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Gender Pay Gap Report 31st March 2019

Gender Pay Gap

Employers of more than 250 staff are required to calculate and publish information about the gender pay gap in their organisation (Equality Act 2010).

The gender pay gap shows the difference between the average earnings of men and women. As a concept it is different from “equal pay” which deals with any pay differences between men and women who carry out the same or similar jobs or jobs of equal value.

Calculating, analysing and reporting on the gender pay gap can provide a valuable measure of equality in the workplace. It is a long standing phenomenon globally and varies by occupation, age group and working patterns. It highlights any difference in men’s and women’s participation in work of different types and levels and how effectively talent is being maximised.

The gender pay gap regulations require us to calculate a number of gender pay gap measures with reference to all staff. However where it has been helpful to explain or further explore this pay gap, reference has been made to the pay (and gaps) between different groups of staff. The following calculations are required by the regulations and explained below. They are all expressed in percentages.

Mean Gender Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (regulation 8).

A **mean** average involves adding up all the numbers and dividing the result by how many numbers were listed.

Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (regulation 9).

A median average involves listing all numbers in numerical order. The median average is the middle number when there is an odd number of results.

Mean bonus gender pay gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees (regulation 10b). For Cambridgeshire Fire and Rescue Service, “bonus” as defined in regulation 10b includes payment related to *“productivity, performance or incentive”*.

- **Productivity:**
 - resilience payments paid to operational staff for providing additional operational cover under certain conditions.
- **Performance:**
 - performance related supplements paid to Area Commanders and Group Commanders.
 - honorariums potentially payable to any staff group member as a one-off payment in recognition of particularly good work or effort.

- **Incentive:**

- Continuous professional development (CPD) payments to operational staff. This is not an automatic payment but dependent on evidence of CPD – hence interpreted as an incentive in accordance with LGA advisory bulletin 644 (January 17).

Median bonus gender pay gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees (regulation 11).

Proportion of males and females receiving a bonus payment

The proportions of male and female relevant employees who were paid bonus pay (regulation 12).

Proportion of males and females in each quartile pay band

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (regulation 13).

Cambridgeshire Fire and Rescue Service GPG

Difference in mean hourly rate of pay	2017	2018	2019
Mean hourly rate of pay for all male full-pay relevant employees	£18.25	£18.01	£18.11
Mean hourly rate of pay for all female full-pay relevant employees	£14.86	£15.24	£15.26
<i>% Difference in mean hourly rate of pay</i>	18.58%	15.38%	15.74%
Difference in median hourly rate of pay	2017	2018	2019
Median hourly rate of pay for all male full-pay relevant employees	£16.04	£15.75	£15.99
Median hourly rate of pay for all female full-pay relevant employees	£13.81	£13.97	£14.04
<i>% Difference in median hourly rate of pay</i>	13.90%	11.30%	12.2%

Commentary: Both mean and median pay gaps have increased slightly since last year but remain lower than 2017. Analysis of the four individual work groups (i.e. Wholetime operational staff; On-Call operational staff; Combined Fire Control staff and Professional Support staff) shows this is partly attributable to the retirement of senior female managers in one group and partly to an increase in the pay gap for On-call operational staff. The mean gender pay gap for On-call staff increased from 6.3% to 14.6% in 2019 which may be attributable to the fact that of sixty-nine Watch and Crew Commanders (supervisory roles and paid at higher rates) only one is female so the average male salary will be considerably higher than the average female salary for this group. A higher proportion of women on-call staff are still within their probationary period so are paid at “development” rate which is less than fully competent rate.

Difference in mean bonus pay	2017	2018	2019
Mean bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period	£54.19	£56.52	£55.62
Mean bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period	£53.88	£58.24	£50.09
<i>% Difference in mean bonus pay</i>	<i>0.57%</i>	<i>-3.04%</i>	<i>9.94%</i>

Commentary: The gap in mean bonus pay this year is in favour of men representing a 12.98% increase on last year.

Difference in median bonus pay	2017	2018	2019
Median bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period	£47.08	£47.58	£48.50
Median bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period	£47.08	£47.58	£48.50
<i>% Difference in median bonus pay</i>	<i>0.00%</i>	<i>0.00%</i>	<i>0.00%</i>
Proportion of male and female employees who received bonus pay	2017	2018	2019
The number of male relevant employees who were paid bonus pay during the relevant period	317	291	290
The number of male relevant employees	516	506	525
<i>The proportion of male employees who received bonus pay</i>	<i>61.43%</i>	<i>57.51%</i>	<i>55.24%</i>
The number of female relevant employees who were paid bonus pay during the relevant period	34	25	36
The number of female relevant employees	131	131	135
<i>The proportion of female employees who received bonus pay</i>	<i>25.95%</i>	<i>19.08%</i>	<i>26.6%</i>

Commentary: The proportions of men and women who received bonus pay reflects the makeup of operational men and women in the Service.

Proportion of male and female employees according to quartile pay bands	2017	2018	2019
The number of male full-pay relevant employees in the lower quartile pay bands	110	106	109
The number of full-pay relevant employees in that quartile pay band	163	159	162
<i>Proportion of male employees in the lower quartile pay band</i>	<i>67.48%</i>	<i>66.67%</i>	<i>67.28%</i>
The number of female full-pay relevant employees in the lower quartile pay bands	53	53	53
The number of full-pay relevant employees in that quartile pay band	163	159	162
<i>Proportion of female employees in the lower quartile pay band</i>	<i>32.52%</i>	<i>33.33%</i>	<i>32.72%</i>
The number of male full-pay relevant employees in the lower middle quartile pay bands	124	117	125
The number of full-pay relevant employees in that quartile pay band	163	158	166
<i>Proportion of male employees in the lower middle quartile pay band</i>	<i>76.07%</i>	<i>74.05%</i>	<i>75.30%</i>
The number of female full-pay relevant employees in the lower middle quartile pay bands	39	41	41
The number of full-pay relevant employees in that quartile pay band	163	158	166
<i>Proportion of female employees in the lower middle quartile pay band</i>	<i>23.93%</i>	<i>25.95%</i>	<i>24.70</i>
The number of male full-pay relevant employees in the upper middle quartile pay bands	134	145	149
The number of full-pay relevant employees in that quartile pay band	160	161	168
<i>Proportion of male employees in the upper middle quartile pay band</i>	<i>83.75%</i>	<i>90.06%</i>	<i>88.69%</i>
The number of female full-pay relevant employees in the upper middle quartile pay bands	26	16	19
The number of full-pay relevant employees in that quartile pay band	160	161	168
<i>Proportion of female employees in the upper middle quartile pay band</i>	<i>16.25%</i>	<i>9.94%</i>	<i>11.31</i>
The number of male full-pay relevant employees in the upper quartile pay bands	148	138	142
The number of full-pay relevant employees in that quartile pay band	161	159	164
<i>Proportion of male employees in the upper quartile pay band</i>	<i>91.93%</i>	<i>86.79%</i>	<i>86.59%</i>
The number of female full-pay relevant employees in the upper quartile pay bands	13	21	22
The number of full-pay relevant employees in that quartile pay band	161	159	164
<i>Proportion of female employees in the upper quartile pay band</i>	<i>8.07%</i>	<i>13.21%</i>	<i>13.41%</i>

The equal pay audit proposed last year has been carried out by an external consultant and the recommendations made from this are being implemented this year.