

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 2020 was: **15.5%**

Our gender pay gap (median) is 16%

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.

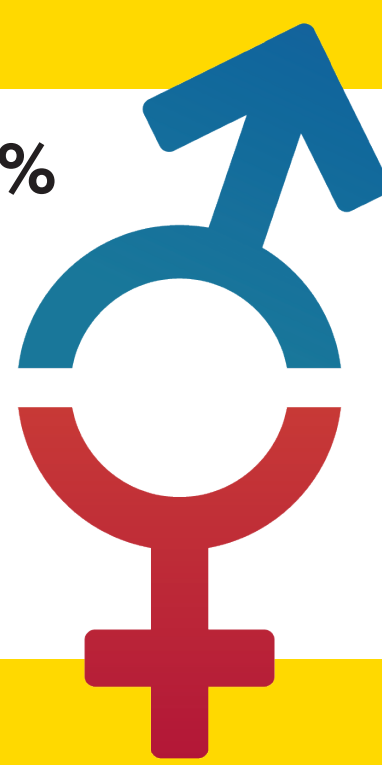
What is the gender pay gap?

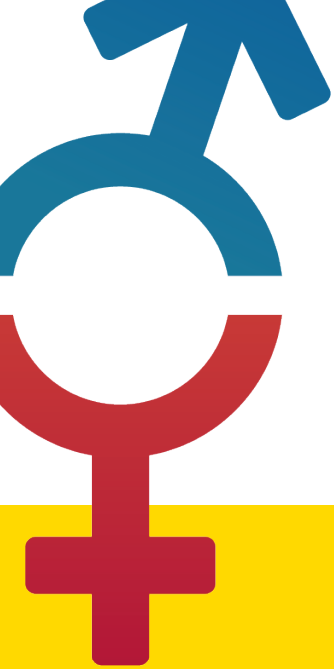
The gender pay gap is the difference in the median hourly rate of pay between men and women in an organisation's workforce.

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?

For March 2020, the essential pay information extracted for this gender pay report was made up of a total headcount of 712 Leicestershire Fire and Rescue Service employees. The gender pay analysis includes 489 employees.

Exclusions were mainly due to variable hours (On-Call) 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.



MINDTHEGAP

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.



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