

Gender Pay Gap 2020



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). 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 data set utilised to compile this report was captured on the 31st March 2020, one week following the UK's first national lockdown due to Covid-19. It is likely that the true impact of Covid-19 on our communities within County Durham and Darlington is not yet entirely realised and is not reflected in this report. It is anticipated that a greater understanding will be evident in our report examining our Gender Pay Gap with data captured on the 31st March 2021.

The FRS is a predominantly male dominated organisation with approximately 7% of all employees across England and Wales being female. [Fire and rescue workforce and pensions statistics: England, April 2019 to March 2020 - GOV.UK](https://www.gov.uk/workforce-and-pensions-statistics: England, April 2019 to March 2020 - GOV.UK) (www.gov.uk).

3. What have we reported?

CDDFRS is required to publish pay information for all employees using a sample of data taken on 31 March 2020. 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 2020

Our calculations are based on a total of 607 staff.

510 are male, this figure equates to approximately 84% 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 0.6%. 97 employees are female which equates to 16% with an approximate increase of 0.6%. The percentage of females in our organisation is slightly lower 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
Wholetime (inc Control)	44	293	337	+22
On-call (Operational staff)	7	171	178	+15
Corporate	46	46	92	-1
Total	97	510	607	+36

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	£14.13	£15.49	-£1.36	8.77%
Median	£13.89	£14.60	-£0.71	4.8%

The CDDFRS **mean gender pay gap is 8.77%** this is slightly higher than the national average figure of 7.4%, based on full and part time workers [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandwages/bulletins/genderpaygapintheuk/2020) (Office of National Statistics, Gender pay gap in the UK 2020). A 8.77% gap means that female staff earn on average 8.77% less than male staff which equates to £1.36 per hour. This is an decrease of £0.15p per hour since our 2019 report.

The **median gender pay gap is 4.8%** which shows that at the mid salary point of the organisation, male staff are paid £0.71 more per hour than females. In 2019 male workers were paid £0.68 more per hour therefore this gap has increased by £0.03 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 2018/2020 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%
2020	15.9%	7.9%	6.7%	36%
Variance	+7.4%	-14.1%	+59%	+8.1%

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 2018/2020 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%
2020	84.1%	92.1%	93.3%	64%
Variance	-1.29	+1.43	-2.6%	-4.04%

Tables 4 to 4c below break down the quartile data further. Each table compares 2020 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
2020	£16.14 – £65.73	22	15.9%	116	84.1%	138

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
2020	£14.60 - £16.14	13	7.9%	151	92.1%	164

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
2020	£14.60 - £14.21	11	6.7%	153	93.3%	164

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
2020	£4.15 - £14.09	51	36%	90	64%	141

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	Wholetime (inc Control)	On call (Operational)
High 2019	13	8	0
High 2020	13	9	0
Mid Upper 2019	1	11	1
Mid Upper 2020	3	9	1
Mid Lower 2019	0	5	1
Mid Lower 2020	1	7	3
Low 2019	38	7	4
Low 2020	29	19	3

6. What does our data mean?

In the 2019 reporting period (data captured at the 31 March 2019) CDDFRS reported a mean gender pay gap of 9.8%, in 2020 data capture (as at 31 March 2020) this figure has decreased by 1.03% meaning our mean gender pay gap is 8.77%.

Between 31 March 2019 and 31 March 2020 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 2019 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 third cohort of Apprentice FF, with a gender split of 37.5% female to 62.5% 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, mid low and low quartiles has seen an increase in female representation however there has been a decrease in female representation in the mid upper quartile. In comparison male representation reduced slightly in the mid upper quartile, and decreased across the high, mid lower and low quartiles.

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 third cohort of FF apprentices into the organisation. Our planning for the forthcoming years centres around apprenticeship recruitment as we believe this gives us the best chance to increase diversity which can be evidenced through our previous successes. 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.

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 People 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.

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