service physical training instructor. We continued to increase our social media engagement through Facebook and other social platforms by engaging with various community groups to provide information about the Service, all new vacancies, and upcoming events. This method is highly targeted and has allowed us to reach specific groups and increase awareness of the services we deliver and recruitment opportunities the Service has to offer.

In March 2022 we were able to hold a ‘Have a go’ session for potential On-Call recruits, some of those who attended became successful applicants and now work for BFRS.

Our Recruitment Engagement Officer was able to start attending some events in schools and colleges, including speaking to students on the Public Services Course at Bedford College. We also continued to attend some virtual events where face to face attendance was still not possible.

The Service continues to focus on ensuring that we are developing and supporting diverse and talented individuals to progress through the Service, achieve their potential and continuing to make Bedfordshire safer.