

Gender Pay Gap 2023



Table of Contents

1. Introduction.....	3
2. Social and sector specific factors.....	3
3. What have we reported?.....	4
4. CDDFRS Gender Pay Gap Data 31 March 2022.....	4
CDDFRS employee break down by gender as 31 March 2022	5
CDDFRS mean and median rates of pay	6
5. Salary quartile bands - Identifying the proportion of females and males within each quartile band.....	7
Salary quartile bands – Female 2019/2022 comparison.....	7
Salary quartile bands – Male 2019/2022 comparison	8
Salary quartile bands – Hourly rate break down and annual comparison ..	8
Salary quartile bands – Hourly rate break down and annual comparison ..	9
Salary quartile bands – Hourly rate break down and annual comparison ..	9
Salary quartile bands – Hourly rate break down and annual comparison	10
Salary quartile bands – Breakdown by number of females in role	10
6. What does our data mean?	11
7. Next Steps - Where do we need to focus our attention?.....	12
8. What have we done in the last reporting period?.....	13
9. What will we continue to do?	14

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 is 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). 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 2022, 8.2 per cent (2,862) of firefighters of known gender were women compared with 7.5 per cent (2,644) in 2021, 5.2 per cent (1,833) five years ago, [Fire and](#)

3. What have we reported?

CDDFRS is required to publish pay information for all employees using a sample of data taken on 31 March 2022. 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 Strategic 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 2022

As at the 31 March 2022, CDDFRS employed 606 employees which is a decrease of 19 employees since the report in 2021, when there were 625 employees.

499 are male, this figure equates to 82.3% of the workforce which is on par with the percentage of males in the workforce reported last year. In comparison to the figures reported during the last reporting period, CDDFRS has seen a decrease in the number of male employees during the year, by 16.

107 employees are female which equates to 17.7% of the workforce, which has increased from 17.6% in 2021 even though the headcount of females in the workforce has decreased by 3 from 110. There has been no change to the number of wholetime, female employees since the report published in 2021, it remains at 49. 32.4% of new employees were female.

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

Table 1

CDDFRS employee break down by gender as 31 March 2022

	Female	Male	Total	Variance since 2021 report
Wholetime (including Control)	49	276	325	-9
On-call (Operational staff)	8	168	176	-13
Corporate	50	55	105	+3
Total	107	499	606	-19

Table 2

CDDFRS employee break down by gender as 31 March 2021

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

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

	Female hourly rate	Male hourly rate	Difference	Gender pay gap
Mean	£15.10	£15.87	-£0.77	5.1%
Median	£14.71	£15.12	-£0.41	2.79%

The CDDFRS **mean gender pay gap is 5.1%** this is lower than the national average figure of 8.3%, based on full time workers. [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandproductivity/genderpaygap/articles/genderpaygapintheuk2022) (Office of National Statistics, Gender pay gap in the UK 2022). The gap means that female staff earn on average 5.1% less than male staff which equates to £0.77 per hour. This means the gap has decreased by a further £0.14 per hour since 2021 where it sat at £0.91. The data shows a decrease of £0.75 per hour over the last three years in the mean gender pay gap.

The CDDFRS **median gender pay gap is 2.79%** which shows that at the mid salary point of the organisation, male staff are paid £0.41 per hour more than females. In 2021 male workers were paid £0.40 more per hour therefore this gap has increased by a minimal £0.01 per hour. The year prior had seen a reduction in the gap of £0.31 so we haven't seen the same level of improvement this year.

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 2019/2022 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%
2021	15.2%	14.1%	5.7%	35%
2022	15.2%	11.3%	9.9%	34.2%
Variance 2021-22	-0.0%	-2.8%	+4.2%	-0.8%

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 2019/2022 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%
2021	84.8%	85.9%	94.2%	65%
2022	84.8%	88.7%	90.1%	65.8
Variance 2021-22	+0.0%	+2.8%	-4.1%	+0.8%

Tables 5 to 5c below break down the quartile data further. Each table compares 2022 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

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
2021	£16.47 - £67.04	24	15.4%	132	84.6%	156
2022	£16.71 - £68.05	23	15.2%	128	84.8%	151

Table 5a 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
2021	£14.89 - £16.47	22	14.1%	134	85.9%	156
2022	£15.12 - £16.71	17	11.3%	134	88.7%	151

Table 5b 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	5.4%	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
2021	£14.49 - £16.47 -	9	5.8%	147	94.2%	156
2022	£15.12 - £14.71	15	9.9%	137	90.1%	152

Table 5c 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	71.2%	145
2019	£3.90 - £13.93	48	33.3%	96	66.7%	144
2020	£4.15 - £14.09	51	36%	90	64%	141
2021	£4.30 - £14.49	55	35.03%	102	64.97	157
2022	£4.80 - £14.71	52	34.2%	100	65.8%	152

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

	Corporate	Wholetime (including Control)	On call (Operational)
High 2019	13	8	0
High 2020	13	9	0
High 2021	15	9	0
High 2022	15	8	0
Mid Upper 2019	1	11	1
Mid Upper 2020	3	9	1
Mid Upper 2021	6	15	1
Mid Upper 2022	5	11	1

	Corporate	Wholetime (including Control)	On call (Operational)
Mid Lower 2019	0	5	1
Mid Lower 2020	1	7	3
Mid Lower 2021	0	6	3
Mid Lower 2022	0	12	3
Low 2019	38	7	4
Low 2020	29	19	3
Low 2021	30	19	6
Low 2022	30	18	4

6. What does our data mean?

In the 2021 reporting period CDDFRS reported a mean gender pay gap of 6.15% however in this reporting period, 2022, it has reduced to 5.1% demonstrating a further, however slower reduction of 1.05%. A fifth cohort of apprentices were welcomed into the Service in September 2021 and therefore reflected in the data as of 31 March 2022. The gender split was lower than previously for females (12.5%) therefore, albeit still positive, aiding the lesser decline in a financial aspect. The previous cohort, which had a higher ratio of females will still be impacting positively in this area. As all cohorts of apprentices' progress through the programme and transition to firefighter development, ultimately competent rates of pay, there will hopefully be a positive impact on decreasing the gender pay gap. Looking at the five cohorts of firefighter apprentices to date 40% have been female and 60% have been male.

During the financial year of 2021/22, CDDFRS underwent further organisational change which continued to see resources move from operational functions to corporate functions to support the Service in taking the People agenda forward. In addition, due to the age profile within CDDFRS there has been further retirements, colleagues have moved to other organisations along with a restructure of the Senior Leadership Team which impacted on the male/female

ratio within that staff group. The age profile within CDDFRS will continue to impact on the workforce and will impact on the gender pay gap in future years.

As CDDFRS reported last year and which remains in place, the organisational change during 2020/21 resulted in few corporate roles falling within the high and mid upper quartile bands. Both the high and mid upper quartiles saw a decline in the number of females over all staff groups going from 24 to 23 and 22 to 17 respectively in 21/22 from the previous year.

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, from 2021 – 2022, all quartiles and staff groups have either remained the same with the number of females represented or seen a small reduction except for the mid lower which saw an increase of 6 females year on year. 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 decreased from 625 to 606. The number of wholetime, female employees remain the same with other groups seeing a very small decline. The overall representation of females has remained almost the same % this year in comparison to last year, 17.7% and 17.6% respectively which is slightly less than the reported national average of 18.6% across all staff groups. There continues to be a low representation of females within operational roles in CDDFRS, at the point the data was collated for this report, it sat at 6.6%.

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

This report has identified our female representation by headcount and percentage has decreased 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 and has a ratio of 47.6%. On-call female representation remains significantly low at 4.5% and has decreased from the previous year where it sat at 5.3%

Structure

The Service structure still 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 results in opportunity for progression being 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 headcount (29%), however, similarly with wholetime recruitment campaigns there are significantly small numbers of female applicants in comparison to males and as reported previously within this report the number of female employees within these categories has decreased in the reporting year by 2 (0.8%). 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 and utilising RDS Liaison Officer posts should also have a positive impact.

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. Should workforce planning allow for the recruitment of a further cohort(s), Positive Action Workshops will be held prior to the recruitment campaign to encourage individuals from

underrepresented groups. These were held prior the recruitment of apprentice cohort 6 who were appointed in May 2022 with a female ratio of 50%.

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. 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 a responsive and diverse workforce which integrates with partners and professional experts across the wider skills set. The Service is eager to ensure that all employees enjoy their role and have a fulfilling and rewarding career.

The People Strategy and Leadership Framework set out a structure for engaging and developing employees assisting to enable the cultural changes which are necessary to deliver the Service's vision and strategic priorities whilst ensuring our values and code of ethics are at the center 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 and selection 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 eradicate the gender pay gap nationally and it may be several years before the gender pay gap has been removed within CDDFRS, however the report has identified that the gender pay 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.

Nicola Stannard
People & OD (Organisational Development) Business Partner
November 2022