

# GMCA Pay Gap Report 2020

Gender and Ethnicity

Date – 08/09/2021

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# What is the Gender Pay Gap

The Gender Pay Gap is the difference in the average hourly wage of men and women across a workforce. It gives a snapshot of the gender balance by measuring the difference between the average earnings of all male and female employees, irrespective of their role or seniority. If women do more of the less well-paid jobs in an organisation than men, the Gender Pay Gap is usually bigger.

The Gender Pay Gap is not the same as equal pay, which deals with paying men and women equally for performing the same (or similar) work. Equal pay is a requirement in law since 1970.

## Introduction

Greater Manchester Combined Authority (GMCA) is proud to be a responsible employer that believes in the economic empowerment of all employees.

We are committed to foster a working environment where people feel truly included, where our colleagues thrive and gain fulfilment, irrespective of any protected characteristics. This is not only the ethical thing to do but it is vital to the successful growth we wish to enable within our flourishing Greater Manchester communities and make GMCA a great place to work.

Each year, we publish our Gender Pay Gap (GPG) figures to comply with the statutory reporting requirements of the UK government. The report details our Gender Pay Gaps within GMCA overall as well as our Uniformed and Support staff.

For the first time we are also voluntarily sharing our GMCA wide ethnicity pay gap. We hope by publishing the ethnicity pay gap annually it will drive progress in diversifying our staff groups ethnicity representation and be used as a reporting tool to assist with embedding a diverse and inclusive culture within the GMCA.

In this document we compare our GPG results year on year between March 2019 – present, timelining the changes and improvements. The comparison of March 2020 GPG results alongside the March 2019 results conveys the changes and improvements GMCA are making as an organisation to decrease the gender pay gap and increase gender equality amongst our Uniformed and Support staff alike. GMCA's figures compare favourably with the published Gender Pay Gap figures for companies that have reported in 2020.

# Gender Pay Gap (GPG) Data

GMCA Gender Pay Gap is based on hourly rates of pay as at 31 March 2020.

Female staff hourly earnings were on average 7.4% (mean) higher than male staff and 7.1% (median) in favour of female staff.

The GPG gives a snapshot of the gender pay balance within our organisation. It measures the differences between the relevant earnings of all male and female employees, irrespective of their role or seniority.

**The GMCA's GPG is below the national average<sup>1</sup> in October 2020**

**Mean: 14.6% (22.0 percentage points)**

**Median: 15.5% (22.6 percentage points)**

## GMCA Gender Pay Gap 2020

Table 3.1a below depicts the 2020 Gender Pay Gap Mean, Median and relevant paid employees figures for both males and females within the GMCA and compares this to the corresponding 2019 GMCA Gender Pay Gap figures (Table3.1b).

The table highlights that the Mean Gender Pay Gap figure has grown from 2.7% higher for females in 2019 to 7.4% higher for females in 2020. It also shows the Median Gender Pay Gap figure has also grown from 0.1% in favour of males in 2019 to 7.1% in favour of females in 2020. The total relevant paid employees have slightly grown for females from 437 in 2019 to 485 in 2020, whereas the male numbers have dropped from 1569 in 2019 to 1533 in 2020.

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<sup>1</sup> [Latest data available 2020 on national average GPG at ONS Website](#)

ONS Note: Employees on adult rates whose pay for the survey pay-period was not affected by absence. Estimates for 2020 include employees who have been furloughed under the Coronavirus Job Retention Scheme.

**Table 3.1a: GMCA Gender Pay Gap (GPG) 31 March 2020**

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £17.72	Male = £16.50	Mean GPG is 7.4% higher for females
Median Hourly rate	Female = £15.67	Male = £14.63	Median GPG is 7.1% in favour of females

Number of Relevant Paid Employees

	Female	Male	Total
Relevant Paid Employees	Female = 485	Male = 1533	Total = 2018

**Table 3.1b: GMCA Gender Pay Gap (GPG) 31 March 2019**

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £16.66	Male = £16.22	Mean GPG is 2.7% higher for females
Median Hourly rate	Female = £14.46	Male = £14.47	Median GPG is 0.1% in favour of males

Number of Relevant Paid Employees

	Female	Male	Total
Relevant Paid Employees	Female 437	Male 1569	Total 2006

GMCA does not offer a bonus scheme

### **GMCA Gender Pay Gap 2020 Summary**

- Overall, results for March 2020 tell us that the GMCA has decreased gender inequality within the workplace, as our GPG mean is below the national average by 22.0 percentage points, and the median by 22.6 percentage points.
- The gender distribution over our pay groups indicates that 24% of the GMCA relevant paid workforce in Mar 2020 consists of female staff.
- Our workforce reflects a greater proportion of male staff in roles affected by occupational segregation. This is evident from the proportion distribution of

men in the “lower middle” and “upper middle” quartiles. We also have a significant number of male staff within senior higher-paid roles.

- 63.4% of all male staff are Firefighters and Crew Managers, earning a similar hourly rate, lower than the average, which reduces the overall hourly rate for male staff. In comparison 14.8% of female employees are in similar roles therefore, not having the same influence on the averages.

## GMCA Gender Pay Gap 2020 by Occupational Groups

The below tables depict the 2020 Gender Pay Gap Mean and Median figures for the Occupational groups, Uniformed and Support staff, males and females within the GMCA and compares this to the corresponding 2019 GMCA Gender Pay Gap figures by Occupational Group.

The below table highlights the Mean Gender Pay Gap figure for Uniformed staff has decreased from 12.3% higher for males in 2019 to 10.4% higher for males in 2020. It also shows the Median Gender Pay Gap figure has decreased from 3.4% in favour of males in 2019 to 2.9% in favour of males in 2020.

**Table 3.2a: GMCA Gender Pay Gap by Occupational Group for Uniformed staff 31 March 2020**

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £14.06	Male = £15.69	Mean GPG is 10.4% higher for males
Median Hourly rate	Female = £14.21	Male = £14.63	Median GPG is 2.9% in favour of males

**Table 3.2b: GMCA Gender Pay Gap by Occupational Group for Uniformed staff 31 March 2019**

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £13.62	Male = £15.54	Mean GPG is 12.3% higher for males
Median Hourly rate	Female = £13.93	Male = £14.42	Median GPG is 3.4% in favour of males

The below table highlights the Mean Gender Pay Gap figure for Support staff has decreased from 10.6% higher for males in 2019 to 7.6% higher for males in 2020. It

also shows the Median Gender Pay Gap figure has not changed from 2019 and is still at 0% in 2020

**Table 3.3a: GMCA Gender Pay Gap by Occupational Group for Support staff 31 March 2020**

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £18.41	Male = £19.92	Mean GPG is 7.6% higher for males
Median Hourly rate	Female = £16.58	Male = £16.58	Median GPG is 0.0%

**Table 3.3b: GMCA Gender Pay Gap by Occupational Group for Support staff 31 March 2019**

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £17.23	Male = £19.27	Mean GPG is 10.6% higher for males
Median Hourly rate	Female = £15.81	Male = £15.81	Median GPG is 0.0%

### GMCA Gender Pay Gap Occupational Groups Summary

- The mean and median are in favour of male staff for both Uniformed and Support staff.
- The main contribution to our Gender Pay Gap is the predominance of male staff across all Uniformed ranks with less female staff in the senior Uniformed roles.
- Results over the period 2019 to 2020 show there has been a slight improvement in the Gender Pay Gap for both Uniformed and Support staff in 2020, where the percentage point has improved by 1.9% and 3.0% respectively from the previous year.
- The improvement is due to an increased intake of female Trainee Firefighters and female Support staff in higher grades, which has had a positive outcome on both mean and median for all occupational groups. Over time it is hoped that with promotion of these new female recruits into more senior roles will rebalance the lack of females in the senior Uniformed roles.

## GMCA Gender Pay Gap Quartile pay bands

The below table and images depict the 2020 Gender Pay Gap distribution across pay quartiles for both males and females within the GMCA and compares this to the corresponding 2019 GMCA Gender Pay Gap distribution across pay quartiles.

- The pay quartile analysis shows that there has been a significant improvement of female representation within the upper quartiles. 37.5% of female staff employed are now within the upper quartile.
- Overall, 39.2% of female staff employed are in the lower quartile compare to only 20.5% of men employed. This is an improvement on previous years.
- The pay quartile distribution data tells us that most Uniformed colleagues are in the “lower middle” and “upper middle” quartiles when staff are arranged in order of hourly pay rate.

Above that, the number of female staff employed is consistently lower than male staff across all four quartiles, the proportion of female staff ranging between 6%, 16% and 36% in the top 3 quartiles in 2020.

**Table 3.4a: Gender distribution across pay quartiles 31 March 2020**

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Female 38% Male 62%	Female 6% Male 94%	Female 16% Male 84%	Female 36% Male 64%

Table below depicts the number of Female and Male staff in each quartile

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Female 190 staff Male 314 staff	Female 32 staff Male 473 staff	Female 81 staff Male 423 staff	Female 182 staff Male 323 staff

**Table 3.4b: Gender distribution across pay quartiles 31 March 2019**

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Female 38% Male 62%	Female 6% Male 94%	Female 15% Male 85%	Female 28% Male 72%

Table below depicts the number of Female and Male staff in each quartile

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Female 190 staff Male 311 staff	Female 30 staff Male 472 staff	Female 76 staff Male 425 staff	Female 141 staff Male 361 staff



# Ethnicity Pay Gap (EPG) Data

Currently there is no obligation or legal guidance for employers to provide their Ethnicity Pay Gap data. The GMCA have decided to voluntarily provide a picture of their Majority and Minority Ethnicity Pay Gap in the interest of transparency.

An Ethnicity Pay Gap (mean or median) is the difference between the relevant hourly rate of pay of employees who are part of the ethnic majority and that of the employees who are part of the ethnic minority. The figure is expressed as a percentage of pay of the employees who are part of the ethnic majority.

There are a few points to note in relation to Ethnicity Pay Gap:

- There is no legal requirement for employees to disclose their ethnicity. Therefore, the numbers only represent those who have disclosed, and this could potentially distort the average pay rates and ultimately the pay gap for either minority and or majority groups.
- Including Not Disclosed ethnicity staff on their own or including them within the majority group does not give an accurate representation of the GMCA Ethnicity Pay Gap.
- The calculation or outcome of the Ethnicity Pay Gap could change once legislative requirements have been introduced by the Government.
- To ensure consistency the Ethnicity Pay Gap has been calculated using the same legal requirements and principles as the Gender Pay Gap.

GMCA Ethnicity Pay Gap is based on hourly rates of pay as at 31 March 2020 the Minority staff group hourly earnings were on average 6.3% (mean) lower than the Majority staff group and the median 0.5% in favour of Majority staff group.

Table 4.1b highlights that the Mean Ethnicity Pay Gap figure has not changed from 6.3% lower for the minority staff group in 2019 and 6.3% lower for the minority staff group in 2020 (Table 4.1a).

The Median Ethnicity Pay Gap figure has reduced from 0.8% in favour of the majority staff group in 2019 to 0.5% in favour of the majority staff group in 2020.

The total relevant paid employees have slightly increased for the minority staff group from 91 in 2019 to 99 in 2020, the majority staff group numbers have increased from

1589 in 2019 to 1654 in 2020. However, the not disclosed staff group has reduced from 326 in 2019 to 265 in 2020.

**Table 4.1a: GMCA Ethnicity Pay Gap (EPG) 31 March 2020**

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £15.57	Majority = £16.62	Mean EPG is 6.3% lower for Minority group
Median Hourly rate	Minority = £14.63	Majority = £14.70	Median EPG is 0.5% in favour of Majority group

Number of Relevant Paid Employees

Employee detail	Minority	Majority	Not Disclosed	Total
Relevant Paid Employees	Minority 99	Majority 1654	Not Disclosed 265	Total = 2018

NOT included in the Ethnicity Pay Gap above are 265 employees who opted not to disclose their ethnicity. This accounts for 13.1% of Relevant Paid Employees.

**Table 4.1b: GMCA Ethnicity Pay Gap (EPG) 31 March 2019**

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £14.99	Majority = £16.00	Mean EPG is 6.3% lower for Minority group
Median Hourly rate	Minority = £14.35	Majority = £14.47	Median EPG is 0.8% in favour of Majority group

Number of Relevant Paid Employees

	Minority	Majority	Not Disclosed	Total
Relevant Paid Employees	Minority 91	Majority 1589	Not Disclosed 326	Total = 2006

NOT included in the Ethnicity Pay Gap above are 326 employees who opted not to disclose their ethnicity. This accounts for 16.3% of Relevant Paid Employees.

GMCA does not offer a bonus scheme

## GMCA Occupational Groups Summary

The below tables depict the 2020 Ethnicity Pay Gap Mean and Median figures for the Occupational groups, Uniformed and Support staff, Minority and Majority staff groups

within the GMCA and compares this to the corresponding 2019 GMCA Ethnicity Pay Gap figures by Occupational Group.

- The mean is in favour of the majority staff group for both uniformed and support staff in both 2020 and 2019.
- The mean hourly rate for uniformed ethnic minority groups reduced in 2020 due to an intake of trainee firefighters and retirement of uniformed staff in more senior roles.
- The median is at 0% for both uniformed and support staff in 2020. In 2019 the median was 0.83% in favour of the majority uniformed staff group and the median is 11.71% in favour of minority support staff group.

**Table 4.2a: GMCA Ethnicity Pay Gap by Occupational Group for Uniformed staff 31 March 2020**

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £14.41	Majority = £15.86	Mean EPG is 9.1% lower for Minority group
Median Hourly rate	Minority = £14.63	Majority = £14.63	Median EPG is 0.0%

**Table 4.2b: GMCA Ethnicity Pay Gap by Occupational Group for Uniformed staff 31 March 2019**

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £14.46	Majority = £15.73	Mean EPG is 8.1% lower for Minority group
Median Hourly rate	Minority = £14.35	Majority = £14.47	Median EPG is 0.83% in favour of Majority group

**Table 4.3a: GMCA Ethnicity Pay Gap by Occupational Group for Support staff 31 March 2020**

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £17.15	Majority = £18.15	Mean EPG is 5.5% lower for Minority group
Median Hourly rate	Minority = £16.13	Majority = £16.13	Median EPG is 0.0%

**Table 4.3b: GMCA Ethnicity Pay Gap by Occupational Group for Support staff 31 March 2019**

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £16.13	Majority = £16.65	Mean EPG is 3.1% lower for Minority group
Median Hourly rate	Minority = £16.60	Majority = £14.86	Median EPG is 11.71% in favour of Minority group

### GMCA Ethnicity Pay Gap Quartile pay bands

The below table and images depict the 2020 Ethnicity Pay Gap distribution across pay quartiles for Minority and Majority groups within the GMCA and compares this to the corresponding 2019 Ethnicity Pay Gap distribution across pay quartiles.

- We have a lower representation of employees from ethnic minority groups in senior, higher paid roles
- Fewer employees from the lower and upper quartiles have disclosed their ethnicity to GMCA. This means several lower and higher paid individuals are not reflected in the pay gap calculations, which may impact the numbers in future years.

**Table 4.4a: Ethnicity distribution across pay quartiles 31 March 2020**

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Minority 7% Majority 74% Not Disclosed 19%	Minority 4% Majority 87% Not Disclosed 9%	Minority 4% Majority 87% Not Disclosed 9%	Minority 4% Majority 80% Not Disclosed 16%

Table below depicts Number of Minority and Majority staff in each quartile

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Minority 35 staff Majority 371 staff	Minority 22 staff Majority 438 staff	Minority 22 staff Majority 439 staff	Minority 20 staff Majority 406 staff

**Table 4.4b: Ethnicity distribution across pay quartiles 31 March 2019**

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Minority 7% Majority 67% Not Disclosed 26%	Minority 4% Majority 90% Not Disclosed 6%	Minority 4% Majority 84% Not Disclosed 12%	Minority 4% Majority 75% Not Disclosed 21%

Table below depicts Number of Minority and Majority staff in each quartile

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Minority 34 staff Majority 336 staff	Minority 18 staff Majority 452 staff	Minority 19 staff Majority 422 staff	Minority 20 staff Majority 379 staff

## Key influencers that affect both our Gender and Ethnicity Pay Gap

We closely measure the overall diversity makeup of our organisation to ensure we are reporting and holding ourselves accountable to increase representation over time. The figures tell us that we have made progress in this but recognise that there is still some way to go before we can truly state that our workforce reflects the diversity and richness of the GM community. Using December 2017 as a benchmark overall, we have improved our Gender Pay Gap year on year. The implementation and delivery against our Firefighter Attraction Strategy and EDI Strategy are supporting this positive change, where representation in the gender and ethnicity of our workforce is continuing to increase. We look at pay gaps as one indicator of how we are doing against our objective of building a workforce that is representative of the GM communities that we serve.

We believe our commitment to improving opportunities for progression, and development across the GMCA for all employees of all genders and backgrounds, serve as an opportunity to lead by example, showing we are taking the problem of gender pay inequality seriously. Our EDI strategy and leadership, culture and people development strategic plan underpin this work. Offering and encouraging leadership development to all groups that are underrepresented within GMCA, through our Equality, Diversity and Inclusion (EDI) Active Groups; EDI Strategic Group, Stonewall Working Group, EDI Working Group, EDI Single Point of Contact's (EDI SPOC's), Equality Impact Assessment Working Group, Network Chairs and Senior Sponsors Group, Rainbow Network, GM Women's Success and Support Network, Black and Racially Diverse Network and Dis-ability Network. Our ambition remains, to develop a reputation for being a fair and progressive employer for everyone, attracting a wider pool of diverse talent for all of our vacancies. With the benefit of enhancing our productivity, innovation and creativity that can only come from having a diverse workforce that feels included, valued and engaged.

The Equality, Diversity and Inclusion (EDI) Strategic Group are responsible for delivering the EDI Strategy and Action Plan which is embedded within directorates and teams across the organisation. The group acts as a scrutiny panel to support us in improving diversity, inclusion and equality performance and outcomes.

Each directorate across the organisation is represented at the EDI Strategic Group by their designated lead on equality and diversity, who acts as a champion within their team to ensure local management teams take action plans and priorities forward. Quarterly Reports are presented to our Improvement Board for scrutiny and approval of recommendations from all EDI active groups.

We are continuously supporting our staff through our inclusive Policies and Guidance documents e.g. Ramadan and fasting guidance, EDI events and Campaigns e.g.: Mental Health awareness, International Day against Homophobia, Bi phobia and Trans Phobia (IDAHOBiT) Flexible working, Career breaks, E-Learning packages including; Supporting Trans and Non-Binary staff at work, Dyslexia Awareness and Unconscious Race Bias and Learning at work weeks addressing EDI and a range of workshops to support the welfare of all staff in the workplace. Reinforcing our New Fire Plan 2021-2025 message which places a focus on how we will continue to build and maintain a diverse and high-performing workforce. It is vital the service reflects the people it serves and understands the communities that make up our city-region. “We will create an inclusive culture where people bring their whole self to work”.

## **Next steps**

- We will continue to maintain and monitor the positive trends, our diversity and attraction strategy and equality, diversity and inclusion plans which will positively impact the pay gaps in the future.
- We strive to increase completion of equality data by staff so that we can measure more accurately the ethnicity pay gap in the workforce.
- We continue our efforts to increase diversity of the uniformed workforce including promotion pathways to increase representation in senior ranks.

## **Declaration**

I confirm that the GMCA pay data has been collected and presented within this report in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to be 'E. Boylan', with a long horizontal stroke extending to the right.

Eamonn Boylan,  
GMCA Chief Executive