

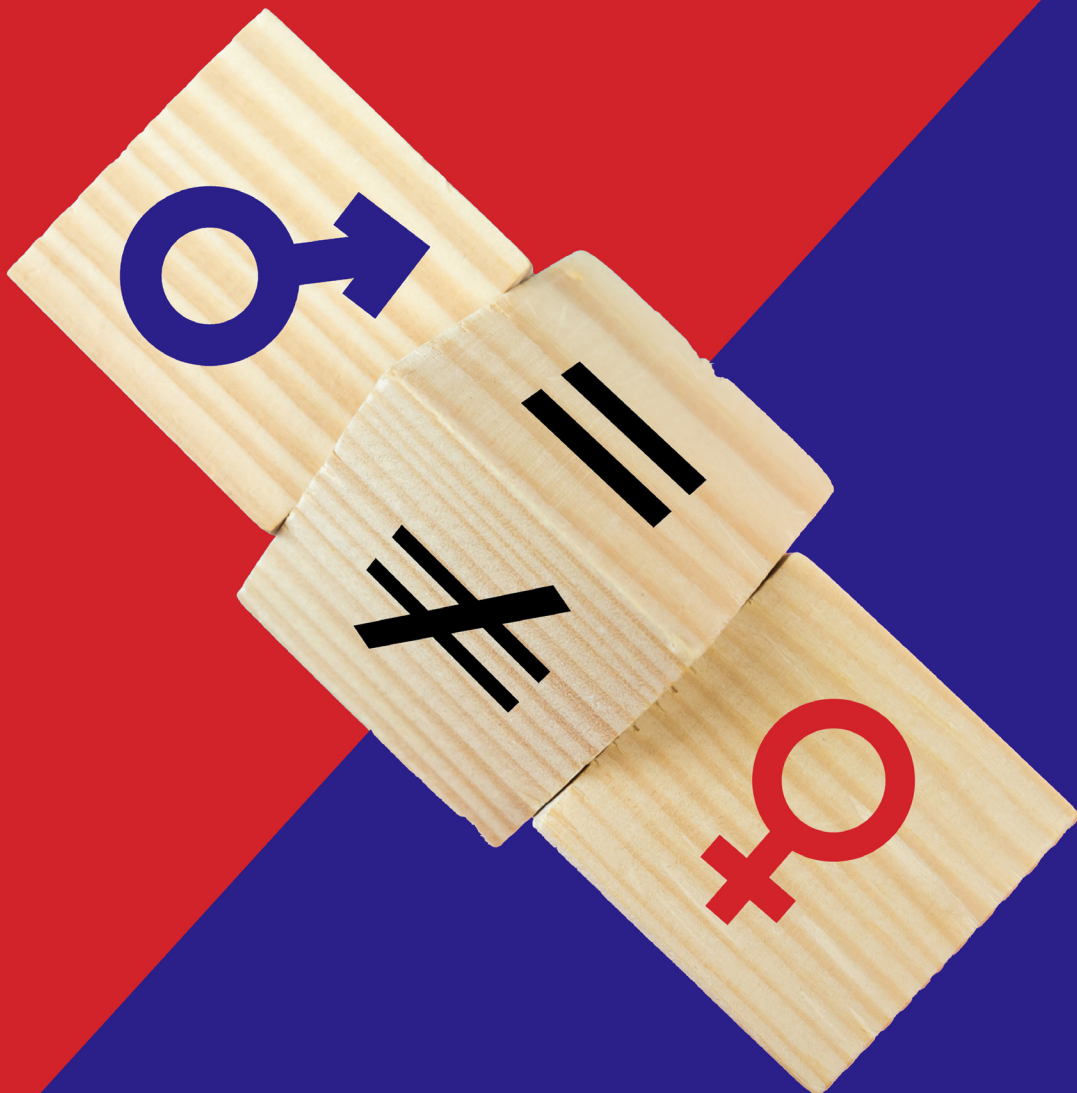


Gwasanaeth Tân ac Achub
De Cymru
South Wales
Fire and Rescue Service

SOUTH WALES FIRE AND RESCUE SERVICE

GENDER PAY GAP

REPORT - MARCH 2024



Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the Public Sector Regulations), all public authorities are required to report annually on their Gender Pay Gap (GPG).

The Gender Pay gap is based on the difference between the average earnings of male and female employees. All organisations that are required to submit and publish their GPG must do so against six different measures.

1

Mean Gender Pay Gap – The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

2

Median Gender Pay Gap – The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

3

Median Bonus Gap – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

4

Mean Bonus Gap – The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

5

Bonus Proportions – The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

6

Quartile Bands – The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands, by hourly pay rate.

The data for calculations for these measures is based on a snapshot of pay data from the 31st of March each year. These calculations are based on each employee's net earnings paid in March and take account of elements such as salary, allowances, honorariums, and salary sacrifice payments. South Wales Fire and Rescue Service does not award bonus payments and therefore does not report on bonus gap or proportions.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay and benefits audits.
- evaluate job roles and pay grades to ensure fairness.

South Wales Fire and Rescue Service is confident that male and female employees are paid equally for undertaking equivalent roles across the organisation, as staff are paid, irrelevant of gender, using nationally agreed pay scales.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Male employees are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Female employees are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. Fire and Rescue Services also have differing terms and conditions (e.g. Green Book, Grey Book) and pay scales for groups of staff.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Most line managers and senior managers are male.

South Wales Fire and Rescue Service Gender Pay Gap Data



Contracts held by
Male Employees
1,565 (1,526)



Contracts held by
Female Employees
328 (304)

Through its positive action, South Wales Fire and Rescue Service has seen some success in increasing the number of employment contracts secured by females, with **17.33%** of contracts in March 2024 being held by females, compared to **16.66%** at March 2023.

The contracts above are broken down into:



Male Wholetime Firefighters
798

Male On-Call Firefighters
501

Male Control Employees
6

Male Auxiliary Firefighters
84

Male Corporate Employees
176



Female Wholetime Firefighters
49

Female On-Call Firefighters
33

Female Control Employees
28

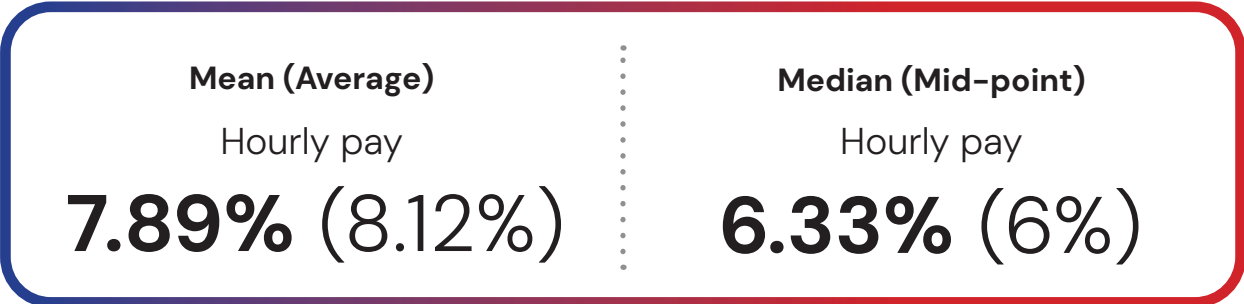
Female Auxiliary Firefighters
12

Female Corporate Employees
206

This profile clearly demonstrates that there is a far higher proportion of roles filled by male employees at SWFRS than female, with roles filled by male employees currently making up **83%** of the workforce. It is therefore inevitable that gender disparities are exacerbated, and this disparity will continue until there is an increase in women employed in operational and senior-level roles. There is no quick solution to this, but we are committed to eliminating all barriers to the attraction and progression of female employees to achieve a more diverse workforce.

Mean and Median Data

Difference between male and female employees



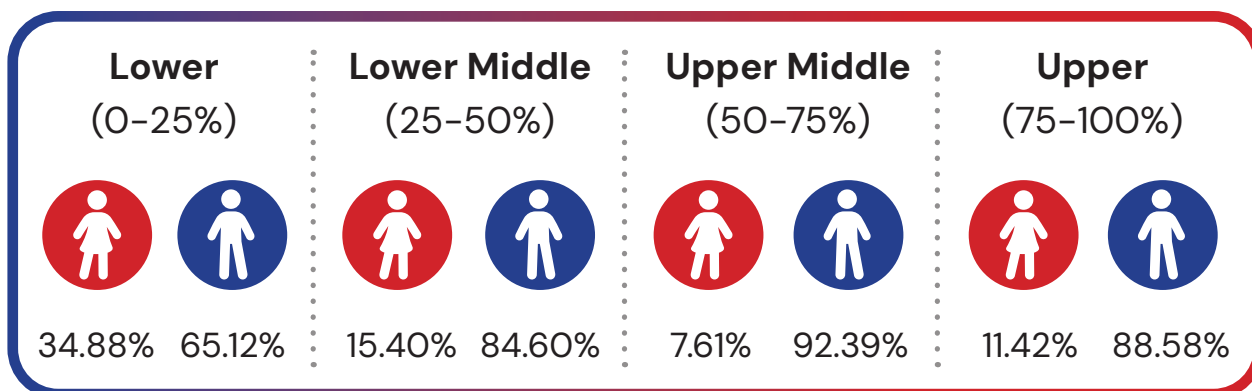
Note: The figures in brackets are the 2023 figures for comparison purposes.

The table above shows our overall mean (average) and median (mid-point) gender pay gap based on hourly pay as at the 31 March 2024. The decrease in the mean gender pay gap figure indicates a positive reduction in the gap between male and female employees. The small increase in the median percentage figure is explained by an increase in the number of senior roles held by male employees.



Also worthy of note is that Grey Book staff, who are predominantly male, did not receive the 2022/23 pay award until April 2023, however Green Book staff, who are predominantly female, received their pay award for 2022/23, in November 2022.

The delay in the Grey Book pay award relating to 2022/23, would have had some impact on the hourly rate differential being captured within this analysis. The March 2024 figures include the 2 pay awards for 2022/23 and 2023/24.

Pay Quartiles (based on hourly pay)



The above information illustrates the gender distribution at South Wales Fire and Rescue Service, as of 31st March 2024, by Pay Quartile.

	Hourly Pay Range		
Upper Quartile	£79.95 - £18.68	54 (11.42%)	419 (88.58%)
Upper Middle Quartile	£18.68 - £16.70	36 (7.61%)	437 (92.39%)
Lower Middle Quartile	£16.70 - £15.82	73 (15.40%)	401 (84.60%)
Lower Quartile	£15.82 - £7.72	165 (34.88%)	308 (65.12%)

Rates quoted here are not the actual hourly rates paid to employees, but are the result of applying the criteria laid out for the preparation of the data for relevant employees (taking into account allowances, honoraria and salary sacrifice scheme payments).

Since there are many contributing factors to a gender pay gap, there is not one simple solution.

As part of our Recruitment and Attraction Strategy, South Wales Fire & Rescue Service actively encourages applications from women, from all backgrounds, across all roles and is also working actively with focus groups to better understand how we break down any perceived barriers to females undertaking uniformed roles in the Service.

Closing the Gender Pay Gap

We are committed to continuing to reduce the overall gap and this is demonstrated through the following initiatives to increase the recruitment, retention and development of a diverse workforce:

- Mixed gender sifts and interview panels
- Blind sifting where all identifiable characteristics are removed
- Opening up recruitment for all vacancies to external candidates
- Improving our maternity benefit offering
- Changing the perception of roles in the Service through our media campaigns
- Developing new learning pathways for all staff
- Unconscious Bias Training
- Creating a more inclusive workplace
- Family-friendly Service procedures e.g. flexitime scheme and care of dependants leave.
- Commencing a review of our approach to internal placements by ensuring that non-operational managerial roles are held by those with the best skills and experience for the role, whether uniformed or non-uniformed
- Introduction of a Menopause and Menstruation Procedure and Toolkit.
- Provision of sanitary/welfare packs on all stations, appliances and vehicles.