



Gender Pay Gap

Snapshot date 31st March 2017

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**Tyne and Wear Fire
and Rescue Service**

Creating the Safest Community

www.twfire.gov.uk



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Our Equality Commitment

Welcome to Tyne and Wear Fire and Rescue Authority's Gender Pay Gap Report based on the snapshot period of 31st March 2017.

At Tyne and Wear Fire and Rescue Authority equality, diversity and inclusion are at the heart of the services we provide to our communities. Delivering services that meet the needs of our communities through a workforce that is committed, representative and engaged is paramount to achieving our vision of 'Creating the Safest Community'.

As a team, we strive to ensure equality is embedded across the whole organisation by continuously promoting inclusive principles, through the work of our elected members, our leadership teams, our partners and our world-class employees and volunteers. We see equality as a fundamental part of each of our core values.

Our aim is to deliver a service that is innovative, a service that is transparent and inclusive and a service that embraces the diversity of our communities. To achieve these aims, we work hard together to remove inequalities, eliminate discrimination and promote equality of opportunity through positive working relationships between our workforce and our communities.

We want to ensure that the services we provide are accessible to everyone and that we have a workforce that reflects the unique diversity of Tyne and Wear's communities. We continuously strive to improve and if you do wish to comment on our report, your views would be appreciated.

In writing this report, I can confirm that the published information contained within it is accurate.



Chris Lowther
Chief Fire Officer & Chief Executive
Clerk to Tyne & Wear Fire & Rescue Authority

Our approach to Gender Pay Gap Reporting

Tyne and Wear Fire and Rescue Authority (TWFRA) is the local government organisation that oversees the activities of Tyne and Wear Fire and Rescue Service (TWFRS). It comprises 17 elected members with a blend of political affiliations, nominated by the five constituent councils of Tyne and Wear: Gateshead, Newcastle, North Tyneside, South Tyneside, Sunderland and the Northumbria Police and Crime Commissioner.

TWFRA exists as a stand-alone authority with governance and legal services provided through Sunderland City Council, our Lead Authority. As such there are presently no 'out sourced' services with all departments being directly employed by TWFRS.

In addition to the comprehensive range of prevention and protection activities, we provide 999 emergency response service across Tyne and Wear to a populous of 1.129 million people. We deliver frontline services from 17 community fire stations. We cover 538 square kilometres and employ a total of 868 people supported by 50 community volunteers.

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows the differences in the average pay between men and women.

For the purposes of gender pay reporting, the definition of who counts as an employee is defined in the Equality Act 2010, in this case all our employees and volunteers. The information is taken as a snapshot on 31 March 2017. Our report includes the following calculations:

- The mean pay gap
- The median pay gap
- The proportion of males and female employee in each salary quartile band
- The mean bonus pay gap
- The median bonus pay gap
- The proportion of males and females receiving a bonus payment

For the purposes of this report, ordinary pay includes the following information before tax and any deductions for employee pension contributions:

- Basic pay
- Allowances
 - Instructors Allowance
 - Continuous Professional Development
 - Flexible Duty Officer Rota Allowance
 - Strategic Rota Allowance
 - Day Crewing Close Call Allowance
 - Essential Car User Allowance
 - Urban Search and Rescue Allowance

For the purposes of calculating the hourly rate of our employees the following hours per week have been utilised:

- Employees in roles governed by the 'National Joint Council for local government services National Agreement on Pay and Conditions of Service', (The 'Green Book')- 37 hours
- Firefighter to Watch Manager roles conditioned to Fire Stations - 42 hours
- Firefighter to Area Manager day shift conditioned roles – 42 hours.
- Firefighters aligned to the Day Crewing Close Call system – 52.87hrs
- Officers conditioned to the Flexible Duty Rota – 48 hours
- Area Manager roles conditioned to the Executive Rota- 48 hours
- Principal Officers conditioned to the Executive Rota Continuous Cover pattern- 78 hrs

Our Information

Mean and Median Pay Gap

We employ a total of 868 employees, 175 (20.16%) are female and 693 (79.84%) are male. **The mean pay gap is 18.28% and the median pay gap is 10.08%**, equating to an hourly rate difference of £3.17.

We adopt National Joint Council Pay Scales, which are fixed pay points, allowing for development and competent rates as required.

Findings indicate that our pay gaps between women and men can be attributable to length of service and incremental bands. As fewer women occupy operational management posts, their average salary appears to be less than their male counterparts, particularly in the higher level posts.

However, the data is not fully reflective of differences in roles, which together with the small numbers involved, distorts the information. An example is the core elements for management roles, where remuneration is provided at the same level for equal work however, some roles require managers to also provide 24hr operational response cover.

As such, these roles attract an additional flexible duty allowance. When the core managerial elements of these roles are compared, the basic salaries are identical, in line with national pay grading.

Salary Quartile Bands

The quartile distribution detailed below gives an indication of proportion of females and males and in each quartile band.

Salary Quartile Bands				
	Female	% Female	Male	% Male
Top	25	12%	192	88%
Mid Upper	28	13%	189	87%
Mid Lower	10	5%	207	95%
Lower	112	52%	105	48%

The high quartile salary band consists of 88% of our male employees in operational roles, indicating they are the highest earners within the organisation. The composite of the salary bands for these employees are disproportionate to non-operational roles due to allowances attributed to the roles, resulting in our operational employees being paid at a higher rate of pay from entry (Firefighter) level through to strategic leaders (Chief Fire Officer).

The higher quartile salary band has a much larger proportion of male employees, resulting in female employees being represented in the lower quartile salary band. Roles in this quartile are predominately non-operational roles and includes many of our Corporate functions.

Restrictions on recruitment, due to reducing the workforce to meet the financial challenges, can make it difficult to compare data year on year and achieve a true picture of performance. However, our progressive approach to equality and inclusion is not solely measured by equality data, but also in our approach to continually improve our equality, diversity and inclusion activities.

Bonus Payments

As a public sector organisation, we do not offer a bonus scheme and do not make bonus payments; therefore, the following calculations are not applicable:

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

Conclusion

Our commitment to equality and inclusion is central to our culture, behaviours and core values. This is delivered through the Service's strategic plans, specifically the Organisational Development Strategy and Strategic Community Safety Plan, supported through our Leadership Bond and Engage (Leadership Development Programme); which supports our employees, managers and Members in understanding the behaviours that enable our core values. The focus of our strategy and plan is to ensure that the process's we use enhance the delivery of our vision and embeds equality, diversity and inclusion within our service and community.

We are committed to increasing the number of women in our employment, specifically in relation to operational roles where there is a greater underrepresentation of women occupying posts.

Austerity measures have impacted in notable workforce reductions, presenting challenges in further diversifying our workforce through recruitment. We have made positive progress to address diversity and inclusivity where we have recruited, particularly through engaging agency staff, fixed term contracts, volunteers and on call operational employees. The Service ensures diversity has continued to enhance our workforce; and by developing talent of existing employees we have provided temporary development opportunities that benefit both individuals and the Service.

The increase in the numbers of women accessing promotion opportunities in particular, is an indication of our commitment to increasing the prospects for women to seek promotion. It reflects the wider options for flexible working and the development of the staff 'Gender Network' where women have been encouraged to seek promotion by senior role models and get peer support.

The Gender Network continues to advance gender equality in the Service, raise awareness of key issues, support the decision making process and develop the knowledge and skills of its members. The network has a standing agenda item at Equality Committee, ensuring it is able to make the case for gender equality in the Service at a strategic level.

We continue to work closely with the Fire Brigades Union Women's section, which are represented on our Equality Committee and with 'Women in the Fire Service UK', an organisation which encourages the recruitment, retention, development and progression of women within fire and rescue services. To aid the development of this, we hosted an event for International Women's Day to celebrate women's achievements, with representation from across emergency services.

Our gender network employees have been offered further development through the Engage Leadership programme and we have recently established links with the Girls Network where key female role models mentor young females within our community, aged 13 to 19.

Recommendations for action

Occupational segregation remains a feature of the Fire and Rescue market; women are underrepresented in operational and management roles. Whilst we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work, it is evident that the gender pay gap is the result of the roles in which men and women occupy and the complete salary packages those roles attract.

We have undertaken research with the National Fire Chief's Council with the aim to understand the barriers and agree a strategy to address it.

Our Organisation Development Strategy which encompasses our Equality Commitments, ensuring we continue to raise awareness and provide greater support, to increase the number of individuals from all underrepresented groups being attracted to operational roles.

We will continue to explore barriers to entry, including liaising with our communities to further understand and break them down. During the discussions, we should also offer some information on the flexibility of our different shift patterns to show inclusivity and our family-friendly policies. Our advertisements will have gender-neutral language and will be advertised as flexible and job-sharing by default.

We will advertise roles externally through a variety of channels, actively encouraging people from all under representative groups to apply.

In addition to recruitment, we will develop a greater understanding of the reasons why employees from underrepresented groups are not seeking to develop or prepare for promotion in order to gain a clearer understanding of this complex issue and see if any barriers existed that could be detrimental to our employees reaching their full potential.

Reverse mentoring will be introduced to encourage dialogue between male senior managers and female members of employees at different ranks, leading to more informed, gender-aware decision making from the very top.

None of these initiatives will themselves remove the gender pay gap and it may be several years before some have any impact. In the meantime, we are committed to annual reporting, that is transparent, on what doing to reduce the gender pay gap and the progress we are making.

Your Views Count

Your views are very important to us and having had the opportunity to read our Gender Pay Gap Report, we would welcome any comments that you may have. This would assist in our consultation process and evaluation of the document.

Complaints and Compliments

We aim to provide the highest standards of fire, rescue and community safety services. As a recipient of a public service, there may be times when you wish to comment on the fire and rescue service. We encourage complaints and compliments from all members of the community as we value your opinion and it can help us to continually improve our service.

For our part, if you do make a complaint we will ensure that:

- Your complaint is treated confidentially
- You receive an acknowledgement within 7 working days, including the name of the Investigating Officer
- Your complaint is investigated in accordance with the Fire and Rescue Service's standard procedures.

We will also:

- Endeavour to send you a full reply including the results of the investigation within 28 working days
- Ensure that you are informed of the progress, if the above deadline cannot be met.

If you wish to make a complaint or would like to tell us about an area of our work that you have been happy with then please do contact us, details are as follows:

By telephone to +44 (0)191 444 1500 or complete an online form via our website www.twfire.gov.uk

