

Gender Pay Gap 2019



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). According to the Office of National Statistics Regional Labour Market Statistics for the period October 2018 – September 2019. The average number of hours worked by women in the north east increased slightly to approximately 26.9 hours from 26.8 hours in the previous

years and men reducing slightly (within the same time period) by 0.8 hours to approximately 35 hours.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/regionallabourmarket/february2020>

Research conducted by ACAS suggests that gender pay gap can vary by occupation, age group and working patterns.

http://www.acas.org.uk/media/pdf/9/p/Managing_gender_pay_reporting_07.02.19.pdf

Managing gender pay reporting, ACAS, February 2019.

The FRS is a predominantly male dominated organisation with approximately 16.7% of all employees across England and Wales being female.

<https://www.nationalfirechiefs.org.uk/News/new-statistics-show-an-increase-in-female-firefighters> This data includes Wholetime Firefighters, On-Call Firefighters, Control Staff and Support Staff this figure is further supported by Fire and Rescue workforce and pension statistics.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/845955/fire-rescue-workforce-pensions-1819-hosb2619.pdf

3. What have we reported?

CDDFRS is required to publish pay information for all employees using a sample of data taken on 31 March 2019. 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. CDDFRS Gender Pay Gap Data 31 March 2019

Our calculations are based on a total of 571 staff.

483 are male, this figure equates to approximately 84.6% of the population of our workforce. In comparison to the figures reported during the last reporting period CDDFRS has seen a reduction in male employees by 0.5%. 88 employees are female which equates to 15.4% with an approximate increase of 0.5%. The percentage of females in our organisation is higher than the national average per Service as stated by the Home Office.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/845955/fire-rescue-workforce-pensions-1819-hosb2619.pdf

The breakdown of our staff is detailed in the table below.

Table 1

CDDFRS employee break down by gender

	Female	Male	Total	Variance 2018/2019 reporting period
Operational staff	19	276	295	0
On-call (Operational staff)	6	157	163	-12
Control	16	4	20	-2
Corporate	47	46	93	+4
Total	88	483	571	-10

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 demonstrates what the male and female mean, and median rates of pay are, the difference between the rates of pay by gender and the overall percentage gap.

Table 2

CDDFRS mean and median rates of pay

	Female hourly rate	Male hourly rate	Difference	Gender pay gap
Mean	£13.82	£15.33	-£1.51	9.8%
Median	£13.63	£14.31	-£0.68	4.8%

The CDDFRS **mean gender pay gap is 9.8%** this is slightly higher than the national average figure of 8.9%, based on full and part time workers <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019> (Office of National Statistics, Gender pay gap in the UK 2019). A 9.8% gap means that female staff earn on average 9.8% less than male staff which equates to £1.51 per hour. This is an increase of £0.16p per hour since our 2018 report.

The **median gender pay gap is 4.8%** which shows that at the mid salary point of the organisation, male staff are paid £0.68 more per hour than females. In 2018 male workers were paid £0.38 more per hour therefore this gap has increased by £0.30 per hour.

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;
- The proportion of males and females receiving a bonus payment.

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

The following tables demonstrate what proportion of male and female (full pay relevant employees) fall into four quartile pay bands. This is done by dividing our workforce into four equal parts:

- High;
- Mid Upper;
- Mid Low;
- Low.

Table 3 shows the percentage of females within each band, comparing with the figures CDDFRS reported during the last reporting period.

Table 3

Salary quartile bands – Female 2018/2019 comparison

	High	Mid Upper	Mid Low	Low
2018	14.5%	10.3%	5.5%	28.3%
2019	14.8%	9.2%	4.2%	33.3%
Variance	+0.3%	-1.1%	-1.3%	+5%

Table 3a shows the percentage of males within each band, comparing the figures CDDFRS reported during the last reporting period.

Table 3a

Salary quartile bands – Male 2018/2019 comparison

	High	Mid Upper	Mid Low	Low
2018	85.5%	89.7%	94.5%	71.7%
2019	85.2%	90.8%	95.8%	66.7%
Variance	-0.3%	+1.1%	+1.3%	-4.1%

Tables 4 to 4c below break down the quartile data further. Each table compares 2019 with our previous reported data by hourly rate, gender and the number of employees in each band.

Table 4 Quartile band – High

Salary quartile bands – Hourly rate break down and annual comparison

Band 1 High	Hourly Rate	Female	%Female	Male	%Male	Total
2018	£15.52 - £63.18	21	14.5%	124	85.5%	145
2019	£15.83 - £64.44	21	14.8%	121	85.2%	142

Table 4a Quartile band – Mid Upper

Salary quartile bands – Hourly rate break down and annual comparison

Band 2 Mid Upper	Hourly Rate	Female	%Female	Male	%Male	Total
2018	£14.03 - £15.52	15	10.3%	131	89.7%	146
2019	£14.31 - £15.83	13	9.2%	129	90.8%	142

Table 4b Quartile band - Mid Lower

Salary quartile bands – Hourly rate break down and annual comparison

Band 3 Mid lower	Hourly Rate	Female	%Female	Male	%Male	Total
2018	£13.66 - £14.03	8	5.5%	138	94.6%	146
2019	£13.93 - £14.31	6	4.2%	137	95.8%	143

Table 4c Quartile band – Low

Salary quartile bands – Hourly rate break down and annual comparison

Band 4 low	Hourly Rate	Female	%Female	Male	%Male	Total
2018	£3.70 - £13.66	41	28.8%	104	71.7%	145
2019	£3.90 - £13.93	48	33.3%	96	66.7%	144

Table 5

This table illustrates the numbers of females working within our organisation per quartile banding. Figures from the last reporting period are included to enable comparison.

Salary quartile bands – Breakdown by number of females in role

	Corporate	Operational	On call (Operational)	Control
High 2019	13	4	0	4
High 2018	14	4	0	3
Mid Upper 2019	1	4	1	7
Mid Upper 2018	2	5	1	7
Mid Lower 2019	0	4	1	1
Mid Lower 2018	0	4	3	1
Low 2019	38	2	4	5
Low 2018	29	0	6	6

6. What does our data mean?

In the 2018 reporting period (data captured at the 31 March 2018) CDDFRS reported a mean gender pay gap of 9%, in 2019 data capture (as at 31 March 2019) this figure has increased by 0.8% meaning our mean gender pay gap is 9.8%.

Between 31 March 2018 and 31 March 2019 our employment structure has remained fluid, bidding farewell to colleagues (from all employment groups) who have chosen to retire or leave our Service for pastures new and welcoming new firefighters (FF), Apprentice FF and On Call FF. Within our 2018 report we

predicted that due to the age profile of our organisation, retirements would continue to impact on the dynamics of our workforce and indeed have an impact on our gender pay gap in forthcoming reporting years.

During this reporting year we recruited our second cohort of Apprentice FF, with a gender split of 50% female to 50% male. Whilst it is pleasing to see an increase in our gender diversity, the Service understands that the impact on our gender pay gap has been in part due to the level of pay our Apprentice FF are awarded on entry into the organisation. Our Apprentice FF commence their career on Green Book terms and conditions which accounts for some of the increase in the number of corporate staff in the reporting year.

In line with the approach the Service took during the last reporting year, we have further examined where in particular a gender pay gap may exist. Tables 4 to 4c and 5 look at our four employee groups (which are governed by the terms and conditions detailed within section 3) and compares the data year on year.

The high quartile has seen a slight increase in female representation however there has been a decrease in female representation in both the mid upper and mid lower quartiles with a moderate increase in the lower quartile. In comparison male representation reduced slightly in the high quartile, increasing in the mid upper and mid lower quartiles and decreasing in the lower quartile.

Hourly rates have increased slightly for both male and female employees, across all quartiles in line with terms and conditions.

Within the reporting period our overall staffing figures have decreased, and whilst this decrease is predominantly visible within our male statistics, we continue to have a low representation of females across the Service.

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

This report has identified our female representation has increased slightly during this reporting period. The highest proportion of our female workforce are currently employed on Green Book terms and conditions which are typically lower than Grey Book equivalent roles. On-call female representation remains extremely low.

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 a moderate proportion of our entire workforce, however, similarly with wholetime recruitment campaigns there are significantly low numbers of female applicants in comparison to males. Analysis of our on-call recruitment campaigns suggests that the role of an on-call FF does attract interest from female applicants. However, it is evident that at certain points of the recruitment process female applicants will either voluntarily leave the process or do not meet the required standards. To help us further explore what does and does not attract potential candidates to apply for a role as an on-call FF, CDDFRS have recently launched a working group to review our on-call model inclusive of how we engage, attract, onboard, employ and retain prospective talent.

8. What have we done in the last reporting period?

Recruitment

CDDFRS has adapted its approach to recruitment focusing on a variety of methods of entry into our organisation. As we have stated above, during this reporting period we have welcomed a cohort of FF apprentices into the organisation. We acknowledge there is still some work to be done with our communities to understand the barriers we face to attracting a diverse workforce and the Service being recognised as an employer of choice.

The Service continues to recruit on-call employees continuously rather than in designated periods and we have aligned our recruitment processes to enable a greater degree of ability for on-call employees to transition into our wholetime workforce when necessary creating a stronger career pathway.

Positive Action

The Service continues to work with partners within our Armed Forces to support personnel who may be looking for a change in career. The model has been designed to provide an explanation of the roles available within the FRS, what those roles actually entail, what physical fitness is required, what the shift patterns look like, what training we have available for all of our employees, what career pathways are available and finally why we recruit in the way that we do.

Throughout our wholetime recruitment campaign, sessions have been held across our county to help prospective candidates further understand exactly what the role of a firefighter entails and what our fitness standards actually look and feel like. The sessions have been well received by prospective candidates and are extremely popular. Further analysis of our recruitment data shows us that whilst sessions such as these are popular the initial attraction of female candidates remains significantly lower than that of males. Our service will continue to work with our communities to understand what factors are deterring females from considering a career within the Fire and Rescue Service.

9. What will we continue 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. 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 Group, we 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 FF 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 work towards providing our employees with a choice of development, succession planning, talent management 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
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