



GREATER MANCHESTER
FIRE AND RESCUE SERVICE

GMCA Pay Gap Report 2020

**Gender and
Ethnicity**

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What is Gender Pay Gap reporting?

The Gender Pay Gap is the difference in the average hourly wage of all men and women across a workforce. It gives a snapshot of the gender balance within an organisation 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 within 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 differently for performing the same (or similar) work. Equal pay has been against the law since 1970.

INTRODUCTION

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

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

GMCA¹ 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 average² in October 2020

Mean: 14.6% (22.0 points ↓)

Median: 15.5% (22.6 points ↓)

GMCA Gender Pay Gap 31 March 2020

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

Relevant Paid Employees: 485 1533 Total: 2018

GMCA does not offer a bonus scheme

GMCA Gender Pay Gap 31 March 2019

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

Relevant Paid Employees: 437 1569 Total: 2006

GMCA does not offer a bonus scheme

The biggest driver in our GPG is the structure of our workforce.

- 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 20 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.
- Due to the nature of the Uniformed roles, there is a large proportion of male staff earning the same hourly rate which reduces the overall hourly rate for male staff

Gender Pay Gap by Occupational Group 31 March 2020

	Hourly rate Female	GAP	Hourly rate Male
Uniformed Staff			
Mean	£14.06	10.4%	£15.69
Median	£14.21	2.9%	£14.63
Support Staff			
Mean	£18.41	7.6%	£19.92
Median	£16.58	0.0%	£16.58

Gender Pay Gap by Occupational Group 31 March 2019

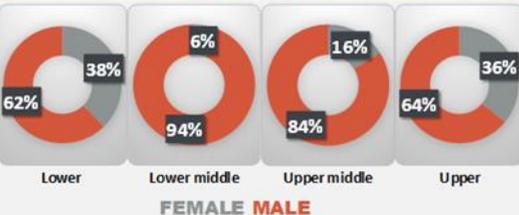
	Hourly rate Female	GAP	Hourly rate Male
Uniformed Staff			
Mean	£13.62	12.3%	£15.54
Median	£13.93	3.4%	£14.42
Support Staff			
Mean	£17.23	10.6%	£19.27
Median	£15.81	0.0%	£15.81

Occupational Groups

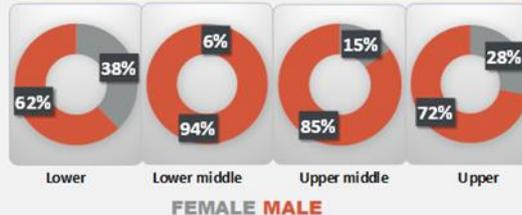
- The mean and median are in favour of male staff for both Uniformed and Support staff.
- The main contribution to our Gender Pay Gap the predominance of male staff at all Uniformed ranks with less female staff in the senior roles.
- Results show there has been a slight improvement in the Gender Pay 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 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.

Where a % gap is negative, this means the pay gap is in favour of female staff.

Gender distribution across pay quartiles 31 March 2020

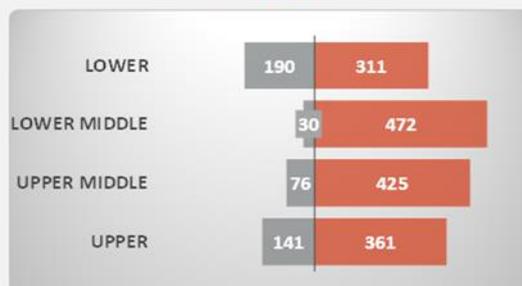


Gender distribution across pay quartiles 31 March 2019



Quartile pay band (Mar20)

- The pay quartile analysis (left) 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 the majority of 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.



1. GPG is reported for Greater Manchester Combined Authority (GMCA) at 31/03/2020.

2. Latest data available (2020) at <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashesgenderpaygaptables>

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.

Ethnic Pay Gap (EPG) data

GMCA Ethnicity Pay Gap 31 March 2020

	Hourly rate Minority	% GAP	Hourly rate Majority
Mean	£15.57	Mean EPG is 6.3% lower for Minority	£16.62
Median	£14.63	Median EPG is 0.5% in favour of Majority	£14.70

GMCA Ethnicity Pay Gap 31 March 2019

	Hourly rate Minority	% GAP	Hourly rate Majority
Mean	£14.99	Mean EPG is 6.3% lower for Minority	£16.00
Median	£14.35	Median EPG is 0.8% in favour of Majority	£14.47

Sharing Ethnicity Pay Gap data for greater transparency

- Currently there is no obligation or legal guidance for employers to provide their Ethnicity Pay Gap. To be transparent, the GMCA have decided to voluntarily provide a picture of Majority and Minority Ethnicity Pay Gap.
- 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 is also 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.
- We believe including Not-Disclosed ethnicity employees on their own or including them within the majority does not give an accurate representation of the GMCA Ethnicity Pay Gap.
- It is important to understand that 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
- 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.
- 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.

Relevant Paid Employees:	Minority	Not Disclosed	Majority	Total:
	99	265	1654	2018

NOT included in the HC or EPG are:
* 265 who opted not to disclose their ethnicity.
* This accounts for 13.1% of the HC above.

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

NOT included in the HC or EPG are:
* 326 who opted not to disclose their ethnicity.
* This accounts for 16.3% of the HC above.

Ethnicity Pay Gap by Occupational Group 31 March 2020

Uniformed Staff			
	Hourly rate Minority	% GAP	Hourly rate Majority
Mean	£14.41	9.1%	£15.86
Median	£14.63	0.00%	£14.63

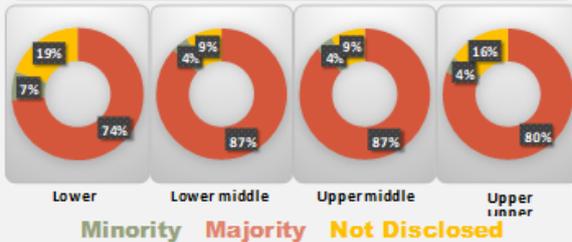
Support Staff			
	Hourly rate Minority	% GAP	Hourly rate Majority
Mean	£17.15	5.5%	£18.15
Median	£16.13	0.00%	£16.13

Ethnicity Pay Gap by Occupational Group 31 March 2019

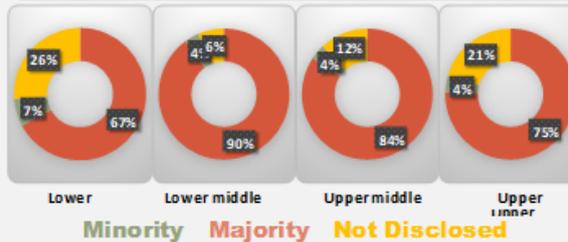
Uniformed Staff			
	Hourly rate Minority	% GAP	Hourly rate Majority
Mean	£14.46	8.1%	£15.73
Median	£14.35	0.83%	£14.47

Support Staff			
	Hourly rate Minority	% GAP	Hourly rate Majority
Mean	£16.13	3.1%	£16.65
Median	£16.60	-11.71%	£14.86

Ethnicity distribution across pay quartiles 31 March 2020



Ethnicity distribution across pay quartiles 31 March 2019



Number of Minority and Majority staff in each quartile (excl Not Disclosed)

Quartile	Minority	Majority
LOWER	35	371
LOWER MIDDLE	22	438
UPPER MIDDLE	22	439
UPPER	20	406

Number of Minority and Majority staff in each quartile (excl Not Disclosed)

Quartile	Minority	Majority
LOWER	34	336
LOWER MIDDLE	18	452
UPPER MIDDLE	19	422
UPPER	20	379

Key influencers that affect our Gender 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 in a culture committed to tackling inequality.

The Equality, Diversity and Inclusion (EDI) Strategic Group purpose; 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 wholeself 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.

Eamonn Boylan,
GMCA Chief Executive

Definitions

Gender Pay Gap*	A Gender Pay Gap (mean or median) is the difference between the relevant hourly rate of pay of male and female employees. The figure is expressed as a percentage of male pay.
Mean Gender Pay Gap in hourly pay	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Median Gender Pay Gap in hourly pay	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employee
Proportion of males and females in each pay quartile *	The proportions of male and female full-pay employees in the lower; lower middle; upper middle and upper quartile pay bands The bands are established by listing all employees from the lowest hourly pay rate to the highest and dividing the entire workforce into four equal parts. Once the quartiles are established, the proportion of male and female employees in each is calculated.
A full pay relevant employee	An employee who was employed on 31 March 2020 (snapshot date), who was not, during the relevant pay period being paid at a reduced rate or nil because of being on leave or received back pay increasing their rate.
Ethnicity pay gap	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. The Ethnicity Pay Gap has been calculated using the same legal requirements and principals as the Gender Pay Gap. Where a figure is negative, this means the pay gap is in favour of the ethnic minority group.
Protected characteristics	The Equality Act 2010 sets out that the nine characteristics that are protected are: Age; Disability; Gender reassignment; Marriage or civil partnership; Pregnancy and maternity; Race; Religion or belief; Sex and Sexual orientation. Furthermore, as a progressive organisation, we also include Trans, Non-Binary and Gender as part of our protected groups
Minority and Majority Groups	As far as possible, the GMCA seeks to adhere to the Office for National Statistics' harmonised output categories for ethnic groups. In this classification, <ul style="list-style-type: none"> • Minority Groups comprises all Mixed, Asian, Black, and Other (non-white) ethnicities. • Majority ethnic groups comprise White British; White Irish, Gypsy, or Irish Traveller; and Other White.

*This data is required as part of the UK Gender Pay Gap regulation

Note: For reporting purposes, colleagues who have taken unpaid, or reduced pay leave during the period April 2019 to March 2020, are excluded from the calculation of the Gender Pay Gap and the pay quartiles. Such leave might include career breaks (sabbaticals); parental leave; sick leave; or unpaid annual leave.

Our calculations have followed the legislative requirements of the Equality Act (Specific Duties and Public Authorities) Regulations 2017. The data reported is accurate as of 31 March 2020