



LEICESTERSHIRE
FIRE and RESCUE SERVICE

Gender Pay Gap Report

2023 - 2024



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Introduction

As a public sector employer with over 250 staff, Leicestershire Fire and Rescue Service is required to publish information about gender pay gaps following the introduction of legislation under the Equality Act (Specific Duties and Public Authorities) Regulations 2017 and this report is based on the **snapshot date of 31st March 2023**.

This report will compare rates of pay, and bonuses, by gender and enables Leicestershire Fire and Rescue Service to understand gender equality within the workplace by looking at the balance of gender at different levels across the Service thus enabling us to take appropriate steps to address inequalities identified.

Our recruitment teams have continued to work hard during this period to engage with and recruit from all under-represented backgrounds to support our objective of being fully representative of the communities we serve. This year, we are pleased to report that this has led to an increase in female Firefighters being recruited.

All LFRS jobs are evaluated against a consistent pay scheme and allocated to a specific grade(s); people recruited are appointed to an agreed pay point for each job. Pay rates are transparent and everyone is appointed based on knowledge, skills, and experience within the range of pay for the role.



The LFRS Workforce

In terms of pay and conditions LFRS employees are broadly split into two main groups, generally referred to as operational and non-operational.

Uniformed staff are wholetime firefighters (firefighters who work full time in that role), on call firefighters (firefighters who work part time and respond via a pager system) and control staff (individuals who work in the Control Room). Pay and conditions for uniformed staff are negotiated nationally.

Non-operational staff are employees who provide specialised functions to support the operational workforce. Non-operational staff generally work 37 hours per week and their conditions of service are negotiated locally.

Methodology and Calculations

The report excludes agency staff and employees employed on on-call contracts.

Figures reported are calculated using the methodology included within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and guidance issued by Government Equalities Office (GEO) and ACAS.

All staff who are on secondary contracts as on-call firefighters are treated as separate employees and are there on-call contract is not included in the calculations.



Regulatory Requirements

The regulations give a wide definition of who counts as an employee, (eg. the self-employed & agency workers); for Leicestershire Fire and Rescue Service this includes all employees regardless of role and terms and conditions of employment.

In order to report the Gender Pay Gap there are six calculations organisations must carry out:

- Mean pay gap – average of hourly pay for men compared with women.
- Median pay gap – mid-way point from lowest to highest hourly rates for men compared with women.
- Male and female employees in each salary quartile band.

There are a further three calculations required under the regulations, which do not apply to the Service because the organisation does not pay any bonus:

- The mean (average) bonus pay gap
- The median bonus pay gap
- The proportion of males and females receiving a bonus payment



Workforce Information (Total Employees)

The report data is from 31 March 2023 and for the purposes of this report the data is split into three groups:

- Operational Wholetime Firefighters. These are colleagues who undertake front line firefighting roles.
- Non-operational Staff. These are employees who provide professional services to support the operational workforce.
- Fire Control. Staff who take calls and carry out initial incident management until crews arrive on scene.

Recruitment vs Leavers

The total number of new starters across the Service during the period 1 April 2022 – 31 March 2023 was **72**. Of that **52 (72%)** were male and **20 (28%)** were female.

The total number of leavers across the Service during the period 1 April 2022 – 31 March 2023 was **80**. Of that **64 (80%)** were male and **16 (20%)** were female.

Salary Hourly Pay Quartile Bands

Salary quartile calculations show the proportions of eligible male and female employees in four quartile pay bands on the snapshot date of 31st March 2023 (this is not the entire workforce).

The table below shows the salary quartile breakdown for all full pay relevant staff. 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.

Row Labels	Count of Gender	Percent per quarter
Upper	110	25%
Female	4	4%
Male	106	96%
Upper middle	111	25%
Female	10	9%
Male	101	91%
Lower Middle	110	25%
Female	34	31%
Male	76	69%
Lower	111	25%
Female	63	57%
Male	48	43%
Grand Total	442	100%



Mean and Median Average Pay Gap

The gender pay gap analysis is compiled from data taken from 31 March 2023 which consists of **442** full pay relevant employees of which **331 (75%)** are male and **111 (25%)** are female. LFRS has multiple contracts for some employees, and due to them having variable hours they are excluded from this report.

Sum Totals for Mean/Median					
Row Labels	Sum of Hourly Rate (Relevant plus Allowances)	Mean/Average	Mean % gap as percent of men's pay	Median	Median % gap as percent of men's pay
Female	2010.7	18.11	30.29%	17.75	30.17%
Male	8600.09	25.98		25.42	
Grand Total	10610.79	44.09		43.17	

The mean average gender pay gap is 30.29% compared to the median gender pay gap which is 30.17%

Between 31st March 2022 and 31 March 2023 LFRS has seen an increase in its mean Gender Pay Gap, moving from **9.8%** in 2021/22 to **30.29%**.

The median Gender Pay Gap has also increased from **14.8%** in 2021/22 to **30.29%**

Whilst concerning, we have identified one significant reason which has contributed to this increase and that is the introduction of part-time instructors who are now included in the calculation within the upper quartile of which there are 12 males. This introduction to the calculation has affected the balance of males and females in general.

For this period there are also only 4 females included within the upper quartile, compared to 22 females for the previously reported period.

It should also be acknowledged that the snapshot date for 2023 fell immediately before the start of the Easter holiday break in Leicester, Leicestershire and Rutland which may have contributed to the number of female employees not being eligible on the snapshot date.

This increase does mean that Leicestershire Fire and Rescue Service have now moved significantly away from the 2023 National Average, which according to the Office For National Statistics (ONS) is **7.7%**.



The employee profile of Leicestershire Fire and Rescue Service continues to change as staff leave and we recruit new operational and non-operational staff.

Whilst the figures show an increased pay gap, we are confident that we have identified the major contributing factors for this year, and we are confident that women are not significantly disadvantaged compared to their male colleagues on the issue of pay when these contributing factors are removed.

LFRS acknowledge that the overall employee profile continues to be disproportionately male, and our recruitment team continue to work across our diverse communities to increase awareness and promote the Service as an employer of choice to female members of our community.

We continue to offer opportunities to all staff for the role of part-time instructors.

Whilst the primary cause of the gender pay gap is the imbalance in the number of men and women employed with salaries in the upper quartile, the Service has introduced career pathways to support more women into management roles and as more women are employed into more senior roles, where salaries are higher, this will support the Service in further reducing the gender pay gap.

We are committed to continuously improving gender equality within the Service, not only because it is morally the right thing to do but because it also ensures we are embracing and demonstrating our values and fulfilling our Public Sector Equality Duties (PSED).

Our recruitment will continue to engage with our diverse communities and implement Positive Action initiatives to increase the number of applications from females in an effort to improve the gender pay gap within the Service.

The Service continues to monitor progress against the Equality, Diversity and Inclusion (EDI) Scheme 2022 – 2027 Action Plan.



Publication

The Gender Pay Gap will be published on the Service's external website at:
www.leics-fire.gov.uk.

Copies of the report will be made available to all internal departments and stations, partners, local equality organisations and interested parties upon request.

The Gender Pay Gap will be made available in other languages upon request. Please contact us via the website if you require this report in an alternative format.

Compliments and Complaints

To provide feedback about our Service and workforce please visit our website
www.leics-fire.gov.uk.

For information regarding our complaint's procedure, please contact the Service Information Team on the contact details below:

Service Information Team
Leicestershire Fire and Rescue Service
Birstall
LE4 3BU
Tel: 0116 210 5550
Email: info@leics-fire.gov.uk

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