



# Gender Pay Gap Report March 31<sup>st</sup> 2024, Data Published March 2025

Cleveland Fire Brigade

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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 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 2024.

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 strategic goal of being an 'inclusive employer'.

We are proactively seeking opportunities to encourage female representation at all levels and are working towards closing the gender gap through positive targeted action beginning with our recruitment processes and ensuring that our policies support the needs of our staff and provide equality of opportunity for all.

## 'A Proud, Passionate, Professional and Inclusive Workforce'

### Gender Pay Gap

This 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 Gap

On the other hand, the Equal Pay Gap 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 is applicable. Support staff (Green Book staff) banding is in line with the agreed pay structure and salary levels are based upon those approved for the role. All employees can 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

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.

# Publication

We publish an annual pay statement, approved by the Fire Authority, which sets out the Brigade's approach to pay for all roles. This can be found on our corporate website –

<https://www.clevelandfire.gov.uk/?s=pay+statement>

# 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 2024. The total number of staff in scope was 536, of which 79.7% were male and 20.3% female. The table below shows the gender profile of the Brigade on 31<sup>st</sup> March 2024, compared to 31<sup>st</sup> March 2023.

Full pay relevant employees	31/03/2023				31/03/2024			
	Male		Female		Male		Female	
	Number	%	Number	%	Number	%	Number	%
Uniformed Wholetime	294	93.6%	20	6.4%	307	93.3%	22	6.7%
Retained	69	93.2%	5	6.8%	59	96.7%	2	3.3%
Control	3	17.6%	14	82.4%	4	21.1%	15	78.9%
Support Staff	59	45.4%	71	54.6%	57	44.9%	70	55.1%
<b>All Staff</b>	<b>425</b>	<b>79.4%</b>	<b>110</b>	<b>20.6%</b>	<b>427</b>	<b>79.7%</b>	<b>109</b>	<b>20.3%</b>

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. In practice, this means that a positive value for the gender pay gap indicates that on average men earn more than women, whereas a negative value indicates that on average women earn more than men. We do not publish individual's earnings in this report. We are required to publish the results on the government website by 31<sup>st</sup> March 2025 and a Gender Pay Gap report on our website.

We can use these 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.

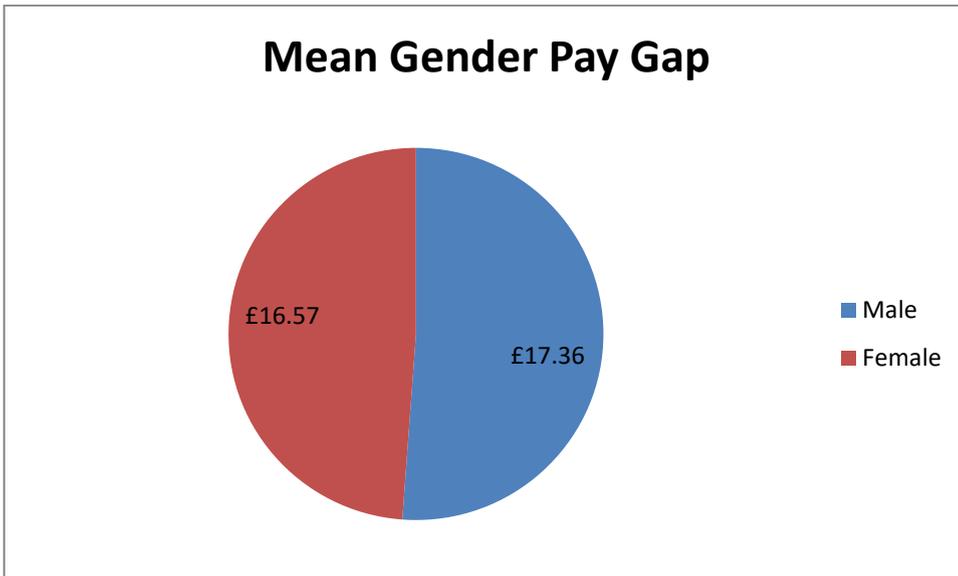
The challenge in our organisation, and across the UK, is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. This is established by using our existing HR and payroll records.

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. 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 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.

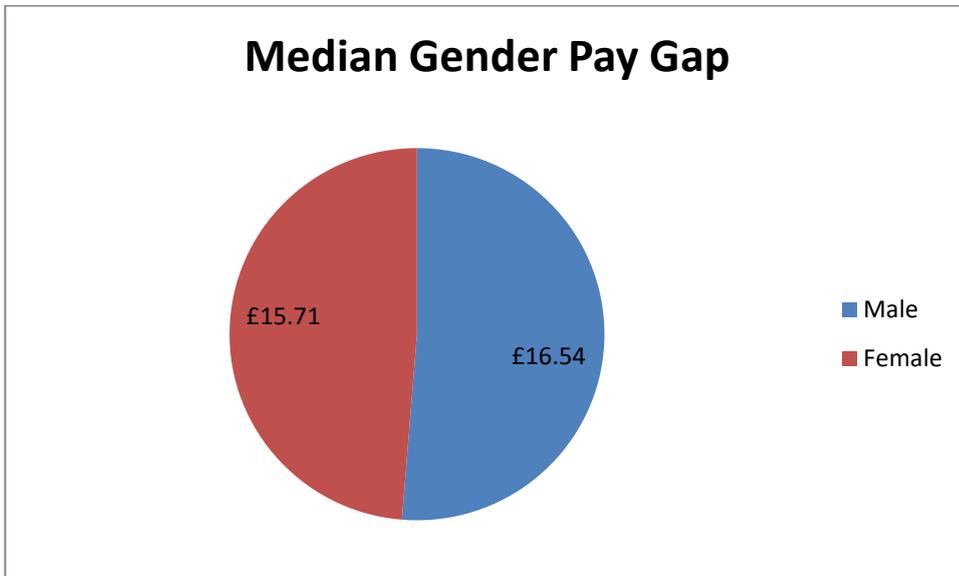


	Mean Hr Rate
Male	£17.36
Female	£16.57
Mean Gender Pay Gap	4.5%
Pay Gap	£0.79

For mean hourly pay there is a gender pay gap of 4.5% across the organisation meaning that male staff are paid more than female staff on average.

# 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 Hr Rate
Male	£16.54
Female	£15.71
Median Gender Pay Gap	5.0%
Pay Gap	£0.83

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 gender pay gap of 5.0% which is a decrease from last year’s figure which was 7.6%.

# 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.

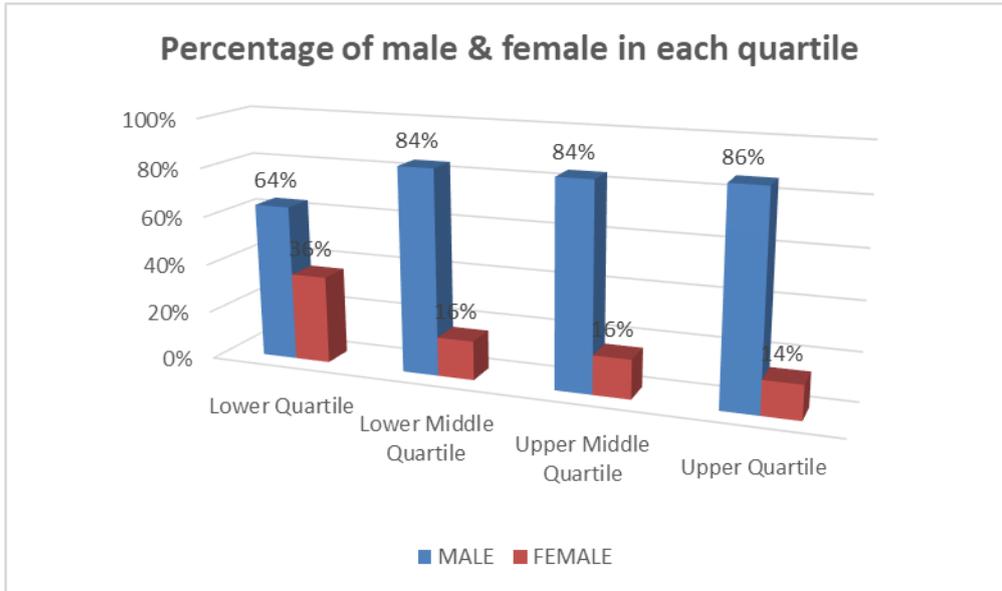
We are therefore not required to report on the three questions relating to Mean bonus gender pay gap, Median gender pay gap, and proportion of male and female employees receiving bonus payments.

**'We expect 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 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	£13.17	86	£13.37	48	-1.6%
Lower Middle Quartile	£16.59	113	£16.19	21	2.4%
Upper Middle Quartile	£16.86	113	£17.07	21	-1.2%
Upper Quartile	£21.63	115	£24.36	19	-12.6%

For mean hourly pay there is a gender pay gap of 2.4% in the lower middle quartile. There are positive pay gaps in the lower and upper 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.

## Mean and Median Hourly Rates by Employee

### Group

Grey Book	Median Hr Rate	Mean Hr Rate
Male	£16.54	£18.01
Female	£15.71	£16.63
Pay Gap	5.00%	7.70%

Green Book	Median Hr Rate	Mean Hr Rate
Male	£15.43	£17.06
Female	£15.43	£16.53
Pay Gap	0.00%	3.14%

Control	Median Hr Rate	Mean Hr Rate
Male	£18.07	£17.30
Female	£17.40	£16.67
Pay Gap	3.69%	3.64%

Grey book staff make up the largest proportion of the workforce, the table above shows a 5.00% pay gap in the median hourly rate but a 7.70% pay gap in the mean hourly rate.

There is a positive mean gender pay gap of 3.14% for Green book staff and there is a 0% median gender pay gap. There is a positive median pay gap in Control of 3.69% and the mean gender pay gap in Control is 3.64%.



## 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. The Brigade will continue to challenge these societal attitudes through positive action, dispelling myths and barriers surrounding employment and continuously promoting us as an inclusive employer of choice.

The Brigade considers 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 a well-established approach to using Positive Action as a tool to help 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, selection and promotion.

The progress of candidates through the stages of each selection process are monitored and evaluated, providing the Brigade with the ability to identify applicants from protected groups to meet the required criteria. This monitoring enables 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.

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 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 incorporated a range of measures into its employee practices to promote flexibility, and support employees. These include Flexible Working and an Annualised Hours Scheme.

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 by 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. We recognise that this project was completed several years ago and the job evaluation process will be reviewed in 2025.

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 to help address the pay gap

The Brigade has Equality Diversity and Inclusion (EDI) embedded into its People Plan that supports our work on EDI including addressing the gender pay gap.

Our work includes:

- Further developing our understanding of local community data and creating connections to identify any potential barriers to employment, busting myths and showcasing the Brigade and its work
- Forming partnerships with other organisations to develop benchmarking criteria and identify best practice.
- Forming partnerships with other organisations and charities to develop positive links to under-represented groups to help target positive action.
- Continue to ensure that appropriate provision is provided for both genders, including mental and physical health including the menopause and suitable domestic provisions and they are continuously reviewed.
- Acknowledging the role of those who become primary carers for children and family members. That our policies and procedures are regularly reviewed to be family friendly.
- Continue to enhance our employer brand as an inclusive employer by the words and pictures used on our adverts and social media
- Ensuring where possible we have employees from under-represented groups supporting our positive action team and recruitment activity, such as 'have a go days', point of entry physical tests and interview panels.
- The Recruitment and Selection policy and procedure will be reviewed in 2025 to ensure it remains free from discriminatory elements and actively encourages and supports applicants from all sections of the workforce and wider communities.

- The Job Evaluation process will be reviewed in 2025 to ensure we continue to have a structured and objective system for determining the relative worth of different jobs within the organisation.
- Increase the number of Positive Action campaigns we undertake to encourage applicants from all sections of the community to seek employment with the Brigade. Use data and evaluation to target under-represented groups.
- Working alongside, supporting and empowering our staff networks to identify and address any barriers to careers within the Fire Service and any barriers to staff progression.
- Ensure that there are equality impact assessments attached to all policies, procedures and activities including recruitment, promotion and positive action activity.

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

A link to Cleveland Fire Brigade's People Plan can be found on our corporate website at <https://www.clevelandfire.gov.uk/crmp/>

The People Plan supports the work to address our Gender Pay Gap.



## 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](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 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 31<sup>st</sup> March for specified public authorities where they have 250 or more employees, and 5<sup>th</sup> 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.

## Contact Us

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You can learn more about

# Gender Pay

reporting by visiting

[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

