



**South Yorkshire
FIRE & RESCUE**

Gender Pay Gap Report 2023

Making
**SOUTH
YORKSHIRE
SAFER &
STRONGER**



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Introduction

South Yorkshire Fire and Rescue (SYFR), as a public sector employer with over 250 staff, is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017). These Regulations came into force on 31 March 2017.

Gender pay reporting is a different requirement to carrying out an equal pay audit - it is not a review of equal pay for equal work, rather it compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance.

We will use the results to assess levels of gender equality in our workplace and the balance of male and female employees at different levels. Suitable steps will be taken (where possible) to minimise / readdress any inequities going forward.

This document will be published on our Service website www.syfire.gov.uk, and Gov.co.uk. Details of the calculations required can be found below. SYFR also provides this accompanying statement in an attempt to explain any underlying causes for pay gaps.

Note on Non-Binary and Trans Employees



Current legislation on gender pay gap reporting requires using a binary approach to identify any inequalities between 'men' and 'women' in terms of their earnings. This is problematic in terms of reporting and raises a number of questions about the right way to approach recording and analysis of data for non – binary and trans employees.

For employees that identify as transgender ACAS and government guidance suggests using the employees HMRC or payroll records (which will match official identity documents). Where this information is considered no longer reliable it is recommended that employers try to confirm which gender the employee identifies with using indirect methods such as encouraging all staff to check and update their personal information to ensure it is accurate and up to date.

For employees who have transitioned, the earnings level achieved prior to transition would be relevant for this purpose. For example if an employee identified as male at the point of securing their current earnings level and then later transitioned it would not give an accurate representation of their earnings capacity as transgender or female to record them as such.

For employees who do not identify as either male or female the government guidance states that '*you can exclude them from your calculations*'. This approach is not ideal as it excludes non-binary individuals and could be concealing a further gender pay gap between transgender and cis-gender employees.

For the purposes of addressing any potential inequalities any non-binary employees will be included within the female cohort. Creating a separate category would not be possible at present as the number of staff in this category would be small enough to identify individuals within the data.

What is required?

By 30 March 2024, we must publish the following information (in relation to the relevant pay periods containing 31st March 2023):

- A)** The mean gender pay gap (in hourly pay) for full pay relevant employees.
- B)** The median gender pay gap (in hourly pay) for full pay relevant employees.
- C)** The mean bonus pay gap (as a percentage).
- D)** The median bonus pay gap (as a percentage).



- E) The proportion of males and females receiving a bonus payment.
- F) The proportion of males & females in each salary quartile for full

The Snapshot Date for all data in this report is

31 March 2023

pay relevant employees.

The figures found in the following report were calculated using the standard methodologies from the Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017) and Gender Pay Gap Reporting: Data you Must Gather published by GOV.UK.

The median gender pay gap in the UK, based on the Annual Survey of Hours & Earnings (ASHE) 2023, was **14.3%**

Definitions

The calculations are based on two employee types:

- a. All employees employed by our service on the snapshot date. These are referred to as '**relevant employees**'. This includes anyone on any form of unpaid leave such as career break or unpaid special leave.
- b. All employees who were paid their usual full pay in the pay period that included the snapshot date. These are referred to as '**full-pay relevant employees**'.

The definition of an employee is anyone who is employed by the Service under a contract of employment, a contract of apprenticeship or a contract to personally do work, for SYFR. This includes all employees under "Gold Book", "Green Book" and "Grey Book" terms and conditions. This does not include any agency workers as they are directly employed by the recruitment agency.

Note on establishing On-call firefighters average hours

For on call firefighters who work irregular hours each week we have followed the guidance set out in the January 2017 LGA Advisory Bulletin



and Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017) legislation and calculated their average pay over the 12 week period that ends with the last complete week of the pay period in question. However, as per the guidance, their 'on-call' hours or 'contracted hours of availability' are not included in working hours. By including the contracted hours of availability, it would skew the hourly rate to appear significantly smaller than it is. By only using, the hours worked rather than hours of availability this will increase the reported hourly rate of pay for on call firefighters.

During the data gathering stage this year some further issues were identified with the method used to calculate an hourly average rate of pay for on-call firefighters;

- As the retaining fee is paid based on the level of agreed on-call availability and is not connected to how many hours they actually work, including this pay element can skew the figures to show a disproportionately high hourly rate. Other Elements such as FF Plus retainer payments, Continuous Professional Development (CPD) and Additional Responsibility Allowances would have the same effect and therefore are not included in the hourly rate figures.
- Training pay and annual leave pay for On-call cannot currently be included as the amount of hours this is for is not currently captured within our payroll system which would incorrectly skew the average hourly rate of pay.

Therefore due to the above issues the decision was taken for this year's report to focus on pay related to actual work undertaken to provide a more accurate average earnings. This will be reviewed on an ongoing basis in line with any systems changes that can be made to improve data quality for this purpose.

[Workforce Information](#)

Table 1 - Workforce Breakdown Information



South Yorkshire FIRE & RESCUE

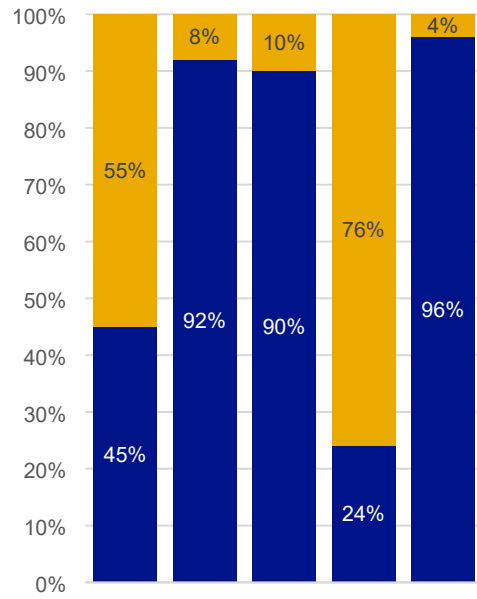
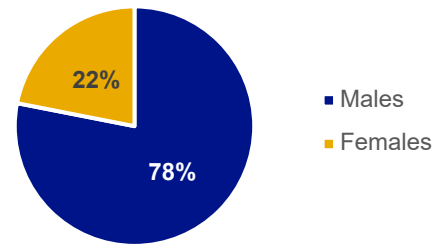


Table 1 shows the distribution of males and females across the different staff groups at SYFR. The corporate staff group as a whole is represented relatively equally by males and females compared with the wholetime, on call and contingency staff groups which are predominately male. Control staff conversely are predominantly female.

Looking at the overall staff figures you can see that females are

Gender Split: Whole Organisation



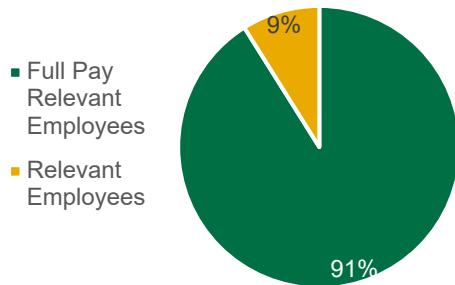
Employee Group	Total Employees	Male/Female Split	
		Males	Females
Corporate	256	Males	114
		Females	142
Wholetime	577	Males	531
		Females	46
On Call	113	Males	102
		Females	11
Control	33	Males	8
		Females	25
Contingency (workers - not employees)	52	Males	50
		Females	2
All Staff Total	1031	Males	805
		Females	226

underrepresented in the organisation as a whole (22% female vs 78% male) - this is due to them being significantly underrepresented in Operational roles. Whilst this is a reality for fire services in general, largely due to the biggest proportion of roles being operational, at face value it indicates that there is still much work to be done in breaking down the stereotype of the role of firefighter typically being viewed as a male role.



Table 2 Breakdown of 'Relevant' & 'Full Pay Relevant' Employees

Employee Category	Male	Female	Total Employees
Full Pay Relevant Employees <i>Staff who received full pay in the period in question</i>	729	210	939
Relevant Employees <i>Staff who did not receive full pay in the period in question</i>	76	16	92
All SYFR Staff <i>Including those not receiving Full Pay</i>	805	226	1031





For the purposes of calculating the mean and median hourly gender pay gap and analysing the pay quartiles we must exclude any employee that did not receive their normal full pay in the pay period in question.

This may be due to factors such being on long term sick, career break, maternity leave, unpaid leave, starting or leaving mid-way through the pay period or receiving any deductions relating to another pay period. (See break down below)

Relevant Employees - Breakdown of Reasons

Adoption Leave (1)	Changed Hours During Pay Period (2)	Contingency, no activity (52)	Not Employed for full pay period (13)
Long Term Sick (14)	Maternity Leave (6)	On Call, no activity (2)	Zero Hours Contract, no activity (2)

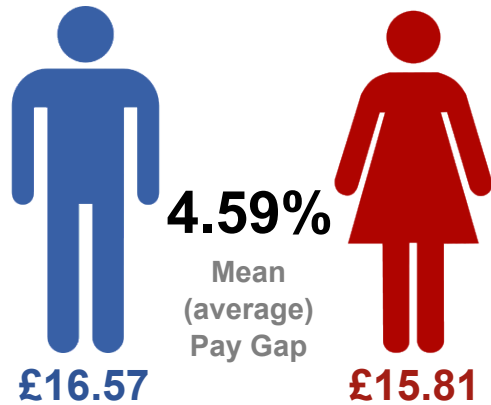
We also had to class our contingency crew as Relevant Employees this time as the contingency crew are on zero hours contracts and have not been required to work any hours due to their being no industrial action to cover during the snapshot period.

The contingency crew are required to attend occasional training sessions, however none fell within the snapshot period.



A-B) Mean and Median Gender Pay Gap

For Full Pay Relevant Employees

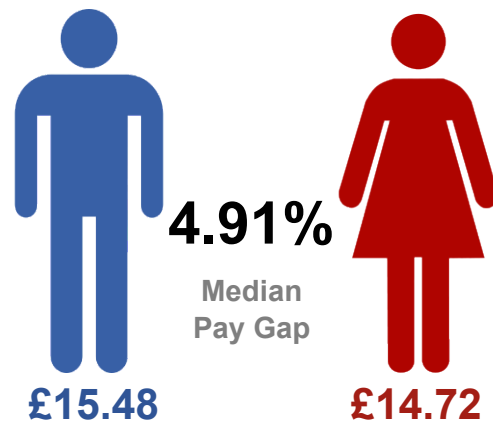


The “mean” hourly rate pay gap illustrated here shows that female staff earn on average 4.59% less than male staff.

This equates to £0.76 an hour less.

The median hourly rate pay gap illustrated here shows that female staff earn on average 4.91% less than male staff.

This equates to £0.76 an hour less.



The pay gaps in both calculations favour males. This may be explained by the disproportionate number of male staff to female in higher paid operational (“Gold” and “Grey Book” roles), and the large number of males in senior management positions and thus within the mid and high bands of pay (see overleaf). Also when looking at females alone a disproportionate amount of females are in lower paid roles.

The gap is also affected by the fact that bonus pay is included in the hourly rate calculations. Bonus pay is only currently offered to operational staff and operational roles are predominately occupied by males.

The hourly rate for on call staff is made up of a retaining fee plus their hourly rate for work undertaken. As certain elements of their pay are fixed (Such as CPD and ARA’s) regardless of actual hours worked each



period, this means that the hourly rate appears high where the employee has worked a small number of hours in the pay periods in question. This will have an effect on the overall hourly pay gap calculation as the on-call fire fighter staff group are predominantly male (8 females out of 89 full pay relevant on call staff).

C-D) The Mean and Median Bonus Pay Gap

For all Relevant Employees

Definition of Bonus Pay at SYFR

The main payment that fire services offers which comes under the Regulations definition of bonus pay is Continuous Professional Development (CPD). CPD is based upon demonstrating commitment to the role and it takes into account performance, attendance and conduct as part of the eligibility criteria, therefore we count this as Bonus Pay.

BONUS PAY 4. (B) RELATES TO PROFIT SHARING, PRODUCTIVITY, PERFORMANCE, INCENTIVE OR COMMISSION'.

In addition to CPD at this time, the Service offers incentive payments to existing employees volunteering to join the day staffing duty system.

Our contingency fire crew members receive a four weekly bonus payment of £200 as an incentive for remaining a member of the contingency fire crew.

No bonus pay is currently offered to corporate employees.



Bonus Pay Gap Figures

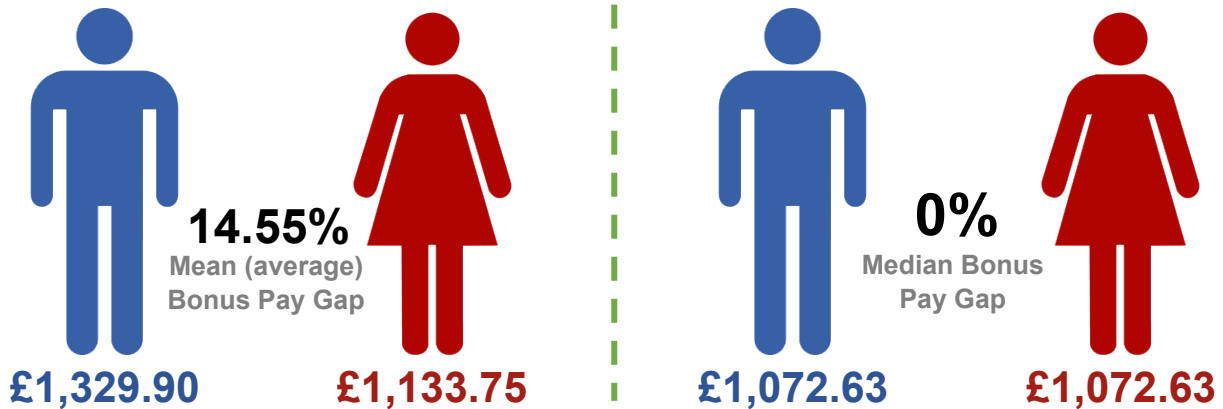


Table 3	Female	Male	Gap	%
Average (Mean) Annual Bonus Pay	£1133.75	£1,329.90	£192.98	14.55%
Median	£1072.63	£1072.63	0	0

Comments on the Average (Mean) Annual Bonus Pay Gap

In terms of the 14.55% difference in the average amount of bonus pay received by males and females, this will be affected by a few factors.

Firstly the calculations require us to include all 'relevant employees' (which includes those who did not receive full pay in the period in question) and look at all bonus pay received in the 12 months prior to the snapshot date. Therefore any females who have been on maternity leave in this period who will have had their pay reduced as a result will affect the difference in the amount received by females overall in comparison to males.

Our contingency fire crew only contained two female members at the time of the snapshot. As the contingency crew receive £200 per month (£2400 per annum) for remaining a member of the crew, which is the largest bonus payment paid by SYFR, this has the effect of increasing the male average bonus pay amount. Whilst the recruitment drives for the contingency crew do include targeted positive action initiatives the



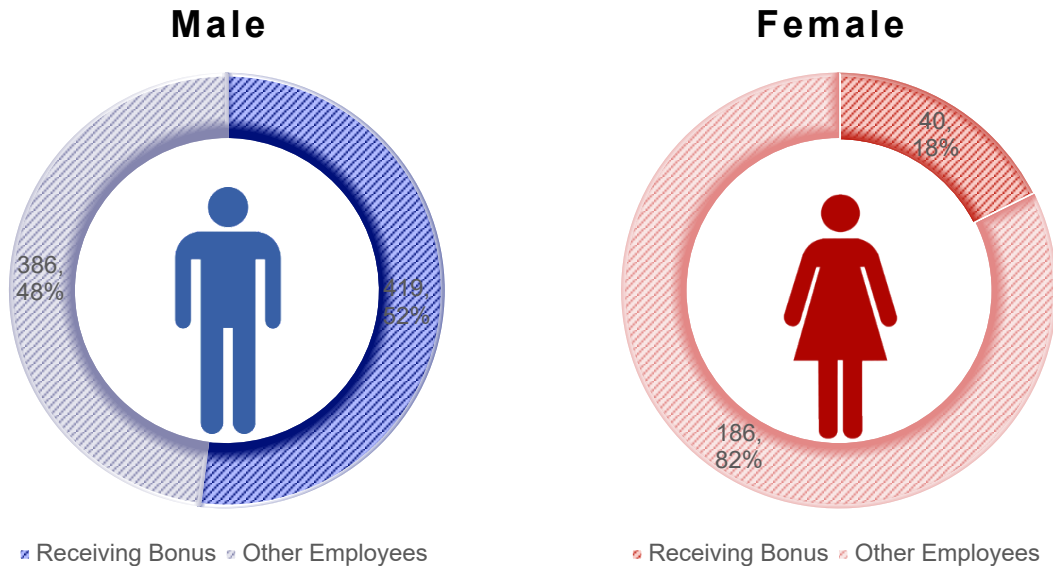
numbers indicate that there is still much work to be done for this group of staff. One contributing factor, other than the stereotype of firefighting being viewed as a typically male role, is the fact that the role requires a level of flexibility in terms of being able to provide cover at short notice. This can be more of a challenge for those with caring responsibilities who cannot easily change their routine without much warning.

Comments on the Median Bonus Pay Gap

As you can see from table 3 there is currently no median bonus pay gap between men and women. This can be explained due to the most common bonus pay being CPD, which is a set amount per year for wholetime staff (£1072.63).



E) The proportion of males and females receiving a bonus payment



Comments on the proportion of males and females receiving a bonus payment

When analysing the proportion of males vs females who receive bonus pay the figures are affected by the proportions of males and females within the operational and corporate staff groups. When looking at females in isolation 63% of female employees are in the corporate staff group (142 out of 226) which are not eligible for any bonus pay. In comparison when looking at males in isolation only 14% are in the corporate staff group (114 out of 805).

Only 8% of operational employees (including wholetime, on call, and contingency) are female (59 females vs 683 males). There are therefore fewer female employees to receive the CPD payments and day staffing payments that are payable to eligible grey book staff.

As control staff come under grey book terms and conditions they also receive CPD. As this group is mostly female this will help raise the average number of females in receipt of bonus pay a little but as the group is relatively small (25 females vs 8 males employees) the effect will be minimal.

Whilst there is significant positive action work taking place at SYFR, that aims to encourage a greater number of female firefighter applications, it



will be some time before we see the effects of this work reflected in the figures for the proportion of females receiving bonus pay. This is because CPD is the main bonus that SYFR offers and this is based upon length of service based eligibility criteria (5 years competence in role or 8 years' service, whichever comes first).

F) The proportion of males & females in each salary quartile

For Full Pay Relevant Employees

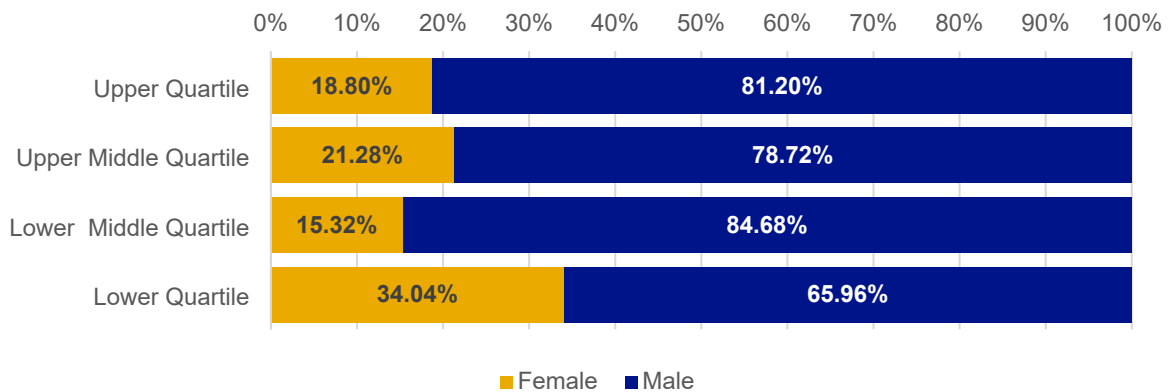


Table 4 Salary Quartile Bands – Breakdown

	Hourly Rate Range	Female	Male	Total
Upper Quartile	£18.22 - £72.73	44	190	234
Upper Middle Quartile	£15.48 - £18.22	50	185	235
Lower Middle Quartile	£13.90 – £15.47	36	199	235
Lower Quartile	£7.96 – £13.90	80	155	235
Total		210	729	939

Comments on the Pay Quartile Distribution of Males and Females

The “upper” quartile has a larger percentage of male staff (81.2% male), meaning they are the highest earners in the organisation. In contrast, a much larger proportion of female staff are found in the lower quartile salary band compared to the other bandings.

This can be explained to some extent by the fact that the majority of females employed within SYFRS are corporate staff, on “Green Book”

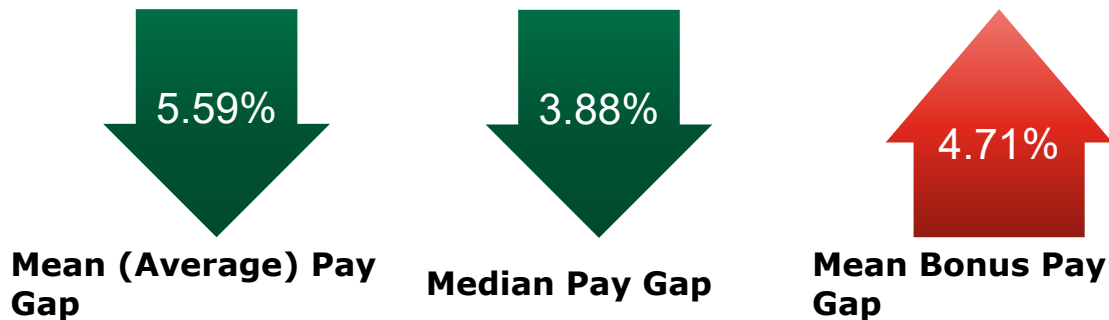


terms and conditions, which generally offer lower rates of pay. In contrast, operational, “Grey Book” posts remain dominated by male staff that are paid at a higher rate from entry (firefighter) level through to Executive level.

Female staff can mostly be found in the “lower” quartile. However, this quartile is more evenly proportioned between male and female staff compared to the other quartiles. There is a disproportionate number of males in the middle and upper quartiles due to the overrepresentation of men in the organisation as a whole, and particularly on zero hour contracts or in the On-call firefighter cohort.



Comparison to last year (2022)



SYFR's mean (average) hourly gender pay gap has decreased from 10.18% last year to 4.59% this year.

The bonus pay gap however, has increased from 9.84% last year to 14.55% this year.

Comments on our Pay Gap changes since the 2022 Snapshot Date

- There has been 1 female director appointment, increasing the number of female high earners
- Several female apprentices have moved on from their first year wage to the relevant minimum wage for their age, increasing the lowest hourly rate for women
- Of those who had to be counted as Relevant Employees only (and were therefore not included when calculating the average hourly rate for females) this generally included mostly lower earners, which when compared to last year's snapshot where there were 4 female mid to high level earners on maternity leave this will have helped to increase the female average pay.

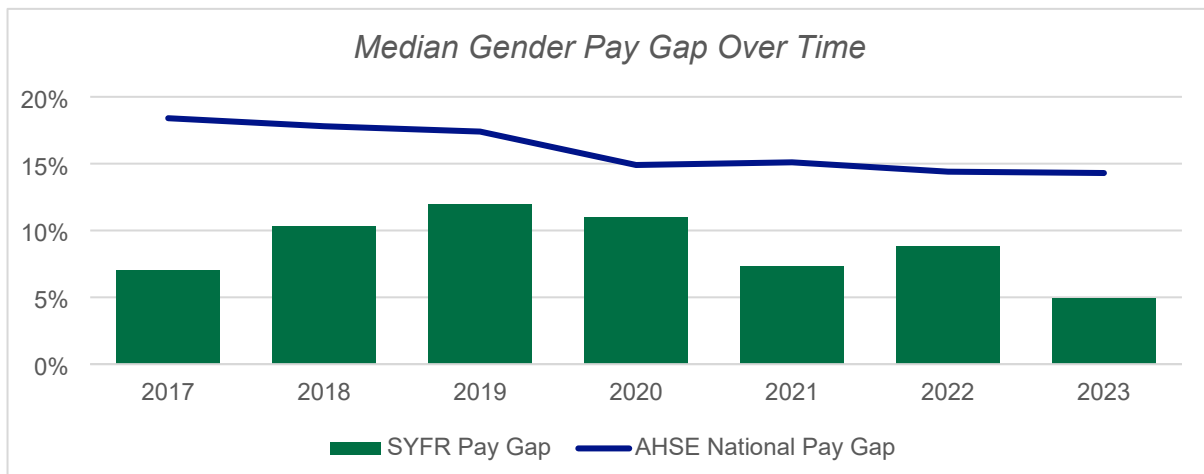


Female Starters	Regrades & Promotions	Female Leavers
<ul style="list-style-type: none">•3 Wholetime Firefighters•1 On-Call Firefighter•20 Corporate staff<ul style="list-style-type: none">•8 at Grade 7 or above•12 at grades between Apprentice & Grade 5	<ul style="list-style-type: none">•4 from Grade 7 to 8•1 from Grade 8 to 9•3 from Grade 11 to Grade Manager B	<ul style="list-style-type: none">•2 On-call Firefighters (1 resigned following appointment to Wholetime)•1 Wholetime retirement•1 Control•15 corporate staff (2 at Grade 6 & above)

Summary of Female Staff Changes since the 2022 Snapshot date

The intake of female operational staff and mid-high level corporate staff will have had a positive impact on improving the average hourly pay gap. This is a reflection on the positive action work which has taken place for recruitment.

Comparison to National Gender Pay Gap Data

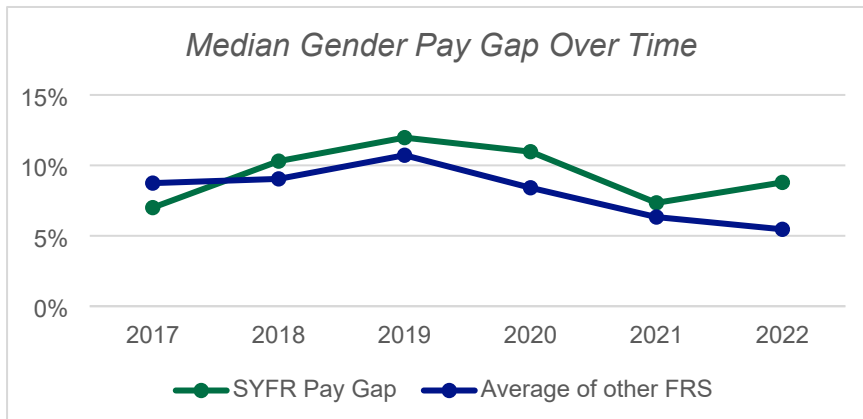


The median gender pay gap in the UK based on the Annual Survey of Hours and Earnings (ASHE) 2023 was 14.3% and therefore our median gender pay gap of 4.91% is significantly under this figure.

The fact that we are consistently under the national average is positive, particularly in the face of the significant challenge we face of overcoming the deeply embedded stereotype of firefighting being viewed as a typically male role.



Comparison to other Fire & Rescue Services



Data is only available up until 2022 for this metric, as it is based on published snapshot data (Source: ONS), which is not available for 2023 at the time of writing.

Although we compare well to the national average for all occupations, our median gender pay gap has remained slightly above the averaged median pay gaps in the Fire and Rescue sector.

This is something that is actively being considered within SYFR when planning positive action programmes for recruitment and promotion of females within our service.



Conclusion and Recommendations

Some reasons for the gender pay gap in SYFR are:

- Occupational segregation remains a feature of the fire and rescue labour market
- Women are under-represented in management and senior positions
- Women are under-represented in operational roles

SYFR uses a job evaluation system to assess job roles to ensure a fair and appropriate salary is allocated to each corporate role.

Operational pay is governed by the NJC in respect of the set national agreed roles or levels. SYFR is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Actions taken by SYFR to increase gender diversity in all areas of its workforce to date

Creating an evidence base

Workforce Profile Data is published annually which demonstrates:

- The numbers of male and female staff as a whole in the organisation
- The numbers of male and female staff within each work group of the organisation

SYFR also record and analyse:

- The proportion of men and women applying for jobs and being recruited in relation to our operational roles, which are the most underrepresented by females. Focused work continues to improve the intake of female operational employees via positive action initiatives.
- The proportions of men and women applying for and obtaining promotions.

Positive Action in Recruitment



In terms of attracting females, SYFR endeavours to reflect the communities we serve in the composition of our workforce, across workforce groups and in top management layers. Where the profile of SYFR or a particular team or work area shows significant under representation in comparison to groups in the community, SYFR uses positive action and fair recruitment and selection on merit, to increase workforce diversity. This focus applies to all selection processes including re-structure and promotion.

Current operational recruitment processes look at wider positive action programmes and events aimed at building fitness and confidence for female and candidates from a minority ethnic background considering applying for firefighter roles.

Some of our ongoing work to improve gender diversity includes:

Raising the profile of gender issues

- SYFR will continue to promote and evaluate methods for highlighting gender issues and seeking resolutions to any identified barriers.

Women's staff group

- A Women's staff group highlights and addresses issues raised by women and holds events.

Development Opportunities for women

- Development Opportunities are available to women through our Subscription to Women in the Fire Service.

Policies to support carers

- SYFR has a number of policies aimed at assisting parents in the workplace such as our Flexible Working policy and Carers Leave policy.

Going Forward...

SYFR will be working with staff to develop further targeted interventions and programmes to support both female staff wishing to join the Service in operational roles and in relation to the opportunities available to women in relation to promotion and wider development.



We will we utilise a range of media platforms to extend our reach into our communities, using specific messages within our campaigns calendar to encourage applications from specific groups, we will also link our work to events such as International Women's Day.

We will guide individuals to "register their interest" with us – used as a positive action tool to target attendance at events, invite to ongoing support groups e.g., Female Fitness Sessions, targeted have a go days and have a chat sessions, SYFR's Fitness WhatsApp Group and to stay in touch with individuals who are not successful (in our wholetime recruitment process) via tailored emails encouraging to apply again and offering support, including sessions on preparing for interviews.

We use social media platforms to debunk myths and get our messages out, such as our recent video with a current footballer who came and had a go at the fireground fitness test – Jess Sigsworth - https://youtu.be/xnG2kCyOpIY?si=7AGIY_2QPRZgU6Sg

Chief Fire Officer's Statement of Accuracy

I, Chris Kirby, Chief Fire Officer, confirm that the information in this statement is accurate.

Date: