



Gender Pay Gap Report 2018

Date of publication: 29 March 2019

Statement by the Chair of Avon Fire Authority and Chief Fire Officer

Avon Fire Authority is committed to developing a culture which puts diversity, inclusion, cohesion and equality (DICE) at the heart of all our work. Gender equality, and ensuring people are paid fairly for the work they do is a key aspect of this. In line with legislation, this is our second gender pay gap report.

We are encouraged to see that Avon Fire & Rescue Service (AF&RS) has a gender pay gap which has reduced from last year, and is still lower than the current national average¹. We do however recognise that we have much more to do to in order to ensure our organisation is truly inclusive for women, and achieve full gender pay parity.

We confirm that AF&RS has prepared this gender pay gap report based on 2018 pay data in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations:

Signed:



Councillor Donald Davies
Chair to the Fire Authority



Mick Crennell
Chief Fire Officer/Chief Executive

Dated: 29 March 2019

¹ 8.6% for full-time employees hourly median earnings in October 2018. "Gender pay gap in the UK: 2018". Office for National Statistics. 25 October 2019

Introduction

Avon Fire Authority as a public sector employer with more than 250 staff is required by law to publish gender pay gap information under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Having a gender pay gap is different to equal pay. Equal pay deals with the differences between men and women who carry out the same or similar jobs, or work of equal value.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. It compares hourly rates of pay and any bonuses staff may receive by gender, highlighting any areas of imbalance.

If a workforce has a particularly high 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 those issues are.

The AF&RS Workforce

In terms of pay and conditions AF&RS employees are broadly split into two main groups, generally referred to as uniformed and non-uniformed.

Uniformed staff are wholtime firefighters (who work full time in that role), on call firefighters (who work part time and respond via a pager system) and control staff (who co-ordinate AF&RS work from our control room). Pay and conditions for uniformed staff are negotiated nationally.

Non-uniformed staff are those who provide specialised functions, such as Human Resources, Finance and Technical Services. They are non-operational, generally working a 37-hour week. Their conditions of service are negotiated locally and their salaries are determined through the Hay Job Evaluation System.

Methodology and calculations

We have used the same methodology to calculate our gender pay gaps as we did last year. If you would like to read more about this, you can find detail [on pages 3 and 4 of last year's gender pay gap report](#).

AF&RS gender pay gap data on the snapshot date of 31 March 2018

Total number of staff

AF&RS all staff		
Gender	Employees	%
Male	744	86.1%
Female	120	13.9%
Total	864	

Mean and median calculations

	Women	Men	Gap £	Gap %
Average hourly rate of pay	£14.20	£14.57	-£0.37	2.6%
Median hourly rate of pay	£13.67	£13.67	£0.00	0%

The mean average gender pay gap is 2.6%
The median gender pay gap is 0%
These are the gender pay gaps at AF&RS on the snapshot date of 31 March 2018.

Salary quartile bands

Salary quartile calculations show the proportions of male and female employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

The table below shows the salary quartile breakdown for all staff. It can be seen that the distribution of men and women in each quartile is heavily weighted in favour of men. This is because the calculation looks at the entire workforce, which includes the mainly male operational workforce.

Salary Quartile Bands – All Staff						
	Hourly Rate Range	Female	% Female	Male	% Male	Total
Quartile 4 (Highest paid)	£15.16 - £53.42	34	15.7%	182	84.3%	216
Quartile 3 (Mid-Upper)	£13.67 - £15.16	25	11.6%	191	88.4%	216
Quartile 2 (Mid-Lower)	£13.67 - £13.67	7	3.2%	209	96.8%	216
Quartile 1 (Lowest paid)	£8.74 - £13.67	54	25.0%	162	75.0%	216
Total staff		120	13.9%	744	86.1%	864

Next steps

The mean and median gender pay gaps at AF&RS are relatively small which indicates that women at AF&RS are not significantly disadvantaged compared to their male colleagues on the issue of pay. However, we are not complacent about improving gender equality within our workforce.

Following our recent HMICFRS inspection and an independent cultural review, we know there are issues to resolve around how women are treated within our organisation. We will be publishing a new Diversity, Inclusion, Cohesion and Equality strategy this year and it will involve working closely with women across AF&RS to improve our organisational culture and processes.