

WEST YORKSHIRE FIRE & RESCUE AUTHORITY

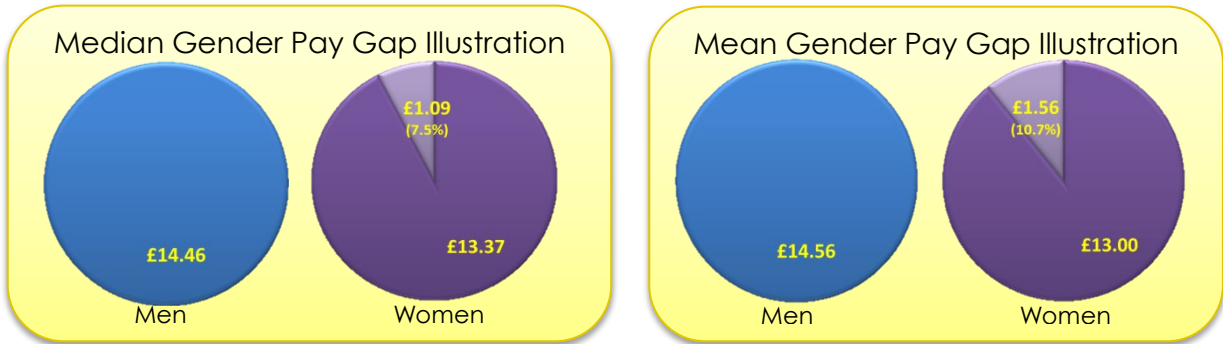
Gender Pay Gap 2018 - Infographic

Background:

At West Yorkshire Fire & Rescue Authority we are passionate about diversity, fairness, equality and inclusion and are committed to continuing to reduce our gender pay gap. As we employ more than 250 people it is a requirement of Government regulations to publish details of our gender pay gap. This infographic provides a comparison of average earning of women compared to the average earnings for men.

The publication of our gender pay gap gives greater transparency about different rates of pay whilst highlighting the reducing gender pay gap.

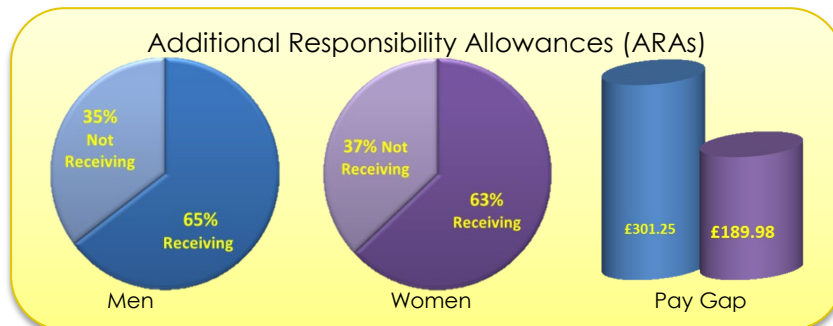
Gender Pay Gap: Median (10.7%) - Mean (7.5%)



Gender	No's In Post	Median Hourly Pay Rate	Mean Average Hourly Pay Rate
Female	252	£ 13.37	£13.00
Male	1188	£ 14.46	£14.56
Difference		£ 1.09	£ 1.56
Gap %		7.5%	10.7%

Mean & Median Bonus Payments:

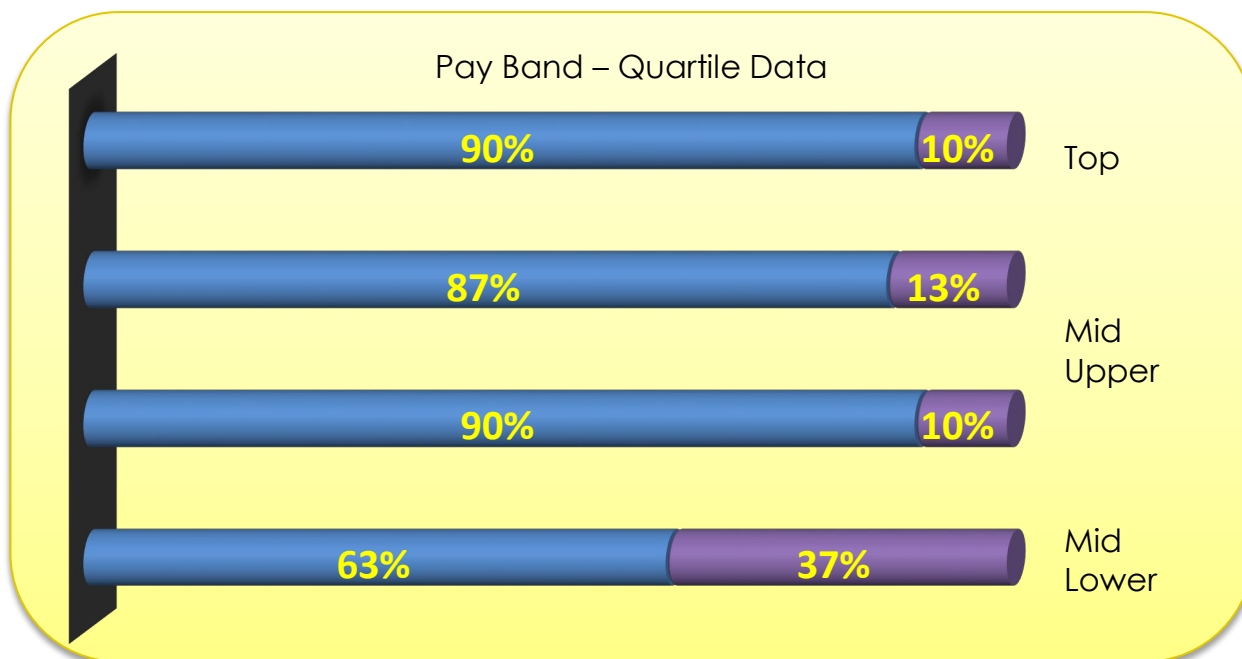
At WYFRS we don't pay bonus payments above the wage / salary for the job, we do offer ARAs (Additional Responsibility Allowances); a payment for a specific skill or specialist role, such as Urban Search and Rescue.



There is a pay gap for men and women eligible to claim. This is because specialist roles attracting higher payments are mostly staffed by men.

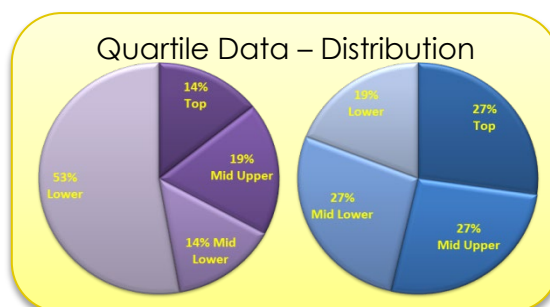
Gender Pay Gap – Quartile Data:

The data below splits pay into four equal chunks – known as quartiles. The data is illustrated in the table below. Progress is being made as can be seen from the data, but as outlined on page one there is still some way to go.



Quartile	Hourly Rate	Women	% Women	Men	% Men	Total
Top	£16.83 - £71.15	36	10%	324	90%	360
Mid Upper	£14.52 - £16.82	47	13%	313	87%	360
Mid Lower	£14.05 - £14.51	36	10%	324	90%	360
Lower	£8.20 - £14.05	133	37%	227	63%	360
Total		252		1188		1440

The chart and table above show we have further to go to achieve gender parity. It should be noted WYFRS workforce is 82.5% male and distribution between salary quartiles is fairly evenly split. The picture for women in the organisation shows 53% of women paid the lower pay band; this has improved since last year but there is further to go. WYFRA has a gender pay gap of **10.7%**, a reduction of 1.3% from the 2017 figure of 12%, lower than the national figure released in October 2018, which is 17.9%, (based on full and part-time workers - ONS 2018)



WYFRA is confident the gender pay gap doesn't stem from paying men and women differently for the same or equivalent work as pay is based on the results of a job evaluation scheme. There are a number of initiatives in place designed to improve the gap over time, including positive action to support women to take their next steps into leadership roles.