

GMCA Pay Gap Report 2024

Gender and Ethnicity

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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 has been 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 fostering 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 is vital to making GMCA a great organisation to work for, and to demonstrate our commitment to supporting good lives for all across our Greater Manchester communities.

Each year, we publish our Gender Pay Gap (GPG) figures to comply with the statutory reporting requirements of the UK government. The report details the GPG for GMCA overall, as well as specific GPGs for Strategic Delivery and Support staff (SD&SS) across the organisation and Uniformed staff within Greater Manchester Fire and Rescue Service (GMFRS).

We are 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.

This document compares the Gender and Ethnicity Pay Gap results of the Greater Manchester Combined Authority (GMCA) from March 2023 to March 2024, highlighting the changes and improvements made. By comparing the results from March 2024 with those from March 2023, we can assess the impact of the initiatives

GMCA has implemented to enhance gender and ethnic equality among our Uniformed and Strategic Delivery and Support staff.

The GMCA is a complex organisation with various occupational staff groups, consisting of two main entities: the Combined Authority and the Greater Manchester Fire and Rescue Service (GMFRS). The Combined Authority includes Corporate and Public Support Services staff, who work under Green Book (National Joint Council and Joint Negotiating Committee) terms and conditions, collectively referred to as Strategic Delivery and Support staff. GMFRS comprises Uniformed Firefighters, operating under Gold and Grey Book terms and conditions, and Public Support Services staff, who also follow Blue and Green Book terms and conditions. These groups are referred to as Uniformed Firefighters and Strategic Delivery and Support staff, respectively.

In analysing the pay gap within GMCA, we focus on an overall GMCA approach and the two main occupational groups: Uniformed Firefighters and Strategic Delivery and Support staff. Each group significantly influences the overall GMCA pay gaps within the organisation.

Gender Pay Gap calculations are based on employer payroll data drawn from 31 March 2024. This specific date is called the 'snapshot date'.

The organisation has a duty to publish annually the following information relating to pay:

Requirement 1: The difference between the mean hourly rate of pay of relevant male and female employees.

Requirement 2: The difference between the median hourly rate of pay of relevant male and female employees.

Requirement 3: The difference between the mean bonus pay paid to relevant male and female employees - Not applicable as GMCA does not pay any bonuses.

Requirement 4: The difference between the median bonus pay paid to relevant male and female employees - Not applicable as GMCA does not pay any bonuses.

Requirement 5: The proportions of relevant male and female employees who were paid bonus pay - Not applicable as GMCA does not pay bonuses.

Requirement 6: The proportions of relevant male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Mean is the average hourly rate of pay, calculated by adding the hourly pay rate for relevant paid employees then dividing by the number of relevant paid employees.

Median is the middle hourly pay rate when relevant pay rates are arranged in order from lowest to highest.

Gender Pay Gap (GPG) Data

The GMCA Gender Pay Gap data is based on hourly rates of pay as at 31 March 2024. Mean hourly earnings for female staff were 4.6% higher than for male staff and median hourly pay was 7.5% higher for female staff compared to male staff.

GMCA's figures compare favourably with published average GPG figures for companies that have reported in 2024.

The GMCA's GPG is below the national average¹ compared with data released on 18 December 2024.

Mean: 13.8% in favour of males (18.4 percentage points)

Median: 13.1% in favour of males (20.6 percentage points)

The GMCA's GPG compares favourably with the 2024 UK and Greater Manchester averages, and with other relevant comparators. As shown in the Office for National Statistics (ONS) published data² table 3 below, males are paid considerably more than females across the UK (a median GPG of 13.1% and a mean of 13.8%). The Greater Manchester GPGs are slightly smaller but remain large (9.8% and 13.0% respectively). The median GPG for public sector jobs in the UK (13.5%) is higher than the UK average for all employees, although the mean GPG for public sector jobs (12.9%) is slightly lower. Although public sector Greater Manchester data are

¹ [Latest data available 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. (Table 1.12)

² [Latest data available 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. (Table 25.12 & 7.12)

not available, recent data reveals a complex picture of the Gender Pay Gap (GPG) in public sector jobs across the North West. While the median GPG for public sector roles in the region stands at 12.6%, slightly better than the UK public sector average of 13.5%, the mean GPG is a concerning 15.7%, significantly higher than the national public sector average of 12.9%. This indicates a larger disparity in average earnings between males and females in the North West public sector. In contrast, the Greater Manchester Combined Authority (GMCA) presents a more equitable scenario, with females earning more than males, reflected in a mean GPG of 4.6% and a median GPG of 7.5% in favour of females. These figures highlight the ongoing challenges and disparities in gender pay within the public sector, despite some positive outliers like the GMCA.

Table 3: GMCA Gender Pay Gap (GPG) comparison to ONS data (released December 2024)

	GMCA	All employee jobs, UK	All employee jobs, GM	Public sector jobs, UK	Public sector jobs, NW
Mean GPG	4.6% higher for females	13.8% higher for males	13.0% higher for males	12.9% higher for males	15.7% higher for males
Median GPG	7.5% in favour of females	13.1% in favour of males	9.8% in favour of males	13.5% in favour of males	12.6% in favour of males

GMCA Gender Pay Gap 2024

Table 3.1a below depicts the 2024 Gender Pay Gap mean, median and relevant paid employees figures for both males and females within the GMCA and compares this to the corresponding 2023 GMCA Gender Pay Gap figures (Table 3.1b).

The table highlights that the mean Gender Pay Gap has decreased from 8.8% in 2023 to 4.6% in favour of females in 2024. It also shows the median Gender Pay Gap figure has decreased from 14.7% in 2023 to 7.5% in favour of females in 2024. The total relevant number of female paid employees has grown from 600 in 2023 to 664 in 2024, but the male numbers have also slightly increased from 1,610 in 2023 to 1,656 in 2024.

Table 3.1a: GMCA Gender Pay Gap (GPG) 31 March 2024

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £21.10	Male = £20.17	Mean GPG is 4.6% higher for females
Median Hourly rate	Female = £18.90	Male = £17.58	Median GPG is 7.5% in favour of females

Number of Relevant Paid Employees

	Female	Male	Total
Relevant Paid Employees	Female = 664	Male = 1656	Total = 2320

Table 3.1b: GMCA Gender Pay Gap (GPG) 31 March 2023

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £19.87	Male = £18.27	Mean GPG is 8.8% higher for females
Median Hourly rate	Female = £17.88	Male = £15.59	Median GPG is 14.7% in favour of females

Number of Relevant Paid Employees

	Female	Male	Total
Relevant Paid Employees	Female = 600	Male = 1610	Total = 2210

GMCA does not offer a bonus scheme.

GMCA Gender Pay Gap 2024 Summary

- Overall, the March 2024 median GPG data shows that the pay gap typically expected, in favour of male employees, does not apply in the GMCA context; indeed, the median pay of female employees compared to male employees was higher in 2024, but the difference has reduced when compared to 2023. The same pattern is evident when considering the mean GPG data, with the average pay of female GMCA employees also higher than that of their male counterparts. Our GPG mean is below the national average by 18.4 percentage points, and the median by 20.6 percentage points.
- The reduction in the mean Gender Pay Gap to 4.6% and the median to 7.5% in favour of females is noteworthy. This change is partly due to the

implementation of the Firefighter pay awards in the 2023/24 financial year, which has adjusted the gap back to levels seen in the 2022 report. Additionally, the successful implementation of a flat rate pay award for Strategic Delivery and Support staff in 2023/24 has contributed to this reduction. It's also important to consider the gender workforce split within the Greater Manchester Combined Authority (GMCA), which includes a high representation of Uniformed males in the Fire Service section of the organisation.

- The gender distribution over our pay groups indicates that 28.6% of the GMCA relevant paid workforce in March 2024 consists of female staff, which is a slight increase in female representation than the previous year (27.2%).
- Our workforce includes a higher proportion of employees in occupations where women are underrepresented, such as Firefighters, which typically produce higher pay gaps in separate occupational groups. This is evident from the proportional distribution of men in the “lower middle” and “upper middle” quartiles. We have seen an increase in the number of female staff within the “upper middle” quartiles, contributing to the improvement in the 2024 mean and median pay gaps between female and male employees.
- 57.3% of all male staff are Firefighters and Crew Managers, earning a similar hourly rate, lower than the average across GMCA, which reduces the overall hourly rate for male staff. In comparison, 14.5% of female employees are in similar roles, therefore not having the same influence on the averages.
- In summary, the overall Gender Pay Gap (GPG) being in favour of females is influenced by the high proportion of lower-paid Uniformed male employees, the presence of Strategic Delivery and Support staff females in higher-paying roles, and the distribution of employees across different occupational groups.

GMCA Gender Pay Gap 2024 by Occupational Groups

The below tables depict the 2024 Gender Pay Gap mean and median figures for the Occupational groups, Uniformed and Strategic Delivery and Support staff, males and females within the GMCA and compares these to the corresponding 2023 figures. The mean Gender Pay Gap for Uniformed staff decreased from 9.3% in 2023 to 6.9% in favour of males in 2024. The median Gender Pay Gap increased from 2.4% to 2.9% in favour of males over the same period. This improvement in the mean is

due to the appointment of a female to Principal Officer, the promotion of female Uniformed staff to Area, Station and Watch Managers and the appointment of female Trainee Firefighters. There was a reduction of 66 male Firefighters mainly due to promotions to Crew and Watch Manager posts backfilling staff who retired or transferred to other FRS. Overall the male Uniformed numbers were replenished by the promotion of Trainee Firefighters to Firefighter positions.

Table 3.2a: GMCA Gender Pay Gap by Occupational Group for Uniformed staff 31 March 2024

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £17.71	Male = £19.02	Mean GPG is 6.9% higher for males
Median Hourly rate	Female = £16.94	Male = £17.44	Median GPG is 2.9% in favour of males

Table 3.2b: GMCA Gender Pay Gap by Occupational Group for Uniformed staff 31 March 2023

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £15.47	Male = £17.06	Mean GPG is 9.3% higher for males
Median Hourly rate	Female = £15.08	Male = £15.45	Median GPG is 2.4% in favour of males

The table below shows that the mean Gender Pay Gap for Support staff increased from 7.1% in favour of males in 2023 to 7.9% in 2024.

Table 3.3a: GMCA Gender Pay Gap by Occupational Group for Strategic Delivery and Support staff 31 March 2024

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £21.78	Male = £23.64	Mean GPG is 7.9% higher for males
Median Hourly rate	Female = £20.03	Male = £21.26	Median GPG is 5.8% in favour of males

Table 3.3b: GMCA Gender Pay Gap by Occupational Group for Strategic Delivery and Support staff 31 March 2023

Requirement	Female	Male	Percentage Variance
Mean Hourly rate	Female = £20.70	Male = £22.29	Mean GPG is 7.1% higher for males
Median Hourly rate	Female = £18.72	Male = £19.70	Median GPG is 5.0% in favour of males

GMCA Gender Pay Gap Occupational Groups Summary

- The mean and median are in favour of male staff for both Uniformed and Strategic Delivery and Support staff.
- The main contribution to our Gender Pay Gap is the predominance of male staff across all Uniformed ranks with fewer female staff in the senior Uniformed roles.
- Comparison of the 2024 data with the previous year shows a narrowing of the mean Gender Pay Gap for Uniformed staff (a reduction of 2.4 percentage points) and a widening of the gap for Strategic Delivery and Support staff (an increase of 0.8 percentage points).
- The decrease in the mean for Uniformed ranks is due to the appointment and promotion of females into senior Uniformed roles, specifically Watch Manager roles, where there has been a net increase of 6 females. Besides this, the percentage of male Uniformed staff on development grades increased slightly from 12.8% in 2023 to 15.5% in 2024, a 2.7% increase, whilst the percentage of female staff on development grades increased from 15.8% to 22.5%, a 6.7% increase. All the above would influence the 2.4 percentage point decrease in our 2024 Uniformed mean pay gap.

GMCA Gender Pay Gap Quartile pay bands

This section presents the 2024 Gender Pay Gap (GPG) distribution across pay quartiles for both males and females within the GMCA, compared to the corresponding 2023 distribution.

- The pay quartile analysis shows the improvement in female representation within the upper middle and upper pay quartiles has been maintained when compared to 2022. Female representation was 24% (upper middle quartile)

and 40% (upper quartile) in 2024, compared to 25% and 39% in 2023, and 17% and 39% in 2022. There has been a slight increase in the lower middle quartile from 12% to 14%, and a significant increase in the lower quartile from 32% to 37%, due to the intake of female apprentices into Firefighter roles and management trainees into Strategic Delivery and Support roles.

- Overall, 32.4% of female employees fall into the lower quartile, compared to just 22.0% of male employees. This disparity is attributed to the higher intake of female trainees and apprentices. When examining the pay quartiles, 37% of Uniformed employees are in the “lower middle” quartile, and 27.4% are in the “upper middle” quartile. In contrast, for Strategic Delivery and Support roles, 28.6% are in the “lower” quartile, while 41.6% are in the “upper” quartile.
- There were fewer female employees than male across all four quartiles in 2024, with particularly low proportions in the middle two quartiles. The proportion of female staff ranges between 14%, 24% and 40% in the top 3 quartiles in 2024.
- The proportion of female staff has increased in all quartiles except the upper middle quartile from 2023 to 2024. The number of female staff has increased across all quartiles, contributing to the improvement in the 2024 mean and median pay gaps between female and male employees. The lower quartile saw a significant increase in female representation, while the lower middle quartile saw a slight increase. The upper middle and upper quartiles also saw increases in both female and male staff, with a notable increase in female representation in the upper quartile.

Table 3.4a: Gender distribution across pay quartiles 31 March 2024

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Female 37% Male 63%	Female 14% Male 86%	Female 24% Male 76%	Female 40% Male 60%

The table below depicts the number of female and male staff in each quartile.

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Female 215 staff Male 365 staff	Female 79 staff Male 501 staff	Female 140 staff Male 440 staff	Female 230 staff Male 350 staff

Table 3.4b: Gender distribution across pay quartiles 31 March 2023

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Female 32% Male 68%	Female 12% Male 88%	Female 25% Male 75%	Female 39% Male 61%

The table below depicts the number of female and male staff in each quartile.

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Female 176 staff Male 376 staff	Female 69 staff Male 484 staff	Female 138 staff Male 414 staff	Female 217 staff Male 336 staff

Ethnicity Pay Gap (EPG) Data

Currently there is no obligation for employers to provide their Ethnicity Pay Gap data. However, given our commitment to equality in the workplace, and to transparency about our progress towards greater equity for employees from ethnically diverse communities, this report also provides data on GMCA's ethnic 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 employees who are ethnically diverse. The figure is expressed as a percentage of pay of the employees who are part of the ethnic majority.

For this report, particularly for the tables, we use 'minority' and 'majority' as they are the accepted semi-legalistic approach. However, we acknowledge the shortcomings of the terminology and there has been a lot of work done by GMCA and others on the language we should use, and considerable unease from the Race Equality Panel and other relevant stakeholders on use of 'minority' to describe ethnically diverse individuals and communities (and conversely, of 'majority' for white). In our research outputs, and as agreed with wider stakeholders, we've decided upon 'ethnically diverse employees'.

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 staff with undisclosed ethnicity on their own or within the majority group would not accurately represent the GMCA EPG.
- The calculation or outcome of the EPG could change once legislative requirements have been introduced by the Government.
- To ensure consistency, the EPG has been calculated using the same legal requirements and principles as the GPG.
- We continue to focus on increasing our disclosure rates, in particular amongst new starters, in order to ensure that our calculations are reflective of our whole organisation and that we can better track year-on-year trends.

The GMCA EPG is based on hourly rates of pay as at 31 March 2024. Mean hourly earnings for the ethnically diverse employee group were on average 7.3% lower than the ethnic majority staff group and the median pay gap was 3.2% in favour of the ethnic majority staff group.

There is less comparator data available on the EPG than for the GPG, and specific data for Greater Manchester are not available. However, the Office for National Statistics published a 2019 dataset³ with the median EPG at national and regional levels. More recent data are not available, so the comparison with the GMCA 2024 data should be caveated (for this reason, the GMCA 2023 data are also shown). As shown in table 4 below, although the GMCA 2024 median EPG (3.2%) was considerably wider than the 2019 UK median (1.9%), the 2019 North West median (5.4%) was wider still. This suggests that GMCA is performing better than the regional average but still has room for improvement compared to the national average.

³ Annual Survey of Hours and Earnings (Office for National Statistics, April 2019). The link is here: [Ethnicity pay gap reference tables - Office for National Statistics](#)

Table 4: GMCA Ethnicity Pay Gap (EPG) comparison to ONS data

Requirement	GMCA 2024	GMCA 2023	UK 2019	North West 2019
Median Ethnicity Pay Gap	3.2%	4.6%	1.9%	5.4%

Tables 4.1a and 4.1b show that the mean EPG has widened from 6.2% in favour of the ethnic majority group in 2023 to 7.3% in 2024.

Conversely, the median EPG has decreased, from 4.6% in favour of the ethnic majority group in 2023 to 3.2% in 2024.

The number of staff in the ethnically diverse employee group who are relevant paid employees has increased, from 153 in 2023 to 172 in 2024, and the ethnic majority staff group from 1,852 to 1,960. The not disclosed staff group has reduced from 205 in 2023 to 188 in 2024.

All calculations are based on an ethnicity disclosure rate of Relevant Paid Employees (suggestion) of 90.7% in 2023 and 91.9% in 2024.

In the tables below, the terms 'minority' and 'majority' are used specifically within the context of the GMCA. The majority of our workforce is white, so 'minority' is an accurate descriptor for the ethnically diverse employee groups within our workforce. However, we acknowledge the potential conflict and sensitivity associated with these terms and strive to use them thoughtfully and respectfully.

Table 4.1a: GMCA Ethnicity Pay Gap (EPG) 31 March 2024

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £18.88	Majority = £20.37	Mean EPG is 7.3% lower for Minority group
Median Hourly rate	Minority = £17.36	Majority = £17.93	Median EPG is 3.2% in favour of Majority group

Number of Relevant Paid Employees

	Minority	Majority	Not Disclosed	Total
Relevant Paid Employees	Minority 172	Majority 1960	Not Disclosed 188	Total = 2320

Table 4.1b: GMCA Ethnicity Pay Gap (EPG) 31 March 2023

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £17.43	Majority = £18.58	Mean EPG is 6.2% lower for Minority group
Median Hourly rate	Minority = £15.45	Majority = £16.20	Median EPG is 4.6% in favour of Majority group

Number of Relevant Paid Employees

	Minority	Majority	Not Disclosed	Total
Relevant Paid Employees	Minority 153	Majority 1852	Not Disclosed 205	Total = 2210

GMCA EPG reporting does not include the 188 and 205 employees who did not disclose their ethnicity in 2024 and 2023. This accounted for 8.1% and 9.3% of relevant paid employees respectively.

GMCA Occupational Groups Summary

The below tables depict the 2024 Ethnicity Pay Gap mean and median figures for the Uniformed and Strategic Delivery and Support Occupational groups, ethnically diverse employee group and ethnic majority staff groups within the GMCA and compare these to the corresponding 2023 figures.

- The mean is in favour of the ethnic majority staff group for both Uniformed and Strategic Delivery and Support staff in both 2024 and 2023.
- Overall, the ethnically diverse employee group saw a higher percentage increase in headcount (12.4%) compared to the ethnic majority group (5.8%) indicating a positive trend towards greater representation.
- The ethnic majority group experienced a higher percentage increase in their hourly rate (9.6%) compared to the ethnically diverse employee group (8.3%).
- Uniformed EPG:
 - The gap in mean hourly rate for the Uniformed ethnically diverse employee group increased in 2024 from 9.5% to 9.6%.
 - The mean hourly rate for the Uniformed ethnically diverse employee group increased in 2024 due to 35.6% of the Uniformed ethnically diverse employee group being in Development roles versus 32.6% in the previous year. By

comparison, 18.5% of the Uniformed ethnic majority group were in development roles in 2023.

- Principal Officer: No ethnically diverse employee group members in this category.
- Watch Manager: The pay gap decreased from 4.1% to 1.8%, indicating a reduction in disparity.
 - o Firefighter: Both groups saw similar decreases in headcount and increases in rate per hour, with a slight decrease in the pay gap from 7.6% to 7.2%.
- Strategic Delivery and Support staff EPG:
 - The gap in mean hourly rate for the Strategic Delivery and Support ethnically diverse employee group increased in 2024 from 4.2% to 7.4%.
 - For Senior Executives there is no change in headcount or pay for the ethnically diverse employee group.
 - For the grade group SM 4 the pay gap decreased from 9.4% to 7.0%, indicating some progress towards pay equality.
 - Both groups in the Senior Manager (Grade 9 - 11) group saw similar increases in headcount and rate per hour, with a slight decrease in the EPG from 3.5% to 3.2%.
 - The ethnically diverse employee group in the Manager (Grade 6 - 8) group saw a higher increase in headcount (32.3%) compared to the ethnic majority group (11.7%), with a slight decrease in the EPG from 4.1% to 3.6%.
 - While there has been progress in increasing the headcount of the ethnically diverse employee group and overall wage growth for both groups, the pay gap has widened slightly. For Strategic Delivery and Support functions the increase in headcount and rate per hour for both majority and minority groups show positive growth. However, the pay gap in some categories, like Senior Executive, remains at 0% due to the absence of ethnically diverse staff in these roles. Whereas for Uniformed staff, the pay gap in roles like Watch Manager and Firefighter has decreased, indicating some progress. However,

the overall pay gap remains due to the distribution of staff across different ranks.

- Staff in development roles or new appointments often start on lower pay scales. This lowers the average hourly rate for the group, impacting the overall pay gap analysis.
- The long-term strategy is as staff progress in their careers and move to higher pay scales, the average hourly rate for the group will increase.
- The presence or absence of ethnically diverse employees in higher-level roles significantly impacts the average pay. The underrepresentation of the ethnically diverse employee group in senior positions contributes to a wider pay gap.
- For Uniformed staff in 2024, the median pay gap was 2.9% in favour of the ethnic majority group and for Strategic Delivery and Support staff was higher at 4.2% in favour of the ethnic majority group. The comparable gaps for 2023 were 3.3% in favour of the Uniformed ethnic majority group and 1.9% in favour of the Strategic Delivery and Support ethnic majority group.
- The median shows a more positive picture than the mean as this reduces the impact of outliers. Unlike the mean, the median is not affected by extremely high or low salaries. This makes it a more accurate reflection of the typical employee's earnings.
- The median provides a clear picture of the central tendency of earnings, showing what a "typical" employee earns.

Table 4.2a: GMCA Ethnicity Pay Gap by Occupational Group for Uniformed staff 31 March 2024

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £17.17	Majority = £18.99	Mean EPG is 9.6% lower for Minority group
Median Hourly rate	Minority = £16.94	Majority = £17.44	Median EPG is 2.9% in favour of Majority group

Table 4.2b: GMCA Ethnicity Pay Gap by Occupational Group for Uniformed staff 31 March 2023

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £15.46	Majority = £17.08	Mean EPG is 9.5% lower for Minority group
Median Hourly rate	Minority = £15.01	Majority = £15.53	Median EPG is 3.3% in favour of Majority group

Table 4.3a: GMCA Ethnicity Pay Gap by Occupational Group for Strategic Delivery and Support staff 31 March 2024

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £20.63	Majority = £22.29	Mean EPG is 7.4% lower for Minority group
Median Hourly rate	Minority = £19.37	Majority = £20.21	Median EPG is 4.2% in favour of Majority group

Table 4.3b: GMCA Ethnicity Pay Gap by Occupational Group for Strategic Delivery and Support staff 31 March 2023

Requirement	Minority	Majority	Percentage Variance
Mean Hourly rate	Minority = £19.96	Majority = £20.83	Mean EPG is 4.2% lower for Minority group
Median Hourly rate	Minority = £18.36	Majority = £18.72	Median EPG is 1.9% in favour of Majority group

GMCA Ethnicity Pay Gap Quartile pay bands

The below tables depict the 2024 EPG distribution across pay quartiles for the ethnically diverse employee group and ethnic majority group within the GMCA and compare this to the 2023 EPG distribution.

- We have a lower representation of the ethnically diverse employee group in senior, higher paid roles.

Several lower and higher paid individuals who have not declared their ethnicity are not reflected in the pay gap calculations, which may have impacted the current Ethnicity Pay Gap data and could affect comparison between the 2024 position and that for previous and future years. Employees can update their ethnicity at any time on the Employee Self Service system.

Lower Quartile: The percentage of the ethnically diverse employee group decreased from 11% in 2023 to 10% in 2024, while the ethnic majority group increased from 81% to 85%.

Lower Middle Quartile: The percentage of the ethnically diverse employee group increased from 5% in 2023 to 6% in 2024, while the ethnic majority group decreased from 84% to 83%.

Upper Middle Quartile: The percentage of the ethnically diverse employee group increased from 7% in 2023 to 8% in 2024, while the ethnic majority group decreased from 86% to 85%.

Upper Quartile: The percentage of the ethnically diverse employee group decreased from 6% in 2023 to 5% in 2024, while the ethnic majority group increased from 84% to 86%.

There is a slight improvement in the representation of the ethnically diverse employee group in the lower middle and upper middle quartiles, but a decrease in the lower and upper quartiles. The overall representation of the ethnically diverse employee group in senior, higher-paid roles remain low, contributing to the pay gap. The presence of non-disclosed ethnicity data also impacts the accuracy of the pay gap calculations.

Table 4.4a: Ethnicity distribution across pay quartiles 31 March 2024

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Minority 10% Majority 85% Not Disclosed 5%	Minority 6% Majority 83% Not Disclosed 11%	Minority 8% Majority 85% Not Disclosed 7%	Minority 5% Majority 86% Not Disclosed 9%

Table below depicts the number of minority and majority staff in each quartile

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Minority 61 staff Majority 491 staff	Minority 35 staff Majority 481 staff	Minority 45 staff Majority 491 staff	Minority 31 staff Majority 497 staff

Table 4.4b: Ethnicity distribution across pay quartiles 31 March 2023

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Minority 11% Majority 81% Not Disclosed 8%	Minority 5% Majority 84% Not Disclosed 11%	Minority 7% Majority 86% Not Disclosed 7%	Minority 6% Majority 84% Not Disclosed 10%

Table below depicts the number of minority and majority staff in each quartile

Lower quartile	Lower middle quartile	Upper middle quartile	Upper Quartile
Minority 59 staff Majority 448 staff	Minority 28 staff Majority 463 staff	Minority 36 staff Majority 473 staff	Minority 30 staff Majority 468 staff

Key influencers that affect both our Gender and Ethnicity Pay Gaps

We closely measure the overall diversity of our organisation to ensure that we are reporting and holding ourselves accountable to increase representation over time. The reported data show that we have made positive progress, but we recognise that there remains some way to go before we can truly state that our workforce reflects the diversity and richness of the GM community.

From a baseline in December 2017 (the year that the GMCA was established in its current form), we have improved our Gender Pay Gap year on year. The implementation and delivery against our People Strategy with a key aim to make the GMCA one of the best places to work – a place where everyone is engaged, happy, empowered and able to excel in their roles for the benefit of the people, communities and businesses of Greater Manchester.

Underpinning this Strategy, we have progressive people management practices that are driving forwards our EDI ambitions, namely, the GMFRS Firefighter Attraction and Equality, Diversity, and Inclusion (EDI) Strategies; both of which are supporting this positive change, with gender and ethnicity representation in our workforce continuing to increase. We look at pay gaps as one indicator of how we are doing against our objective to build a workforce that is representative of the GM communities that we serve.

We believe that our commitment to improving opportunities for progression and development across the GMCA for employees of all genders, ethnicities and backgrounds serves as an opportunity to lead by example, as demonstrated by the

high priority we give to ensuring gender and ethnicity pay equality. Our EDI strategy and leadership, culture and people development strategic plan underpin this work. We offer and support leadership development to all groups that are underrepresented within GMCA, this includes using positive action and developing colleagues from underrepresented groups through bespoke talent programmes including our Developing Diverse Leaders and Mutual Mentoring programmes. Supported through our robust EDI governance arrangements, which include the GMFRS Culture First Board, working groups and delivery teams including staff networks, White Ribbon Steering Group and Equality Impact Assessment Working Group. Our ambition remains to develop a reputation for being a fair and progressive employer for everyone, attracting a wider pool of diverse talent to work for the GMCA. Our productivity, innovation and creativity will be enhanced by having a diverse workforce that feels included, valued, and engaged.

To enhance our Employer Value Proposition, we support our staff through inclusive policies and guidance, such as those tackling bullying, harassment, discrimination, and victimisation. We provide Ramadan and fasting guidance, and promote EDI events and campaigns, like Mental Health Awareness and IDAHOBIT. Our policies include flexible working, career breaks, and comprehensive learning and development offerings. This includes support for study, E-learning packages on topics like supporting trans and non-binary staff, dyslexia awareness, and unconscious race bias. Additionally, we offer extended staff benefits and a robust health and wellbeing program.

Events like the Festival of Learning and Learning at Work Week offer further learning opportunities to enhance our inclusive workplace culture. This effort aligns with the Fire Plans 2021-2025, which aim to build and maintain a diverse, high-performing workforce that reflects and understands the communities we serve. Our goal is to create an inclusive culture where people can bring their whole selves to work.

Recruitment

Alongside the activity that has already been described, the GMCA are progressing forwards with more inclusive recruitment practices. Following an independent audit of our recruitment practices in 2022, we have made improvements to the way that we attract, recruit and select our workforce. Some key activity includes;

- Enhanced training in inclusive recruitment practice, conscious inclusion and interview skills for people involved in the hiring process.
- Introduction of a Recruitment & Selection Framework and supporting toolkits, which has a focus on inclusive recruitment practice.
- Reviewing our role profiles and the way our jobs are designed to remove barriers – for example reviewing if there is a need for university degrees and instead supporting people once they become employed with us to attain qualifications.
- Expanding our routes into employment and opportunities for young people, including T-levels and Management Trainee schemes.
- Focus on talent management, including further investment in professional development and introducing progressive grades to attract and retain talent in roles.
- Procurement of a new Applicant Tracking System with other public sector partners across the Greater Manchester & North West region; a system that provides an improved and more inclusive candidate experience

Supported by the People Strategy we are already seeing great successes with our enhancements and are positive about how these will positively impact our workforce and organisation.

Development and progression

In 2023 we introduced our GMCA Leadership Development Framework that provides a structured way for our internal talent to develop leadership skills for the future.

2023 also saw the introduction of the GMFRS Promotion Pathway, a transformed approach to identifying, selecting and developing people into operational roles at all ranks. Complemented by the GMFRS Leadership development framework, this provides clear routes and steps to developing future leaders for the organisation.

Positive action initiatives have also supported the professional development of colleagues from groups who are underrepresented within leadership roles; this includes women and colleagues who are racially diverse. Talent programmes such as the Mutual Mentoring and Developing Diverse Leaders courses are targeted to our colleagues from underrepresented groups and actively support strengthening

skills and confidence for colleagues to develop themselves for the next steps in their careers. We have seen great success in these programmes.

Next steps

In conclusion the GMCA's efforts to enhance diversity, equity, and inclusion are supported by robust governance arrangements and a commitment to creating an inclusive culture. The organisation continues to focus on increasing representation, improving recruitment practices, and supporting the development and progression of all employees. These initiatives aim to build a diverse, high-performing workforce that reflects and understands the communities served by GMCA.

- We will continue to maintain and monitor all trends, within the diversity and attraction strategy and Culture Action Plans, which should impact positively on pay gaps in the future.
- We will strive to increase completion of equality data by staff so that we can measure the Ethnicity Pay Gap in the workforce more accurately.
- We will continue our efforts to increase diversity of the GMCA workforce, including promotion pathways to increase representation in senior ranks.
- We will continue to initiate an organisation wide campaign to encourage employees to disclose their diversity data, through learning, sharing the benefits and importance of data and how it's used.
- We are committed to enhancing our policies and processes to make us a more attractive employer to underrepresented groups. This includes offering 52 weeks of maternity leave at full pay for Uniformed employees and a new Talent Management Strategy.
- We will continue to ensure that we take inclusion seriously by resourcing this area sufficiently, delivering training to staff at all levels of the organisation and listening to employee voice to understand the employee experience.
- We are committed to creating a new People Plan to consolidate the work we have already done to improve the employee experience and make GMCA an employer of choice.

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.

Caroline Simpson,

GMCA Chief Executive