



**South Yorkshire
FIRE & RESCUE**

South Yorkshire Fire and Rescue Service

Gender Pay Gap Report



Introduction

SYFRA as a public sector employer with over 250 staff is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017). These Regulations came into force on 31st March 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 compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance.

We will use the results to assess: levels of gender equality in our workplace; balance of male and female employees at different levels; and, how effectively talent is being maximised and rewarded. Suitable steps will be taken (where possible) to minimise/readdress any inequities going forward.

This document will be published on our Service website www.syfire.gov.uk, and Gov.co.uk. Details of the calculations required can be found below.

SYFR is expected to provide accompanying statements in an attempt to explain any underlying causes for pay gaps.

What is Required

We must publish for 2017 and each subsequent year the following information:

- A) The mean gender pay gap (in hourly pay) for full pay relevant employees.
 - B) The median gender pay gap (in hourly pay) for full pay relevant employees.
 - C) The mean bonus pay gap.
 - D) The median bonus pay gap.
 - E) The proportion of males and females receiving a bonus payment.
 - F) The proportion of males & females in each salary quartile for full pay relevant employees.
- The figures found in following report were calculated using the standard methodologies from the Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017) and Gender Pay Gap Reporting: Data you Must Gather GOV.UK.



Definitions

- The calculations are based on two employee types:
 - All employees employed by our organisation on the snapshot date. These are referred to as **'relevant employees'**. This includes anyone on any form of unpaid leave such as career break or unpaid special leave.
 - All employees who were paid their usual full pay in the pay period that included the snapshot date. These are referred to as **'full-pay relevant employees'**.
- The definition of an employee is anyone who is employed by the organisation under a contract of employment, a contract of apprenticeship or a contract to personally do work, for SYFRA this includes all employees under "Gold Book", "Blue Book", "Green Book" and "Grey Book Wholetime" and "Grey Book Retained" terms and conditions.
- For retained firefighters who work irregular hours each week we have followed the guidance set out in the January 2017 LGA Advisory Bulletin and calculated their average pay over the 12 week period that ends with the last complete week of the pay period in question. However, as per the guidance, their 'on-call' hours are not included in working hours which increases the reported hourly rate of pay for retained firefighters.

South Yorkshire Fire and Rescue Service Gender Pay Data

Snapshot Date 31st March 2017

Workforce Information - Total Employees

SYFR Staff (Full Pay Relevant Employees)	
Gender	Employees
Female	151
Male	767
Grand Total	918

SYFR Staff –All Staff including those not receiving Full Pay	
Gender	Employees
Female	160
Male	772
Grand Total	932

A, B) Mean and Median Gender Pay Gap – For Full Pay Relevant Employees

- The mean (average) pay gap is **8%**
- The median pay gap is **7%**

	Female	Male	Gap	%
Average Hourly Rate	£12.95	£14.13	-£1.18	8%
Median	£12.86	£13.78	-£0.92	7%

Comments:

The above shows that female staff earn on average 8% less than male staff. This equates to £1.18 an hour less. The "mean" hourly rate takes account of all salaries, and in the case of



SYFRS this includes the salaries of senior managers who are mostly male, which will contribute to the large pay gap between male and female staff.

The median pay gap also favours males, showing that at the mid salary point of the organisation, male staff are paid 92p more per hour than their female counterparts. This may be explained by the disproportionate number of male staff to female in higher paid operational ("Gold" and "Grey Book" roles), and the large number of males in senior management positions and thus within the mid and high bands of pay (see overleaf).

C-D) The Mean and Median Bonus Pay Gap – For all Relevant Employees

The main payment that fire services offers which comes under the Regulations definition of Bonus Pay is Continuous Professional Development (CPD). ***Meaning of Bonus Pay*** 4. (b) *relates to profit sharing, productivity, performance, incentive or commission* As CPD is based up demonstrating commitment to the role it takes into account attendance and conduct as part of the eligibility criteria.

In addition to CPD at this time the organisation offers annual incentive payments to existing employees volunteering to joining the Day Staffing duty system.

Our Contingency Fire Crews who undertake work on a Zero Hours Basis receive an incentive amount or retainer of £200 every 4 weeks which encourages regular attendance at training. No Bonus Pay is currently offered to Support Staff employees.

- The mean (average) Bonus pay gap is **68%**
- The median Bonus pay gap is **100%**

	Female	Male	Gap	%
Average (Mean) Annual Bonus Pay	£244	£770	-£526	68%
Median	£0	£989	-£989	100%

The difference in Bonus Pay Amounts can be accounted for in part by the contingency crew's incentive payments. The contingency crews at that time did not contain any female members and therefore the high rate paid for this allowance increases the pay gap average.

The figures for female Bonus pay are also effected by the fact that Bonus Pay is only currently offered to Uniformed staff and Uniformed roles are predominately occupied by males.

E) The proportion of males and females receiving a bonus payment.

	Number in Receipt of Bonus Pay	Total Number of Employees	% in Receipt of Bonus Pay
Male	565	772	73%
Female	41	160	26%



As explained in the above narrative the Bonus pay figures are affected by the proportions of males and females within the Uniformed and Support staff groups. 47% of Support Employees are Female (104 Females and 116 males). 8% of Uniformed Employees are Female (56 Females and 656 males)

F) The proportion of males & females in each salary quartile for full pay relevant employees.

- Proportion of males and females in each quartile band:

Salary Quartile Bands – Overview				
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	89%	86%	94%	65%
Female	11%	14%	6%	35%

Salary Quartile Bands – Breakdown						
	Hourly Rate Range	Female	% Female	Male	% Male	Total
Upper Quartile	£15.67 - £66.99	25	11%	205	89%	230
Upper Middle Quartile	£13.76 - £15.65	32	14%	197	86%	229
Lower Middle Quartile	£13.30 - £13.76	13	6%	217	94%	230
Lower Quartile	£0.47 - £13.30	81	35%	148	65%	229
Total		151		767		918

Comments:

The “Upper” quartile is dominated by male staff (89% male), meaning they are the highest earners in the organisation. In contrast, a much larger proportion of female staff are found in the lower quartile salary band compared to the other bandings. This can be explained to some extent by the fact that the majority of females employed within SYFRS are support staff, on “Green Book” terms and conditions which generally offer lower rates of pay. In contrast, operational, “Grey Book” posts remain dominated by male staff that are paid at a significantly higher rate from entry (firefighter) level through to Exec level.

Female staff can mostly be found in the “Lower” quartile. However, there is actually a larger proportion of male staff compared to female staff in this quartile, due to the overrepresentation of men in the organisation as a whole and particularly on Zero Hours contracts or in the “retained firefighter” cohort.

When support staff are looked at in isolation, there is still an over representation of females in the lower quartiles. This is explored in the table below. In contrast, this table also highlights that the proportion of female staff in the high salary banding does increase substantially within support staff (11% - including uniformed, 36% - Support staff alone).



Support Staff:						
	Hourly Rate Range	Female	% Female	Male	% Male	Grand Total
Upper	£15.46 - £46.47	19	36%	34	64%	53
Middle Upper	£12.39 - £15.46	18	34%	35	66%	53
Middle Lower	£9.96 - £12.39	30	57%	23	43%	53
Lower	£6.94 - £9.92	30	57%	23	43%	53
Total		97		115		212



Conclusion and Recommendations

The figures set out above were calculated using standard methodologies (Equality Act).

Some reasons for the gender pay gap in SYFRA are:

- Occupational segregation remains a feature of the Fire and Rescue labour market
- Women are under-represented in management and senior positions
- Over-representation of women in part-time roles
- Women are under-represented in Uniformed roles

SYFR uses a Job Evaluation System to assess job roles to ensure a fair and appropriate salary is allocated to each Support role. Uniformed pay is governed by the NJC in respect of the set national agreed roles or levels. SYFR is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its 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.

To date, SYFR has taken the following steps to increase gender diversity in all areas of its workforce:

- **Creating an evidence base:** Workforce Profile Data published annually which demonstrates
 - The numbers of male and female staff as a whole in the organisation.
 - The numbers of male and female staff within each work group of the organisation.
 - The numbers of male and female staff across the different pay levels within the organisation

SYFR also record and analyse:

- The proportions of men and women applying for jobs and being recruited in relation to our Uniformed roles which are the most underrepresented by females. Focused work is underway to improve the intake of female uniformed employees via positive action initiatives.
- The proportions of men and women applying for and obtaining promotions.

- **Positive Action in Recruitment**

In terms of attracting females SYFR endeavours to reflect the communities we serve in the composition of our workforce, across workforce groups and in top management layers. Where the profile of SYFR or a particular department or work area shows significant under representation in comparison to groups in the community, SYFR uses positive action and fair recruitment and selection on merit, to increase workforce diversity. This focus applies to all selection processes including re-structure and promotion.

Current uniformed recruitment processes look at wider positive action programmes and events aimed at building fitness and confidence for female and BME candidates considering applying for Firefighter roles.



- **Raising the profile of gender issues:** SYFR will continue to promote and evaluate methods for highlighting gender issues and seeking resolutions to any identified barriers.
- **Training for Women:** A Women's Development Programme was introduced and offered to all female employees to encourage and promote self development and career progression. This will be built on in 2018 with further development programmes and mentoring schemes.
- **Policies to Support Carers:** SYFRA has a number of Policies aimed at assisting Parents in the workplace such as our Flexible Working policy and Carers Leave Policy.

Going Forward:-

SYFR will be working with staff to develop further targeted interventions and programmes to support both female staff wishing to join the service in operational roles and in relation to the opportunities available to women in relation to promotion and wider development.



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I, James Courtney, Chief Fire Officer, confirm that the information in this statement is accurate.

Signed

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Date

[09/03/2018]