



Gender Pay Gap Report 2019



Be Inclusive

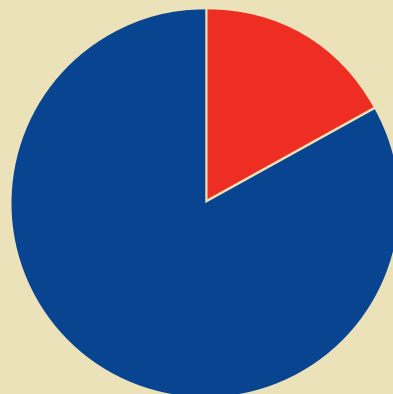
Cheshire Fire and Rescue Service's Gender Pay Gap 2019

CFRS's 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 attract and retain great people who can make an 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 stemming 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 within the broader Fire Sector. Other influences include different conditions of service and the progression of CFRS's Blue Light Collaboration arrangements which has seen the transfer of many of the service's female staff to the new Joint Support Services hosted by Cheshire Constabulary.

This year's total of CFRS's 829 members of staff



17%

Female Employees
141



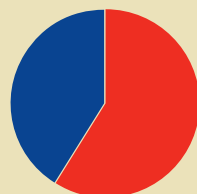
83%

Male Employees
688

This year's calculations are based on a total of **829 staff**. The breakdown of our staff is detailed in the following tables:

CFRS Staff employed at 31 March 2019

Fire Staff
Total 171 (21%)

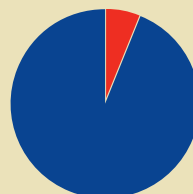


57.9%



42.1%

On Call
Total 243 (29%)

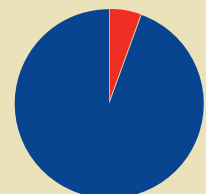


5.3%



94.7%

Wholetime
Total 415 (50%)



6.9%



93.1%















This profile clearly demonstrates that there is a higher proportion of men overall employed by CFRS than women although there has been an increase in the number of women in wholetime operational roles over the last year.

Male staff currently make up 83% of the workforce at CFRS, rising to 93% when operational staff are considered exclusively.

Women remain better represented in fire staff roles but as a result of Bluelight Collaboration and the transfer of a number of CFRS's fire staff to Cheshire Constabulary, the number of women employed by the Service in fire staff roles has reduced. The final tranche of staff that transferred during this reporting period were from departments, such as HR, that historically have been staffed and managed by a higher proportion of females.

With more men in the workforce it is inevitable that differences in pay are exacerbated and this imbalance will continue until there are more women in operational, fire staff and senior level roles. There is no quick fix for this but CFRS is committed to eliminating all barriers for the attraction and progression of women to achieve a more diverse workforce.

Based on a snapshot of data available as at **31st March 2019** in relation to earnings of all staff, Cheshire Fire and Rescue Service's (CFRS) calculations for the purposes of gender pay gap reporting are as follows:

	Female	Male	Gender Pay Gap
MEAN HOURLY RATE	 £13.24	 £17.57	 24.6%
MEDIAN HOURLY RATE	 £12.43	 £15.55	 20.1%
PROPORTION OF STAFF IN RECEIPT OF A BONUS	 13%	 57%	
MEAN BONUS	 £768.94	 £672.86	 -14.3%
MEDIAN BONUS	 £749.25	 £749.25	 0%

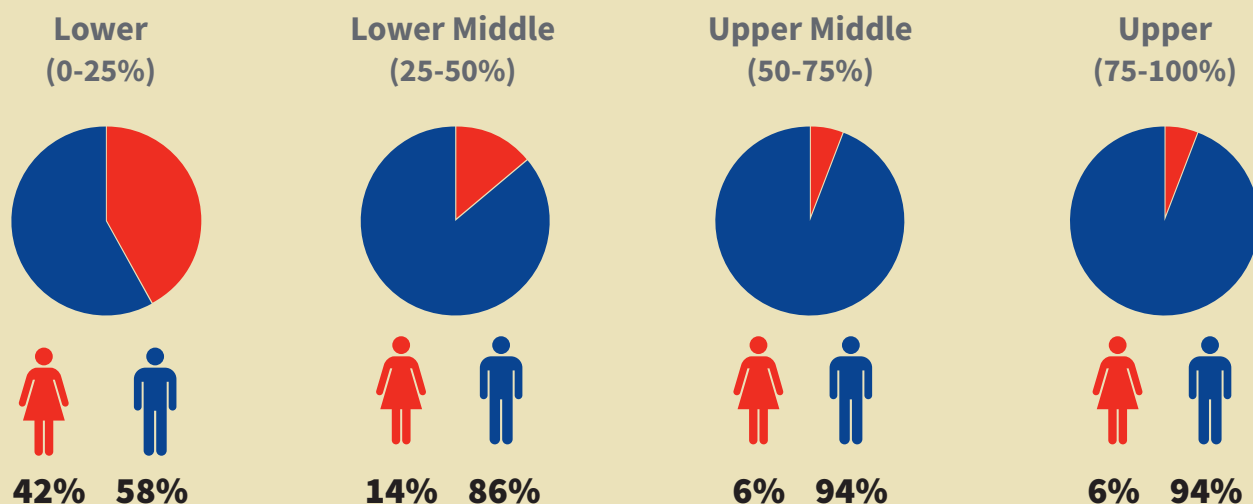
The Gender Pay Gap is slightly above the national average which as previously stated, is largely due to the transfer of a number of female staff and female middle managers to Cheshire Constabulary. The differences in conditions of service between Green and Grey Book staff also has an impact as typically Grey Book operational staff have access to more allowances and opportunities to work overtime.

The Continuous Professional Development (CPD) payment which only applies to operational staff is also a factor that impacts on Gender Pay Gap reporting in respect of bonuses. Although other types of ad hoc recognition are also included in the bonus figures, with more male operational staff in the Service eligible for annual CPD payments it stands to reason that the 2019 analysis highlighted that male staff as a collective group received larger bonus payment than their female counterparts.

For Firefighter roles, terms and conditions are nationally negotiated, using role maps and have 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 staff in different types of roles are employed on different terms and conditions it is more difficult to make like for like comparisons.

As can be seen from the mean bonus pay, female members of staff as a collective group received a larger bonus payment than their male comparators. As in 2017, this can be explained by a greater number 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. This is most likely due to CPD payments being paid to operational staff, the majority of whom are men.

Quartiles



These quartile graphs show that the lower quartile which is made up of lower pay rates, is heavily populated by women but that representation level starts to decline in the middle and upper quartiles where the pay rates are higher.

More men than women occupy senior roles and typically, men have longer service which means they are paid more due to annual pay progression which is linked to length of service.

Although over the last year, through positive action and recruitment efforts there has been an increase in the number of female recruits, they are young in service and mostly still in training, so this increase in females is not yet reflected in the quartile analysis as they are still on the lower pay grades. Over the course of time however, 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 contain a variety of actions to achieve a more diverse workforce and to 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 young 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 development and launch of a new Menopause policy and continued support of initiatives and campaigns relating to White Ribbon, Stonewall and the HeForShe movement.
- During Summer 2020 the Service will launch a new high potential graduate entry scheme to provide an alternative entry point for staff aspiring to be future leaders. This programme will be promoted via our networks and community groups.

Tackling the barriers to progression

- CFRS will continue to working with staff networks to gain feedback and understand how it can bring about positive change based on staff feedback 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 females who have multiple identities and whose needs may differ.
- Coaching and mentoring available to all staff with the offer of career development training for all staff.
- Bespoke development plans and mentoring offered to all newly promoted staff.

Supporting a diverse and inclusive culture/ environment

- Promoting an inclusive culture through the launch of a new set of core values.
- CFRS will promote staff engagement via two way communication and accessibility and visibility of senior leaders.
- Ensuring female representation on the Service’s Staff Engagement Forum, involving women from across the organisation in the shaping and development of new ideas.
- Increased emphasis on reward and recognition to recognise exceptional performance from all parts of the Service and build an inclusive culture.
- Dedicated Equality and Inclusion awareness provided to all new starters through induction processes.

CFRS wholetime firefighter recruitment poster ad campaign 2019-2020.

“My brother wouldn’t let me play with his fire engine. So I got my own.”



There are no Firemen or Firewomen in the modern service – just Firefighters. We’re a close team of self-disciplined individuals who have each other’s backs. It doesn’t matter about your gender, race or sexual orientation; we’re looking for like-minded team players to join today.
Make a difference to other people’s lives - starting with your own.

CHESHIRE
Fire & Rescue Service

www.cheshirefire.careers

“When I was a little girl, all I wanted to be was a firefighter.”



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**Fire doesn’t care about gender, race or sexual orientation...
 ...Neither do we.**



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“There’s no glass ceiling at the top of our ladder”



As a Firefighter, you’ll succeed because of who you are, not what you are. Your gender, race or sexual orientation will never come into it. Once you’ve completed your training, you could be earning more than £30,000 in just 18 months, with that figure climbing as high as your ambition will take you. There’s also 45 weeks full pay maternity and adoption policies in place, as well as up to 55 days annual leave. Find out what becoming a Firefighter could mean for you.
Make a difference to other people’s lives - starting with your own.

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“My husband said I would make a great firefighter. He was right.”



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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.

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