

Gender Pay Gap

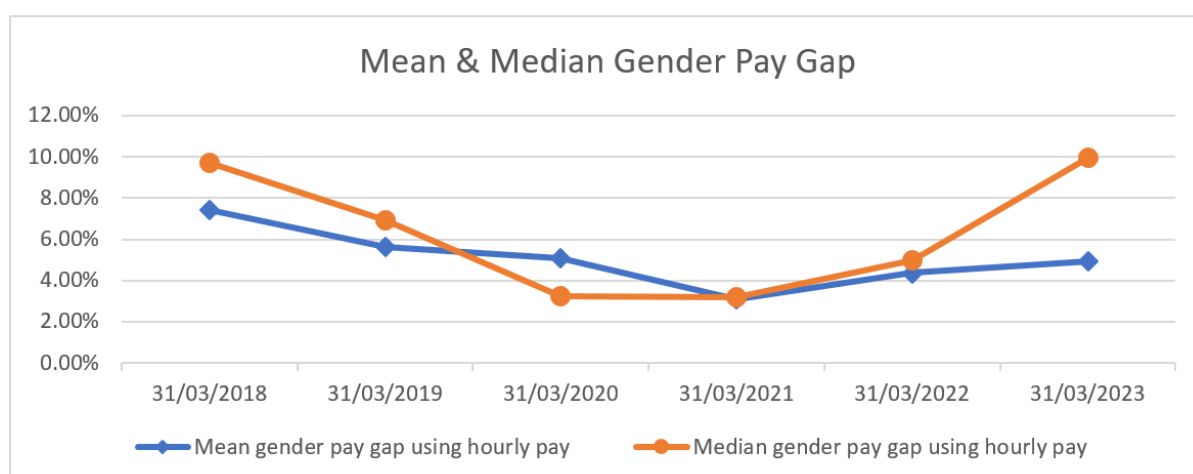
In the UK, public, private, and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The gender pay gap is the difference between the average pay of men and women working for an Organisation.

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.



	31/03/2018	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/2023
Mean gender pay gap using hourly pay	7.4%	5.6%	5.1%	3.1%	4.4%	4.9%
Median gender pay gap using hourly pay	9.7%	6.9%	3.3%	3.2%	5.0%	10.0%

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 showed a consistent narrowing of the overall gap between the pay of men and women in WSCC over the past 5 years. For 31/03/2023 there has been a slight increase in the mean hourly pay gap, rising from 4.4% to 4.9% and a more substantial increase in the median hourly pay gap which increased from 5.0% to 10.0%. In both cases this change is largely due to the insourcing of nearly 400 employees during financial year 2022/23. To see a representative comparison with the previous year's pay gap figures, the employees insourced can be excluded from the calculations. With these employees removed, the mean hourly pay gap falls from 4.9% to 4.1%; and the median hourly pay gap also falls, moving from 10% to 5%.

The staff insourced are in the process of being offered the option to transfer to WSCC terms and conditions. Any changes will be reflected in next year's gender pay gap 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.

	31/03/2018	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/2023
Percentage of men who received a bonus	11.00%	10.90%	10.22%	9.56%	10.89%	12.80%
Percentage of women who received a bonus	0.30%	0.20%	0.19%	0.16%	0.19%	0.30%

	31/03/2018	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/2023
Mean gender pay gap using bonus pay	20.20%	11.30%	-1.93%	-6.48%	-1.93%	14.30%
Median gender pay gap using bonus pay	24.80%	12.20%	0.00%	0.00%	0.00%	24.70%

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.