



Kent Fire &
Rescue Service

Gender Pay Gap Report 2019

Foreword

We are now into our third year of reporting on Gender Pay and value the benefits this gives us to have insight into the organisation.

Whilst we are pleased to maintain a gender pay gap lower than the national figures and with overall positive effect for women, we are not complacent and recognise we have much work still to do.

As part of our commitment for HeForShe, we have committed to increase the number of women across our organisation at all levels and to challenge the constraints that gender inequality places on everyone.

We recognise there is no 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 a firefighter.

We accept this challenge and will continue to work with our staff and communities to fully embrace gender parity with the aim of not only increasing the representation of women across the organisation but the creation of environments, in which women thrive and have amazing careers.

. Nick Chard, Chairman of the KMFRA

Introduction

The Gender Pay Gap Regulation has been effective from 6th April 2017. It requires organisations across the country to publish an annual “snapshot” of gender pay.

For public bodies subject to the Specific Duties Regulations within the Equality Act 2010, this snapshot must be taken annually on the **31st March** and must be published within one year of the relevant snapshot date (ie. before March 30th of the following calendar year). All year dates in this report refer to 31st March of that year.

The gender pay gap “snapshot” shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly large gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what these issues are.

In contrast, ‘equal pay’ is a more specific legal concept that deals with the pay differences between men and women carrying out comparable jobs.

Pay gap remain one of the key indicators of inequality in the workplace and there is no doubt that the reporting of gender pay gaps has led to greater transparency in organisations across the UK, enabling them to focus attention on inequality on the basis of gender.

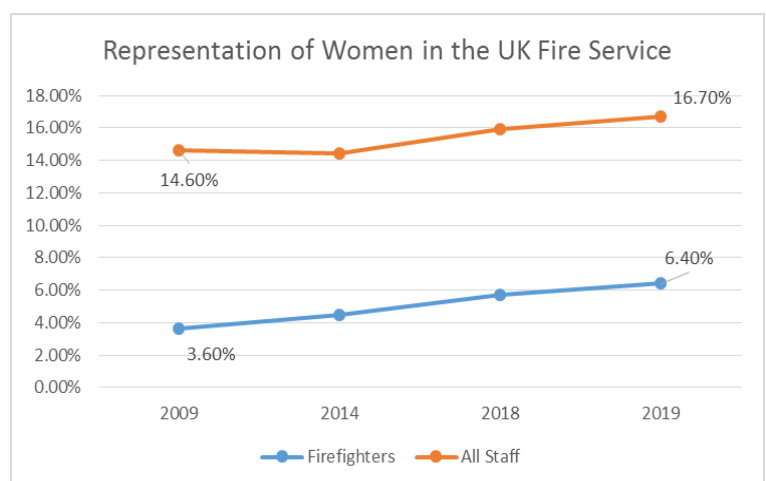
Sector specific factors

In publishing this report there are sector specific factors to consider:

1. Fire and Rescue Services are dominated by males, originating from social norms, stereotypes and perceptions of firefighting.
2. Gender pay gap varies by occupation, age group and even working patterns’ and ‘occupations where women are under-represented typically produce higher pay gaps’ (ACAS, 2019).

Since 2009, there have been incremental gains in representation of women in the UK Fire and Rescue Service, the increase in the proportion of female firefighters although only occurring due to the significant decrease in male firefighters (Home Office, 2019).

2019 saw a change, in 2019 more women were employed than those men leaving and although numbers are still relatively small the proportion



of UK women firefighters is up 0.7% and the proportion of women working in the sector is up 0.8% compared to the previous year:

At Kent and Medway Fire Authority (KMFRA), although the number of women firefighters remained static between 2018 and 2019, the number of women represented in our organisation has increased from 15.8% to 16.6%, in line with the national average.

Required calculations

Employers are required to publish six metrics these are:

1. The mean (average) gender pay gap
2. The median (middle) gender pay gap
3. The proportions of male and female employees in each of the four quartile pay bands
4. The mean (average) bonus gender pay gap
5. The median (middle) bonus gender pay gap
6. The proportions of male and female employees who received bonus pay

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

4. The mean bonus gender pay gap
5. The median bonus gender pay gap
6. The proportions of male and female employees who received bonus pay.

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

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. any allowances, CPD payments, ARAs
- Pay for leave e.g. annual leave, sick leave, maternity/paternity etc. leave
- Shift premiums

KMFRA methodology

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 KMFRS 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.

KMFRA Gender Pay Gap Report - 2019

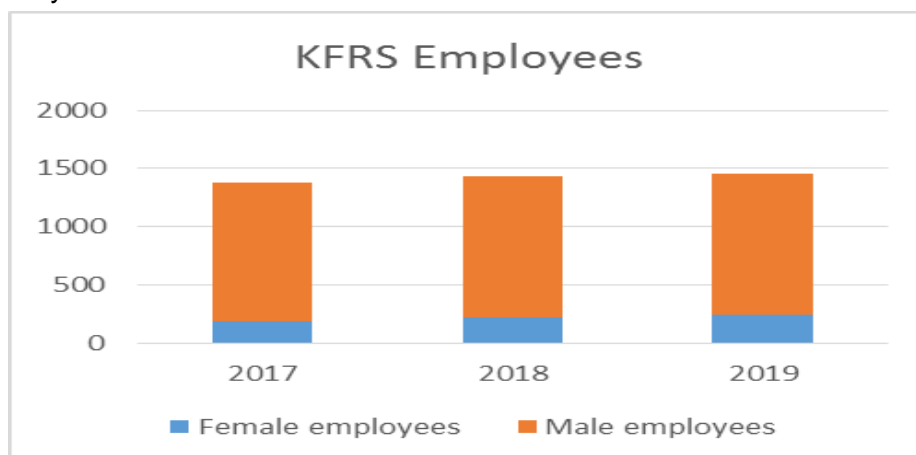
This year's calculations are based on a total of 1452 staff, the breakdown of our staff is detailed in the table below:

2019	Female employees	% Female employees	Male employees	% Male employees
	241	16.6%	1211	83.4%

For comparison, KMFRA's gender pay gap in 2017 and 2018 is captured in the graph and table below:

Year	Female employees	% Female employees	Male employees	% Male employees	Total
2017	191	13.8%	1192	86.2%	1383
2018	221	15.4%	1216	84.6%	1437

In 2019 the total staff headcount increased by 15. The number of women working in the organisation increased by 20. This comparison in the number women employees enables us to establish that the number of women working in the organisation since 2017 has increased by 26.1%



Mean Gender Pay Gap

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.

	Mean Male Hourly Pay	Mean Female Hourly Pay	Mean Gender Pay Gap	Mean Gender Pay Gap
2019	£16.10	£16.72	-£0.62	-3.9%
2018	£15.95	£16.34	-£0.39	-2.4%
2017	£16.09	£16.26	-£0.17	-1.1%

Mean pay for the Service shows a gap in favour of females of 3.9%, which equates to £0.62 an hour more than the rate of pay received by men. This gap last year amounted to 2.4%, which equated to £0.39 an hour which shows an increase in the pay gap in favour of female staff.

Taking the mean hourly rate takes account of all salaries, including the salaries of most senior managers, at KMFRA there is a strong representation of females at this level including the Chief.

Median Gender Pay Gap

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.

	Median Male Hourly Pay	Median Female Hourly Pay	Median Gender Pay Gap	Median Gender Pay Gap
2019	£15.41	£15.00	£0.41	2.7%
2018	£15.11	£14.71	£0.40	2.6%
2017	£14.96	£14.68	£0.28	1.9%

The median pay gap indicates that at the mid salary point of the Service, male staff are paid 2.7% more than female. This equates to £0.41 an hour. This gap has increased very slightly on last year up 0.1%/1p.

This could be explained by a shift in the already 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

By comparing results between the quartiles we are able to 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.

Quartiles								
		From Hourly Rates	To Hourly Rates	No. of Males	%	No. of Females	%	Total Staff
2019	Upper	£17.06	£78.61	284	78.5%	78	21.5%	362
	Upper Middle	£15.41	£17.06	336	92.3%	28	7.7%	364
	Lower Middle	£14.23	£15.41	323	89.0%	40	11.0%	363
	Lower	£5.50	£14.23	268	73.8%	95	26.2%	363
		From Hourly Rates	To Hourly Rates	No. of Males	%	No. of Females	%	Total Staff
2018	Upper	£16.72	£84.00	276	76.9%	83	23.1%	359
	Upper Middle	£15.02	£16.72	315	87.7%	44	12.3%	359
	Lower Middle	£13.94	£14.84	334	93.0%	25	7.0%	359
	Lower	£5.50	£13.94	291	80.8%	69	19.2%	360
		From Hourly Rates	To Hourly Rates	No. of Males	%	No. of Females	%	Total Staff
2017	Upper	£16.56	£83.17	289	83.8%	56	16.2%	345
	Upper Middle	£14.96	£16.56	317	91.6%	29	8.4%	346
	Lower Middle	£13.93	£14.96	311	89.9%	35	10.1%	346
	Lower	£5.50	£13.93	275	79.5%	71	20.5%	346

This year's data shows that the upper quartile (hourly rate between £17.06 and £78.61 per hour) is still dominated by male employees at 78.5%, which means that males are the highest earners in the organisation.

The numbers show that although 3 roles within the upper quartile have been created the number of women in roles in this quartile has dropped by 5 and the number of men has increased by 8.

The same trend is observed in the upper middle quartile (hourly rate between £15.41 and £17.06 per hour) where male representation has increased from 87.7% to 92.3%. Again although 5 roles have been created at this level, the number of women post holders has dropped (44-28) equating to 36.4%.

Within the two upper quartiles women's organisational representative drop is 6.2% this equates to 21 women and 16.5% drop in the upper quartiles of the organisation.

There has also been a 30.4% increase or 41 more women in the middle lower/lower quartiles. By comparison there has been an increase of 29 men from 591 to 620 in the upper quartiles.

The data shows us the largest representation of women in the service has taken a shift since 2018. Moving from the upper quartile to the lower quartile. We will be exploring why this shift has occurred.

Our commitment to reduce Gender Pay Gap

As in 2018 we continue to strive to become an 'Employer of Choice', to ensure that we manage our talent pipeline as affectively as possible we will be taking a deeper dive into our data, to understand the representation of our women particularly in middle management

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.

Our plan to achieve these objectives includes the following steps some of which we have already implemented and are working on these include:

- Our commitment to structured and planned positive action activities across all roles, which will attract underrepresented groups, including females.
- As part of our 'Employer of Choice' strategy we are reviewing our branding and our attraction package, with emphasis on our flexibility as an employer.
- 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.
- We have developed comprehensive talent benchmarking, which includes mentoring and coaching. We will be looking to also consider sponsorship within this programme.
- Leadership Framework and offer development opportunities to all members of staff, including women, to support their career
- In view of recent reports regarding the pay gap for part time workers and the likelihood of women occupying part time roles, we will review this data specifically for our 2020 gender pay gap report.
- Continue to review our policies to ensure that they offer advantageous terms and conditions to improve retention e.g. we have recently enhanced our maternity and paternity provisions

In addition we are actively addressing the gendered nature of our sector on a day to day basis, such as; promoting the non-gendered role of a firefighter and challenging the use of the outdated and masculine term of Fireman.

References

ACAS, 2019, Managing Gender Pay Gap Reporting' guidance
https://www.acas.org.uk/media/4764/Managing-gender-pay-reporting/pdf/Managing_gender_pay_reporting_07.02.19.pdf

National Fire Statistics: Workforce and Workforce Diversity published by Home Office, in 2019.
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