



Gender Pay Gap Report 2023



Gwasanaeth Tân ac Achub
Fire and Rescue Service

Mae'r ddogfen yma ar gael yn Gymraeg

ATAL AMDDIFFYN 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. 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 than men to do the same job.

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-time 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 eligible male employees and that paid to eligible female employees.

4

Mean Bonus Gap

The difference between the mean bonus pay paid to eligible male employees and that paid to female relevant employees.

5

Bonus Proportions

The proportion of eligible male and female employees who were paid bonus pay during the relevant period.

6

Quartile Pay Bands

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

The proportion of male and female full-pay 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 2023.

For comparison, we have provided data from the same date in 2022. 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 either male or female.

As of the 31st March 2023, we employed 901 staff. Below you can see a visual representation of our workforce which has been broken down into fire control staff, operational staff and staff in corporate service roles. In line with GPG criteria and guidance, some staff have not been included in this analysis i.e. 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.





| 2023 Staff - 901 | Control Staff (31) | Operational Staff (731) | FRS Staff (139) |
|----------------------|--------------------|-------------------------|-----------------|
| Female - 194 (21.5%) | 25 (80.6%) | 90 (12.3%) | 79 (56.8%) |
| Male - 707 (78.5%) | 6 (19.4%) | 641 (87.7%) | 60 (43.2%) |

| 2022 Staff - 877 | Control Staff (30) | Operational Staff (710) | FRS Staff (137) |
|----------------------|--------------------|-------------------------|-----------------|
| Female - 183 (20.9%) | 23 (76.7%) | 75 (10.6%) | 85 (62%) |
| Male - 694 (79.1%) | 7 (23.3%) | 635 (89.4%) | 52 (38%) |

North Wales Fire and Rescue Service (NWFRS) employ more men than women. Women are well represented within fire control and corporate service 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 and there has been a positive shift in the gender balance. 194 (21.5%) females in 2023, compared to 183 (20.9%) females in 2022. Our service is particularly pleased to see a small, but sufficient increase in women across **operational firefighter** roles rising from 75 (10.6%) in 2022 to 90 (12.3%), which equates to 1.7%. From a team of 30, there are 25 females in the **control department** in 2023, compared to 23 females from a team of 30 in 2022. This demonstrates a slight increase in female representation in the past year. Women have traditionally made up a majority of the control department and there is a track record of good retention with many long serving staff.

There are 79 (56.8%) females in **corporate services** role in 2023, compared to 85 (62%) females in 2022. This demonstrates a slight decrease of females in corporate services which can be simply explained by additional males being appointed to fill vacant

positions that had been previously held by women. This can be seen as a positive trend because our positive action work has helped address gender stereotypes and it is positive to see more males apply for office-based roles which were only ever taken up by women in the past. Similar to our targeted approach to attract more women into firefighter roles, talent and values are the main criteria to help filter suitability, not a person's gender.

The increase in female representation can be attributed in part to targeted recruitment activity (i.e. Positive Action) 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. Although the number of women has reduced slightly in corporate service roles, the service has performed well in terms of retaining women in operational and control roles. The increase in female representation can also be explained by men making up the majority of people leaving the organisation in the past year.

Whilst our service is representative of women on the Service Leadership Team (SLT), there is an acknowledgment that the service is on a progressive journey to ensure women continue to progress through supervisory and middle management roles. This report highlights some positive trends where women are progressing through the different 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 levels of the organisation.

We remain committed to eliminating all barriers in relation to the attraction, recruitment, retention and progression of women, to achieve an even more diverse workforce in 2023/24. Further details about our attraction, recruitment and retention strategy are provided on pages 9 and 10.



Earnings 2023

Based on a snapshot of data available on March 31st 2023 in relation to earnings of all staff, our Service's GPG is calculated as follows.

| | |  |  |  |
|---|-------------|---|---|---|
|  Mean Hourly Rate | 2023 | £16.16 | £17.78 | 9.07% |
| | 2022 | £15.79 | £17.22 | 8.29% |
|  Median Hourly Rate | 2023 | £15.62 | £17.59 | 11.19% |
| | 2022 | £14.50 | £16.72 | 13.27% |
|  Proportion of staff in receipt of a bonus | 2023 | 13.3% | 23.4% | N/A |
| | 2022 | 16% | 36% | N/A |
|  Mean Bonus | 2023 | £0.32 | £0.28 | -12.18% |
| | 2022 | £0.30 | £0.25 | -17.6% |
|  Median Bonus | 2023 | £0.32 | £0.32 | 0% |
| | 2022 | £0.30 | £0.30 | 0% |



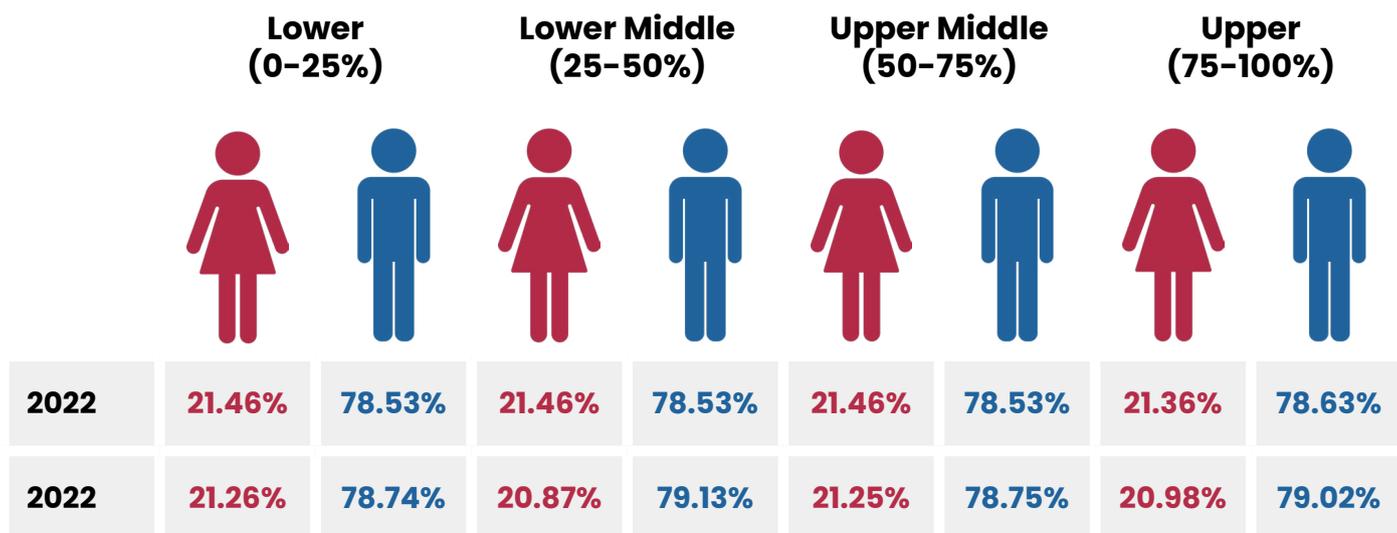
Between 2022 and 2023 the **mean hourly pay** increased from 8.29% to 9.07%. This figure considers all staff, many of which work part time (or the on-call retained duty system). With this in mind, the current gap of 9.07% is above the national average of full-time employees which is 7.7% (ONS, 2023), but our Service's pay gap is below the national average of 14.3% when you consider all employees.

With regards to the **median hourly pay** gap, our Service has seen a reduction between 2022 and 2023 from 13.27% to 11.19%. 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. It is particularly positive to see the median hourly pay gap narrow slightly, especially when you consider the national average for median pay for all employees is 14.3% (HOC, 2023).

The Continuous Professional Development (CPD) payment, applicable only to those conditioned to 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 gap figure in 2023 is -12.18%, therefore 12.18% in favour of women. This has reduced from -17.6% in 2022. For the second year in a row, the median bonus is 0% which is positive trend.



Quartile Pay Bands 2023



When you explore the four quartiles, the figures look very similar to 2022. In our service, women occupy 21.36% of the highest paid jobs and 21.36% of the lowest paid jobs. Compared to 2022, there is an indication that women are progressing through the organisation with a small increase in the lower, lower middle, upper middle and upper quartiles.

Overall, the service has continued to successfully recruit women into its workforce. There has been consistent flow of new starters enter the service in the **lower** and **lower middle** quartiles. It is particularly pleasing to see more women progress through the middle quartiles which has led to more women earning increased salaries as time served, firefighters' transition from development to competent and some successes in the promotion process.

There has also been a pay review across all administration roles which has resulted in an increase in pay and the creation of senior administration roles with higher levels of pay. The admin team is made up of women with the exception of one male, so this has resulted in a small, but positive change when you explore gender pay indicators.

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 various apprentices successfully completing their training, thus progressing on to a full firefighter salary. Also, some women have been promoted into supervisory and middle management roles across operational and non-operational roles during 2022/23. 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 2022/23 reporting period were long serving males in operational roles, often 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 the gender pay gap because some women have organically moved up into 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 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. Our service hugely benefits from having a female Chief Fire Officer and Assistant Chief Fire Officer, plus some other roles which make up the Service Leadership Team including Head of Corporate Communications, Head of Human Resources, Head of Fire Control and Head of Finance. Many women also hold 'Deputy Head' roles across multiple departments which is not only evidence that women have been recruited and retained, but that they have also progressed in recent years. All Women can be positive role models, but those in more senior positions are living proof for those who aspire to become managers and leaders, plus there is an increased visibility in the community when the public witness our female staff in person and via the media.

Closing the gender pay gap

The service's existing people strategy (2020-2024) and EDI Strategy (2020-2024) have now reached the end of their strategic cycles, but the new EDI Strategy (2024-2029) includes a raft of objectives that will progress our gender equality work to ensure further women are recruited and retained into all roles across the organisation.

Specific objectives include:

- Ensure recruitment, selection and progression processes are fair and transparent and aim to reflect the diversity of the community we serve.
- Engage with girls and women through community groups, sports teams, schools, colleges and universities to raise awareness of the range of roles in the fire and rescue service and breakdown negative stereotypes.
- To continue increasing visibility of female role models at taster days, fire station open days and career fairs to build on the 'see it, to be it' strapline.
- Raise further public awareness of our participation in national direct entry programmes as a way of targeting talented and ambitious people who aspire to become future leaders.
- Implement 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.
- Modernise 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.
- To ensure our policies and procedures promote best practice and inclusion, especially in relation to appearance, reasonable adjustments, grievance, dignity at work, 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 personal 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 develop our 'Women in the Fire Service' network, and its male allies to provide friendship, mentorship, advice and support to all female colleagues through networking, social and formal events.
- Continue to support the development of the Services' five staff networks which include Firepride; Neurodiversity; Religion, Ethnicity and Cultural Heritage (REACH); Women in the Fire Service; and our Parents and Carers Networks which is still in its infancy. The networks help consider the needs and aspirations of women with multiple identities and characteristics.

Reference List

[House of Commons \(2023\) The Gender Pay Gap](#). Accessed: 4 December 2023.

[Office of National Statistics \(2023\) Gender Pay Gap in the UK: 2023](#). Accessed: 4 December 2023.



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