

Gender Pay Gap 2017



1. Introduction

Gender pay gap reporting legislation requires employers with 250 or more employees to publish statutory calculations each year. It identifies the difference between the average (mean and median) earnings of male and female employees, comparing hourly rates of pay and any bonuses staff may receive. The aim of the report is to identify any imbalance in pay between genders and encourages organisations to consider positive steps to address any identified gaps.

This report details the difference in the average earnings between males and females employed by County Durham and Darlington Fire and Rescue Service (CDDFRS), provides a rationale for any differences in earnings (where applicable) and the strategies we intend to deploy to address any differences we may have.

It is important to note that gender pay gap reporting is different to equal pay auditing. An equal pay audit involves comparing the pay of males and females doing equal work within an organisation.

CDDFRS are committed to the promotion of equality, diversity and inclusion and ensuring equal opportunities to all our employees.

This document will be published on our website <https://www.ddfire.gov.uk/>, in addition to a submission on <https://www.gov.uk/report-gender-pay-gap-data>.

2. Social and sector specific factors

The gender pay gap is a longstanding phenomenon and its causes are complex. Social pressures and norms influence gender roles and often shape the types of occupations and career paths which men and women choose to follow, and therefore their level of pay. Women are also more likely than men to work part-time and to take time out from their careers for family reasons (www.equalityhumanrights.com). The average number of hours worked by women in the northeast is 26.8 hours and men 35.8 hours (<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/regionallabourmarket/february2018>).

Research conducted by Acas suggests that gender pay gap can vary by occupation, age group and working patterns (<http://www.acas.org.uk/index.aspx?articleid=5768> Managing gender pay reporting, Acas, December 2017).

The Fire and Rescue Service is a predominantly male dominated organisation with approximately 15.1% of all employees across England and Wales being female <https://data.gov.uk/dataset/fire-statistics-workforce-and-workforce-diversity>. This data includes Wholetime Firefighters, On-Call Firefighters, Control Staff and Support Staff.

This data is further broken down to show:

- Firefighters – 5.5% of the national workforce are female;
- On Call Firefighters – 4.5% of the national workforce are female;
- Control Staff – 76% of the national workforce are female;
- Support Staff – 52.5% of the national workforce are female.

Research conducted by the Equalities and Human Rights Commission (EHRC) indicates that the gender pay gap within the North of England (Northeast, East Yorkshire and Humberside) may be larger than other areas of the country (research report 109, Pay Gaps research conducted by the EHRC. The same report suggests that the average difference of pay within the Public Sector will be approximately £2.38 per hour.

3. What have we reported?

CDDFRS is required to publish pay information for all employees using a sample of data taken on 31 March 2017. Our calculation takes into consideration the various terms and conditions of employment we support, inclusive of Grey Book (which relates to operational employees), Green Book (which relates to predominantly corporate employees or non-operational employees) and Gold Book (which relates to Brigade Managers).

There are 6 calculations that must be considered:

- The mean (average) gender pay gap;
- The median (middle) gender pay gap;
- The mean bonus pay gap;
- The median bonus pay gap;
- The proportion of males and females receiving a bonus payment;
- The proportion of males and females in quartile pay bands.

For the purposes of gender pay gap reporting the data is based on ordinary pay received by relevant employees. The method for calculating this information and an explanation of ordinary pay and relevant employees is published on the UK government website <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>.

CDDFRS do not pay bonus payments therefore calculations three, four and five are not applicable and will not feature in this report.

4. County Durham and Darlington Fire and Rescue Service Gender Pay Gap Data 31/03/2017

Our calculations are based on a total of 575 staff, 498 (86.6%) male and 77 (13.4%) female. The percentage of females in our organisation is slightly less than the national average per service as stated by the Home Office (<https://data.gov.uk/dataset/fire-statistics-workforce-and-workforce-diversity>). The breakdown of our staff is detailed in the table below.

Table 1

	Female	Male	Total
Operational staff	13	291	304
On-call (operational staff)	9	169	178
Control	18	4	22
Corporate	37	34	71
Total	77	498	575

Mean and Median gender pay gap

The **mean** gender pay gap calculation shows the difference between the mean hourly rate of pay that male and female employees receive as an average and can provide an overall indication of the size of the gender pay gap within an organisation.

The **median** gender pay gap calculation is the difference between the middle hourly rate of pay for male and female employees and gives an indication of what a 'typical' situation looks like i.e. what most people earn.

Table 2

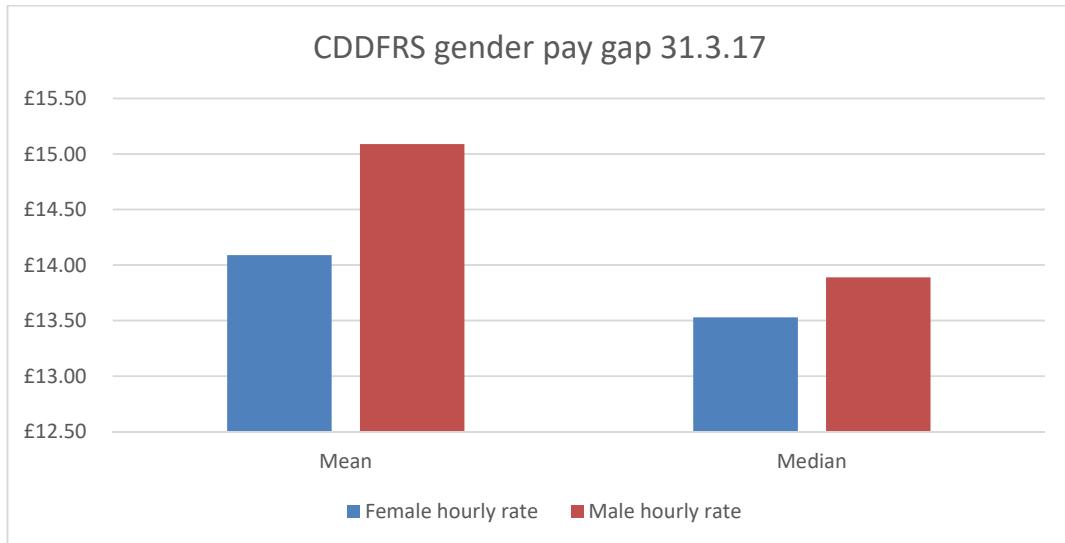
	Female hourly rate	Male hourly rate	Difference	Gender pay gap
Mean	£14.09	£15.09	-£1.00	6.6%
Median	£13.53	£13.89	-£0.36	2.6%

Within CDDFRS the **mean gender pay gap is 6.6%** this is significantly lower than the national figure of 18.1%, based on full and part time workers (Office of National Statistics,

2017). A 6.6% gap means that female staff earn on average 6.6% less than male staff which equates to £1.00 per hour.

The **median gender pay gap for CDDFRS is 2.6%** which shows that at the mid salary point of the organisation, male staff are paid £0.36 more per hour.

Figure 1



Bonus payments

CDDFRS does not offer a bonus scheme therefore the following calculations are not applicable within this report:

- Mean bonus pay gap;
- Median bonus pay gap;
- Proportion of males receiving a bonus payment;
- Proportion of females receiving a bonus payment.

5. Salary quartile bands - Identifying the proportion of females and males within each quartile band

Table 3

Salary quartile bands - Overview				
	High	Mid upper	Mid lower	Low
Female	12.6%	9.7%	7.6%	23.6%
Male	87.4%	90.3%	92.4%	76.4%

Table 4

Salary quartile bands – Breakdown						
	Hourly rate range	Female	% Female	Male	% Male	Total
1 High	£15.47 - £62.55	18	12.6%	125	87.4%	143
2 Mid upper	£13.90- £15.46	14	9.7%	130	90.3%	144
3 Mid lower	£13.54 - £13.89	11	7.6%	133	92.4%	144
4 Low	£3.40 - £13.53	34	23.6%	110	76.4%	144
Total		77		498		575

Table 5

Salary quartile bands – breakdown by number of females in role				
	Corporate	Operational	On call (Operational)	Control
1 High	8	5	0	5
2 Mid upper	8	2	0	4
3 Mid lower	0	4	6	1
4 Low	21	2	3	8

Table 6

Gender Pay Gap breakdown by role				
	Corporate	Operational	On Call (Operational)	Control
Mean	11.8%	-5.6%	6.2%	-14.2%
Median	7.2%	-10.6%	0	-5.6%

6. What does our data mean?

Looking at the Service as a whole, the mean gender pay gap is 6.6% and the median gender pay gap is 2.6%. As suggested in section 2 of this report the reasons for a gender pay gap can be complex. As a Service we have reviewed our data in detail to try and

understand further why our gap exists. Table 6 looks at our four employee groups (which are governed by the terms and conditions detailed within section 3).

Looking at the data it would be easy to assume that the reason for the gender pay gap could be wholly attributed to the low percentage of female's representative within the organisation, particularly within operational roles. However, the data in table 6 suggests that this may not be the only contributory factor.

Corporate roles

The gender split within corporate roles is 52.11% female and 47.89% male, however, the mean gender pay gap is 11.8% and the median 7.2%. This gap is due to a larger number of males occupying higher paid roles. 12 males occupy roles within the high quartile compared to 8 females. This element of the quartiles has the most significant impact on this gap within this employment group.

Operational roles

The gender split within operational roles is 4.27% female and 95.72% male. However, within this group of employees 5 female employees occupy roles which attract a higher rate of pay providing a minus gender pay gap in this area.

On Call

Many of the females who are employed on the on-call duty system, occupy roles which attract a lower rate of pay. Many of the management roles are occupied by males creating a mean gender pay gap of 6.2%.

Control

Due to a greater number of women occupying roles which attract a higher salary within this section, there is a minus mean and median figure within this area of the organisation.

7. Next Steps - Where do we need to focus our attention?

This report has identified although there are a low number of female representation in the organisation, 41.55% of those females occupy roles in the middle upper or high quartiles. 58.45% occupy roles in the middle lower and low quartiles, this figure includes 56.7% of all females employed within corporate roles (Green Book terms and conditions). On-call female representation is extremely low and there is no representation of females in the mid upper and high quartiles of this area of the organisation.

Structure

The organisational structure denotes that a significant number of senior roles can only be occupied by wholetime operational employees. The organisation also operates a very lean back office and has a low attrition rate, meaning opportunities for either gender to progress in our organisation within corporate roles can be limited. This is also similar for those working the on-Call duty system where roles are only available to Watch Manager level and those working in Control, with only one role available at Station Manager level. The solution to this is complex and would require careful consideration and consultation with the representative bodies.

On-call recruitment, retention and progression

Our on-call employees represent 30.9% of the entire workforce, however, similarly with wholetime recruitment campaigns there are significantly low numbers of female applicants in comparison to males. We understand that there is some work to be completed nationally regarding the perception of the role of a firefighter, in 2017 there was an acknowledgement by the Local Government Association (LGA) that the public perception of the role of a firefighter was outdated and that there would need to be a major drive to help change public perception. The LGA launched "An Inclusive Fire Service: The 21st Century Fire and Rescue Service" which argues that due to the perception of the role of a firefighter many potential recruits may have been deterred from submitting applications. Our recent recruitment campaign statistics suggests that whilst the role attracts some interest from females at application stages, there are various points during the recruitment stages where those female applicants leave or do not meet the required standards. There is a need to review this data further in order to understand why this is the case and consider what potential solutions might look like.

8. What will we aim to do?

CDDFRS aim to maintain a workforce that is highly skilled, agile, engaged and safe in their diverse roles, whilst ensuring where possible, employees have opportunities, choice and pathways for promotion and development. Over the next three years we want to shape our workforce to be more agile, diverse, integrated with partners and professionally expert across wider skills set. We want our employees to enjoy their role and have a fulfilling career with our Service.

Our Workforce Development Strategy sets out a framework for engaging and developing our employees, to enable the cultural changes which are necessary to deliver our vision and strategic priorities whilst ensuring our values are at the center of all we do. In addition to our Strategy, we have a strategic workforce plan to indicate how we intend to shape our workforce.

- We will continue to work closely with our communities, charities and partner agencies to break down barriers and understand perceptions which currently contribute to females not considering the FRS as an employer of choice.
- We will continuously review and monitor our recruitment processes to ensure complete transparency and inclusivity at all stages.
- In addition to our established equality diversity and inclusion working group we recently launched a gender network within the organisation with the view to discuss and provide positive solutions to gender specific challenges within our Service. It is anticipated that this network will help us to change perceptions, inform procedures, policies and process and reduce any stigma attached to gender specific issues.
- We will continue to work with our local schools and colleges in maintaining our award-winning apprenticeship scheme.

Policies and Procedures

- We will continuously review our policies and procedures to ensure we are proactively supporting and encouraging females within our workforce.
- We will continuously review our work life balance policy and supporting procedures to ensure that they are transparent support flexible working and provide family friendly options enabling greater attraction, retention and development of the best people.
- We will review our family specific policies to ensure we are offering maximum opportunity to both parents irrelevant of gender.

Career pathways

- We will look to build clear career pathways to encourage women to advance in their careers.

- We will ensure all managers receive inclusive leadership training which will incorporate detailed equality and diversity and unconscious bias training from external experts.
- We will work towards providing our employees with a choice of development, succession, talent management opportunities and mentoring opportunities

None of these initiatives will, by themselves, remove the gender pay gap and it may be several years before some have any impact. In the meantime, CDDFRS are committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress we are making.

Michelle Robson

HR Manager

March 2018