

Gender Pay Gap Report

2020/2021



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 2021 consisting of **479** full pay relevant employees.

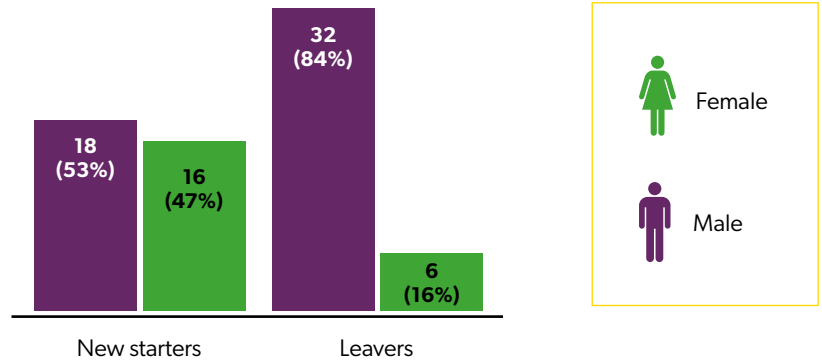
Leicestershire Fire & Rescue Service (LFRS) has multiple contracts for some employees, and due to them having variable hours they are excluded from this report.

RECRUITMENT VS LEAVERS

April 2020 - March 2021

Recruitment: the total number of new starters across the Service was **34**. Of those, **16 (47%)** were female and **18 (53%)** were male.

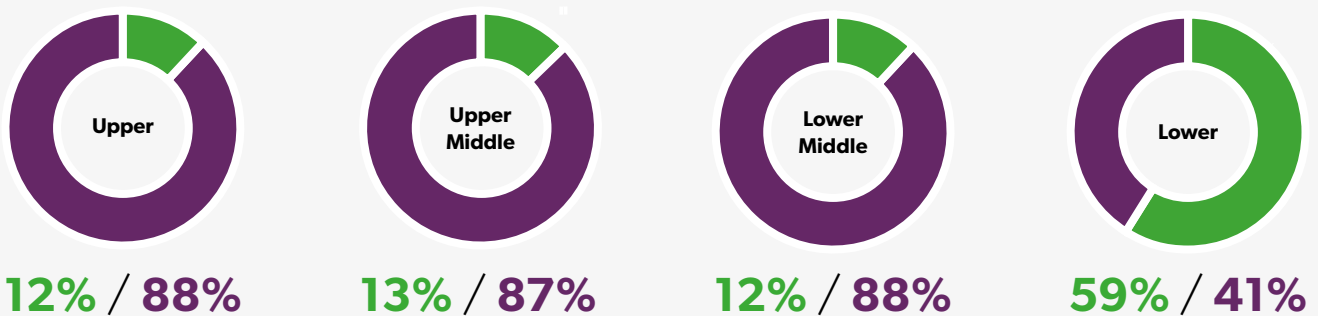
Leavers: the total number of employees that left the Service during this period was **38**. Of those, **6 (16%)** were female and **32 (84%)** were male.



LFRS EMPLOYEE PROFILE



HOURLY PAY QUARTILES



HOURLY RATE

LFRS calculations for the purpose of the gender pay gap reporting based on a snapshot of the data available at 31 March 2021 in relation to full pay relevant employees are as follows:

- The hourly **Mean 20.9%**
- The hourly **Median 18.1%**



Between 2020 and 2021 LFRS has seen a marginal improvement in its mean Gender Pay Gap moving from **21.9%** to **20.9%**. This is positive and shows progress but further work is still required to achieve a Gender Pay Gap that is in line with the 2021 national average, which according to the Office for National Statistics (ONS) is **15.4%**.

Key points

Over the last year the employee profile has changed due to new starters and leavers. This has increased 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 **89%** 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 and as those in more senior positions receive higher pay.



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 2020 – 2025 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/



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 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

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

Service Information Team

Leicestershire Fire and Rescue Service

Birstall

LE4 3BU

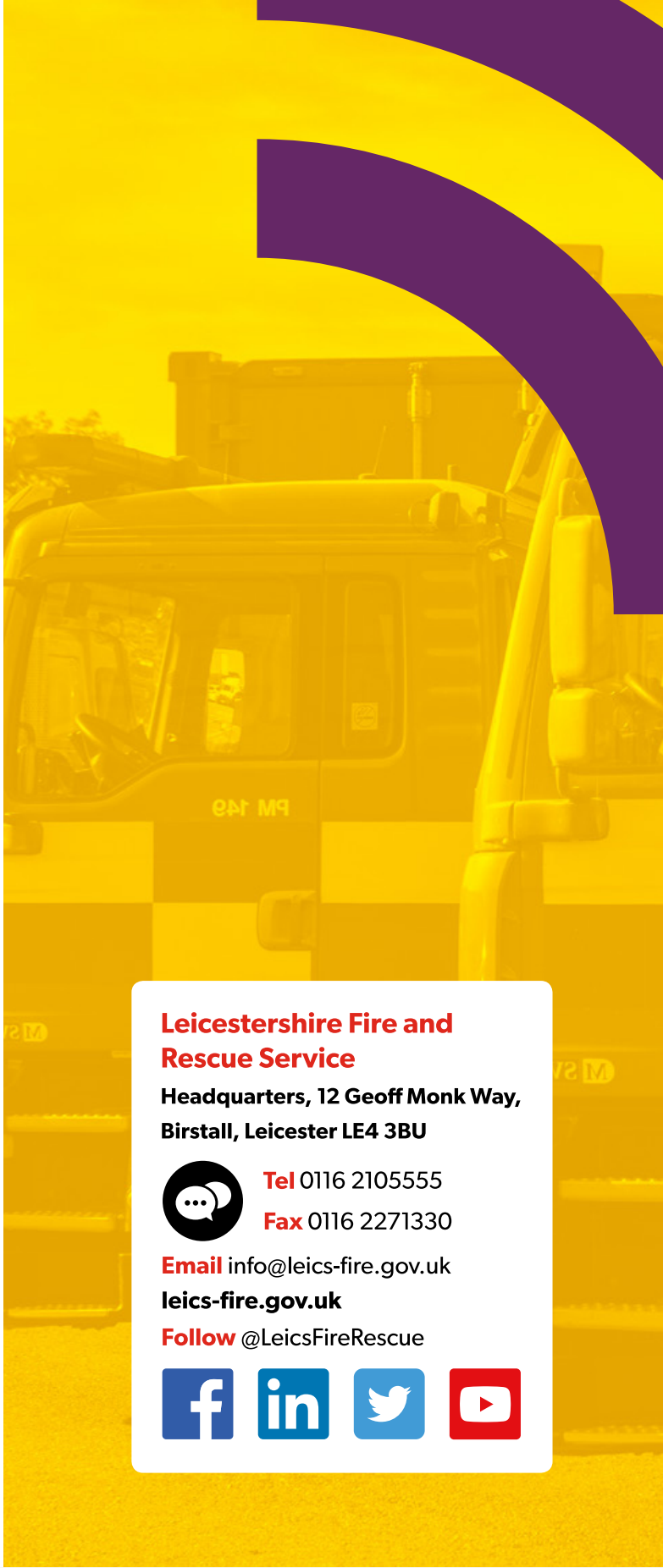
Tel: 0116 210 5550

Email: info@leics-fire.gov.uk

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



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

leics-fire.gov.uk

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