

Gender Pay Gap Report 2022



Gwasanaeth Tân ac Achub
Fire and Rescue Service

ATAL AMDDIFFYFN YMATEB
PREVENTING PROTECTING RESPONDING

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About this report

In the UK, all public, private and voluntary sector organisations with 250 or more employees must report annually on their Gender Pay Gap (GPG). All employers are legally obliged to give men and women equal pay for work of equal value. However, for lots of reasons, in many organisations there is a difference between the average earnings of male and female employees.

This is known as a gender pay gap (GPG) and it indicates that men might be occupying higher-paying positions in the workplace than women. It does not mean employers have breached equal pay provisions or that women are paid less to the same job as men.

All organisations that are required to submit and publish their GPG must do so against six different measures. This information is based on a snapshot of pay data on a set date identified within Schedule 1 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

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 Pay Bands

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

In accordance with the legislation, we have produced and published this report to show North Wales Fire and Rescue Service's GPG as it stood on March 31st 2022.

For comparison, we have provided data from the same date in 2021. If you have any questions or comments relating to this report and its contents, please contact us via the: [North Wales Fire and Rescue Service Website](#)

Our commitment to Equality, Diversity and Inclusion (EDI)

EDI is an important business imperative for any employer, not least a humanitarian organisation like the fire and rescue service. Our people are central to our core values “Diversity and Inclusivity”, “Striving for excellence” and “People”.

We know that developing as an organisation with diversity of thought, background and experience will make us a better employer and a better provider of public services. We work hard to create a culture where anyone, regardless of gender, age, sexual orientation, ethnicity, ability or faith, can thrive and reach their full potential. In turn, this enables us to better understand and respond to the diverse needs of the communities across North Wales and beyond.

Our Gender Pay Gap

Like other fire and rescue services with a gender-neutral approach to pay across all levels of our organisation, we still have a Gender Pay Gap. The causes are varied and complex, but nothing to do with equal pay issues. For firefighter roles, terms and conditions are nationally negotiated, using role maps and nationally agreed pay scales. However, in spite of an increasing number of women in the workforce, men still dominate the operational workforce and management roles in particular. Women still make up a larger proportion of fire service staff, but there is less opportunities to progress into senior roles which receive high levels of pay. Furthermore, non-operational roles are graded using an accredited job evaluation scheme and local government pay scales. These differences make it extremely difficult to make like-for-like comparisons. Our service acknowledges the gender diversity and identity of our staff. All of the staff in our current workforce identify as male or female.

This year’s data At March 31st 2022, we employed 877 staff. Below you can see a visual representation of our workforce which has been broken down into fire control staff, operational staff and fire staff (non-operational roles). In line with GPG criteria and guidance, some staff have not been included in this analysis e.g. staff on maternity, staff taking unpaid leave, secondments (to name a few). This helps to ensure the figures presented in the report are a true representative and reflection of our workforce.





2022 Staff - 877	Control Staff (30)	Operational Staff (710)	FRS Staff (137)
Female - 183	23 (76.7%)	75 (10.6%)	85 (62%)
Male - 694	7 (23.3%)	635 (89.4%)	52 (38%)

2021 Staff - 890	Control Staff (32)	Operational Staff (682)	FRS Staff (143)
Female - 170	26 (81%)	60 (8.8%)	84 (58.7%)
Male - 687	6 (19%)	622 (91.2%)	59 (41.3%)

North Wales Fire and Rescue Service (NWFRS) employ more men than women. Women are well represented within fire control and non-operational roles across the service, but men still make up the large majority of the operational team. As the operational team is by far the largest team in our service, this can go some way to explain why there is a gender pay gap currently.

Overall, the service has increased the number of females across the workforce in the past year. There has been a positive shift in the gender balance with 178 (20%) females in 2021, compared to 183 (21%) females in 2022. Our service is particularly pleased to see a small, but sufficient increase in women across operational firefighter roles rising from 61 (9.8%) in 2021 to 75 (10.6%) in 2022, which equates to 0.8%.

Although there are slightly less females in fire control in 2022, compared to 2021, there has been a small 2% increase in female representation in the department. To explain further, there were 26 women (81%) in fire control in 2021, compared to 25 women (83%). There has been a 4% increase in female representation across non-operational roles in the past year. To explain further, 85 (62%) women in non-operational roles in 2022, compared to 83 (58%) women in 2021.

The increase in female representation can be attributed in part to targeted recruitment activity and some specific engagement through key partners (i.e. college careers visits) and community events (i.e. Pride) which has led to new people joining the service. The service has performed well in terms of retaining female staff and the increase in female representation can also be explained by men making up the majority of people leaving the organisation.

While our service is representative of woman in our Senior Leadership Team (SLT), we acknowledge we are on a progressive journey to ensure more women are better representative across supervisory and middle management roles.









This report highlights the positive impact of various females who have entered our service to take up specialist positions (Mostly green book roles) and these individuals often receive pay in line with the middle quartiles. Although the number of female employees has continued to increase over the past year and females are progressing in our service (i.e. females being promoted), it is inevitable that the GPG will exist until there are greater numbers of women in the Service, especially in higher paid positions of the organisation.

We remain committed to eliminating all barriers in relation to the attraction, recruitment and progression of women, which will see our workforce become more diverse in 2023.. Further details about our attraction, recruitment and retention strategy are provided on pages 9 and 10.



Earnings 2022

Based on a snapshot of data available on March 31st 2022 in relation to earnings of all staff, our Service's GPG is calculated as follows.

				
 Mean Hourly Rate	2022	£15.79	£17.22	8.29%
	2021	£15.12	£15.48	2.30%
 Median Hourly Rate	2022	£14.50	£16.72	13.27%
	2021	£13.77	£14.84	7.21%
 Proportion of staff in receipt of a bonus	2022	16%	36%	N/A
 Mean Bonus	2022	£0.30	£0.25	-17.6%
 Median Bonus	2022	£0.30	£0.30	0%



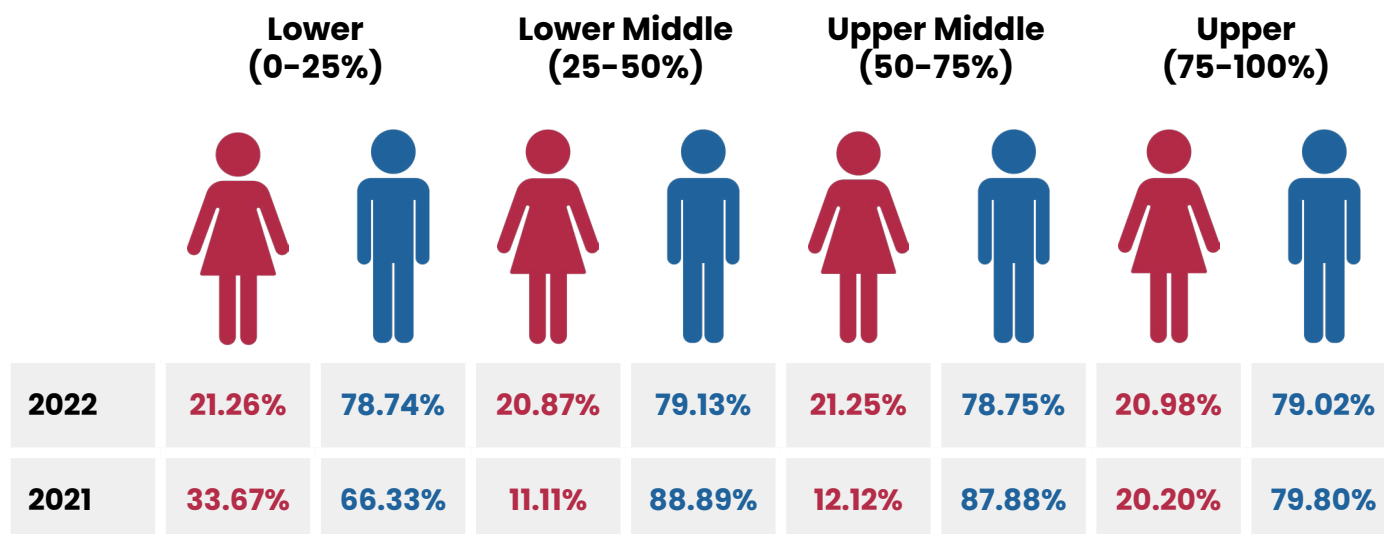
Between 2021 and 2022 the **mean hourly pay** increased from 2.30% to 8.29%. Despite a slight increase, our service is below the national average for 2022 which is 8.30% (ONS, 2022) and if we compare our current figures to our 2020 GPG which was 11.79%, our mean hourly pay gap has decreased. With regards to the **median hourly pay** gap, we have seen a slight increase between 2021 and 2022 from 7.21% to 13.27%. Our service is slightly below the national average which is 14.90% (HOC, 2022) and if we compare this current data to our 2020 GPG which was 14.09%, our median hourly pay gap has decreased.

Despite the GPG increase in the past year, the GPG has decreased if you compare the figures over the last two years, thus demonstrating sustained progress. The service did manage to attract, interview and recruit many women into the service, especially in operational roles during the 2021/22 financial year. Some of these women were placed on waiting lists and not officially employed within this GPG reporting period so the service is confident the pay gap will narrow further in the next year. Also, when interpreting our data, it is important to consider the impacts of the differences in conditions of service between firefighters and fire staff. For example, firefighters (who are majority male) on certain duty systems have access to allowances and typically more opportunities to work overtime.

The Continuous Professional Development (CPD) payment, required through the Grey Book terms and conditions, applies only to operational staff and skews the reporting of bonuses. Analysis of our services bonus gap suggests the mean bonus is below zero which indicates there is parity between men and women. The median bonus is 0% which is positive news because the national average has gone above 0% for the first time since 2017 (DIT, 2022).



Quartile Pay Bands 2022



In our service, women occupy 20.98% of the highest paid jobs and 21.26% of the lowest paid jobs. Compared to 2020/21, there is a clear indication that women are progressing through the organisation with increases in the lower middle, upper middle and upper quartiles.

The service has been successful in recruiting women which has seen a consistent flow of new starters enter the service in the **lower** and lower middle quartiles. Female representation has actually decreased in the lower quartile, mainly because they have started to progress and earn increased salaries which can be explained through time served, transition from development to competent, successes in the promotion process and a few cases of on-call migration.

Female representation has increased in the **middle quartiles** which can be explained by existing female staff progressing up the pay scales resulting in receiving incremental pay increases and apprentices successfully completing their training thus progressing on to a full firefighter salary. Also, multiple females have been promoted into supervisory and middle management roles across operational and non-operational roles during 2021/22.

Staff who leave the service also play a vital role when we explore our GPG data. The services employment data indicates the majority of staff who have retired or left the organisation during the 2021/22 reporting period were long serving males in operational roles earning top of their respective pay scales. Our service can be proud of its ability to retain female staff and during this reporting period, there has been a positive shift in terms of gender pay gap because some females have organically moved up the middle quartiles when retirees (mostly males) leave the service.

There has been a very small increase in female representation in the **upper quartile**. This is very positive news because although it is common to see an increase in the middle quartiles, female staff in some organisations fail to progress beyond supervisory manager positions, thus never receiving the roles and salaries that help decrease the GPG in the highest pay scales. Within this reporting period, 50% of our principal officers were female namely, Chief Fire Officer, Assistant Chief Fire Officer and Assistant Chief Officer. Our service hugely benefits from having many women in middle and senior management roles. Females in these positions are excellent role models for existing staff who aspire to become managers and leaders, plus there is an increased visibility in the community when they witness our female staff in person and through the media.



Closing the gender pay gap

The all wales people strategy (2020-2024) and our service's EDI Strategy (2020-2024) both set out a raft of objectives that build on our work to attract and recruit more women into all roles and levels of organisation. Both documents promote equality of opportunity to ensure women progress at the same rate as their male counterparts.

Specific objectives include:

- Ensuring recruitment, selection and progression processes are fair and transparent and aim to reflect the diversity of the community we serve.
- Engaging with girls and women through community groups, sports teams, schools, colleges and universities to raise awareness of fire and rescue service careers, breakdown negative stereotypes and introduce positive female role models.
- To continue increasing the visibility of female role models at taster days, open days and career fairs to build on the notion of 'see it, to be it'.
- Raising awareness of our participation in the national direct entry programme and using the promotion process to support women (internal and external candidates) who have the talent and ambition to become future operational leaders.
- Implementing effective redeployment arrangements to ensure any employees facing redundancy or loss of employment (other than for disciplinary reasons) are offered suitable alternative employment and re-training to help retain talented people.
- Modernising our approach to working arrangements, creating a more flexible, agile and inclusive workplace which will be attractive to people with disabilities, health conditions, parental and caring responsibilities.
- Assessing diversification of the roles of employees, learning from innovative practice necessitated by the Covid-19 pandemic to build robust workforces who can respond to periods of significant change in the future.

- To ensure our policies and procedures promote best practice and inclusion, especially in relation to grievance, discipline, dignity at work, reasonable adjustments, discrimination, anti-bullying and harassment.
- Raise awareness of health and wellbeing among the workforce to reduce the risk of potential negative effects on employees and the organisation.
- Address cultural barriers to ensure the workplace environment is accessible to a diverse workforce, especially women from all backgrounds.
- Collect and analyse employee and workforce data to support effective and well-informed people management practices including recruitment priorities and positive action.
- Commit to supporting women to maintain and improve their skills within an inclusive working environment that promotes lifelong learning, development and progression.
- Ensure that learning environments are both flexible and easily accessible.
- Further developing our 'Women in the Fire Service' network, and its male allies to provide friendship, mentorship, advice and support to all female colleagues through networking and events.
- Fully establish our Religion, Ethnicity and Cultural Heritage (REACH), neurodiversity, parents and carers staff networks and build stronger links with existing networks Firepride and Women in the Fire Service to support women with multiple identities and a diverse range of backgrounds.

Reference List

[Department for International Trade \(2022\) DIT Gender Pay Gap 2021-2022](#). Accessed: 3 February 2023.

[House of Commons \(2022\) The Gender Pay Gap](#). Accessed: 22 February 2023.

[Office of National Statistics \(2022\) Gender Pay Gap in the UK: 2022](#). Accessed: 21 February 2023.



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