



# GENDER PAY GAP REPORT

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2023



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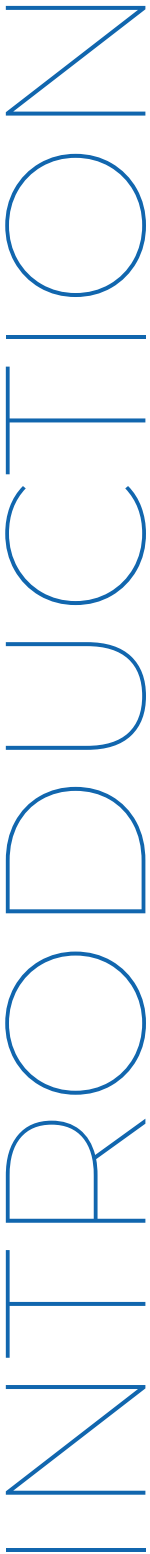
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Cleveland Fire Brigade is committed to the principle of equal opportunities and equal treatment of all employees, regardless of the protected characteristics they may share or their personal circumstances

This report provides a snapshot of our Gender Pay Gap as at 31st March 2023.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all organisations with 250 or more employees to publish annual statutory figures in relation to 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 to under-represented groups. 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 Brigade therefore, has very limited scope to affect the individual rates of pay.

There is also **'Transparent Pay'**. Put simply, pay transparency — also known as salary or wage transparency — is the practice of openly communicating information about remuneration with employees. Cleveland Fire Brigade share information about pay aligned to a particular role when vacancies are advertised. In addition, we share pay information on our external website i.e. Annual Pay Policy Statement and Pay Structure.

The annual pay statement, approved by the Fire Authority, which sets out the Brigade's approach to pay for all roles can be found on our website:

<https://www.clevelandfire.gov.uk/download/pay-policy-statement-201920/>



# OUR PAY 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 2023.

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.

**The total number of staff in scope is 541 (100%), which comprise 424 (78.4%) male, 116 (21.4%) female and 0.2% (1) individual identifying as non-binary.**





# Measuring the gap

## GENDER PROFILE

The table below shows the gender profile of the Brigade as at 31st March 2023 compared to same period in 2022.

	As at 31st March 2022						As at 31st March 2023					
	Male		Female		Other / Unknown		Male		Female		Other / Unknown	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Wholetime	317	93.8%	21	6.2%	0	0.0%	294	93.6%	20	6.4%	0	0.0%
On Call	81	91.0%	8	9.0%	0	0.0%	68	93.2%	4	5.5%	1	1.4%
Control	4	16.7%	20	83.3%	0	0.0%	3	12.5%	21	87.5%	0	0.0%
Support Staff	54	43.9%	68	55.3%	1	0.8%	59	45.4%	71	54.6%	0	0.0%
<b>Total</b>	<b>456</b>	<b>79.4%</b>	<b>117</b>	<b>20.4%</b>	<b>1</b>	<b>0.2%</b>	<b>424</b>	<b>78.4%</b>	<b>116</b>	<b>21.4%</b>	<b>1</b>	<b>0.2%</b>

## Mean and Median - understanding the results

In respect of the mean and median gender pay gap, and mean and median gender bonus pay gap, the following applies:

- A positive percentage figure (which most organisations are likely to have) indicates that typically, or overall, female employees have lower pay and/or bonuses than male employees
- A negative percentage figure (which some organisations may have) indicates that typically, or overall, male employees have lower pay and/or bonuses than female employees
- A zero percentage figure (which is unlikely but could exist in some circumstances) would indicate there is no gap between the pay and/or bonuses of typical male and female employees or there is a complete equal pay or bonuses overall

# Mean Gender Pay Gap

## DEFINITION OF 'MEAN'

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	17.05
Female	15.62
Pay Gap	1.43

### Mean Gender Pay Gap



8.4%

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.

# Median Gender Pay Gap

## DEFINITION OF 'MEDIAN'

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. 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 earning of a typical person. By taking the middle value of the data after sorting in ascending order, the median avoids this issues and is therefore considered a better indicator of typical 'average' earnings.

### Median Gender Pay Gap



The data shows that overall, for median hourly pay, there is a negative gender pay gap of 7.6% which is an increase of 1.5% from last year's figure which was 6.1%.

	Median Hr Rate £
Male	16.25
Female	15.01
Pay Gap	1.24

# 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.

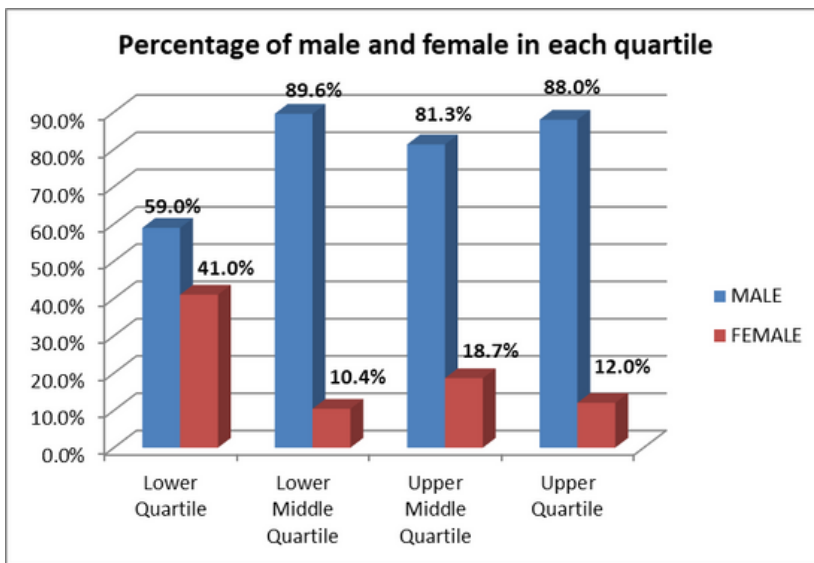
We are therefore not required to report on the three questions relating to Mean bonus gender pay gap, Median gender pay gap, and proportion of male and female employees receiving bonus payments.



# Proportion of Males and Females in each Quartile Band

## DEFINITION OF PAY QUARTERILE

Quartiles are our pay bands split into 4 equal bands from the lowest to the highest. The lower quartile is the lowest paid band, and the upper quartile is the higher paid 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	£12.56	79	£12.78	55	-1.7%
Lower Middle Quartile	£15.78	120	£15.51	14	1.7%
Upper Middle Quartile	£16.44	109	£16.56	25	-0.8%
Upper Quartile	£21.96	117	£24.01	16	-9.3%

For mean hourly pay there is a negative gender pay gap of 1.7% in the lower middle quartile, and positive pay gaps in the other three quartiles.



**The data shows that there is a 1.5% increase in the positive pay gap with the upper quartile from last year's figure.**

# Mean and Median Hourly Rates by Employee Group

Grey Book	Median Hr Rate	Mean Hr Rate
Male	£16.25	£25.10
Female	£16.25	£21.74
Pay Gap	0.00%	13.39%

When comparing median hourly pay, there is a 13.39% gender pay gap within grey book staff, which is a reflection of the role levels of females within this staff group

Green Book	Median Hr Rate	Mean Hr Rate
Male	£15.26	£14.84
Female	£14.44	£14.98
Pay Gap	5.37%	-0.92%

Control	Median Hr Rate	Mean Hr Rate
Male	£15.91	£16.16
Female	£17.09	£13.97
Pay Gap	-7.42%	13.55%



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 13.39% pay gap in the mean hourly rate.

There is a 5.37% pay gap for Green book staff in the median hourly rate and there is a mean positive gender pay gap of 0.92% in this staff group.

There is positive pay gap in Control in the median hourly rates of 7.42%. However there is a gender pay gap of 13.55% in the mean hourly rate.



# WHAT DOES OUR DATA TELL US?

Our analysis indicates that we have a mean gender pay gap of 8.4 % which is the same as last year. However, this figure remains significantly lower than the national figure of 14.3% (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 13.39% pay gap when comparing the mean hourly rate (excluding Fire Control). Occupations where women are under-represented typically produce higher pay gaps. 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). There is positive pay gap in Control in the median hourly rates of 7.42%, however there is a gender pay gap of 13.55% in the mean hourly rate which is significant change from the previous year.

For Green book staff (all levels), there is an increase in the number of males employed from last year rising from 43.9% to 45.4%. 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 1.7% in the low middle, whilst there are positive pay gaps in remaining quartiles with female staff receiving a mean hourly rate higher than males.

It is important to note that 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, i.e predominantly males in operational roles (Grey Book) and the salaries that these roles attract, which is similar to the national picture across all local authority Fire and Rescues Services.



# ADDRESSING THE 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, 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 approach to using Positive Action as a valid tool to help to address under- representation within our workforce. 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.

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 our processes, as we continue to strive towards having a workforce which is representative of the communities that we serve.

We aim to better identify and remove any barriers to attraction and selection; continue to enhance our employer brand as a inclusive organisation; provide meaningful career opportunities; and improve monitoring of workforce data



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. We recognise 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 a number of 'family friendly' policies, for example, Flexible Working and an Annualised Hours Scheme, all of which support 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. 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 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 within the Culture & People Plan, that supports our work on EDI including addressing the gender pay gap. Our work includes:

## **Attraction:**

- further developing our local community intelligence to identify any potential barriers to employment, busting myths and showcasing the Brigade and it's work
- ensuring that where possible we have employees from under-represented groups, supporting recruitment activity, such as 'Have a Go Days', Point of Entry Physical Tests and Interview Panels
- working alongside and empowering our staff networks to help the Brigade identify and address any barriers to careers within the Fire Service
- continuing to enhance our 'employer brand' by the words and imagery used on our adverts and associated social media campaigns

## **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'



# S I Z E O F T H E R E P A Y

## **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 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.

# FURTHER INFORMATION

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

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