

# Gender Pay Gap 2022



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## 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 the Service intends to deploy to address any differences.

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 occurrence and its causes are complex. Social pressures and norms influence gender roles and often shape the types of occupations and career paths which people 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](http://www.equalityhumanrights.com)). Research conducted by ACAS suggests that gender pay gap can vary by occupation, age group and working patterns: [Equal pay and the law: Equal pay - Acas](#)

The Service is a predominantly male dominated organisation. As of 31 March 2021, 7.5 per cent (2,640) of firefighters of known gender were women compared

with 7.0 per cent (2,461) in 2020 and 5.0 per cent (1,817) in 2017,  
<https://www.gov.uk/government/statistics/fire-and-rescue-workforce-and-pensions-statistics-england-april-2020-to-march-2021/fire-and-rescue-workforce-and-pensions-statistics-england-april-2020-to-march-2021>

### **3. What have we reported?**

CDDFRS is required to publish pay information for all employees using a sample of data taken on 31 March 2021. The calculations take into consideration the various terms and conditions of employment, which includes 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 2021**

As at the 31 March 2021, CDDFRS employed 625 employees which is an increase of 18 employees since the report in 2020, when there were 607 employees.

515 are male, this figure equates to 82.4% of the workforce. In comparison to the figures reported during the last reporting period, CDDFRS has seen an increase in the number of male employees during the year, by 5.

110 employees are female which equates to 17.6% of the workforce, which has increased from 15.9% in 2020. The overall headcount of female employees has increased by 13. There has been an increase of 6 female wholetime employees since the 2020 report. 72.2% of new employees were female, of the new employees 27.8% were wholetime female employees.

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

**Table 1**

**CDDFRS employee break down by gender as 31 March 2021**

	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>Variance since 2020 report</b>
<b>Wholetime (including Control)</b>	49	285	334	-3
<b>On-call (Operational staff)</b>	10	179	189	+11
<b>Corporate</b>	51	51	102	+10
<b>Total</b>	110	515	625	+18

**Table 2**

**CDDFRS employee break down by gender as 31 March 2020**

	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>Variance since 2019 report</b>
<b>Wholetime (including Control)</b>	44	293	337	+22
<b>On-call (Operational staff)</b>	7	171	178	+15
<b>Corporate</b>	46	46	92	-1
<b>Total</b>	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 those 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 3 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 within CDDFRS.

**Table 3**

### CDDFRS mean and median rates of pay

	<b>Female hourly rate</b>	<b>Male hourly rate</b>	<b>Difference</b>	<b>Gender pay gap</b>
<b>Mean</b>	£14.80	£15.71	-£0.91	6.15%
<b>Median</b>	£14.49	£14.89	-£0.40	2.76%

The CDDFRS **mean gender pay gap is 6.15%** this is lower than the national average figure of 7.9%, based on full and part time workers.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021> (Office of National Statistics, Gender pay gap in the UK 2021). The 6.15% gap means that female staff earn on average 6.15% less than male staff which equates to £0.91 per hour. This means the gap has decreased by a further £0.45 per hour since 2020. There was also a decrease of £0.15 per hour between the 2019 and 2020 report. A decrease of £0.60 per hour over two years.

The **median gender pay gap is 2.76%** which shows that at the mid salary point of the organisation, male staff are paid £0.40 per hour more than females. In 2020 male workers were paid £0.71 more per hour therefore this gap has reduced by £0.31 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 4 shows the percentage of females within each band, comparing with the figures CDDFRS reported during the last reporting period.

**Table 4**

### Salary quartile bands – Female 2019/2021 comparison

	High	Mid Upper	Mid Low	Low
<b>2018</b>	14.5%	10.3%	5.5%	28.3%
<b>2019</b>	14.8%	9.2%	4.2%	33.3%
<b>2020</b>	15.9%	7.9%	6.7%	36%
<b>2021</b>	15.2%	14.1%	5.7%	35%
<b>Variance</b>	-0.7%	+6.2%	-1%	-1%

Table 4a shows the percentage of males within each band, comparing the figures CDDFRS reported during the last reporting period.

**Table 4a****Salary quartile bands – Male 2019/2021 comparison**

	<b>High</b>	<b>Mid Upper</b>	<b>Mid Low</b>	<b>Low</b>
<b>2018</b>	85.5%	89.7%	94.5%	71.7%
<b>2019</b>	85.2%	90.8%	95.8%	66.7%
<b>2020</b>	84.1%	92.1%	93.3%	64%
<b>2021</b>	84.6%	85.9%	94.2%	65%
<b>Variance</b>	+0.5%	-6.2%	+0.9%	+1%

Tables 5 to 5c below break down the quartile data further. Each table compares 2021 with our previous reported data by hourly rate, gender, and the number of employees in each band.

**Table 5 Quartile band – High****Salary quartile bands – Hourly rate break down and annual comparison**

<b>Band 1</b>	<b>Hourly Rate</b>	<b>Female</b>	<b>%Female</b>	<b>Male</b>	<b>%Male</b>	<b>Total</b>
<b>High</b>						
<b>2018</b>	£15.52 - £63.18	21	14.5%	124	85.5%	145
<b>2019</b>	£15.83 - £64.44	21	14.8%	121	85.2%	142
<b>2020</b>	£16.14 – £65.73	22	15.9%	116	84.1%	138
<b>2021</b>	£16.47 - £67.04	24	15.4%	132	84.6%	156

**Table 5a Quartile band – Mid Upper****Salary quartile bands – Hourly rate break down and annual comparison**

<b>Band 2</b>	<b>Hourly Rate</b>	<b>Female</b>	<b>%Female</b>	<b>Male</b>	<b>%Male</b>	<b>Total</b>
<b>Mid Upper</b>						
<b>2018</b>	£14.03 - £15.52	15	10.3%	131	89.7%	146



<b>Band 2 Mid Upper</b>	<b>Hourly Rate</b>	<b>Female</b>	<b>%Female</b>	<b>Male</b>	<b>%Male</b>	<b>Total</b>
<b>2019</b>	£14.31 - £15.83	13	9.2%	129	90.8%	142
<b>2020</b>	£14.60 - £16.14	13	7.9%	151	92.1%	164
<b>2021</b>	£14.89 - £16.47	22	14.1%	134	85.9%	156

**Table 5b Quartile band - Mid Lower**

**Salary quartile bands – Hourly rate break down and annual comparison**

<b>Band 3 Mid lower</b>	<b>Hourly Rate</b>	<b>Female</b>	<b>%Female</b>	<b>Male</b>	<b>%Male</b>	<b>Total</b>
<b>2018</b>	£13.66 - £14.03	8	5.5%	138	94.6%	146
<b>2019</b>	£13.93 - £14.31	6	4.2%	137	95.8%	143
<b>2020</b>	£14.60 - £14.21	11	6.7%	153	93.3%	164
<b>2021</b>	£14.49 - £16.47 -	9	5.77%	147	94.23%	156

**Table 5c Quartile band – Low**

**Salary quartile bands – Hourly rate break down and annual comparison**

<b>Band 4 low</b>	<b>Hourly Rate</b>	<b>Female</b>	<b>%Female</b>	<b>Male</b>	<b>%Male</b>	<b>Total</b>
<b>2018</b>	£3.70 - £13.66	41	28.8%	104	71.7%	145

<b>Band 4 low</b>	<b>Hourly Rate</b>	<b>Female</b>	<b>%Female</b>	<b>Male</b>	<b>%Male</b>	<b>Total</b>
<b>2019</b>	£3.90 - £13.93	48	33.3%	96	66.7%	144
<b>2020</b>	£4.15 - £14.09	51	36%	90	64%	141
<b>2021</b>	£4.30 - £14.49	55	35.03%	102	64.97	157

**Table 6**

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**

	<b>Corporate</b>	<b>Wholetime (including Control)</b>	<b>On call (Operational)</b>
<b>High 2019</b>	13	8	0
<b>High 2020</b>	13	9	0
<b>High 2021</b>	15	9	0
<b>Mid Upper 2019</b>	1	11	1
<b>Mid Upper 2020</b>	3	9	1
<b>Mid Upper 2021</b>	6	15	1
<b>Mid Lower 2019</b>	0	5	1
<b>Mid Lower 2020</b>	1	7	3
<b>Mid Lower 2021</b>	0	6	3
<b>Low 2019</b>	38	7	4
<b>Low 2020</b>	29	19	3
<b>Low 2021</b>	30	19	6

## 6. What does our data mean?

In the 2020 reporting period CDDFRS reported a mean gender pay gap of 8.77%, in 2021 this figure has decreased by 2.62% meaning the mean gender pay gap is 6.15%.

During the financial year of 2020/21, CDDFRS underwent organisational change which saw resources move from operational functions to corporate functions to support the Service in the taking the People agenda forward. In addition, due to the age profile within CDDFRS there has been several retirements and colleagues have moved to other organisations. The age profile within CDDFRS will continue to impact on the workforce and will impact on the gender pay gap in future years.

A fourth cohort of apprentices were welcomed into the Service in January 2021 and therefore reflected in the data as of 31 March 2021. The gender split for the fourth cohort was 37.5% female and 62.5% male. As the cohorts of apprentices have progressed through the programme and transitioned to firefighter development pay this will have a positive impact on decreasing the gender pay gap. Looking at the four cohorts of apprentices 42.9% have been female and 57.1% have been male.

As a result of the organisational change during 2020/21 there were a few corporate roles which fall within the high and mid upper quartile bands, within these bands when compared to 2020 data there has been an increase of 5 females within these groups. This would also contribute to the reduction in the pay gap between female and males within the Service.

In line with the approach the Service took during the last reporting year, we have further examined where a gender pay gap may exist. Tables 5 to 5c and 6 look at the three employee groups (which are governed by the terms and conditions detailed within section 3) and compares the data year on year.

Looking at Table 6, the high and mid high quartiles have seen an increase in female representation in both corporate and wholetime staff groups. There has been a decrease of 1 female in mid lower quartile and an increase of 4 in the low 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 the overall staffing figures have increased. 72.2% of new employees were female, of the new female employees 27.8% were wholetime female employees. The overall representation of females has slightly increased and is above the national average for Fire and Rescue Services in operational roles as detailed earlier in this report, however, it is accepted that there continues to be a low representation of females within operational roles the Service.

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

This report has identified our female representation has increased during the 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 significantly low however has increased by 3 since the 2020 report.

### **Structure**

The Service structure denotes that a considerable number of senior roles can only be occupied by wholetime operational employees. The Service also has a small corporate function which has a low turnover rate, which means that the opportunity for progression is limited for both genders. This scenario is also the case within 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 within Control.

### **On-call recruitment, retention, and progression**

On-call employees represent a moderate proportion of the entire workforce, however, similarly with wholetime recruitment campaigns there are significantly small numbers of female applicants in comparison to males however as reported previously within this report the number of female employees within these categories has increased in the reporting year by 3. Analysis of the 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. The RDS (Retained Duty System) project will look at what steps can be taken to encourage applicants from underrepresented groups in the coming years.

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

### **Recruitment**

CDDFRS will continue to use apprenticeship recruitment from a workforce planning perspective as it is believed this will give the Service the best chance to increase diversity which can be evidenced through the previous successes.

It is acknowledged by CDDFRS that there is still some work to be done within the community to understand the barriers faced to attract a diverse workforce and the Service being recognised as an employer of choice. A series of Positive Action Workshops were held during the most recent apprenticeship (cohort 6) recruitment campaign to encourage individuals from underrepresented groups. The outcome of the cohort 6 apprenticeship recruitment will be included in next year's report.

The Service continues to recruit on-call employees continuously rather than in designated periods and we have aligned the recruitment processes to enable on-call employees to transition into the wholetime workforce when required, creating a stronger career pathway.

Following on from the impact of COVID-19, the Service has implemented a Hybrid Working Procedure which allows flexibility to individuals to work from home when their role can facilitate. It is acknowledged that this procedure is used predominately by the corporate staff group but also applies to other staff groups.

## **9. What will we continue to do?**

CDDFRS will continue to employ 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. CDDFRS will continue to work towards having an agile and diverse workforce and to integrate with partners and professional experts across

the wider skills set. The Service is keen that all employees enjoy their role and have a fulfilling career.

The People Strategy sets out a framework for engaging and developing employees, to enable the cultural changes which are necessary to deliver the Service' vision and strategic priorities whilst ensuring our values are at the centre of all we do. To do this the Service will:

- Continue to work closely with communities, charities, and partner agencies to break down barriers and understand perceptions which currently contribute to females not considering the FRS (Fire & Rescue Services) as an employer of choice.
- Continuously review and monitor the recruitment processes to ensure complete transparency and inclusivity at all stages.
- Continue to work with our local schools and colleges in maintaining our award-winning FF apprenticeship scheme.
- Encourage growth of the gender network group to inform and support on policy and procedure development.
- Build on the positive action work that has been undertaken and develop a continuous programme of events and materials to encourage applications from underrepresented groups.

### **Policies and Procedures**

- Continuously review policies and procedures to ensure the Service is proactively supporting and encouraging females within our workforce.
- Review the 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.
- Review our family specific policies to ensure we are offering maximum opportunity to both parents irrelevant of gender.

### **Career pathways**

- Look to build clear career pathways to encourage women to advance in their careers.

- Work towards providing employees with a choice of development, succession planning, talent management and mentoring opportunities.

It will take time to remove the gender pay gap and it may be several years before the gender pay gap has been removed within CDDFRS, however the report has identified that the gender gap has reduced further in the reporting year, and the Service will continue to work towards a time when there is no gender pay gap.

CDDFRS will continue to report on an annual basis the progress that is being made and what steps are being taken.

Michelle Bowman  
People & OD (Organisational Development) Manager  
March 2021