



# Gender Pay Gap Report

**MARCH 31ST 2021 DATA**

# GENDER PAY GAP 2021

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# FOREWORD

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 on 31 March 2021.

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.

Our gender pay gap is not as a result of equal pay issues. We have a gender neutral approach to pay across all levels of the organisation. For Firefighter roles, terms and conditions are nationally negotiated, using role maps and nationally agreed pay scales.

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 focus on operational roles. This is facilitated through our targeted positive action campaigns that run throughout the year and with additional focus at the beginning of each recruitment process. This 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.



# INTRODUCTION

The data used in this report is based on the full pay relevant employees for Cleveland Fire Brigade as at the end of March 2021.

Full pay relevant employees	31/03/2020				31/03/2021			
	Male		Female		Male		Female	
	Number	%	Number	%	Number	%	Number	%
Uniformed Wholetime	298	93.7%	20	6.3%	281	93.3%	20	6.6%
Retained	91	95.8%	4	4.2%	87	93.5%	6	6.5%
Control	4	16.7%	20	83.3%	3	13.6%	19	86.4%
Support Staff	55	47.0%	62	53.0%	55	45.5%	66	54.5%
All Staff	448	80.9%	106	19.1%	426	79.2%	111	20.7%

The total number of staff in scope was 537, of which 79.2% were male and 20.7% female. The table above shows the gender profile of the Brigade on 31st March 2021, compared to 31st March 2020.

Gender Pay Reporting requires our organisation to make calculations based on employee gender and involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data. This is established by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the HR department.

We are required to publish the results on our own website and the government website by 31st March each year.

We can use the results of the analysis 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.

The causes of our gender pay gap are varied and over-lapping, such as the pay difference between roles within the emergency response part of our workforce compared to the range of support services roles. In addition, there is still an imbalance between the number of males and females in certain roles, such as Firefighter and Fire Control.

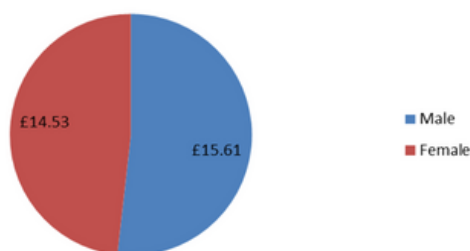
We strive to be an 'inclusive employer' and work to create an environment and a culture where all our people are able to thrive and achieve their full potential. In order to recruit and retain the most talented people who can make a positive impact, we also work hard to attract and retain a workforce 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 protect, change and save the lives of as many people 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.

### MEAN GENDER PAY GAP



Description	Mean Hourly Rate
Male	£15.61
Female	£14.53
Mean Gender Pay Gap	6.9%
Pay Gap	£1.08

For mean hourly pay there is a negative gender pay gap 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 6.40% (£0.98) but still significantly lower than the reported national average gender pay gap of 15.5% in 2020 (source ons.gov.uk).

## 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.

### MEDIAN GENDER PAY GAP



Description	Median Hourly Rate
Male	£14.96
Female	£14.24
Median Gender Pay Gap	4.8%
Pay Gap	£0.72

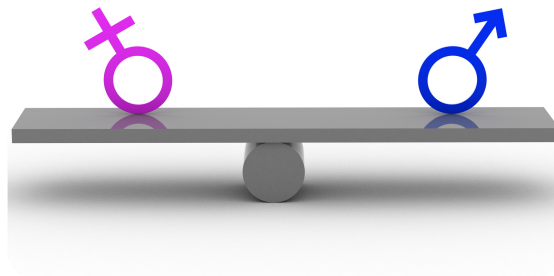
The median is used because the distribution of earnings is skewed, with more people earning lower salaries than higher salaries. When using the mean to calculate the average of a skewed distribution, it is highly influenced by those values at the upper end of the distribution and thus may not be truly 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 4.8% which is a slight increase from last year which was 2% (which equates to 0.50p).



# 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.

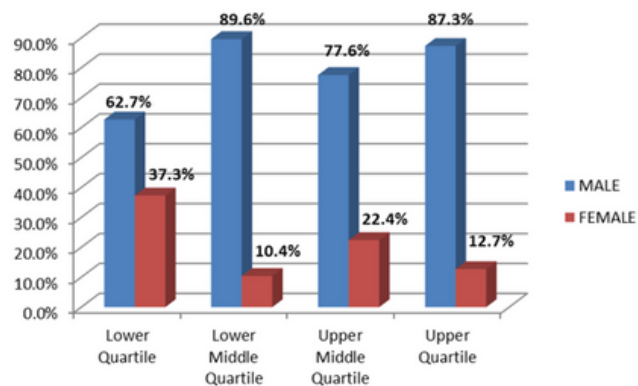
Cleveland Fire Authority expects that staff will perform to the highest level and therefore bonus payments and performance related pay enhancements do not form part of this Authority's remuneration package for any staff. We are therefore not required to report on the three questions relating to Mean bonus gender pay gap, Median gender pay gap, and proportion of male and female employees receiving bonus payments.



# 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 male and female employees across the organisation.

## PERCENTAGE OF MALE AND FEMALE IN EACH QUARTILE



## Mean Gender Pay Gap by quartile

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 male and female employees across the organisation.

## PERCENTAGE OF MALE AND FEMALE IN EACH QUARTILE

Mean Hourly Pay					
	MALE		FEMALE		Pay Gap
	Hr Rate	No.	Hr Rate	No.	
Lower Quartile	£11.55	84	£11.78	50	-2.0%
Lower Middle Quartile	£14.71	121	£14.51	14	1.4%
Upper Middle Quartile	£15.04	104	£15.27	30	-1.5%
Upper Quartile	£19.97	117	£21.74	17	-8.9%

For mean hourly pay the data illustrates that there is a negative gender pay gap of 1.4% in the lower middle quartile and positive pay gaps in the three other quartiles with female staff receiving a mean hourly rate which is higher than males.





# What does this mean?

The Gender Pay Gap figure is calculated to reflect the differences between average hourly rates of pay for men and women. The closer this figure is to zero then the less likelihood there is of pay gap inequalities.

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.

A gender pay gap shows the difference between the average (mean or median) earnings of men and women expressed as a percentage of men's earnings. 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 skills are being maximised.

The gender pay gap varies by occupation, age group, and working patterns. The gap tends to be higher in industry sectors, such as finance, energy, and construction sectors, and lower in sectors such as administration, support services, and health and social work. Occupations where women are under-represented typically produce higher pay gaps.

The Office for National Statistics in 2019 reported that whilst there had been a significant increase in mothers taking paid employment, they were more likely to work part time or in less demanding roles than their partner to enable their childcare responsibilities. There is also evidence of occupational segregation i.e., the clustering of men and women into different levels and types of work.





# Mean and Median Hourly Rates by Employee Group

Grey Book	Median Hr Rate	Mean Hr Rate
Male	£14.96	£15.78
Female	£14.96	£14.35
Pay Gap	0.00%	9.08%

Green Book	Median Hr Rate	Mean Hr Rate
Male	£13.21	£14.59
Female	£13.21	£14.45
Pay Gap	0.00%	0.94%

Fire Control	Median Hr Rate	Mean Hr Rate
Male	£13.78	£14.03
Female	£15.22	£15.03
Pay Gap	-10.45%	-7.15%

When comparing median hourly pay, there is a 4.8% gender pay gap across the organisation compared to 2% the previous year.

Grey book staff make up a largest proportion of the workforce, the table above shows a 0% pay gap in the median hourly rate and a 9.08% pay gap in the mean hourly rate.

There is no gender pay gap for Green book staff in the median hourly rate and there is a small negative gender pay gap of 0.94%. This data shows that compared with last years data, the gap has narrowed from 37p to 14p.

There is positive pay gap in Control in both the Median and Mean hourly rates, and within this staff group there is a high proportion of females that males (86.4% are female).



# Addressing the Gender 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. We consider that occupational segregation can best be addressed by ensuring our recruitment, development and promotion processes are free from discriminatory elements, and encourage applications from all parts of the organisation and the community. The Brigade has developed a 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 promotion.

The progress of candidates through the stages of the selection process is monitored and evaluated, providing the Brigade with the ability to identify applicants from protected groups to meet the required criteria. This monitoring and evaluation enable a review of processes, and to make improvements where necessary.

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. It 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 this has no direct impact on the pay gap



It is widely acknowledged, however, that part-time working can delay the 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 therefore 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 Family Friendly Policy which outlines provision for leave where required dependant on circumstances.

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 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 robust 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 therefore 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

The Brigade has in place an Equality Diversity and Inclusion (EDI) strategy that supports its work on EDI including addressing the gender pay gap. Further details about how the Brigade's EDI strategy supports the work to address our gender pay gap can be found on our website.

Our work includes:

- forming partnerships with other organisations to develop benchmarking criteria and identify best practice
- keeping the Recruitment and Selection policy and procedure under review to ensure it remains free from discriminatory elements and actively encourages and supports applicants from all sections of the workforce and wider communities
- increasing the number of Positive Action campaigns, we undertake to encourage applicants from all sections of the community to seek employment with the Brigade, and to bust myths regarding traditional views about roles
- working with our staff networks to identify and address any barriers to careers within the Fire Service

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, development and promotion systems, 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.



# 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': [www.acas.org.uk/genderpay](http://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 pay date:**

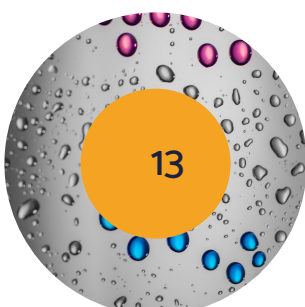
is the key date that many of the details needed to carry out the calculations will come from. It is also the date from which the employer has one year to publish their gender pay report. This will always be 31st March for specified public authorities where they have 250 or more employees, and 5th April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





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