



GREATER MANCHESTER
FIRE AND RESCUE SERVICE

**Gender Pay Gap
2018**

AT THE GMCA, WE ARE PROUD TO BE A RESPONSIBLE EMPLOYER THAT BELIEVES IN THE ECONOMIC EMPOWERMENT OF WOMEN.

WE ARE COMMITTED TO CONTINUING WITH OUR INTENT TO PROVIDE A TRULY INCLUSIVE PLACE TO WORK, WHERE OUR COLLEAGUES THRIVE AND GAIN FULFILMENT, IRRESPECTIVE OF GENDER OR ETHNIC DIVERSITY.

THIS IS NOT ONLY THE HONOURABLE THING TO DO BUT IT IS VITAL TO THE SUCCESSFUL GROWTH WE WISH TO ENABLE WITHIN OUR FLOURISHING GREATER MANCHESTER COMMUNITIES.

TABLE OF CONTENTS

What is gender pay gap (GPG) reporting? **P.2**

GPG data - mean and median **P.3**

GPG by occupational group, quartile pay bands and impact of salary sacrifice **P.4**

What Next? **P.5**

This is the second year we are publishing our gender pay gap figures to comply with the statutory reporting requirements of the UK government. We have included our GMCA gender pay gap as of December 2017, alongside our GMCA gender pay gap figures as of March 2018. The December 2017 data reflects the GPG 2017 after integration took place into the GMCA, as the GMCA did not employ 250 or more employees as of March 2017.

From 1 April 2017, GMCA adopted more powers, devolved from central government. With effect from 4th May 2017, a newly elected Mayor for Greater Manchester (GM) was appointed to implement those powers and make more decisions locally to improve the lives of GM residents. As part of this transition, GMFRS integrated with GMCA on 8th May 2017.

What is gender pay gap reporting?

From 2017 onwards gender pay reporting legislation requires employers employing 250 or more employees to publish statutory calculations on its gender pay gap in six different ways:

- the mean gender pay (1) and mean gender bonus (2) gaps;
- the median gender pay (3) and gender bonus gaps (4);
- the number of men and women according to quartile pay bands (5);
- the proportion of men and women who received bonuses (6).

The requirements for the public sector largely mirror those for the private sector, which are being introduced via the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Equality Act 2010 (Specific Duties and

Public Authorities) Regulations 2017 came into force from 31 March 2017.

A key difference between the Regulations is that the public-sector requirements are being introduced as part of the existing public-sector equality duty, rather than as a standalone requirement.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

The difference between the gender pay gap and equal pay

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman carrying out the same or similar work of equal value.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to address, and the individual calculations may help to identify what those issues are. In some cases, the gender pay gap may include unlawful inequality in pay but this is not necessarily the case. For more information on Equal Pay go to www.acas.org.uk/equalpay

We are confident that we are paying the same salary to roles of equivalent value regardless of gender or ethnic diversity. Our overall approach to determining pay of our staff is to participate in national collective bargaining for all staff, with the exception of staff who have been transferred to GMCA under the Transfer of Undertakings (Protection of Employment) (TUPE) Regulations, who remain on protected terms and conditions. Where such staff have transferred from a public body they will also have been subject to national collective bargaining arrangements.

Gender Pay Gap (GPG) data

GMCA¹ gender pay gap is based on hourly rates of pay as at 31 March 2018 women's hourly earnings were on average 1.9% (mean) and 1.3% (median) below those of men.

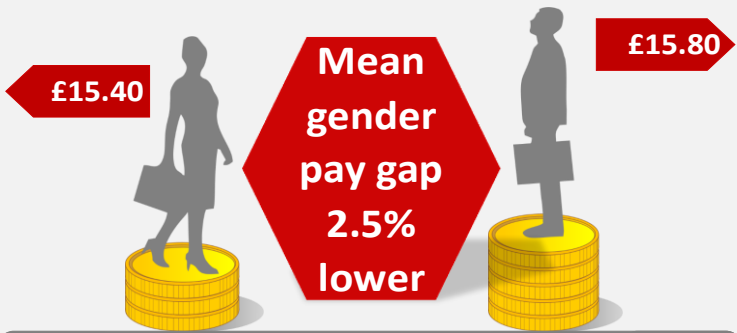
The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

The GMCA's gender pay gap is below the national average² at October 2018

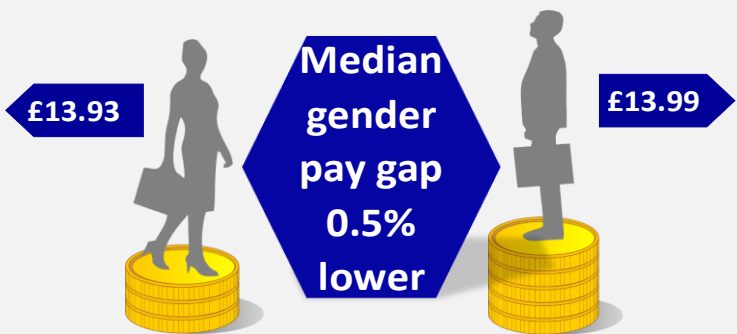
Mean: 17.1% (15.2%↓)

Median: 17.9% (16.6%↓)

GMCA Gender Pay Gap 31 December 2017

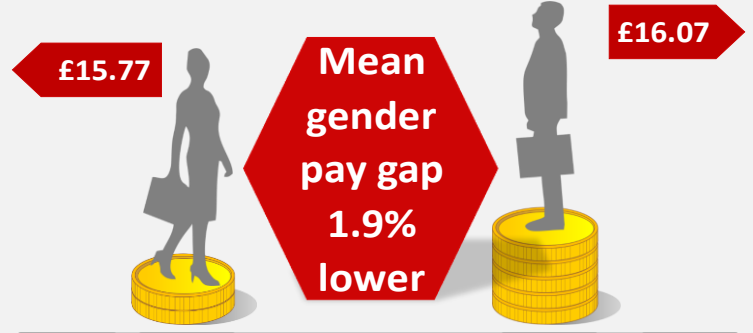


Relevant Paid Employees:	377	1471	Total: 1848
--------------------------	-----	------	-------------

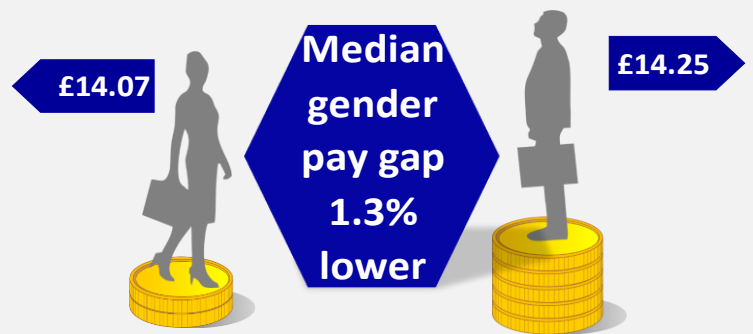


GMCA does not offer a bonus scheme

GMCA Gender Pay Gap 31 March 2018

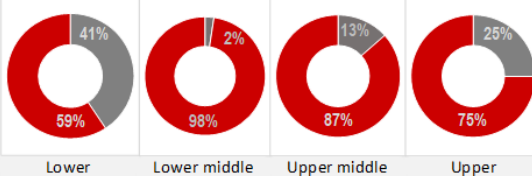


Relevant Paid Employees:	385	1476	Total: 1861
--------------------------	-----	------	-------------

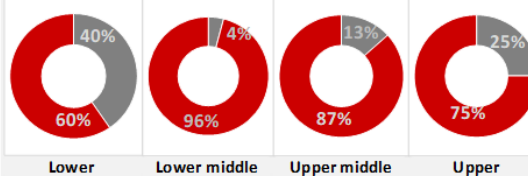


GMCA does not offer a bonus scheme

Proportions of women and men in each



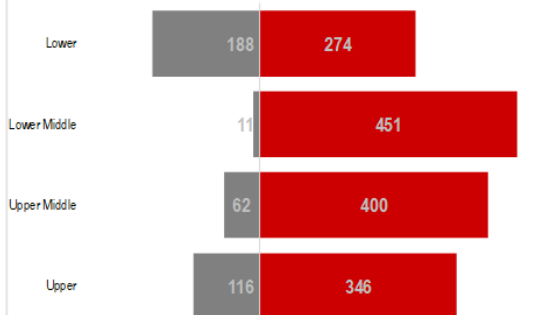
Proportions of women and men in each



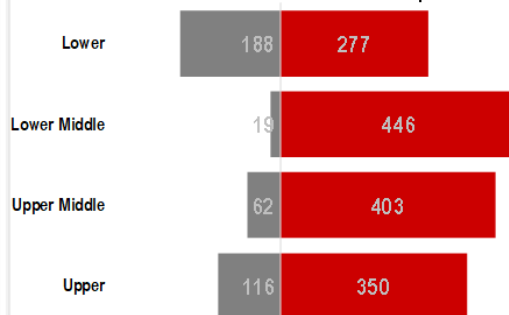
Quartile pay band (Mar18)

GPG is driven by there being a greater proportion of men than women in roles affected by occupational segregation and positions that are more senior

Number of women and men in each quartile



Number of women and men in each quartile



The pay quartile analysis (left) shows that there are more men (75%) than women (25%) in the highest paid group and the majority of women are in roles that attract lower salaries with the lowest paid group having 40% women and 60% men.

1. GPG is reported for Greater Manchester Combined Authority (GMCA) at 31/03/2018 and not only Greater Manchester Fire and Rescue Service (GMFRS). The transfer of GMFRS into GMCA took place on 01/05/2017
2. Latest data available (2018) at <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearnings/ashegenderpaygaptables>

What Next?

Using December 2017 as a benchmark it is clear that overall we have improved our Gender Pay Gap. However, more work and actions are required within the Occupational groups to help us understand any underlying causes for our gender pay gap and take suitable steps to minimise it.

Our aim is to address the existing GPG and develop a reputation for being a fair and progressive employer for both gender and ethnic diversity (BAME), attracting a wider pool of potential recruits for vacancies with the benefit of enhancing our productivity that can come from a workforce that feels valued and engaged in a culture committed to tackling inequality.

We are fostering an inclusive culture in GMCA through the creation of our “Inclusivity Group” led by Jim Hutton, supported by a committed Leadership team both SMT and CLT.

The intention is that gender pay gap reporting will feature as a regular (bi yearly) item in the organisation’s workforce performance monitoring report.

Declaration

We 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.



Eamonn Boylan, GMCA Chief Executive