



GENDER PAY GAP REPORT

Data as at 31st March 2022

Published 31st March 2023

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Introduction

Cleveland Fire Brigade is committed to the principle of equal opportunities and equal treatment of all employees, regardless of the protected characteristics they share or their personal circumstances

This report provides a snapshot of our Gender Pay Gap as at 31st March 2022.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires us as an organisation with 250 or more employees to publish annual statutory figures in relation to the gender pay gap.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female, and male participation, and how effectively talent is being maximised.

Like many organisations we acknowledge that we still have some work to do to achieve our people objective:

‘To diversify our staff, promote inclusion and create a fair, equal, and great place to work’

We are proactively seeking opportunities to encourage female representation at all levels throughout the Brigade with particular emphasis on operational roles. This is facilitated through our data driven, targeted positive action campaigns that run throughout the year, but with additional attention and focus on the outset of each recruitment process. This work is in addition to ensuring that our policies and procedures continue to support the needs of our staff and provide equality of opportunity for all.



Understanding the difference between 'Gender Pay Gap' and 'Equal Pay'

The gender pay gap and equal pay are often confused, but the two are quite different.

The **Gender pay gap** is the difference between the average pay of men compared to the average pay of women within an organisation, across all levels of the business. What this means in practice is that if women do more of the less well-paid jobs, the gender pay gap is usually bigger. Organisations which are fully compliant with the Equality Act 2010 can still have a gender pay gap. This is often due to having more males in senior and highly paid positions and females in lower paid and part-time roles. The gender pay gap is a mechanism by which organisations can examine this data and take positive action to reduce the gender pay gap. With regards to the Fire Service, the gap is usually due to an under-representation of females in operational roles, which is reflected at national level and not just within Cleveland Fire Brigade.

Equal pay, on the other hand, is the legal requirement for men and women to be paid the same for performing the same work or work of equal value. The nationally agreed terms and conditions ensure that we are paying the same salary to roles of equal value for all our staff. The salaries of all operational staff are established within the Grey Book (terms and conditions) and are standard within any English and Welsh Fire and Rescue Service. Any annual pay awards are negotiated nationally by the National Joint Council (NJC). Hourly rates for Grey Book staff include the Flexible Duty System (FDS) allowance of 20% where this applicable. Support staff (Green Book staff) banding is in line with the agreed pay structure and salary levels are based upon that approved for the role. All employees have the opportunity to have an existing role reviewed through the approved job evaluation. Annual Pay awards for both Grey and Green Book staff are negotiated nationally. The Service therefore has very limited scope to affect the individual rates of pay.

Transparent pay means that we can be confident that our gender pay gap is driven by the structure of our workforce and the concentration of males particularly in operational firefighting roles, rather than our pay structure, which is gender neutral by design.

We publish an annual pay statement, approved by the Fire Authority, which sets out the Brigade's approach to pay for all roles. (The latest pay statement can be found on our website: www.clevelandfire.gov.uk)



'With regards to the Fire Service, the gap is usually due to an under-representation of females in operational roles, which is reflected at national level and not just within Cleveland Fire Brigade.'

Our Data

The data used in this report is based on the full pay relevant employees for Cleveland Fire Brigade as at the end of March 2022.

The table below shows the gender profile of the Brigade on 31st March 2022, compared to 31st March 2021.

The total number of staff in scope is 550, of which 79.3% are male and 20.7% are female. This represents an increase of 2.4% in total number of staff, with 0.1% increase in number of males employed and no change in overall total number of females employed (only change in numbers employed aligned to specific staff groups) as shown below:

Full pay relevant employees	31/03/2021				31/03/2022			
	Male		Female		Male		Female	
	Number	%	Number	%	Number	%	Number	%
Uniformed Wholetime	281	93.3%	20	6.6%	317	94.1%	20	5.9%
Retained	87	93.5%	6	6.5%	61	89.7%	7	10.3%
Control	3	13.6%	19	86.4%	4	18.2%	18	81.8%
Support Staff	55	45.5%	66	54.5%	54	43.9%	69	56.1%
All Staff	426	79.2%	111	20.7%	436	79.3%	114	20.7%

Gender pay reporting requires our organisation to make six calculations based on gender utilising our existing HR and payroll records. These calculations show the difference between the average earnings of men and women in our organisation, however it does not involve publishing individual employee data. We are required to publish the results on our own website and the government website by 31st March each year.

We can use the analysis of the results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively skills are being maximised and rewarded

The challenge in our organisation, and across the UK, is to eliminate any gender pay gap.

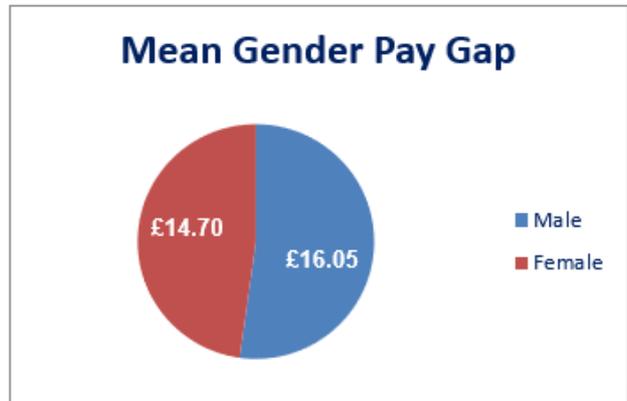
We strive to be an 'inclusive employer' and work to create an environment and a culture where all employees can thrive and achieve their full potential. In order to recruit and retain the most talented people who can make a positive impact, we also work hard to attract and retain a workforce that is reflective of our communities. This helps us establish strong relationships and enables us to engage positively with all of our community groups and prevent, protect and respond to save the lives of as many people within our community as we can.

Mean Gender Pay Gap

This is the difference between the mean (or average) hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.

For mean hourly pay it can be seen that there is a negative gender pay gap of 8.4% across the organisation meaning that male staff are paid more than female staff on average.

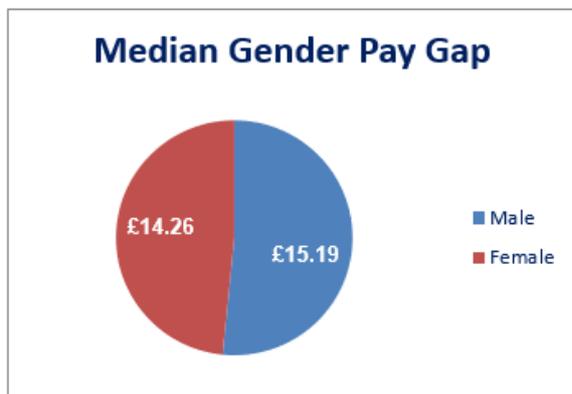
This is slightly greater than last year's figure of 6.9% (£1.08) but still significantly lower than the reported national average gender pay gap of 15.4% in 2021 (source ons.gov.uk).



Description	Mean Hourly Rate
Male	£16.05
Female	£14.70
Mean Gender Pay Gap	8.4%
Pay Gap	£1.35

Median Gender Pay Gap

This is a difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees. The median is the middle value in a list of values sorted in ascending order from lowest to highest. It is the data value at which 50% of data values are above it and 50% of data values are below it.



Description	Median Hourly Rate
Male	£15.19
Female	£14.26
Median Gender Pay Gap	6.1%
Pay Gap	£0.93

The median is used because the distribution of earnings is skewed, with more people earning lower salaries than higher salaries. When using the mean to calculate the average of a skewed distribution, it is highly influenced by those values at the upper end of the distribution and thus may not be truly representative of the average earnings of a typical person. By taking the middle value of the data after sorting in ascending order, the median avoids this issue and is therefore considered a better indicator of typical "average" earnings.

The data shows that overall, for median hourly pay, there is a negative gender pay gap of 6.1% which is an increase from last year's figure which was 4.8%.

Mean Bonus Gender Pay Gap, Median Bonus Gender Pay Gap, and proportion of Males and Females receiving Bonus payments

These three calculations measure the difference between the mean and median bonus pay paid to male relevant employees and that paid to female relevant employees, and the proportions of male and female relevant employees who were paid bonus pay during the relevant period

Cleveland Fire Authority expects that staff will perform to the highest level and therefore bonus payments and performance related pay enhancements do not form part of this Authority's remuneration package for any staff.

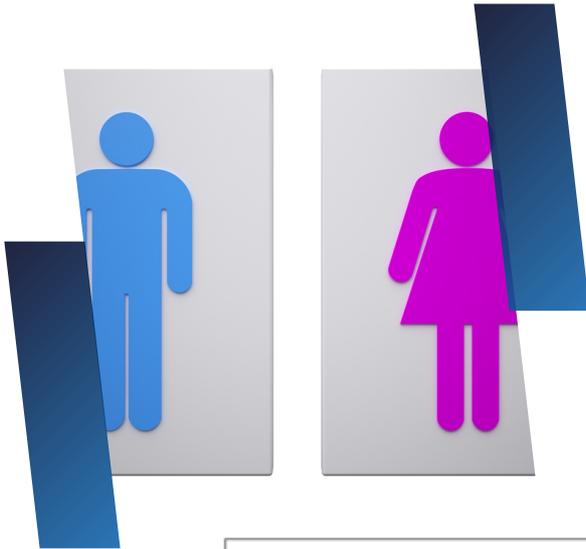
Continuous Professional Development (CPD) payments for those staff on Grey Book Terms and Conditions (Operational and Fire Control roles) are included in ordinary pay. For clarity, ordinary pay is defined as basic pay, shift premium pay, and pay for leave.

We are therefore not required to report on the three questions relating to Mean bonus gender pay gap, Median gender pay gap, and proportion of male and female employees receiving bonus payments.

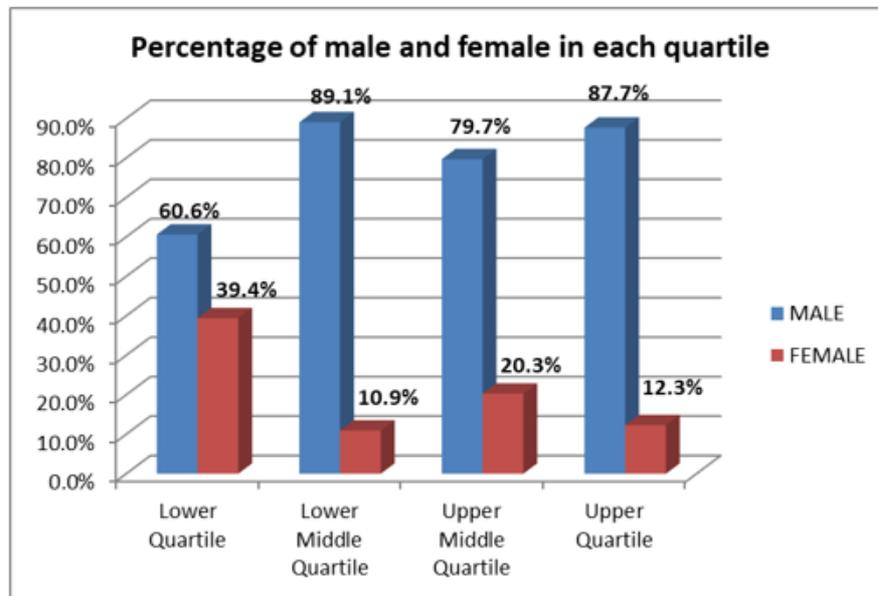
'We expect that all our staff will perform to the highest level'



Proportion of Males and Females in each Quartile Band



This shows the proportions of male and female full pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts ranked in order from the lowest hourly rate to the highest. This indicates the distribution of full pay relevant to male and female employees across the organisation.



Mean Gender Pay Gap by Quartile

Mean Hourly Pay	MALE		FEMALE		Pay Gap
	Hr Rate	No.	Hr Rate	No.	
Lower Quartile	£11.63	83	£11.85	54	-1.9%
Lower Middle Quartile	£14.80	122	£14.65	15	1.0%
Upper Middle Quartile	£15.57	110	£15.55	28	0.1%
Upper Quartile	£20.78	121	£22.40	17	-7.8%

For mean hourly pay it can be seen that there is a negative gender pay gap of 1.0% in the lower middle quartile and upper middle quartile of 0.1%.

There are positive pay gaps in the lower and upper quartiles with female staff receiving a mean hourly rate which is higher than males.

Mean and Median Hourly Rates by Employee Group

Grey Book	Median Hr Rate	Mean Hr Rate
Male	£15.19	£16.21
Female	£15.19	£14.27
Pay Gap	0.00%	11.96%

Green Book	Median Hr Rate	Mean Hr Rate
Male	£13.44	£15.00
Female	£13.44	£14.69
Pay Gap	0.00%	2.12%

Control	Median Hr Rate	Mean Hr Rate
Male	£13.99	£14.94
Female	£15.74	£15.39
Pay Gap	-12.51%	-3.01%

When comparing median hourly pay, there is a 6.1% gender pay gap across the organisation as a whole compared to 4.8% the previous year.

Grey book staff (operational) make up the largest proportion of the workforce, the table above shows a **0% pay gap** in the median hourly rate but a **11.96% pay gap** in the mean hourly rate.

There is no gender pay gap for Green book staff (corporate) in the median hourly rate and there is a **negative gender pay gap of 2.12%** which is an increase from the previous year of 0.94%.

There is **positive pay gap in Fire Control** in both the Median and Mean hourly rates, as there is a high proportion of females in this team (81.8% are female.)



What does our data tell us?

Our analysis indicates that we have a mean gender pay gap of 8.4 % which is an increase from last year's figure of 6.9% but still significantly lower than the national figure of 15.4%, (Office for National Statistics (ONS)).

This may be explained by the disproportionate number of male staff to female in operational roles, and the number of males in senior and middle management positions.

Grey book staff make up the largest proportion of our workforce which is reflected in the 11.96% pay gap when comparing the mean hourly rate.



For Green book staff (all levels), there is an increase in the number of females employed from last year rising from 54.5% to 56.1%. Female staff can mostly be found in the “low” quartile of pay scales. When comparing the figures within the quartiles, for mean hourly pay there is a negative gender pay gap of 1.0% in the low middle and 0.1% in the upper middle; whilst there are positive pay gaps in lower and upper quartiles with female staff receiving a mean hourly rate higher than males.

Within Fire control, there is a positive pay gap in both the median and mean hourly rates, which reflects the higher number of female control staff as well as reflecting a higher % of females in supervisory manager positions within Fire Control (Crew and Watch Manager).

A gender pay gap does not necessarily mean that we have acted inappropriately or discriminatorily and should not be confused with equal pay which deals with the pay differences between men and women who carry out the same jobs, or work of equal value.

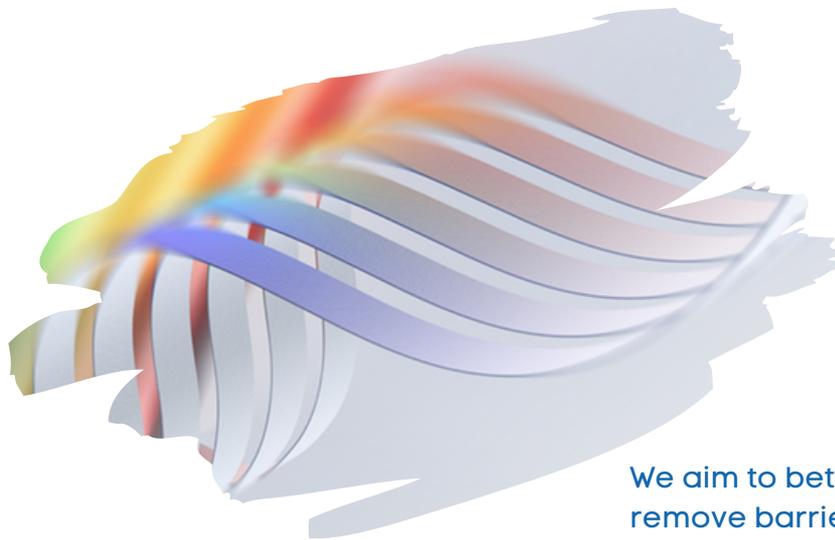
In conclusion we are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the Brigade, predominantly males in operational roles (Grey Book), and the salaries that these roles attract.

Addressing the Pay Gap

The Brigade recognises that occupational segregation in the organisation is the primary cause of the pay gaps, arising primarily from societal attitudes that shape employment patterns, particularly in the Fire Service labour market.

The Brigade considers that occupational segregation can best be addressed by ensuring our recruitment and selection and development processes are free from discriminatory elements and encourage applications from all parts of the organisation and the community. The Brigade has a well-established Positive Action framework and strategy, to address under-representation within our workforce as we strive to have a workforce which is representative of the communities that we serve.

Positive action is a lawful approach within the Equality Act 2010, and simply means the steps an employer can take which seek to level the playing field for under-represented groups by providing advice, guidance and support where required, whilst still maintaining the high standards for recruitment and selection.



We aim to better identify and remove barriers to attraction; enhance our employer brand; provide meaningful career opportunities; and improve monitoring of workforce data

The progress of candidates through the stages of each selection process are monitored and evaluated, providing the Brigade with the ability to identify where there could be potential improvements in positive action or process to assist any individuals from underrepresented groups.

The Brigade believes that the incorporation of procedures that permit flexibility within employees' terms and conditions will help employees achieve a healthy work/life balance and permit them to meet personal challenges without compromising their professional and career development.

The Brigade recognises that female employees are proportionately more likely to have primary care responsibilities than male counterparts. It also acknowledges that this can result in some employees leaving the workplace, accepting part time jobs, or that their career development is inhibited. Part time workers earn the same hourly rate as their full-time colleagues therefore, this has no direct impact on the pay gap. It is widely acknowledged, however, that part-time working can delay career development, and reinforce organisational segregation. The impact of part time working on lifetime earnings can therefore be significant, and there is an over representation of women in part time roles.

The Brigade has incorporated a range of measures into its employee practices to promote flexibility, and support employees.

These arrangements include Flexible Working, an Annualised Hours Scheme and a Family Friendly Policy which supports the provision of leave in line with the specific circumstances, as and when required.

As occupational segregation is strongly influenced by deeply rooted societal factors, the Brigade considers that reducing pay gaps through delivering balance in the representation of employees from all backgrounds remains challenging. Nevertheless, the Brigade is committed to fairness within the workplace, and will continue to build on its solid foundations.



Equal Pay

The Brigade is wholly committed to the principles of equal pay and to ensuring that these are applied to all employees through the use of fair and transparent working practices and systems which are based on objective criteria.

To ensure pay equity amongst its employees, the Brigade introduced a pay and grading structure for support staff based on the outcomes of a comprehensive Job Evaluation (JE) project. The JE project was founded on the National Joint Council's Job Evaluation Scheme which assesses the demands of jobs and assigns pay grades using gender neutral, evidence-based criteria. Newly created posts within the structure continue to be assigned to a pay grade through the same job evaluation process. The process also provides a mechanism for the review and re-grading of existing roles as required.

The pay structure of uniformed employees is agreed at a UK level by the National Joint Council (NJC) for Local Authorities' Fire and Rescue Services and is based on sound principles that preclude inequalities.

The Brigade is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.



Future initiatives to help address the pay gap

The Brigade has Equality Diversity and Inclusion (EDI) as one of four key themes embedded into the People Plan that supports our work on EDI including addressing the gender pay gap.

Our work includes:

- Cementing existing partnerships and forming new partnerships with other organisations to develop bench-marking criteria and identify best practice.
- Further develop our local community intelligence to identify any potential barriers to employment, busting myths and showcasing the Brigade and it's work.
- Developing our diversity performance indicators to identify and address any disproportionality across recruitment, retention and progression.
- Continually reviewing the Recruitment and Selection policy and procedure to ensure it remains free from any discriminatory elements and ensuring that the process actively encourages and supports applicants from all sections of the workforce and the community we serve.
- Using evaluation to inform future Positive Action campaigns encouraging applicants from all sections of the community to seek employment with the Brigade, and to bust any myths regarding traditional views about roles.
- Working with our staff networks to identify and address any barriers to careers within the Fire Service.
- Enhancing our 'employer brand'

Throughout these processes, the Brigade will work in partnership with the Trade Unions to ensure the processes are subject to scrutiny and challenge.

By ensuring that equality is at the heart of our pay grading, recruitment, selection and development processes, the Brigade will ensure equality of pay and opportunity for all employees, and seek to develop an engaged, high-quality workforce that is representative of our communities in all functions and at all levels of the organisation.



**FURTHER DETAILS ABOUT HOW THE
BRIGADE'S PEOPLE PLAN SUPPORTS THE
WORK TO ADDRESS OUR GENDER PAY GAP
CAN BE FOUND ON OUR WEBSITE:
WWW.CLEVELANDFIRE.GOV.UK**

Definitions

Employee:

is anyone with a contract of employment; workers and agency workers with a contract to do work or provide services; some self-employed people where they have to personally perform the work; police officers and the armed forces. More details about who counts as an employee can be found in the Gender Pay Gap guide at www.acas.org.uk/genderpay

Full-Pay relevant employee:

is any employee who is employed on the relevant date and who is paid their full basic pay. Employees who receive no pay at all during the relevant pay period are excluded from the gender pay gap calculations.

Relevant date:

is the key date that many of the details needed to carry out the calculations will come from. It is also the date from which the employer has one year to publish their gender pay report. This will always be 31st March for specified public authorities where they have 250 or more employees, and 5th April for everyone else.

Ordinary Pay:

includes basic pay, allowances, pay for piecework, pay for leave, and shift allowances. It only includes money and excludes any benefits in kind. It does not include pay related to overtime, redundancy, termination, or pay in lieu.

Bonus Pay:

includes anything that relates to profit sharing, performance, productivity, incentive and commission. Bonus pay does not include pay related to overtime, redundancy or termination of employment, or pay in lieu.



YOU CAN LEARN MORE ABOUT GENDER PAY
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