



ETHNICITY PAY GAP REPORT

Data as at 31st March 2022

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உக இது ஆவண ஓ மா மொழிய, பெரிய அ அல பெரிய தேதவபடா, எகைள தெதாட கொள தயக வேடா.

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

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Introduction

Cleveland Fire Brigade is firmly committed to reporting on 'Ethnicity Pay Gap' and while at the time of publication of our second year of voluntary reporting, the Government aim to introduce mandatory ethnicity pay gap reporting by April 2023 for all organisations that currently report for gender.

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

'Inclusive 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 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 2022, 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.



Our Community

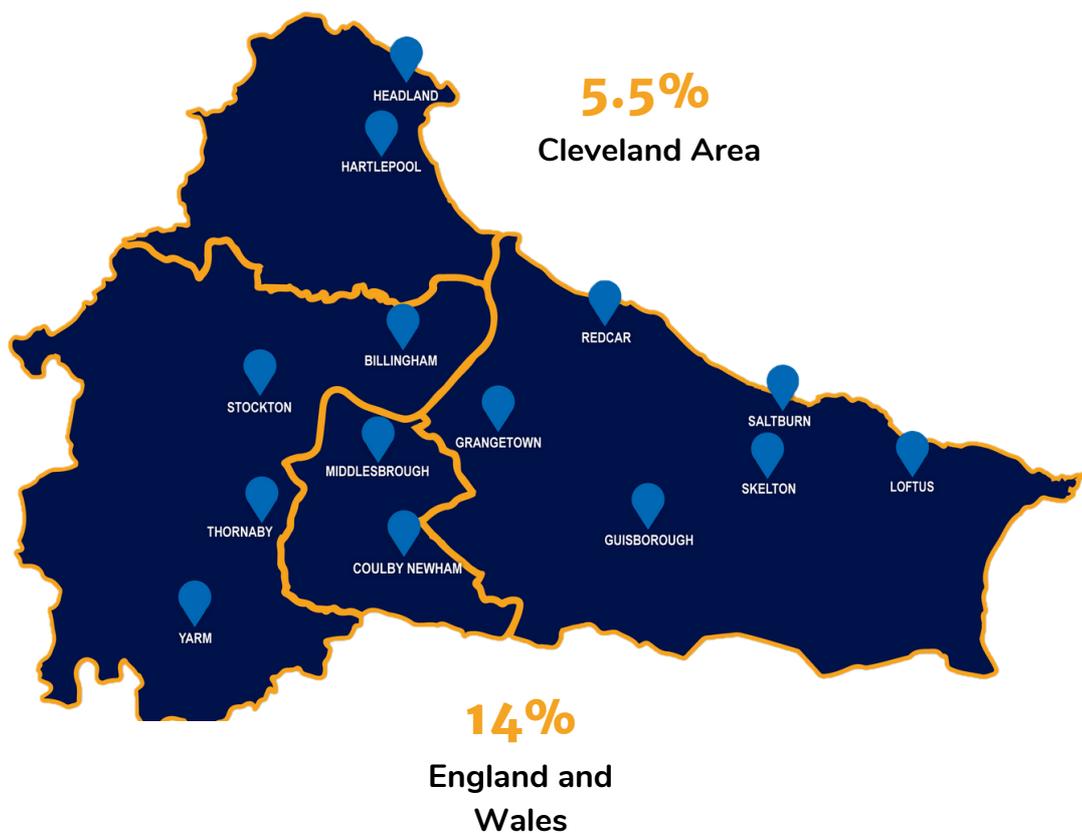
Cleveland is an area in the North East of England and incorporates the unitary borough authorities of Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees.

The population within the Cleveland Fire Authority area is 569,768*

(* ONS Mid-Term Estimates 2020)

Our latest community profile information tells us the following facts about ethnicity within the Teesside area compared with that across England and Wales:

Ethnicity



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

Our People

This is the second time that Cleveland Fire Brigade has reported the ethnicity pay gap, and due to the reporting of ethnicity pay gap figures being voluntary at the present time rather than a legal requirement, there are no national average figures reported to benchmark our ethnicity pay gap. However, annual figures published by the Home Office in November 2021 relating to Fire and Rescue Service workforce diversity data suggests that across all Fire Services 5.3% of staff were from an Ethnic Minority.

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 of 550 employees as at 31st March 2022. Only 1.5% (8) of our staff have declined to share their ethnicity data with us.

From those that have shared their ethnicity data:

- 96% (528) identify as 'White British'
- 0.7% (4) as 'White other'
- 0.7% (4) as 'Mixed'
- 0.5% (3) as Asian
- 0.5% (3) as Black.

These figures indicate that there has been a reduction in our employees identifying as White British by 1.8% over the reporting period.

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

We have adopted a proactive active approach to attraction and recruitment which seeks to encourage individuals from those under-represented parts of our community to come and work for us and to build a career with us. We also closely monitor for trends to support the early identification of any barriers that may exist which prevent individuals from being successful at stages within recruitment and selection processes.

Equally, we monitor for trends in those individuals who leave the Brigade to ensure that those those from minority backgrounds are not leaving disproportionately.



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

Our Data

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 how many of our workforce have told us about their ethnicity.

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.



NB Graphic is for illustration purposes and does not necessarily reflect the data of the workforce as at 31st March 2022.

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

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.

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.



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

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.

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.

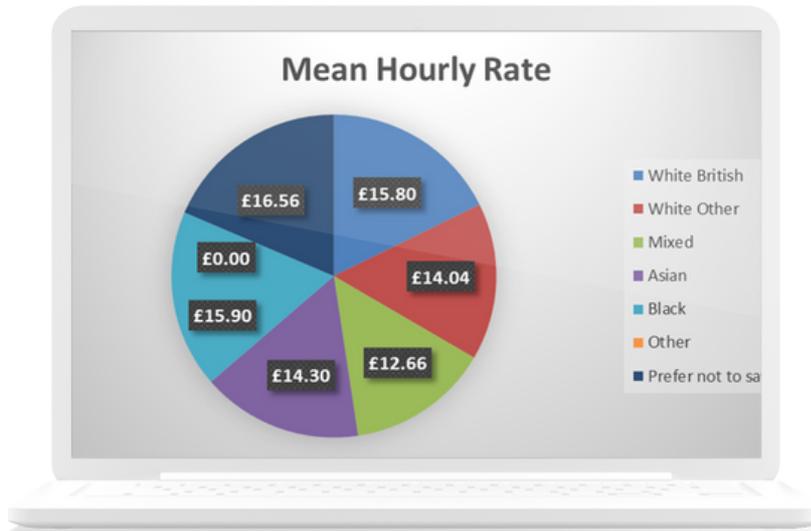
Median

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.

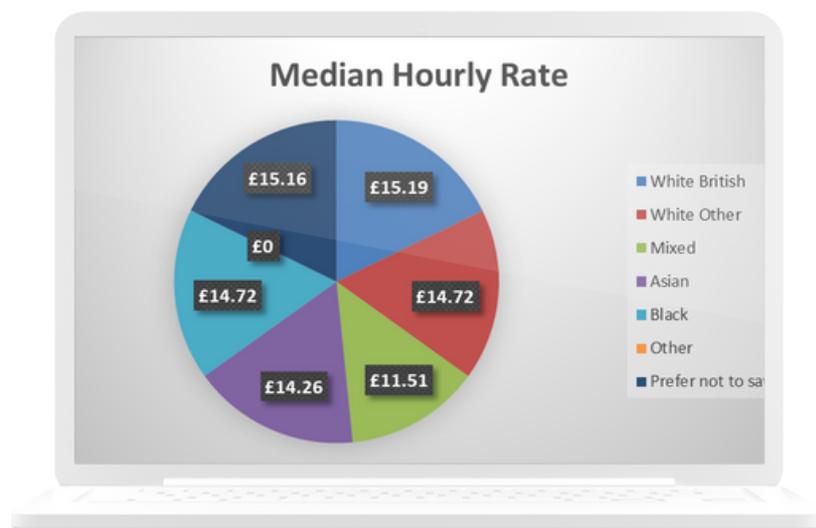


For mean hourly pay there are different results depending upon Ethnicity, for example there is a pay gap of 19.87% for those staff who have identified as Mixed and a gap of 9.49% who identify as Asian, but a positive gap of -0.63% for those who have identified as Black.

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 is a pay gap of 24.22% for those staff who have identified as Mixed and a gap of 6.1% who identify as Asian, and a gap of 3% for those who have identified as Black.



What the Data tells us

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

Year 2021/22	MEAN Hourly Rate £	Ethnicity Pay Gap £	MEDIAN Hourly Rate £	Ethnicity Pay Gap £
White British	15.80		15.19	
White Other	14.04		14.72	
Mixed	12.66	19.87%	11.51	24.22%
Asian	14.30	9.49%	14.26	6.1%
Black	15.90	-0.63%	14.72	3%
Other	0		0	
Prefer not to say	16.56		15.16	0.19%

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.

For mean hourly pay there are different results depending upon Ethnicity, for example there is a pay gap of 19.87% for those staff who have identified as Mixed ethnicity but there is a positive gap of -0.63% for those who have identified 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.

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

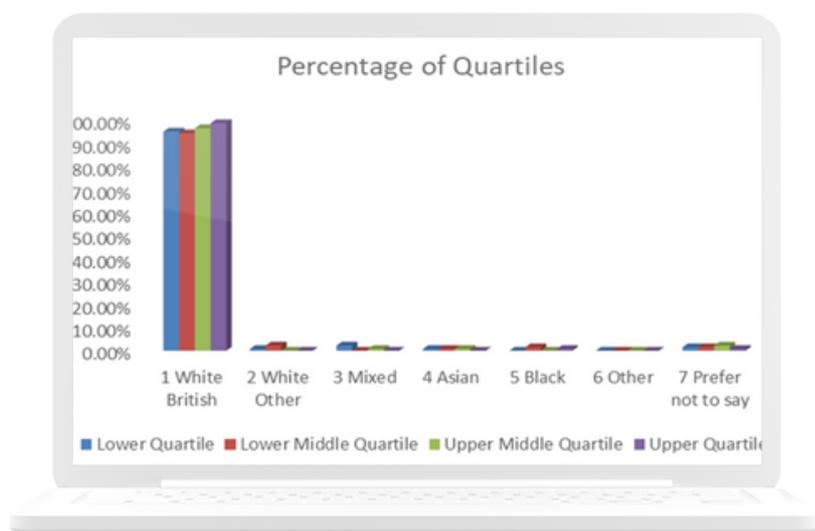


These three calculations measure the difference between the mean and median bonus pay paid to relevant employees.

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 is an Ethnicity pay gap in all categories who do not identify as White British in all of the quartiles:

- £0.18 in lower quartile for Mixed
- £0.54 for Asian and £0.31 for Black in lower middle quartile
- £0.37 for Asian in upper middle quartile
- £2.20 for upper quartile for Black

What does this mean?

Whilst there is a slight positive pay gap for those of our staff who have identified as 'Black', this is not the case for those who have identified as 'Mixed' or 'Asian'.

We recognise there is still more to be done, such as improving the representation of people from ethnic minority backgrounds. That's why it is so important to address Ethnicity representation at all levels of the organisation, from top to bottom.

An Ethnicity 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.

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 People Plan 2022-2026.

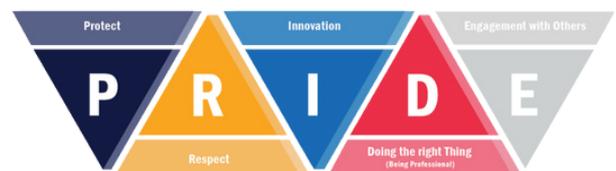


Creating an inclusive culture

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

Our Values and Ethical Behaviour Framework is well-embedded in Cleveland Fire Brigade and are the building blocks upon which our culture is based.

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 People Plan) that supports our work on improving the diversity of our workforce, including addressing 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 as well as part of our 'on-boarding' arrangements for all new entrants.

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

Our current work includes:

- Cementing partnerships and forming new partnerships with other organisations to develop benchmarking criteria and identify best practice.
- 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.

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.



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



Contact

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