



Gender Pay Gap

Report 2020



Be Inclusive

Introduction

In the UK, public, private and voluntary sector organisations with 250 or more employees have to report on their gender pay gap annually. The report shows the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a set date identified within Schedule 1 of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The six measures are as follows:

1

Mean Gender Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

2

Median Gender Pay Gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

3

Median Bonus Gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

4

Mean Bonus Gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

5

Bonus Proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

6

Quartile Pay Bands

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Gender Pay Gap and Equal Pay

The Gender Pay Gap is a measure of the difference between the average earnings of men and women irrespective of seniority. All employers are legally obliged to give men and women equal pay for work of equal value. An organisation can have a gender pay gap without breaching equal pay provisions.

Our gender pay gap is not as a result of equal pay issues. We have a gender neutral approach to pay across all levels of the organisation. For Firefighter roles, terms and conditions are nationally negotiated, using role maps and nationally agreed pay scales. Fire staff roles are determined locally for pay and terms and conditions using an accredited job evaluation scheme.

It is important to note that as fire and rescue service staff are employed on different sets of national terms and conditions, it is difficult to make like for like comparisons.

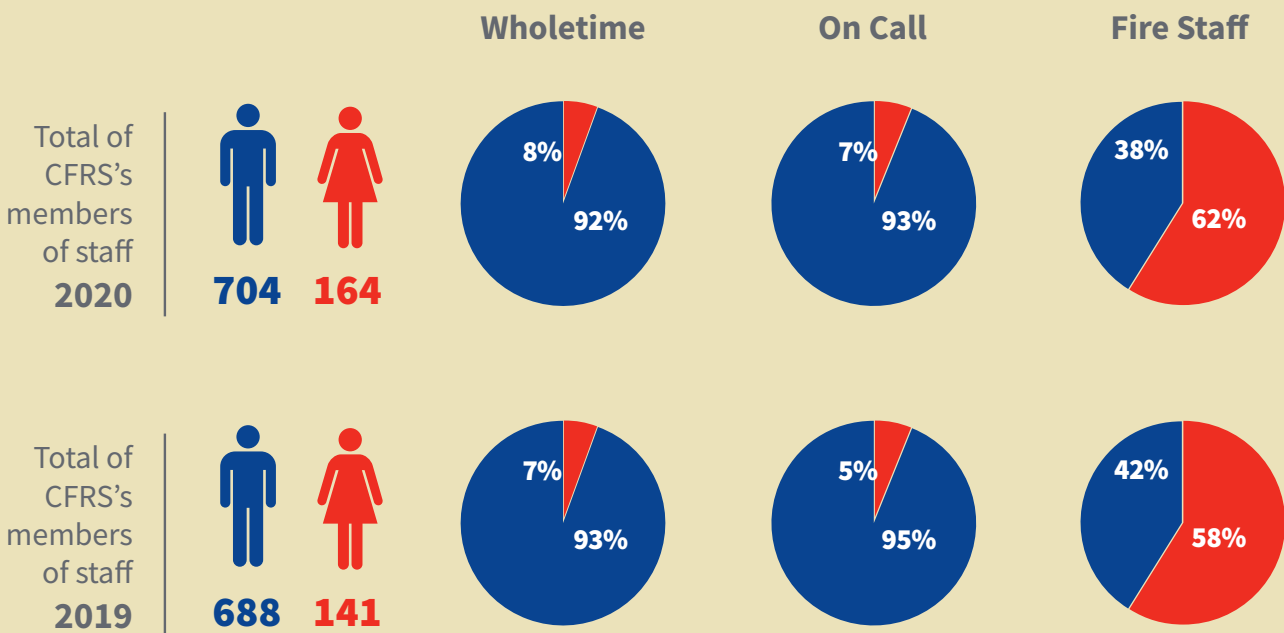
Cheshire Fire and Rescue's Gender Pay Gap 2020

Cheshire Fire and Rescue Service's (CFRS) employees are our most valuable asset and in order to continue to deliver an excellent emergency service to our communities, we recognise equality, diversity and inclusion as a significant business imperative.

Being inclusive is also one of the Service's core values and we constantly strive to create an environment and a culture where all our people are able to thrive and achieve their full potential. In order to recruit and retain the most talented people who can make a positive impact, we also work hard to attract and retain a workforce that is reflective of our communities. This helps us establish strong relationships and enables us to engage positively with all of our community groups and protect, change and save the lives of as many people as we can.

The causes of our gender pay gap are varied and overlapping. Some stem from outside the workplace, such as stereotypical representations of men and women from an early age which have resulted in the much reported dominance of males in operational roles within the broader fire sector. Other influences include different conditions of service and the progression of CFRS's Blue Light Collaboration arrangements, which saw many of the Service's female managers and fire staff move across to joint support service teams within Cheshire Constabulary. Whilst they still deliver services back to CFRS, they are no longer employees and therefore are not reflected in the calculations.

CFRS employed 868 staff at 31 March 2020. The tables below detail the gender profile and provide comparisons from the previous year.











The overall profile in the Service clearly demonstrates there is still a higher of men employed by CFRS than women. During the reference period however, despite the onset of a national pandemic, the service has seen a positive shift in the recruitment across all categories of staff. 2020 has seen a 1% increase in females in wholetime firefighter positions, a 2% increase in females in on call firefighter positions, and a 4% increase in females in fire staff positions. This is largely as a result of creative recruitment campaigns, positive action activity and the service's commitment to ensuring policies are family friendly and attractive to prospective applicants. The increase represents the recruitment of an additional 23 females into the Service since 2019 which accounts for an increase of 2% in our female employee population from 17% to 19%.

As discussed in last years report, women remain better represented in fire staff roles despite the initial impact of the blue light collaboration where a number of CFRS's fire staff were transferred to Cheshire Constabulary.

It is noted however, that although the collaboration resulted in an initial reduction of female fire staff employees, it did increase the number of senior females working with the service as part of the joint services arrangement. There are four female heads of department that are part of the extended Service Management Team. However as they remain employees of the Constabulary we are unable to reflect them in CFRS's Gender Pay Gap calculations.

Although the overall number of female employees in the Service has increased in the past year, with more men in our current workforce it is inevitable that differences in pay are exacerbated and this imbalance will exist until there are more women in the Service. CFRS is committed to eliminating all barriers in relation to the attraction and progression of women to achieve a more diverse workforce in the coming year. Some further detail to how we intend to attract and support more women in our Service has been provided in a later section in this report.

Based on a snapshot of data available as at 31st March 2020 in relation to earnings of all staff, CFRS calculations for the purposes of gender pay gap reporting are as follows:

				
	Mean Hourly Rate	£12.66	£15.20	16.56%
	Median Hourly Rate	£11.11	£14.23	22%
	Proportion of Staff in receipt of a bonus	12%	53%	
	Mean Bonus	£858.08	£692.87	-24%
	Median Bonus	£760.50	£760.50	0%

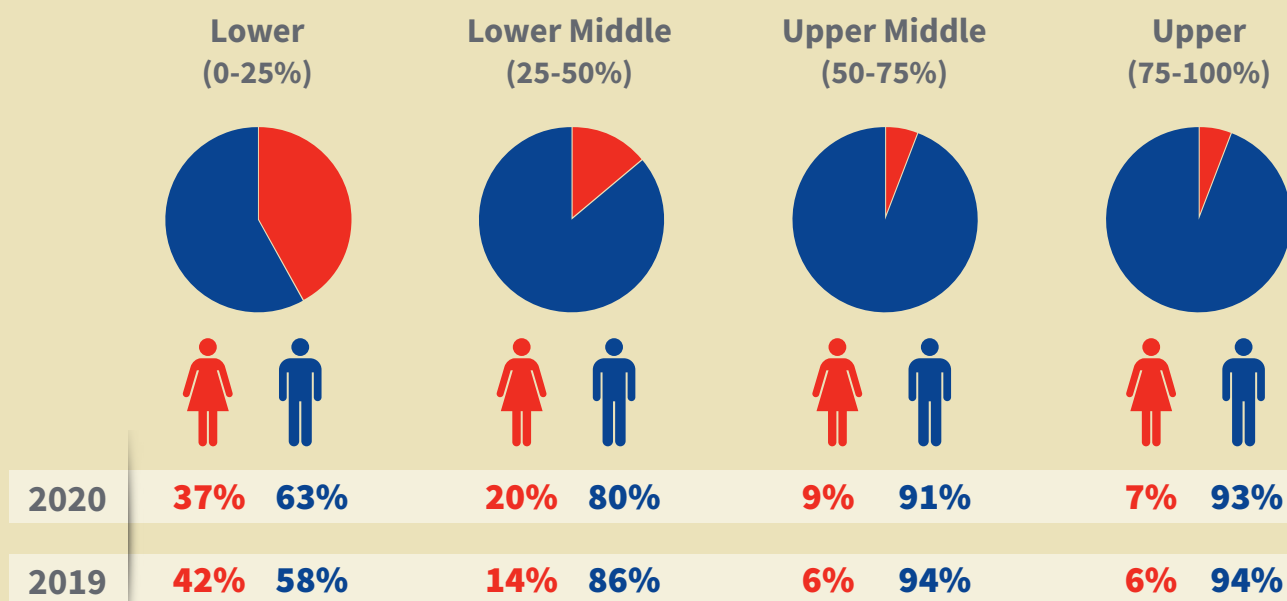
Mean hourly rate shows a shift from 24.6% in 2019 to 16.56% in 2020

Between 2019 and 2020 CFRS has seen a significant improvement in its Gender Pay Gap with a shift from 24.6% to 16.56%. This is very positive and shows tangible progress but further work is still required to achieve a Gender Pay Gap that is in line with the national average which according to the Office for National Statistics (ONS) 2020 is currently 14.6%. The actions associated with closing the gap further are outlined later in this

report but it is also important to note that the differences in conditions of service between operational and fire staff can be a key factor. This is because agreed duty systems may give operational staff access to more allowances and typically they have more opportunities to work overtime. The Continuous Professional Development (CPD) payment, which only applies to operational staff, has an adverse impact on GPG reporting in respect of bonuses. Although other types of ad hoc recognition are also included in the bonus figures.

As can be seen from the mean bonus pay, female members of staff as a collective group received larger bonus payments than their male comparators. This is due to a greater proportion of women receiving recognition payments for their work, which are typically of greater monetary value than other bonus payments. By contrast, a greater proportion of men than women receive bonus payments such as CPD. This is due to CPD payments only being applicable to operational staff, which is currently overrepresented by men.

Quartiles



These graphs demonstrate a closing of the GPG in each quartile. The lower quartile features the lower pay rates and there has been a slight reduction of women, 42% in 2019 down to 37%, which shows positive progress whereas the number of men has increased from 58% in 2019 to 63% in 2020.

The reduction of women in the lower quartile is partly because of some women were promoted in the past twelve months and this is reflected in the increased number of women in the lower middle quartile, which has increased from 14% in 2019 to 20% in 2020.

However, there has been a positive shift and closing of the GPG in both upper middle and upper quartiles. There has been an increase in women in the upper middle quartile from 6% in 2019 to 9% in 2020 and the upper quartile has improved slightly from 6% in 2019 to 7% in 2020. These positive changes are a result of more women progressing through to management roles.

Similar to the developments in 2019, over the last year, through positive action and recruitment efforts there has been a further increase in the number of female recruits. Some females are still new in service with some still in training, so the increase in females are not yet truly reflected in the quartile analysis as they are still within the lower pay grades. Over the course of time and as more females are recruited and progress within the Service, this will have a significant impact with a higher proportion of females moving into the higher pay quartiles.

Closing the gender pay gap

CFRS's People Strategy and Equality, Diversity and Inclusion plans both contain a variety of actions, which promote gender equality as we aim to achieve a more diverse workforce and continually improve the gender balance. These include:

Attracting and retaining a more diverse workforce

- CFRS will continue with a programme of positive action work, which will be underpinned by a bold communications campaign that showcases the Service's commitment to achieving a workforce that is more reflective of its community.
- CFRS will continue to engage with and support community groups, local sports teams, schools and colleges to showcase careers within the service. The provision of role models to girls and women and development of networks with under-represented community groups is a particular area of emphasis.
- CFRS will continue to ensure that all policies are family friendly and that the Service builds on its reputation for being an inclusive employer. This includes the ongoing review of all policies and continued support of initiatives and campaigns relating to International Women's Day, Stonewall, Black History Month, White Ribbon and the HeForShe movement.
- During Summer 2020, the Service launched a new high potential graduate entry scheme to provide an alternative entry point for talented and aspiring people to be future leaders. Both successful candidates in 2020 were female. This programme will continue to be promoted via our networks and community groups.

Tackling the barriers to progression

- CFRS will continue to work with staff networks to gain feedback and understand how it can bring about positive change based on the views from staff and aspirations.
- Further development and expansion of the Service's women's network "Limitless" providing a valuable source of feedback and development with access to role models and mentorship to grow personal and professional impact.
- In addition to our LGBT network, FirePride, CFRS have recently established a BAME staff network. Both networks will actively promote intersectionality, which will help to support women who have multiple identities and whose needs may differ.
- Under section 159 of the Equality Act 2010, positive action activity is one avenue to support staff in service with coaching and mentoring opportunities, which offer tailored support for career development and promotion.
- Prospective candidates each having an opportunity to benefit from the Service's Buddying Scheme as a way of gaining extra support and advice.

- Bespoke development plans and mentoring offered to all newly promoted staff.
- A new “Step In” development programme will be launched in 2021 to provide development for new supervisors. This will compliment the existing “Step Up” development programme for existing supervisors and managers.
- A new degree sponsorship programme was launched in 2020 to upskill and provide progression opportunities for staff. This is intended to become an annual event and provides an academic pathway for both operational and fire staff to acquire a degree to apply for the high potential development scheme.

**CFRS wholetime
firefighter recruitment
poster ad campaign
2020 - 2021**



Reference List

Office for National Statistics (2020) Gender Pay Gap in the UK: 2020.

Found at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

Accessed: 14 December 2020.



Our Core Values



Be Inclusive

By acting fairly, with integrity, respect and without prejudice.



Do the Right Thing

By holding each other to account for ensuring high standards of professionalism in everything we do.



Act with Compassion

By being understanding and offering help to each other and to our communities with warmth, patience and kindness.



Make a Difference

By making an impact in our organisation and in our communities in whatever ways we can, for as many people as we can.

If you require this document in larger print or in an alternative format, please contact us at :
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