

Gender Pay Gap

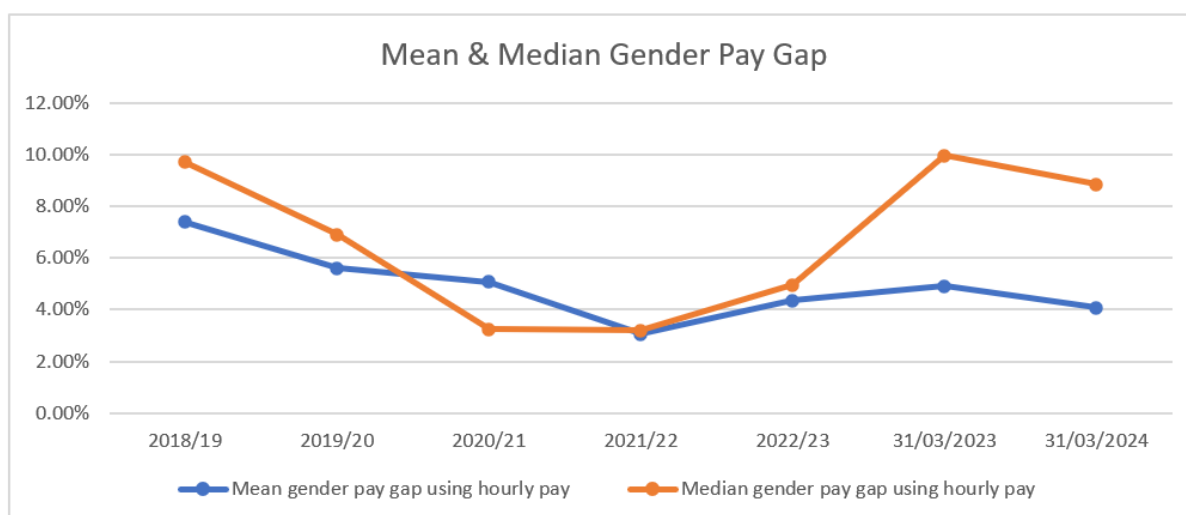
In the UK, public, private, and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The gender pay gap is the difference between the average pay of men and women working for an Organisation.

This is not the same as equal pay, which is legislation to ensure that men and women doing equivalent work receive equal pay. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

How the Gender Pay Gap is Calculated

Pay gap calculations are based on a snapshot of our payroll data on 31 March each year. This helps to create a level playing field for all reporting organisations so they can be compared. Mean and median pay gaps are calculated based on the hourly pay of full pay relevant employees.

Data is shown for the mean and the median of our salary data. A positive number shows the gap is in favour of men and a negative one shows it is in favour of women.



	31 st Mar 2018	31 st Mar 2019	31 st Mar 2020	31 st Mar 2021	31 st Mar 2022	31 st Mar 2023	31 st Mar 2024
Mean gender pay gap using hourly pay	7.4%	5.6%	5.1%	3.1%	4.4%	4.9%	4.1%
Median gender pay gap using hourly pay	9.7%	6.9%	3.3%	3.2%	5.0%	10.0%	8.9%

What is 'Mean'?

The mean percentage gap is in average hourly pay for men compared to women at all levels. The mean is calculated by adding up the data in a sample and then dividing by the number of data

points. We do this for the salaries of men and women and then show the percentage gap between the two.

What is 'Median'?

The median is the middle number in a list of values which has been sorted into order. We list all hourly rates for women, and separately all the hourly rates for men. The median is the middle number of each list. The median pay gap is a percentage calculated by looking at the middle hourly rate for women and the middle hourly rate for men.

Why is there a rise in Hourly Pay Gap for 31/03/2023?

Prior to 31/03/2023, the gender pay gap figures for both the mean and the median were closely aligned. This changed with the 31/03/2023 figures where the median figure rose from 5.0% to 10.0%, and the mean rose from 4.4% to 4.9%. In both cases this change is almost entirely due to the insourcing of nearly 400 employees during financial year 2022/23. We expected to see a fall in both the mean and median figures as insourced staff transfer to WSCC terms and conditions and this has started to occur with the figures for 31/03/2024. The mean has fallen from 4.4% to 4.1%, and the median has fallen from 10.0% to 8.9%. We expect to see a similar fall in the 31/03/2025 figures.

Bonus Pay Gap

The bonus gap is the difference between the bonus pay or one-off lump-sum payments paid to male employees and that paid to female employees.

WSCC does not make bonus payments for performance. However, like most (but not all) local authorities we include the Continuing Professional Development (CPD) payments made to employees in the Fire & Rescue Service. These payments are included in the Bonus Pay Gap calculation because they are capability based and therefore fall within the definition advised by CIPD.

The mean and median bonus pay gaps for gender are calculated in the same way as the main pay gap but compares only the bonus pay paid to male and female relevant employees during the 12 months prior to the snapshot date, expressed as a percentage of the bonus pay paid to male relevant employees.

	31 st Mar 2018	31 st Mar 2019	31 st Mar 2020	31 st Mar 2021	31 st Mar 2022	31 st Mar 2023	31 st Mar 2024
Percentage of men who received a bonus	10.90%	10.22%	9.56%	10.89%	12.80%	11.69%	23.95%
Percentage of women who received a bonus	0.20%	0.19%	0.16%	0.19%	0.30%	0.22%	0.88%
Mean gender pay gap using bonus pay	11.30%	-1.93%	-6.48%	-1.93%	14.30%	4.27%	-1.76%

	31 st Mar 2018	31 st Mar 2019	31 st Mar 2020	31 st Mar 2021	31 st Mar 2022	31 st Mar 2023	31 st Mar 2024
Median gender pay gap using bonus pay	12.20%	0.00%	0.00%	0.00%	24.70%	0.00%	0.00%

The significant difference in the figures between years is largely due to the gender profile of the workforce in the Fire & Rescue Service. Any, relatively small change, in the number of women receiving a CPD payment or the value of that payment, significantly affects the percentage.