



ETHNICITY PAY GAP REPORT

2023

Published March 2024

If you require this document in an alternative language, large print or Braille, please do not hesitate to contact us.

فلا تتردد في ، إذا كنت تحتاج إلى هذا المستند بلغة بديلة أو مطبوع بأحرف كبيرة أو بطريقة برايل. الاتصال بنا

আপনার যদি এই নিখ এক িবক ভাষা, বড় হরেফর মুন বা হেল েয়াজন হয়, আমোদর সোথ যাগোযাগ করেত থি করেবন না।

Pokud potřebujete tento dokument v alternativním jazyce, velkém tisku nebo Braillově písmu, neváhejte nás kontaktovat

لطفا با ما تماس بگیرید ، با چاپ درشت یا خط بریل لازم دارید ، .اگر این نوشتار را به زبانی دیگر

Kung nangangailangan ka ng dokumentong ito sa isang alternatibong wika, malaking, mangyaring huwag mag-atubiling makipag-ugnay sa amin

Eger tu vê belgeyê bi zimanê Kurdî, çapa bi tîpên mezin an Xetê Brîl dixwazî bi hetim bi me ra têkilliyê bigir

如果您需要本文件的其他语言版本、大字版本或盲文版本，请随时与我们联系

Jeśli chcieliby Państwo otrzymać ten dokument w innym języku, w wersji dużym drukiem lub pisany alfabetem Braille'a, prosimy o kontakt z nami

ਜੇ ਤੁਹਾ ਇਹ ਦਸਤਾਵੇਜ਼ ਿਕਸੇ ਬਦਲਵ ਭਾਸ਼ਾ, ਵੱਡੇ ਅੱਖਰਾਂ ਜਾਂ ਬੇਲ ਿਵੱਚ ਚਾਹੀਦਾ ਹੈ, ਤਾਂ ਿਕਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਸੰਪਰਕ ਕਰਨ ਵਿੱਚ ਿਝਜਕ ਮਿਹਸੂਸ ਨਾ ਕਰੋ।

உக இது ஆவண ஓ மா ெமாழிய, ெபரிய அ அல பெரிய ேதைவபடா, எகைள ெதாட ெகாள தயக ேவடா.

بڑے حروف کی چھپائی یا بریل میں درکار ہو تو برائے مہربانی بلا ، یہ دستاویز اگر آپ کو کسی دیگر زبان جھجک ہم سے رابطہ کریں

Cleveland Fire Authority
Endeavour House,
Training and Administration Hub
Queens Meadow Business Park
Hartlepool TS25 5TH

Telephone: 01429 872311

Email: communications@clevelandfire.gov.uk

Web site: www.clevelandfire.gov.uk

Table of Contents

S T R E T H I N K I N G

01.

Introduction

02.

Our Community

03.

Our People

05.

How we calculate the
Ethnicity Pay Gap

10.

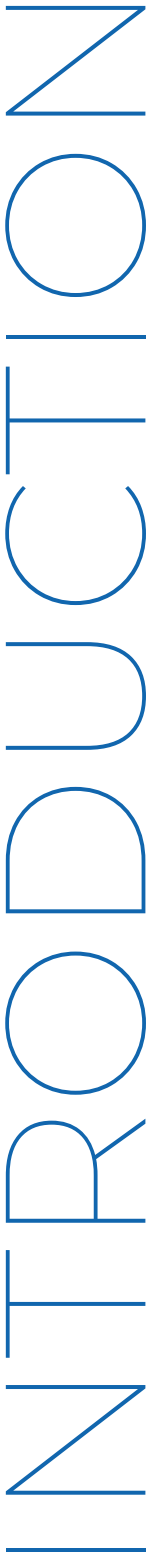
What does it mean?

13.

Definitions

14.

Further Information



Cleveland Fire Brigade is firmly committed to reporting on 'Ethnicity Pay Gap'. Although not mandatory, we aim to continue to voluntarily report to demonstrate, as part of our wider equality, diversity and inclusion strategy, that we will ensure fairness and equality in our workplace.

Here in Cleveland Fire Brigade, we firmly believe that this is the right thing to do, and we will ensure that we will do everything we can to address any disparities in the diversity of our workforce and will strive to remove any barriers to the recruitment and retention of those under-represented groups.

We continue to work to creating a workplace which is fair and more inclusive; a place where everyone feels welcome and able to be their best; and one which makes Cleveland Fire Brigade truly an **Employer of Choice**.

Ethnicity pay reporting is an important part of being a transparent organisation. The data contained within this report, shows that we pay our employees according to their role, regardless of gender or ethnicity.

We do acknowledge that we still have more work to do to improve under-representation of minority ethnic groups across the whole of the workforce. Increasing the diversity profile of our staff is one of our strategic priorities over the next four years, as set out within our Culture & People Plan 2022-2026.

We are working hard to better understand, and where possible eliminate or reduce barriers to attracting, recruiting and retaining people from culturally diverse backgrounds with the aim of building a workforce which better reflects the communities we serve. Having a diverse workforce will enable us to better understand our communities needs, allow us to think in new and different ways and to approach problems differently and help us to improve our services.

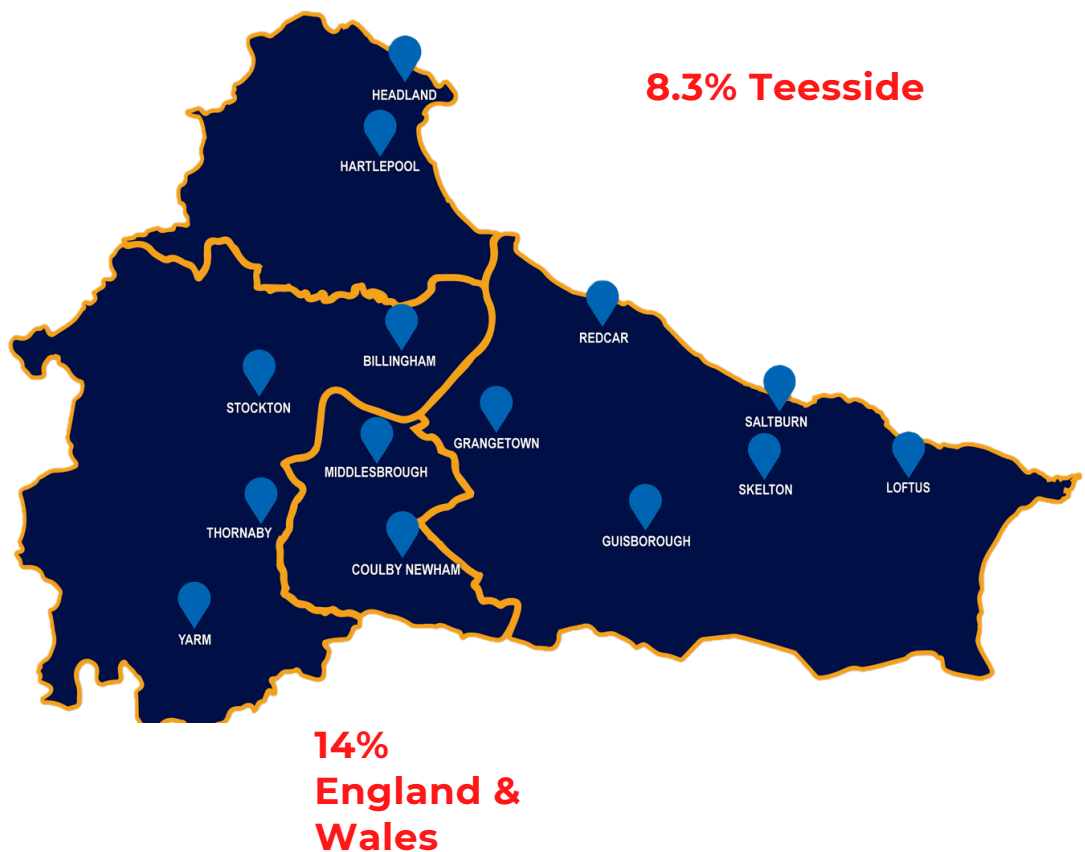
We are proactively seeking opportunities to encourage cultural diversity at all levels and are working towards closing the ethnicity gap through positive targeted action beginning with our recruitment processes and ensuring that our policies provide equality of opportunity for all.

While the data presented in this report is a snapshot of the Brigade as at 31st March 2023, we would also like to share some of the activities that we have already started to put in place to address under-representation here in Cleveland Fire Brigade.

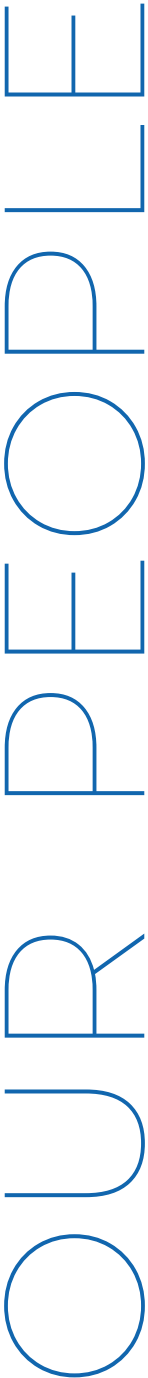
Cleveland is an area in the North East of England and incorporates the unitary borough authorities of Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees

The population within the Cleveland Fire Authority area is 579,300*
(* ONS Mid-Term Estimates 2022)

Our latest community profile information tells us the following facts about the ethnicity within the Teesside area compared with that across England and Wales. the population identifying as an ethnic minority group are:



Each year we collect information on the diversity of our workforce and compare it to the diversity information relating to our working population.



It is not mandatory for our staff to share personal data regarding their ethnicity with us, so this means we might not always have the entire picture. We do encourage all our staff to feel safe and comfortable to share their data with us and this is reflected in the increase in the number of our people who have shared their ethnicity information with us.

Gathering this data is important because the more accurate picture we have the more powerful reports like this are and the more meaningful our interventions can be.

Ethnicity Pay Reporting requires our organisation to make calculations based on employee ethnicity. This is established by using our existing Human Resources and Payroll records. We now have a new Human Resource database system which enables us to better capture and extract a range of key personnel information including data regarding ethnicity. We operate a 'self-service' system so that staff can update their personnel details anytime as well as our Human Resources Team carrying out an annual update; meaning that we can be confident that our records are as up-to-date and as accurate as possible.

We have also developed a bespoke Community and Workforce Profile tool which allows us to easily view of staff profile across the nine equality protected characteristics. At the touch of a button we can change this view to that of our local communities, with the ability to look right down to ward level, at the make up of people who live in those areas. This will become an invaluable tool to us as we can better target our recruitment campaigns to areas which have those under-represented groups.

We hope that our 'ethnicity picture' will change and continue to grow.



Due to the reporting of ethnicity pay gap figures being voluntary, there are no national average figures reported to benchmark our ethnicity pay gap.

However, annual figures published by the Home Office relating to Fire and Rescue Service workforce diversity data suggests that across all fire services 8.5% of staff are from an ethnic minority group.

Understanding the diversity of our workforce is important to us in ensuring that we create the most representative workforce to deliver services. Due to the reporting requirements and provisions, Cleveland Fire Brigade can only report the ethnicity pay gap for staff who declare their ethnicity.

Our workforce is spread across various sites and fire stations in Teesside and comprises of an establishment 541 employees as at 31st March 2023. Only 1.6% (9) of our staff have declined to share their ethnicity data with us.

From those that have shared their ethnicity data:

- 96.1% (539) White British
- 0.9% (5) White other
- 0.9% (5) Mixed
- 0.4% (2) Asian
- 0.2% (1) Black

These figures indicate that there has been an increase of 1.1% in our employees identifying as 'White British' and 0.2% identifying as 'Mixed' since 2022. However, we have had reductions within Black (0.2%) and White Other (0.3%) ethnicities, and 0.9% of workforce who prefer not to state.

We know we still have work to do to create a workforce which better reflects our local communities.



How we calculate the pay gap

We have calculated our ethnicity pay gap using the same methodology set out in the Government regulations for calculating our gender pay gap.

Source ons.gov.uk Snapshot 31 March 2023

Ethnicity pay reporting involves carrying out six calculations that show the difference between the average earnings of White and Mixed, Asian and Black men and women in our organisation; it does not involve publishing individual employee data. Whilst reporting on the Ethnicity Pay Gap is not mandatory, Cleveland Fire Brigade believes that as an organisation we should voluntarily compile ethnicity pay reports as part of our approach to improve inclusion and tackle any inequality in the workplace.

We can use these results to assess:

- the levels of ethnicity equality in our workplace
- the balance of different ethnic groups at different levels
- how effectively skills are being maximised and rewarded

The challenge in all organisations is to eliminate any Ethnicity Pay Gap.

ETHNICITY PAY GAP

Calculated by comparing the average pay of white employees and ethnic minority employees in an organisation, regardless of the roles they do. This is not the same as equal pay which is a measure of the pay of white and ethnic minority employees who do the same or similar work.



EQUAL PAY

Being paid for the same like/ similar work

The difference in average pay between white staff and ethnic minority staff regardless of the work they perform

How we measure

We pay people the same rate for doing the same job. We have a clear job evaluation process and grading system which allows for roles to be paid equally.

Cleveland Fire Brigade pays staff in accordance to nationally agreed terms and conditions, and is satisfied that it is paying the same salary to roles of equivalent value across all staff groups.

The ethnicity pay gap is the percentage difference in the average hourly rate of pay of white and BAME employees.

We look at both the **mean** and the **median** measures when calculating the ethnicity pay gap.

MEAN

The mean difference is the difference in average hourly pay; adding all pay rates together and dividing by the total number of people.

MEDIAN

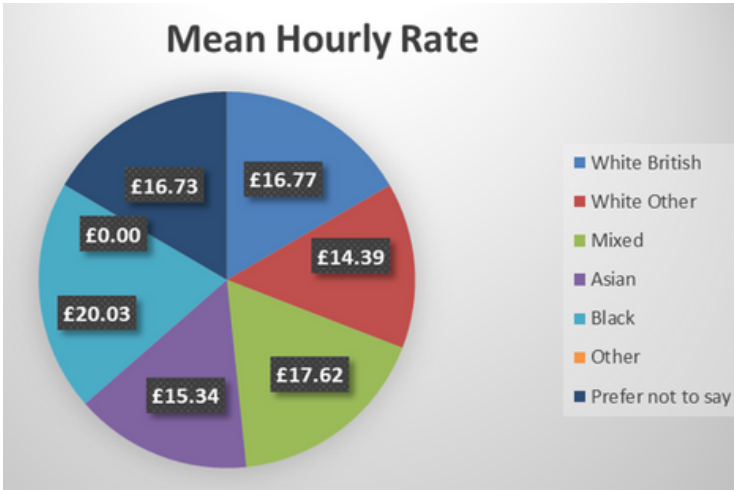
The median difference is the difference in hourly pay between the middle paid employee from a White background and a middle paid BAME employee.

The median is the most representative measure of an 'average' employee as it negates high and low outliers in a data set that would normally skew the mean.



Mean Ethnicity Pay Gap

This is the difference between the mean (or average) hourly rate of pay of full pay relevant employees who have identified as being in different ethnic groups. The pay gap has been calculated using White British as the comparator.



For mean hourly pay there are different results depending upon Ethnic Group, for example there are negative pay gaps of 14.8% for those staff who have identified as White other and negative gap of 8.49% for Asian.

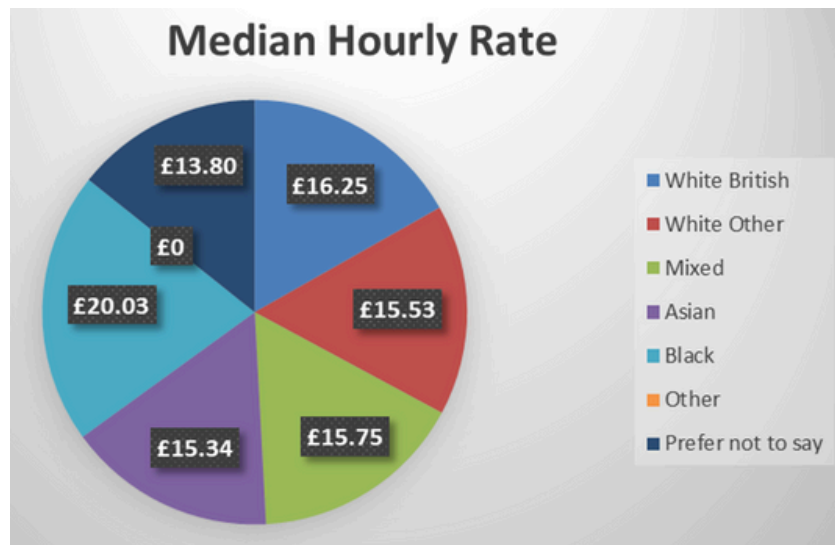
However there are positive gaps of 19.44% for those identifying as Black, and 5.07% for those identifying as mixed.

Median Ethnicity Pay Gap

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. The pay gap has been calculated using White British as the comparator.

Similar to the Mean calculation, there are different results depending on ethnicity. For example there are negative pay gaps of 4.44% for those staff who have identified White Other, and 5.58% for those identifying as Asian.

However there are positive gaps of 23.24% for those identifying as Black.



What the Data tells us

The overall ethnicity pay gap for Cleveland Fire Brigade is as follows:

Year 2022/23	MEAN Hourly Rate £	Ethnicity Pay Gap £	MEDIAN Hourly Rate £	Ethnicity Pay Gap £
White British	16.77		16.25	
White Other	14.39	-2.38	15.53	-0.72
Mixed	17.62	0.85	15.75	-0.50
Asian	15.34	-1.42	15.34	-0.91
Black	20.03	3.26	20.03	3.78
Other	0		0	
Prefer not to say	16.73	-0.04	13.80	-2.45

What do the Mean and Median ethnicity pay gap figures tell us?

The **mean** gives an overall indication of the size of the ethnicity pay gap in Cleveland Fire Brigade. A high mean ethnicity pay gap would indicate a payment system that disadvantages Ethnic Minorities.

Our results show that whilst there is a **negative gap 14.8%** for those staff who have identified as 'White Other', there is a **positive gap of 19.44%** for those identifying as 'Black'.

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.

Our results show that whilst there is a **negative pay gap of 4.44%** for those staff who have identified 'White Other', there is a **positive gap of 23.24%** for those identifying as 'Black'.

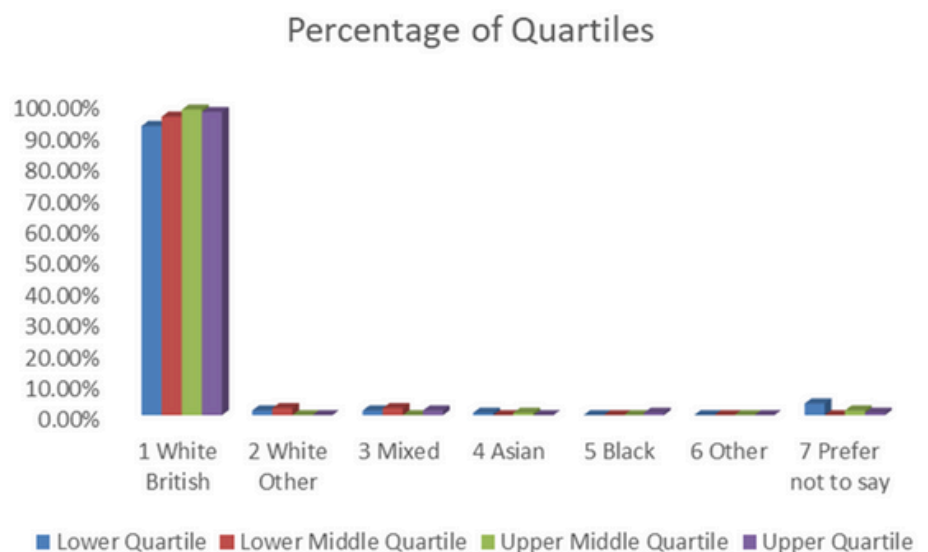
Mean Bonus Ethnicity Pay Gap, Median Bonus Ethnicity Pay Gap and proportion receiving Bonus payments

These three calculations measure the difference between the mean and median bonus pay paid to relevant employees.

Cleveland Fire Brigade expects that staff will perform to the highest level and therefore bonus payments and performance related pay enhancements do not form part of the Brigade'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.

Proportion of Ethnic Groups in each Quartile Band

This shows the proportions of full pay relevant employees by ethnicity 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 employees by ethnic group across the organisation.



Mean Ethnicity Pay Gap by Quartile

For mean hourly pay, there are positive pay gaps in the lower quartile for those identifying as Mixed, Asian and prefer those that have not stated., and within the upper quartile there is a positive pay gap for those identifying as mixed.

There are negative pay gaps within the lower middle quartile for those identifying as mixed and within upper middle quartile for those identifying as asian.

WHAT DOES THIS MEAN?

Whilst it is pleasing to report that there are positive pay gaps for those of our staff who have identified as 'Black' or 'Mixed', this is not the case for those who have identified as 'White Other' or 'Asian'.

However, an ethnicity pay gap does not necessarily mean that we have acted inappropriately or discriminatorily.

We remain committed to improving the representation of people from ethnic minority backgrounds and acknowledge and understand the benefits of a truly diverse organisation. That's why it is so important for us to continue our efforts to diversify the workforce and also continue our focus of ensuring that everyone who works for us is given the opportunity to achieve their full potential.

What are we doing?

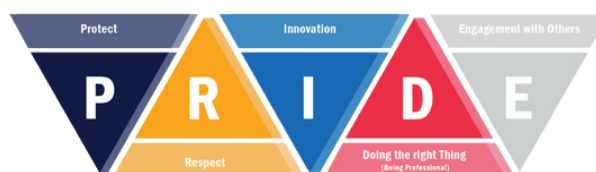
The Brigade considers that reducing pay gaps through delivering balance in the representation of employees from all backgrounds remains challenging. Nevertheless, the Brigade is committed to fairness within the workplace, and will continue to build on its solid foundations and have set out our priorities for the next four years within our Culture & People Plan 2022-2026.

Creating an Inclusive Culture

Creating an inclusive culture starts with having the right values and behaviours in place.

Together with the Code of Conduct, our Values and Ethical Behavioural Framework sets out those standards that uphold our organisational culture. Strong ethical behaviour will influence how our staff and those that use our services view us and the way in which we conduct our business. The achievement of Cleveland Fire Authority's vision, mission and goals is built on having a safe and healthy workforce that is truly motivated and working together for a common and meaningful purpose.

Keeping people safe from harm and creating safer, stronger communities is not just about what we do (our technical competence) or what we know (our knowledge and experience), it is all underpinned by our culture (how we do things around here) which is made up of our systems, structures, working practices; all of which centre around our shared values.



We are clear that all of our people have a part to play in ensuring we always provide an inclusive environment.

Aligned to the Core Code of Ethics for Fire & Rescue Services (England), we believe that by living our values every minute of every day and demonstrating the behaviours set out in this framework, we can all contribute to developing our 'one vision, one team' approach and creating a constructive and supportive working culture that makes Cleveland Fire Brigade

..... A great place to work!

What are we doing to improve ethnicity representation in our workforce?

The Brigade has in place an Equality Diversity and Inclusion strategy (part of the over-arching Culture & People Plan 2022-2026) that supports our work on improving the diversity of our workforce, which in turn should help to address the ethnicity pay gap.

We have made significant investment in a review of our recruitment materials which we hope will support our approach to focused driven campaigns to attract those currently under-represented in our workforce. In addition we are undertaking reviews of our internal selection processes to identify and address any potential barriers which may affect staff from under-represented groups in seeking promotion.

All our staff are trained in equality, diversity and inclusion and unconscious bias, with an annual refresh for all staff. This training also forms part of our 'on-boarding' arrangements for all new entrants.

We produce a range of fire and business safety literature in a number of languages, as well as offering all of our public documents to be produced in different languages, ensuring that we can communicate our message to all the communities we serve.

We continue to be corporate members of the Asian Fire Service Association (AFSA). This enables us to access advice and support for our employees and our minority ethnic population.



For more detailed information please refer to our Gender Pay Gap Report which is published on our website.

Our current work includes:

- forming partnerships with other organisations to develop bench-marking criteria and identify best practice

Attraction:

- further developing 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 and utilising advertising images that feature under-represented groups

Progression:

- continuing to develop 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 as a tool to inform future Positive Action campaigns
- working alongside and empowering our staff networks to help the Brigade identify and address any barriers to staff progression
- continue to rollout of our 'Development Gateway', which enables staff to apply for 'development beyond role'

Throughout these processes, the Brigade will work in partnership with the Trade Unions and staff networks, 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, as we seek to continue to have an engaged, high-quality workforce that is representative of our communities in all functions and at all levels of the organisation.



“
Proud to inspire
”

Defintions

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 Ethnicity Pay Gap guide at: www.acas.org.uk/Ethnicitypay

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 Ethnicity 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 Ethnicity 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 Ethnicity Pay reporting by visiting:

www.acas.org.uk/Ethnicitypay

FURTHER INFORMATION

This report, in addition to other reports referenced, are published on the Brigade's external website at: <http://www.clevelandfire.gov.uk>

Statistics sourced from:

- https://www.nomisweb.co.uk/census/2011/key_statistics_uk

Copies of the report are available to all departments, fire stations, partner agencies, local equality organisations and any interested parties on request.

The report will be made available in other languages, large print, Braille, audio, etc. on request.

Please contact our Communications Team using the details below, if you require information about this report in an alternative format.

Contact us at:

Training and Administration Hub,
Endeavour House,
Queens Meadow Business Park,
Hartlepool,
TS25 5TH

Telephone Number: 01429 872311

Email: www.clevelandfire.gov.uk



Cleveland Fire Brigade - A Great Place To Work

