



GREATER MANCHESTER  
FIRE AND RESCUE SERVICE

**Gender Pay Gap  
2019**

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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.

## Gender pay gap for March 2019

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

We are committed to continuing with our intent to provide a truly inclusive place to work, where our colleagues thrive and gain fulfilment. This is vital to the success of our organisation and the individuals we employ.

Each year, we publish our gender pay gap figures to ensure that statutory reporting requirements are met.

### **2019 Gender Pay Gap Results**

The March 2019 data show that the GMCA has reduced gender inequality within the workplace, with our gender pay gap mean now below the national average by around 19.8 percentage points and the median by 17.8 percentage points. This is an improvement on the previous year where the mean was 15.2 percentage points and the median 16.6 percentage points below the national average.

The comparison of March 2019 GPG results alongside the March 2018 results conveys the changes and improvements GMCA are making as an organisation to close the gender pay gap and increase gender equality amongst staff.

# Gender Pay Gap (GPG) data

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

GMCA<sup>1</sup> gender pay gap is based on hourly rates of pay as at 31 March 2019. Women's hourly earnings were on average 2.7% (mean) higher than men and 0.1% (median) below those of men.

The GMCA's GPG is below the 2018 national average<sup>2</sup>

Mean: 17.1% (19.8 points) ↓  
Median: 17.9% (17.8 points) ↓

## GMCA Gender Pay Gap 31 March 2018



Relevant Paid Employees:	385	1476	Total:	1861
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GMCA does not offer a bonus scheme

## GMCA Gender Pay Gap 31 March 2019

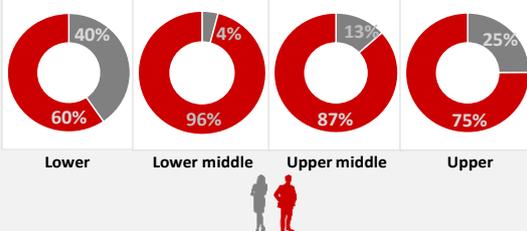


Relevant Paid Employees:	437	1569	Total:	2006
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GMCA does not offer a bonus scheme

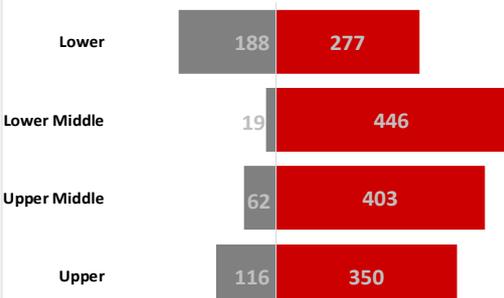
### Proportions of women and men in each quartile pay band at 31 March 2018



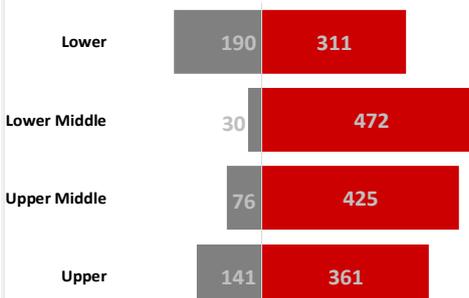
### Proportions of women and men in each quartile pay band at 31 March 2019



#### Number of women and men in each quartile



#### Number of women and men in each quartile



### Quartile pay band

The gender split of the current workforce (all pay groups) is 22% female and 78% male. This is reflective of the greater numbers of men within the Fire and Rescue elements of the workforce.

The pay quartile analysis (left) shows that there has been a slight improvement of female representation across all of the quartiles, with the exception of the lower quartile.

31<sup>st</sup> March 2019 Quartile Ranges:  
Lower = £8.79 - £13.99  
Lower Middle = £13.99 - £14.47  
Upper Middle = £14.47 - £17.69  
Upper = £17.69 - £97.06

1. GPG is reported for Greater Manchester Combined Authority (GMCA) at 31/03/2019.

2. Latest data available (2018) at <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsasgenderpaygaptables>

## Quartile pay band continued

The establishment of the GMCA has brought together a range of organisations including the GM Fire and Rescue Service, the uniformed roles within GMFRS form 67% of the total workforce. The GMFRS has historically been male dominated, particularly in the uniformed roles, with 96% of GMFRS Uniformed staff being male. The dominance of the number of FRS employees within the total workforce (and that the vast majority are male) has important statistical consequences for both the mean and median figures with Gender Pay Gap reporting. For the purpose of this report we have provided a total figure for the organisation, however in order to effectively respond to the differences in gender pay presented, policy responses and appropriate actions will be tailored to different elements of the workforce.

## What Next?

Using December 2018 as a benchmark it is clear that overall we have improved our Gender Pay Gap. However, more work and actions are required, the dispersion mentioned above has an impact on the mean and median when considering the whole workforce, which potentially masks Gender Pay Gaps within the different elements of the workforce. The Gender Pay Gap provides an opportunity to understand the factors that affect each of the staff groups that make up the GMCA and formulate tailored action plans to improve these e.g. recognising the need for more females in senior roles throughout the organisation, and the need for a significant increase in the number of female uniformed Fire employees.

We are committed to improving opportunities for progression and development across the GMCA for employees of all genders and backgrounds. We believe GMCA could use this report as an opportunity to lead by example, showing we are taking the problem of gender pay inequality seriously.

We are fostering an inclusive culture in GMCA through our "Inclusivity Group" supported by a committed Leadership Team.

## 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