



Kent Fire &
Rescue Service

Gender Pay Gap Report 2018

Foreword

Kent and Medway Fire and rescue Authority is committed to the principles of inclusion, equal opportunity and equal treatment for all employees. We are pleased that KMFRS has a gender pay gap lower than the national figures. We have worked hard to ensure gender equality in many ways but will continue to work with our staff and communities to fully embrace gender parity.

There is not a simple, easy quick fix; gender pay gaps are the outcome of economic, cultural, societal and educational factors, and Fire Authorities face significant challenge in undoing years of misconceptions about the role of firefighters. We are working to increase diversity in our organisation and ensure we attract and reward women who want to enjoy a career with us.

Nick Chard, Chairman of the KMFRA

Introduction

1. From 2017, Kent and Medway Fire and Rescue Authority as a public sector employer with over 250 staff is required to publish statutory calculations under the Equality Act 2010 (Gender Pay Gap Information) Regulations.
2. A 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 therefore captures any pay differences between men and women on a broader level.
3. Gender pay gap is not the same as equal pay although both measures have the overall objective of eliminating sex discrimination in relation to pay. The intention behind equal pay is to ensure that men and women are not paid differently for the same or similar jobs or work of equal value.

Sector specific factors

4. Fire and Rescue Services are predominantly male dominated, which is a long standing issue originating from social norms, stereotypes and perceptions of firefighting.
5. According to the ACAS 'Managing Gender Pay Gap Reporting' guidance, 'gender pay gap varies by occupation, age group and even working patterns' and 'occupations where women are underrepresented typically produce higher pay gaps'.
6. According to the national Fire Statistics: Workforce and Workforce Diversity published by Home Office, in 2018 approximately 15.9% of all fire employees across England and Wales were female (this percentage increases every year and it increased from 15.1% in 2017). At Kent and Medway Fire and Rescue Authority, this percentage increased from 13.8% in 2017 to 15.4% in 2018.

Required calculations

7. Employers are required to publish six metrics for each subsequent year in respect of the 'relevant pay period' in which 5th April falls and the 'relevant employees'.
8. These metrics are set out in the Regulations as:
 - a) The mean (average) gender pay gap
 - b) The median (middle) gender pay gap
 - c) The proportions of male and female employees in each of the four quartile pay bands
 - d) The mean (average) bonus gender pay gap
 - e) The median (middle) bonus gender pay gap
 - f) The proportions of male and female employees who received bonus pay
9. Who counts as a 'relevant employee'?

For the purpose of the Regulations, 'employment' is defined as 'employment under a contract of employment, a contract of apprenticeship or a contract personally to do work.' This is a wider definition than the definition used in the Employment Rights Act 1996 and other employment legislation and it includes the following categories:

- All full pay employees under a contract of employment (which excludes employees on leave who are in receipt of reduced or nil pay)
- Some self-employed people e.g. consultants engaged under a contract personally to do work
- Apprentices and zero-hours workers if they satisfy the definition of employment
- Workers and agency workers if they are employed by their own service company, which contracts to provide a service to an employer

10. For the purposes of the gender pay gap report the pay data is based on 'ordinary pay' received by 'full pay relevant employees'. 'Ordinary pay' is defined as:

- Basic pay
- Allowances paid for core duties e.g. car allowances, CPD payments, ARAs
- Pay for leave e.g. annual leave, sick leave, maternity/paternity etc. leave
- Shift premiums

Kent and Medway Fire and Rescue Authority's methodology

11. Our calculation takes into consideration the various terms and conditions of employment, including 'relevant employees' employed under the following terms and conditions:

- NJC Green Book
- NJC Grey Book
- Gold Book

We have also included pay data relating to employees on dual contracts with KMFRA and On Call (this includes payments for: 8 hrs minimum activity, agreed administration time, actual and additional activity, positive hours and the 'on call' hours which may result in an inflated hourly pay rate for this group of staff.

12. We do not offer a bonus scheme therefore the following metrics will not be covered by this report:

- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment

KMFRA Gender Pay Gap Report as at 31st March 2018

13. This year's calculations are based on a total of 1437 staff, the breakdown of our staff is detailed in the table below:

	Female employees	% Female employees	Male employees	% Male employees
Total	221	15.4%	1216	84.6%

14. For comparison, KMFRA's gender pay gap in 2017 report was based on a total of 1383 staff, the breakdown is detailed in the table below:

	Female employees	% Female employees	Male employees	% Male employees
Total	191	13.8%	1192	86.2%

15. This comparison shows that the staff headcount increased by 3.75% and this resulted in the increase in the number of female staff by 1.6%. According to the national statistics referred to in Paragraph 6, the increase of female staff in the workforce across all Fire and Rescue Services amounted to 0.8% in the same period.

Mean Gender Pay Gap

	Mean Male Hourly Pay	Mean Female Hourly Pay	Mean Gender Pay Gap	Mean Gender Pay Gap
As at 31/03/2018	£15.95	£16.34	-£0.39	-£2.4%
As at 31/03/2017	£16.09	£16.26	-£0.17	-£1.1%

16. The mean gender pay gap shows the difference between the mean hourly rate of pay between male and female employees as an average. This measure can provide an overall indication of the size of the gender pay gap within the Service.

17. Mean pay for the Service shows a gap in favour of females of 2.4%, which equates to £0.39 an hour more than the rate of pay received by men. This gap last year amounted to 1.1%, which equated to £0.17 an hour which shows an increase in the pay gap in favour of female staff.

18. Taking the mean hourly rate takes account of all salaries, including the salaries of senior managers, at KMFRA there is a strong representation of females at this level including the Chief. This is the likely explanation of will the small mean pay gap between male and female staff, which is in favour of females.

Median Gender Pay Gap

	Median Male Hourly Pay	Median Female Hourly Pay	Median Gender Pay Gap	Median Gender Pay Gap
As at 31/03/2018	£15.11	£14.71	£0.40	2.6%
As at 31/03/2017	£14.96	£14.68	£0.28	1.9%

19. The median gender pay gap is the difference between the middle hourly rate of pay for male and female employees. This measure can provide an indication of what a 'typical' situation looks like e.g. what most people earn.
20. The median pay gap indicates that at the mid salary point of the Service, male staff are paid 2.6% more than female. This equates to £0.40 an hour. This gap increased from 1.9% last year. This may be explained by the disproportionate number of male staff to female in higher paid operational roles, and thus within the mid and high pay bands. Operational roles are paid in accordance with the Grey Book NJC agreed salary rates, this therefore ensures like pay for like work (equal pay).

Salary quartile bands

21. By comparing results between the quartiles we are able analyse the distribution of full pay relevant male and female employees across the Service and identify the proportion of males and females in each quartile band. This distribution is shown in the tables below.
22. This year's data shows that the upper quartile (hourly rate between £16.72 and £84 per hour) is still dominated by male employees at 76.9%, which means that males are the highest earners in the organisation. This measure has however decreased in comparison with last year from 83.8% (this difference in favour of females means that their representation in this quartile increased by 6.9%).
23. The same trend is observed in the upper middle quartile (hourly rate between £15.02 and £16.72 per hour) where male representation has also decreased from 91.6% to 87.7% (difference in favour of females whose representation in this quartile increased by 3.9%).
24. This year on year increase of the number of females in the upper and upper middle quartile is likely due to the recruitment of specialist Green Book posts attracting mid-range and upper salaries.
25. Whilst females have dominated the lower quartile in 2017, with over 20% of women within this quartile, this percentage has decreased in 2018 when the proportion of females within this quartile reduced to 19.2%.

26. The highest proportion of female according to 2018 data can now be found in the upper quartile (23.1%). This shift shows that year on year the proportion of female not only increased by 5.1% but also the biggest group of female has moved from the lower quartile in 2017 to the upper quartile in 2018. This is likely due to recruitment and promotion of females across the Service.

Salary quartile bands as at 31st March 2018

Quartile	Male	Female
Upper	76.9%	23.1%
Upper Middle	87.7%	12.3%
Lower Middle	93.0%	7.0%
Lower	80.8%	19.2%

Salary quartile bands as at 31st March 2017

Quartile	Male	Female
Upper	83.8%	16.2%
Upper Middle	91.6%	8.4%
Lower Middle	89.9%	10.1%
Lower	79.5%	20.5%

Our commitment to reduce Gender Pay Gap

27. Research shows that occupations where women are underrepresented produce higher pay gaps and at KMFRS we are committed to achieving a more diverse workforce and thus improving the way we deliver services to our communities. We also strive to become an 'Employer of Choice' in order to attract and retain talent. These are the stated key principles of our People Strategy 2018-2022.

28. In order to address gender pay gap issues, we must address the attraction and retention of women to the Service and the career progression routes to higher paid, senior operational and non-operational roles within the organisation.

29. Our plan to achieve these objectives includes the following steps:

- Commit to structured and planned positive action activities, which will attract underrepresented groups, including females. Our newly appointed Inclusion Officer will take a lead on this work.
- Implement an 'Employer of Choice' strategy in 2019.
- Continue to raise awareness of inclusion and diversity within our workforce.
- Through national collaboration, develop our understanding of physiological differences between men and women in operational roles, within ageing workforce, to better support both genders in their roles.
- Continue to promote our Leadership Framework and offer development opportunities to all members of staff, including women, to support their career aspirations and to allow them to 'Step up' at the right time.