

LEICESTERSHIRE

FIRE and RESCUE SERVICE

safer people, safer places

As an employer with 250 or more employees, we have a duty under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to publish our gender pay gap.

GENDER PAY GAP

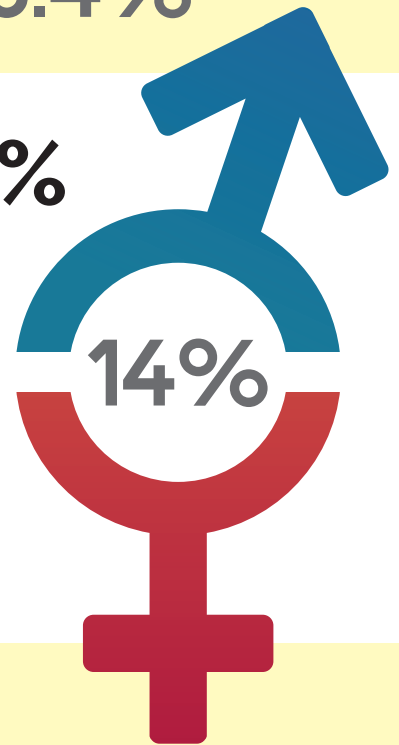
The national gender pay gap for 2017 was: **18.4%**

Our gender pay gap is 14%

This is NOT the same as equal pay, which makes it illegal to pay men and women differently for equal or similar work.



Leicestershire Fire and Rescue Service is an equal pay employer.



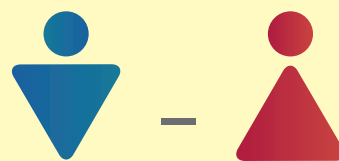
What is the gender pay gap?

The gender pay gap is the difference in average pay between men and women in an organisation's workforce.

How do we calculate our gender pay gap?

Our gender pay gap is calculated like this:

$$\text{GENDER PAY GAP} = \frac{\text{average MALE hourly earnings} - \text{average FEMALE hourly earnings}}{\text{average MALE hourly earnings}} \times 100$$

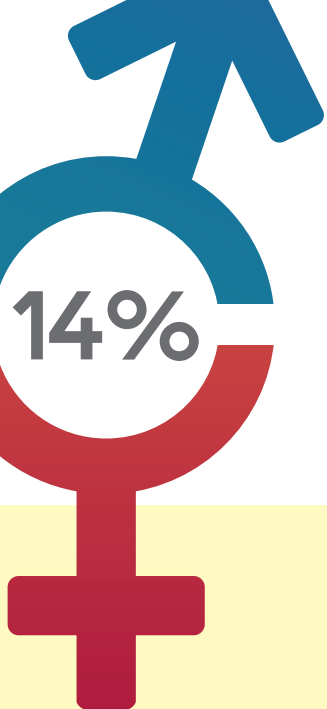


average MALE hourly earnings

average FEMALE hourly earnings



average MALE hourly earnings



Who was included in the analysis?

The essential pay information extracted for this gender pay report was made up of the payroll data from 729 Leicestershire Fire and Rescue Service employees in March 2017.

235 of the 729 (32%) were excluded, leaving 494 roles. The exclusions were mainly due to variable hours and second contracts, where the calculations do not work for this exercise.

Mind the gap!

Contributing factors to Leicestershire Fire and Rescue Service's gender pay gap:

- An imbalance in the number of men and women throughout the organisation, particularly women in middle and senior roles as both are underrepresented
- The lack of women in operational roles is representative of all fire and rescue services nationally
- Women make up a large majority of roles in the support functions, which sit in the lowest pay quartile. Women are also more likely to undertake flexible working arrangements which often means a reduction in working hours each week

A graphic consisting of a red circle with a blue horizontal bar across its center. The text 'MIND THE GAP' is written in white capital letters on the blue bar.

MIND THE GAP

Close the gap

The actions we will take to close the gender pay gap in our workplace will be integral to our People Strategy and followed up by the Inclusion, Engagement and Wellbeing Group.

- We will develop an action plan that will aim to reduce the gender pay gap
- We will talk to our female employees to understand barriers to career progression
- We will review our positive action initiatives to increase the number of women in our workforce
- We will mentor and coach all women who would like to progress in their careers
- We will monitor the starting salaries for support staff



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