

# Gender Pay Gap 2018



## 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](http://www.equalityhumanrights.com)). According to the Office of National Statistics Regional Labour Market Statistics in the UK January 2019. The average number of hours worked by women in the northeast remains at approximately 26.8 hours and men, approximately 35.8 hours.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/regionallabourmarket/march2019>

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](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 Fire and Rescue Service is a predominantly male dominated organisation with approximately 5.7% of all employees across England and Wales being female [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/750081/fire-rescue-workforce-pensions-1718-hosb2218.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/750081/fire-rescue-workforce-pensions-1718-hosb2218.pdf) This data includes Wholetime Firefighters, On-Call Firefighters, Control Staff and Support Staff.

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

CDDFRS is required to publish pay information for all employees using a sample of data taken on 31 March 2018. 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 582 staff.

497 are male, this figure equates to approximately 85.40% of the population of our workforce. In comparison to the figures reported during the last reporting period CDDFRS have one less male employee. 85 employees are female which equates to approximately 14.60%. In comparison to the figures reported during the last reporting period female workforce has increased by 8. 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**

**CDDFRS employee break down by gender**

	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>Variance 2017/2018 reporting period</b>
<b>Operational staff</b>	12	283	295	-9
<b>On-call (operational staff)</b>	9	166	175	-3
<b>Control</b>	19	4	23	+1
<b>Corporate</b>	45	44	89	+18
<b>Total</b>	85	497	582	+7

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 over all percentage gap.

**Table 2**

**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>	£13.66	£15.01	-£1.35	9%
<b>Median</b>	£13.69	£14.03	-£0.34	2.4%

The CDDFRS **mean gender pay gap is 9%** this is slightly higher than the national average figure of 8.6%, based on full and part time workers (Office of National Statistics, Gender pay gap in the UK 2018). A 9% gap means that female staff earn on average 9%

less than male staff which equates to £1.35 per hour. This is an increase of £0.35p per hour since our 2017 report.

The **median gender pay gap for CDDFRS is 2.4%** which shows that at the mid salary point of the organisation, male staff are paid £0.34 more per hour than females. In 2017 male workers were paid £0.36 more per hour therefore this gap has decreased by £0.02 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;
- 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**

The following tables demonstrate what proportion of male and female full pay relevant employee fall into four quartile pay bands. This is done by dividing our workforce into four equal parts, High, Mid Upper, Mid Low and Low. The table 3 shows the percentage of females within each band, comparing with the figures CDDFRS reported during the last reporting period. Table 3a shows the percentage of males within each band, comparing the figures CDDFRS reported during the last reporting period.

**Table 3**

<b>Salary quartile bands – Female 2017/2018 comparison</b>				
	<b>High</b>	<b>Mid Upper</b>	<b>Mid Low</b>	<b>Low</b>
<b>2017</b>	12.6%	9.7%	7.6%	23.6%
<b>2018</b>	14.49%	10.27%	5.47%	28.27%
<b>Variance</b>	+1.89%	+0.57%	-2.13	+4.67%

**Table 3a**

<b>Salary quartile bands – Male 2017/2018 comparison</b>				
	<b>High</b>	<b>Mid Upper</b>	<b>Mid Low</b>	<b>Low</b>
<b>2017</b>	87.4%	90.3%	92.4%	76.4%
<b>2018</b>	85.51%	89.72%	94.52%	71.72%
<b>Variance</b>	-1.88%	-0.58%	+2.12%	-4.68%

The tables below break down the quartile data further. Each table compares 2018 with our previous reported data by hourly rate, gender and the number of employees in each band.

**Table 4 Quartile band - High**

<b>Salary quartile bands – Hourly rate break down and annual comparison</b>						
<b>Band 1 High</b>	<b>Hourly Rate</b>	<b>Female</b>	<b>%Female</b>	<b>Male</b>	<b>%Male</b>	<b>Total</b>
<b>2017</b>	£15.47- £62.55	18	12.6%	125	87.4%	143
<b>2018</b>	£15.52 - £63.18	21	14.48%	124	85.52%	145

**Table 4a Quartile band – Mid Upper**

<b>Salary quartile bands – Hourly rate break down and annual comparison</b>						
<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>2017</b>	£13.90- £15.46	14	9.7%	130	90.3%	144
<b>2018</b>	£14.03- £15.52	15	10.27%	131	89.72%	146

**Table 4b Quartile band - Mid Lower**

<b>Salary quartile bands – Hourly rate break down and annual comparison</b>						
<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>2017</b>	£13.54- £13.89	11	7.6%	133	92.4%	144
<b>2018</b>	£13.66- £14.03	8	5.48%	138	94.58%	146

**Table 4c Quartile band – Low**

<b>Salary quartile bands – Hourly rate break down and annual comparison</b>						
<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>2017</b>	£3.40- 13.53	34	23.6%	110	76.4%	144
<b>2018</b>	£3.70-£13.66	41	28.27%	104	71.72%	145

**Table 5**

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

<b>Salary quartile bands – breakdown by number of females in role</b>				
	<b>Corporate</b>	<b>Operational</b>	<b>On call (Operational)</b>	<b>Control</b>
<b>1 High 2018</b>	14	4	0	3
1 High 2017	8	5	0	5
<b>2 Mid upper</b>	2	5	1	7
2 Mid Upper 2017	8	2	0	4
<b>3 Mid lower</b>	0	4	3	1
3 Mid Lower 2017	0	4	6	1
<b>4 Low</b>	29	0	6	6
4 Low 2017	21	2	3	8

**Table 6**

This table illustrates what the gender pay gap would look like if we broke it down into the four core areas of employment within our organisation. Data from the previous reporting period has been included for comparison purposes.

<b>Gender pay gap by role</b>				
	<b>Corporate</b>	<b>Operational</b>	<b>On Call</b>	<b>Control</b>
<b>Mean 2018</b>	<b>12.16%</b>	<b>8.99%</b>	<b>4.36%</b>	<b>-18.10%</b>
Mean 2017	11.8%	-5.6%	6.2%	-14.2%
<b>Median 2018</b>	<b>3.27%</b>	<b>0.0%</b>	<b>0%</b>	<b>-13.80%</b>
Median 2017	7.2%	-10.6%	0%	-5.6%

## **6. What does our data mean?**

In the 2017 reporting period CDDFRS reported a mean gender pay gap of 6.6%, in 2018 this figure has increased by 2.4% meaning our mean gender pay gap is 9%. Between 31<sup>st</sup> March 2017 and 31<sup>st</sup> March 2018 our employment structure has changed dramatically. Our principle officer structure has changed from one Chief Fire Officer and one Deputy Chief Fire Officer to one Chief Fire Officer and two Assistant Chief Fire Officers (one male and one female). The Service has also brought our estate maintenance services back in house which increased our corporate staffing figures due to TUPE. All employees involved in this process were male.

Due to the age profile of our organisation a number of our operational employees have retired during this reporting year, it is anticipated that retirements will continue to impact 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 first cohort of Fire Fighter Apprentices, on one cohort of new Fire Fighter recruits with a gender split of 32% female to 68% 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 new recruits and apprentices are awarded on entry into the organisation. Our apprentices 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 addition to the apprenticeship scheme and the TUPE transfer the Service has recruited additional female middle managers, appointed into corporate specialist posts within the reporting period.

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 (a-c), 5 and 6 looks 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 and mid upper quartiles have seen an increase in female representation over this reporting period with a much lower male increase by comparison which means that more females within our organisation are within the high and mid upper pay quartiles. The most significant changes to female representation within the quartile bandings are visible in the mid low quartile, where we have reduced our representation by 3 and low where the female representation has increased by 7.

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

This report has identified our female representation has increased during this reporting S. 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 is extremely low and whilst it is pleasing to note that we have increased our representation in the mid upper quartile there remains no representation of females in the high quartile of this area of the organisation.

### Structure

The organisational structure denotes that a significant number of senior roles can only be occupied by whole-time 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 whole-time 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 21<sup>st</sup> 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 have we done in the last reporting period**

### Recruitment

CDDFRS have adopted its approach to recruitment focusing on a variety of methods of entry into our organisation. During this reporting period we have welcomed a new cohort of Fire Fighters and a new cohort of Fire Fighter apprentices. We are pleased to report that we have achieved an improved gender split but acknowledge there is still some work to be done with our communities to understand the barriers we face to attracting a diverse workforce.

The Service now recruits on call employees continuously rather than 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 where appropriate creating a stronger career pathway.

### Positive Action

The Service has begun to work with partners within our Armed Forces to support personnel who may be looking for a change. The model has been designed to provide an explanation of the roles available within the Fire and Rescue Service, 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. Once we are confident that this approach would be suitable for deliver across our service area and to our communities it is our intention to use this method to continuously engage with our communities.

### Training

All leaders within our organisation have received inclusive leadership training which incorporated detailed equality and diversity and unconscious bias training from external experts.

## **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. 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 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 2019