



GENDER PAY GAP REPORT 2023

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap. We are required to report on the mean and median gender pay gap and also a breakdown, by quartiles of the proportion of men and women in each quartile, based on hourly pay.

The gender pay gap is the difference between the actual hourly pay between male and female employees, regardless of their role in the Service. These calculations are based on an individual's net earnings paid in March 2023 and include elements such as salary, allowances, honorariums, and salary sacrifice payments.

The Service is confident that men and women are paid equally for undertaking equivalent roles across the organisation, as staff are paid, irrelevant of gender, using nationally agreed pay scales.

Mean and Median Data

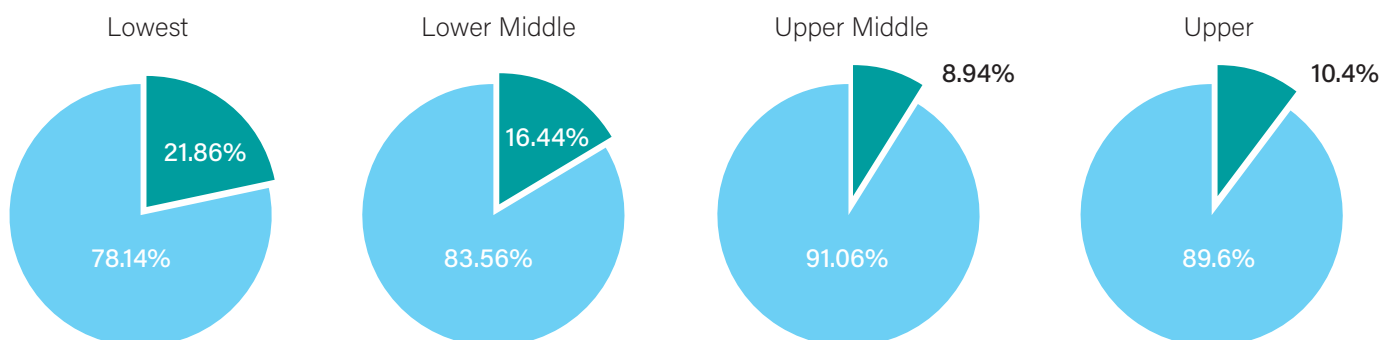
Difference between men and women		
	Mean (Average)	Median (Mid Point)
Hourly rate	8.84% (11.81%)	7.48% (8.85%)

Note: The figures in brackets are the 2022 figures for comparison purposes and the median hourly pay rates, for both male and female employees, are above the mean (average) pay rates for the Service.

The table above shows our overall mean (average) and median (mid-point) gender pay gap based on hourly pay as at the 31 March 2023. This indicates a positive reduction in the gap between male and female employees. Through its positive action the Service has seen some success in increasing the number of employment contracts secured by females, with 16.66% of contracts in March 2023 being held by females, compared to 15.63% at March 2022.

Also worthy of note is that Grey Book staff, who are predominantly male, did not receive the 2022/23 pay award until April 2023, however Green Book staff, who are predominantly female, received their pay award for 2022/23, in November 2022. The delay in the Grey Book pay award relating to 2022/23, would have had some impact on the hourly rate differential being captured within this analysis.

Pay Quartiles (based on hourly pay)



The above information illustrates the gender distribution at South Wales Fire & Rescue Service, as of 31st March 2023, as per Gender Pay Gap Reporting requirements.



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The gender pay gap is based on the average pay of females and males and one of the biggest causes of this can be the numbers of women and men in different roles and at different levels in the organisation.

For example, if the majority of employees in the upper pay levels are male and the majority of employees in the lower pay levels are female, there is likely to be a gender pay gap, even though everyone is being paid the correct pay for the roles they are undertaking.

Other reasons which may contribute to a gap include:

- Differing terms and conditions and pay scales for groups of staff across the Service
- A high proportion of women in often lower paid part-time roles
- Pay or promotional choices that are made at various points of an individual's working life
- Employee benefits such as salary sacrifice schemes i.e. Child Care Vouchers, Personal Lease Car Scheme or Cycle to Work payments

There are many possible root causes to these reasons. Some may be personal, such as choices people make because of their own circumstances, their work preferences, and their aspirations. Other causes are part of society generally, such as the roles that people have historically been attracted to or feel comfortable working in.

Because there are many contributing factors to a gender pay gap, there isn't one simple solution that fixes it.

As part of our Recruitment and Attraction Strategy, South Wales Fire & Rescue Service actively encourages applications from women, from all backgrounds, across all roles and is also working actively with focus groups to better understand how we break down any barriers to females undertaking uniformed roles in the Service.

Closing the Gender Pay Gap

We are committed to continuing to reduce the overall gap and this is demonstrated through the following initiatives.

Our processes – recruitment, retaining and developing a diverse workforce:

- Mixed gender sift and interview panels
- Blind sifting where all identifiable characteristics are removed
- Changing the perception of some roles in the Service through our media campaigns
- Developing new learning pathways for all staff
- Unconscious Bias Training
- Creating a more inclusive workplace
- Flexible working options