

# GENDER PAY GAP

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.

The national gender pay gap for 2019 was: **17.3%**

## Our gender pay gap (median) is 23.7%

This is NOT the same as equal pay, which makes it illegal to pay men and women differently for equal or similar work.



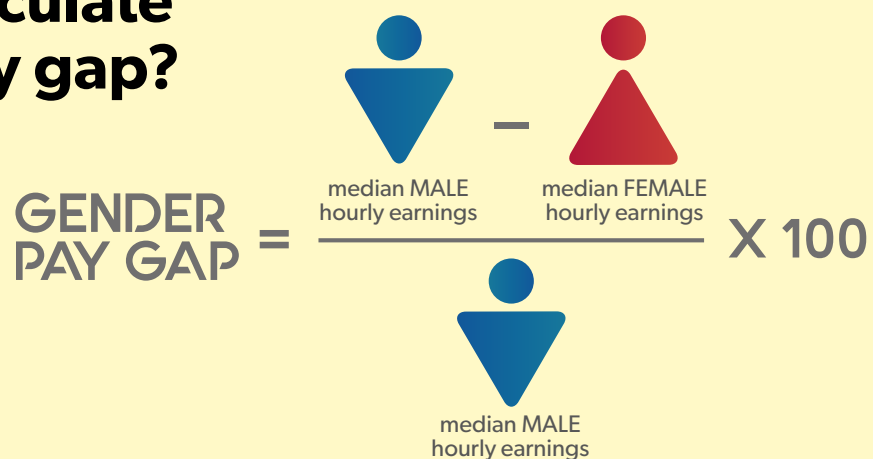
Leicestershire Fire and Rescue Service is an equal pay employer.

## What is the gender pay gap?

The gender pay gap is the difference in the median hourly rate of pay between men and women in an organisation's workforce.

## How do we calculate our gender pay gap?

Our gender pay gap is calculated like this:

$$\text{GENDER PAY GAP} = \frac{\text{median MALE hourly earnings} - \text{median FEMALE hourly earnings}}{\text{median MALE hourly earnings}} \times 100$$




## Who was included in the analysis?

The essential pay information extracted for this gender pay gap report was made up of the payroll data from 730 Leicestershire Fire and Rescue Service employees in March 2019.

241 of the 730 (33%) employees were excluded, leaving 489 employees. The exclusions were mainly due to variable hours and second contracts, where the calculations do not work for this exercise.

## Mind the gap!

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

- An imbalance in the number of men and women throughout the organisation, particularly women in middle and senior roles
- The lack of women in operational roles is representative of all fire and rescue services nationally
- Women make up a large majority of roles in the support functions, which sit in the lowest pay quartile.



**MIND THE GAP**

## Close the gap

The Equality, Diversity and Inclusion (EDI) Scheme 2020 – 2025 provides an overview of the proposed work to promote equality, diversity and inclusion (including the gender balance of the workforce) at Leicestershire Fire and Rescue Service.

A detailed plan is available, and this will be monitored through the Strategic Equality, Diversity and Inclusion Board (SEDIB). The table below provides details of the plan that are relevant to the gender pay gap.



### Leicestershire Fire and Rescue Service

Headquarters, 12 Geoff Monk Way, Birstall, Leicester LE4 3BU

Tel 0116 2105555

Fax 0116 2271330

Email [info@leics-fire.gov.uk](mailto:info@leics-fire.gov.uk)

[leics-fire.gov.uk](http://leics-fire.gov.uk)

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Long Term	Task	Expected Outcome	Responsible Person/s	Status
<b>Positive Action</b>	Recruit female cadets into existing cadet programmes	Increased number of females applying and obtaining operational roles	Operational lead for Positive Action (OPA)	Started
	Develop new cadet programmes in Leicestershire with targets of 50% females intake (Melton, Coalville and Lutterworth)	Increased number of females applying and obtaining operational roles	District managers for Melton, Coalville and Lutterworth  OPA (in relation to attracting females cadets)	Started (except Lutterworth)
	Develop a strategy to promote a pathway from Cadets into wholetime roles	Increased number of females applying and obtaining operational roles	Equality and Diversity Advisor (E and D)  Operational lead for Positive Action (OPA)	Not started
	Use existing females (Female Staff Network) as role models to support the delivery of the cadets programme	Increased number of females applying and obtaining operational roles	OPA	Discussed and agreed OPA role with Craig Hallam  Female staff Network agreed to support initiative
Medium Term	Task	Expected Outcome	Responsible Person/s	Status
<b>Policy Review</b>	Review all policies that impact on women and the workplace	Increased number of females applying and obtaining operational roles	TEDIB	Review of Maternity, B and H, Grievance and Disciplinary policies has started. Menopause policy is under development
<b>Mentoring and Sponsorships</b>	Identify potential female talent for future leaders	Increased numbers of females across all levels of the organisation	Watch Managers/ Station Managers and Group Managers	To commence April 2020
<b>Culture and EDI</b>	Undertake a cultural audit to identify barriers for EDI and women	Increased number of women taking part in, and developing initiatives	Equality and Diversity Advisor (E and D)	On hold pending outcome of City Council review of policies in HR
<b>Values and Behaviours</b>	Develop Values and Behaviours that promote EDI within LFRS	Retention of underrepresented groups (including women)	Ed Rogers	Completed subject to TEDIB agreement
Ongoing	Tasks	Expected Outcomes	Responsible Person/s	Status
<b>Positive Action</b>	Promote the firefighter role in specific places (Gyms, specific sports etc. to attract more women to apply	Increased number of females applying and obtaining operational roles	OPA	In development stage
	Use existing females (Female Staff Network) as role models to support the delivery of Positive action initiatives	Increased number of females applying and obtaining operational roles	OPA	In development stage
	Advertise all operational roles (promotions and transferees) on the NFCC with specific messages targeting women and BAME	Increased number of females applying and obtaining operational roles across the hierarchy of LFRS	HR	Started but need clear message for women and BAME