

# Gender Pay Gap Report

2021/2022



## Introduction

As an employer with 250 or more employees, we have a duty under The Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017) to publish our gender pay gap annually.

## Equal Pay

By law, men and women must get equal pay for doing 'equal work' (work that equal pay law classes as the same, similar, equivalent or of equal value).

## What is a Gender Pay Gap?

The Gender Pay Gap is a measure of the difference between the average earnings of men and women across a workforce.

It is expressed as a percentage of the difference in the hourly rate of pay between males and females. There are two calculations: the mean (average) and the median (the middle point in the sample).

### Mean Gender Pay Gap

To calculate the difference between the **mean** hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

### Median Gender Pay Gap

To calculate the difference between the **median** hourly pay of male full-pay relevant employees and that of female full-pay relevant employees.

### Hourly Pay Quartile Bands

To calculate the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The Gender Pay analysis is compiled from data taken from the 31 March 2022 consisting of **486** full pay relevant employees.

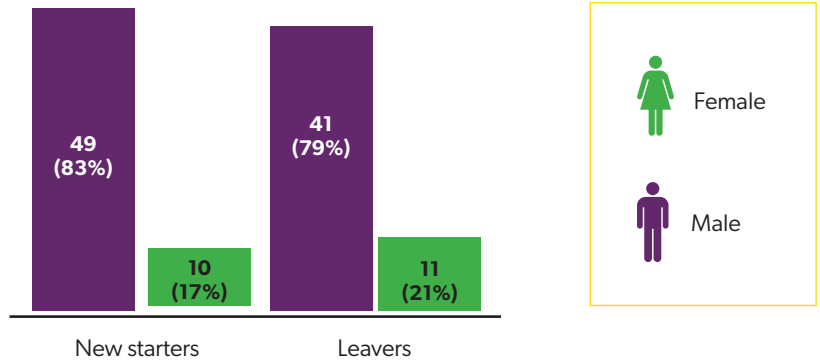
Leicestershire Fire & Rescue Service (LFRS) has multiple contracts for some employees, and due to them having variable hours they are excluded from this report.

## RECRUITMENT VS LEAVERS

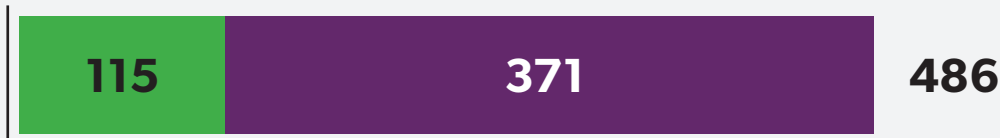
April 2021 - March 2022

Recruitment: the total number of new starters across the Service was **59**. Of those, **49 (83%)** were male and **10 (17%)** were female.

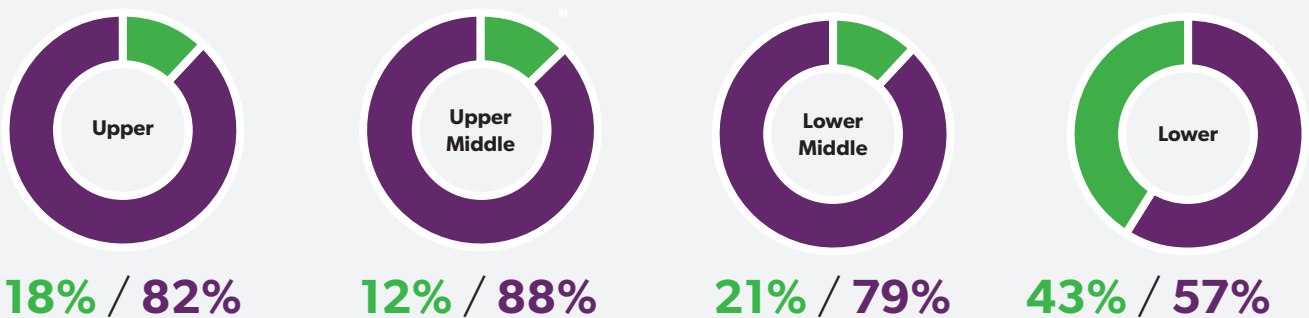
Leavers: the total number of employees that left the Service during this period was **52**. Of those, **41 (79%)** were male and **11 (21%)** were female.



## LFRS EMPLOYEE PROFILE



## HOURLY PAY QUANTILES



## HOURLY RATE

LFRS calculations for the purpose of the gender pay gap reporting based on a snapshot of the data available at 31 March 2022 in relation to full pay relevant employees are as follows:

- The hourly **Mean 9.8%**
- The hourly **Median 14.8%**



Between 2021 and 2022 LFRS has seen an improvement in its mean Gender Pay Gap, moving from **20.9%** to **9.8%**. The median Gender Pay Gap has also improved from **18.1%** to **14.8%**. This is positive and shows that the Gender Pay Gap is moving closer to the 2022 National Average, which according to the Office For National Statistics (ONS) is **8.3%**.

**This change is a result of the higher percentages of women in the upper and lower middle Hourly Pay Quartiles.**

## Key points

Over the last year the employee profile has changed due to new starters and leavers. This has slightly decreased the number of females employed by LFRS.

The overall employee profile demonstrates that LFRS has approximately **three times more men than women**. Operational roles outnumber support staff positions by approximately **3:1**. Approximately **92%** of operational roles are occupied by male employees. Females are disproportionately underrepresented.

The primary cause of the gender pay gap is the imbalance in the number of men and women employed and the positions they hold. Men are also over represented across all but the lower quartile pay bands. More men hold senior positions who receive higher pay, also affecting these figures.



### Contributing factors to Leicestershire Fire and Rescue Service's gender pay gap:

- A lower proportion of female employees in operational roles is representative of all fire and rescue services nationally.
- An imbalance in the number of men and women throughout the organisation, particularly women in senior roles.
- Women make up a large majority of positions in the support functions, which sit in the lower pay quartile.

## Closing the Gender Pay Gap

The Equality, Diversity and Inclusion (EDI) Scheme 2022 – 2027 provides an overview of the proposed work to promote equality, diversity and inclusion.

The scheme contains an action plan aimed to achieve a more diverse workforce and continually improve the gender balance.

The scheme is reviewed annually and is available on our website [www.leics-fire.gov.uk/your-fire-service/who-we-are/equality-diversity-and-inclusion/](http://www.leics-fire.gov.uk/your-fire-service/who-we-are/equality-diversity-and-inclusion/)





## Publication

The Gender Pay Gap will be published on the Service's external website at:

[www.leics-fire.gov.uk](http://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 using the details opposite 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](http://www.leics-fire.gov.uk)

For information with regards to our complaints procedure, please contact the Service Information Team on the contact details below:

### Service Information Team

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Signed for and approved on behalf of Leicestershire Fire and Rescue Service I can confirm this published information is correct:

PAUL WESTON

ASSISTANT CHIEF FIRE AND RESCUE OFFICER



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Getting it right