



East Sussex
Fire & Rescue Service

East Sussex Fire and Rescue Service Gender Pay Gap Reporting – Year ending March 2018

Having completed our Gender Pay gap reporting on the 31st March 2017, the Service was keen to evaluate the year's activity and be able to prepare and influence our activity for the future.

What is Gender Pay reporting and why do it?

The Gender Pay Gap obligations were introduced in 2017 alongside existing requirements. Under the Public Sector Equality Duty, public sector organisations must publish annual workforce information and four yearly equality objectives. This data is used to ensure that work is undertaken to narrow any gaps and identify inequality in the workplace.

When do you make the calculation?

Gender pay gap calculations will be based on figures drawn from a specific date each year. This is called the 'snapshot date'. The snapshot date for public sector organisations is the 30th March each year.

The deadline for all the publishing requirements have now been streamlined to 31st March 2019 although we are reporting early to enable us to have as much time as possible to consider ways in which we might address inequalities.

Who counts as an employee?

For the purposes of gender pay reporting, the definition of who counts as an employee is set out in the regulations and follows the definition in the Equality Act 2010. This is known as an 'extended' definition that includes:

- employees (those with a contract of employment)
- workers and agency workers (those 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

What needs to be reported on?

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

What is “mean” and “median”

The "mean" is the "average" when you add up all the numbers (the hourly rates of pay) and then divide by the number of numbers (people - men and women).

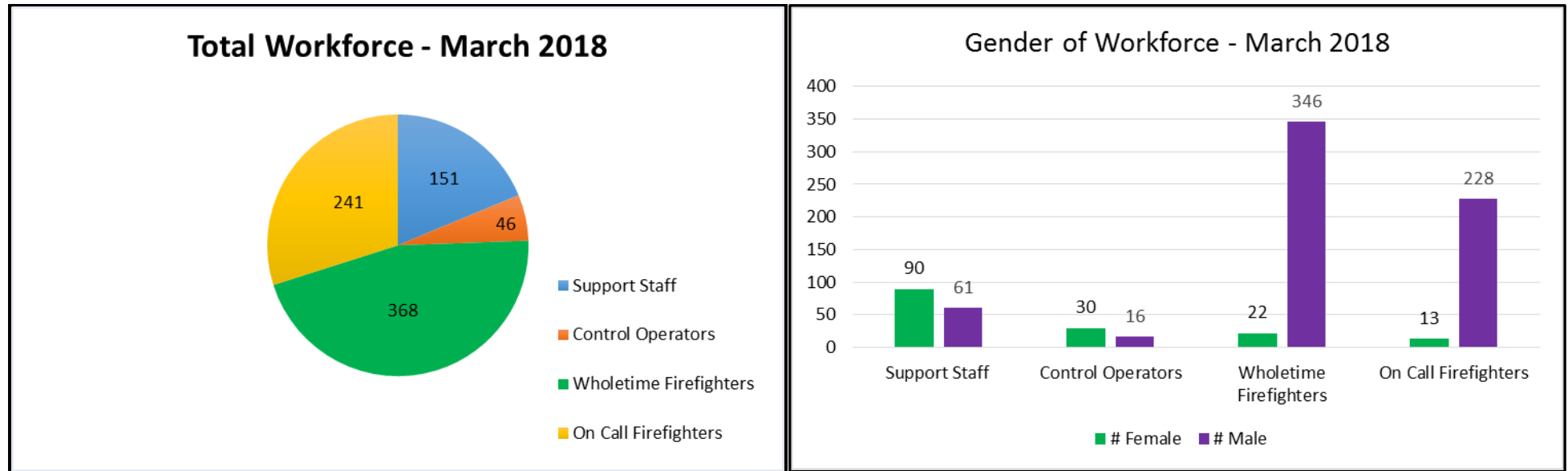
The "median" is the "middle" value in the list of numbers (the hourly rate of pay). To find the median, your numbers have to be listed in numerical order from smallest to largest.

ESFRS Data

So that comparison can be made we have listed below the data we published last year alongside this year's report.

The data below represents the gender pay gap data both as a mean and as a median for ESFRS for year ending 31st March 2018. Gender Pay gap figures are based on a total of 806 employees, comprising 155 (19.2%) women and 651 men (80.8%).

Annually ESFRS reports to the Home Office on four main occupational groups with distinct terms and conditions. The data in this report has been broken down by both full-time and part-time staff as well as by the different workgroups for a more comprehensive understanding of our organisation.



About our staff workgroups

Support Staff

Comprising 18.7% of our workforce, 151 people support the delivery of our operational functions across the organisation from Estates to Communications, Engineering to the Recruitment of our people.

The terms and conditions of our support staff are negotiated locally and salaries are determined through a job evaluation system (Hay) with no reference to gender or any other personal characteristics, so we are confident that pay parity exists however, this workgroup is 59.6% female and predominately women occupy the lower band pay grades.

Our pay gap results have highlighted the need for greater balance in the distribution of roles and we considered both full time and part time working for this workgroup. It was identified that representation of specialists are male dominated and we are actively looking to encourage more women into these roles on both a full and part time basis.

Operational Groups

In all of the Operational capacities (Control, Wholetime and On-Call) terms and conditions are negotiated nationally, and salaries are determined in accordance with role, with no reference to gender or any other personal characteristic. We are therefore confident we are paying the same salary to roles of equal value to all our people.

Control

This is the smallest operational workgroup comprising 5.7% of our workforce and are responsible for handling 999 calls. Although the department is predominately female (65.2%) roles are equitably balanced in respect of representation.

The 6% (mean) Gender Pay Gap is attributed to the introduction of a secondment for a specialist role. During 2017 this role was seconded to a male during 2018 it will be seconded to a female. Without this role the mean gender pay gap would be 0.5%.

Wholetime Firefighters

These are our operational firefighters and managers whose primary contract is with ourselves. They comprise our largest workgroup, and equate to 45.6% of our workforce. Operational firefighters are predominately male although 6% of our workforce are female including our Chief Fire Officer.

In 2017 we secured representation at all levels comparable to total number of female firefighter from Firefighter to Principle Officer and will continue to strive to maintain this, not only encouraging the recruitment of women to the service but also providing progression opportunities.

Retained Duty System (RDS) “On-Call” Firefighters

The service employs 241 operational firefighters and managers on an “On-Call” basis, often firefighting is their secondary occupation. This workgroup comprises 30% of the workforce. On call staff are paid a retainer and have nationally agreed hourly rates of pay, however the amount of work undertaken is demand lead. We are looking to obtain greater representation of women at all levels within this work group.

Representation of women

As indicated women are significantly under-represented in the operational firefighter workforce. ESFRS is committed to increasing the number and percentage of women firefighters, and this forms an important part of ESFRS's Inclusion Strategy adopted in June 2017. Positive engagement on our recent wholetime recruitment secured 12.8% females participation and our first training course for 8 years was 20% women.

Gender Pay Gap Summary

For comparison purposes we have included the figures we published as a snapshot of our workforce on the 30th March 2017. These are in blue in brackets.

All Staff

All Staff	Median Hourly Pay Rate	Mean Hourly Pay Rate
Female	£13.64 (£13.44)	£14.47 (£14.22)
Male	£13.90 (£13.77)	£13.49 (£12.08)
Pay Gap	1.87% (2.40%)	-7.26% (-17.72%)

By Work Group

Wholetime Staff	Median Hourly Pay Rate	Mean Hourly Pay Rate
Female	£15.07 (£15.99)	£17.94 (£19.21)
Male	£15.39 (£15.24)	£16.40 (£16.32)
Pay Gap	2.80% (-4.92%)	-9.39% (-17.71%)

On Call Staff	Median Hourly Pay Rate	Mean Hourly Pay Rate
Female	£7.23 (£4.15)	£7.23 (£4.05)
Male	£6.74 (£3.95)	£7.79 (£4.50)
Pay Gap	-7.27% (-5.06%)	6.03% (10.00%)

Control Staff	Median Hourly Pay Rate	Mean Hourly Pay Rate
Female	£14.01 (£13.41)	£7.32 (£13.90)
Male	£14.13 (£13.63)	£7.79 (£13.76)
Pay Gap	0.85% (1.61%)	6.03%* (-1.02%)

Support Staff Grade 9 and above	Median Hourly Pay Rate	Mean Hourly Pay Rate
Female	£23.38 (£20.77)	£24.56 (£23.42)
Male	£23.19 (£26.80)	£25.25 (£27.46)
Pay Gap	-0.82% (22.50%)	2.73% (14.71%)

Support Staff below Grade 9	Median Hourly Pay Rate	Mean Hourly Pay Rate
Female	£12.90 (£12.93)	£13.42 (£13.48)
Male	£16.05 (£15.62)	£15.35 (£15.18)
Pay Gap	19.63% (17.22%)	12.57% (11.20%)

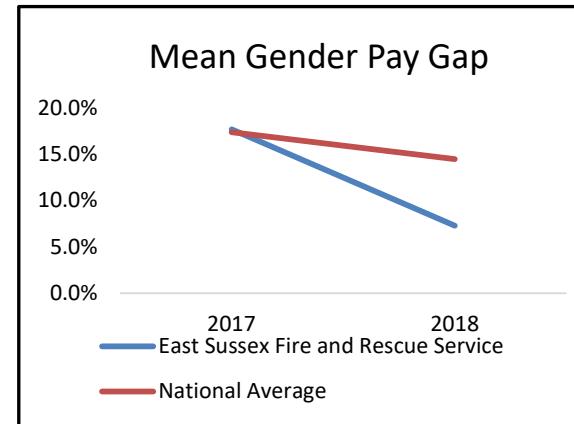
Support Staff - Part Time	Median Hourly Pay Rate	Mean Hourly Pay Rate
Female	£12.86 (£13.44)	£13.49 (£13.51)
Male	£15.40 (£16.83)	£15.24 (£16.51)
Pay Gap	2.80% (20.14%)	11.48% (18.17%)

What the statistics tell us

Measure 1 – The Mean Gender Pay Gap

The House of Commons Briefing Paper (issued 6th April 2018) stated the reported national mean Gender Pay Gap to be 14.5% down 2.9% (17.4%) on the previous year.

In ESFRS the mean gender pay gap is calculated to be -7.3% or 98p per hour. This is down from -10.4% from the -17.7% reported last year. This reduction was achieved through changes within our operational cadre, the promotion of a number of women to higher and more technical roles within our support staff and the continued representation of women across most levels of the organisation.



When considering the mean gender pay gap in relation to workgroups the biggest differential is within support staff below grade 9 (12.57%) and Support Staff (Part time) workers (11.43%). We know that men who are working with the organisation on a part time basis are doing so often following a completion of a fire service operational career working in a specialist role with specific technical skills. By comparison women currently occupy roles requiring more administrative skills most of which are represented below Grade 9. We will look to encourage women into more technical and specialist roles.

For Control staff, where there is almost parity of male and female staff at every level of responsibility, the gap is just 1.02% or 14p per hour. As explained under the workgroup profile a specialist secondment to government in this department (an opportunity that we would not want offer our staff) was undertaken by a male in 2017/18 and will be undertaken by a female next year - if this is taken out of the equation this gap reduces to 0.5%.

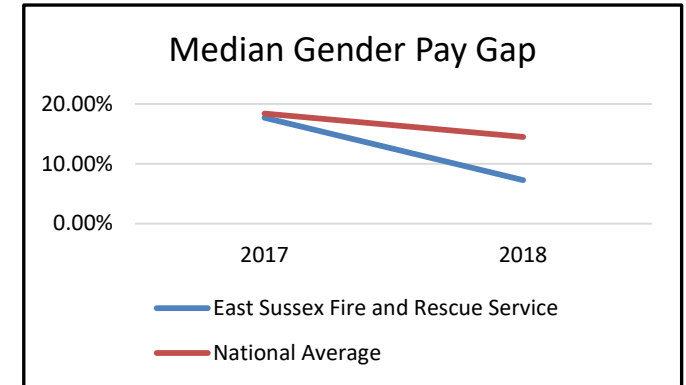
It is possible that some of the operational staff pay gap (9.39%) may be due to the length of service for men and incremental pay rises as we know women may take longer to reach the top of their grade if they take time out for; maternity, adoption or career breaks.

Measure 2. Median gender pay gap

Benchmarking against national levels. Westminster published 12% median gender pay gap down 6.4% on the previous calculation. The median gender pay gap for East Sussex Fire and Rescue Service across all staff is lower at 1.87% or 33p per hour.

For On Call Operational staff, although they are paid a retainer to respond to calls there is also the opportunity to undertake preventative work proportionally women have completed more hours in this respect. This alongside lower call numbers has meant impacts on the median pay gap which is - 7.27%.

Last year the median pay gap for Support Staff grade 9 and above was 22.9%. The organisational restructure in 2017 addressed this imbalance. The median pay gap for this group is now 0.82%. However as a result of a number of roles having been re-evaluated a greater number of women occupy the lower grades and this has caused some impact on those staff below Grade 9 and the median pay gap for this group has risen slightly from 17.22% to 19.32%.



Measures 3, 4 and 5 – Mean Bonus Payment, Median Bonus Payment and Bonus Proportions

Bonus payments are not paid to ESFRS employees we therefore will not report on measures 3, 4 and 5 as these are not applicable.

Measure 6 - Quartile Summary

The quartile data has been calculated in accordance with the methodology as set out in the Mandatory Gender Pay Gap Reporting – Public Sector Employers Government Consultation document. It recommends that *“Employers will need to calculate their quartile data by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from lowest paid to the highest paid. This approach has been adopted in preference to calculating quartiles by dividing the overall pay distribution into four equal proportions. Splitting the data in equal groups by salary range could result in very small groups e.g. an entire quartile based on the Chief Executive’s salary.”*

Quartile 1 – Lower, Quartile 2 – Lower middle, Quartile 3 - Upper Middle, Quartile 4 – Upper

Proportion of Men and Women in Quartile Pay Bands

So that comparison can be made we have included the figures reported in 2017 in blue and in brackets.

All Staff

< --Lower-----Higher -->

All Staff	Quartile 1	Staff Numbers	Quartile 2	Staff Numbers	Quartile 3	Staff Numbers	Quartile 4	Staff Numbers
Female	7 (5%)	14 (11)	39% (39%)	77 (77)	18% (14%)	36 (29)	14% (17%)	28 (35)
Male	93% (95%)	187 (189)	61% (61%)	124 (123)	82% (86%)	166 (172)	86% (83%)	174 (165)

By Operational Group

Wholetime Staff	Quartile 1	Staff Numbers	Quartile 2	Staff Numbers	Quartile 3	Staff Numbers	Quartile 4	Staff Numbers
Female	11% (9%)	10 (8)	2% (2%)	2 (2)	7% (7%)	6 (6)	4% (6%)	4 (5)
Male	89% (91%)	82 (81)	98% (98%)	90 (88)	93% (93%)	86 (84)	96% (94%)	88 (84)

Control Staff	Quartile 1	Staff Numbers	Quartile 2	Staff Numbers	Quartile 3	Staff Numbers	Quartile 4	Staff Numbers
Female	45% (50%)	5 (6)	83% (83%)	10 (10)	58% (67%)	7 (8)	67% (67%)	8 (8)
Male	55% (50%)	6 (6)	17% (17%)	2 (2)	42% (33%)	5 (4)	33% (33%)	3 (4)

RDS Staff	Quartile 1	Staff Numbers	Quartile 2	Staff Numbers	Quartile 3	Staff Numbers	Quartile 4	Staff Numbers
Female	5% (5%)	3 (3)	5% (5%)	3 (3)	7% (6%)	5 (5)	5% (3%)	2 (2)
Male	95% (95%)	57 (59)	95% (95%)	57 (59)	93% (94%)	55 (57)	95% (97%)	59 (60)

Support Staff - Grade 9 and above	Quartile 1	Staff Numbers	Quartile 2	Staff Numbers	Quartile 3	Staff Numbers	Quartile 4	Staff Numbers
Female	33% (100%)	2 (5)	43% (20%)	3 (1)	57% (40%)	4 (2)	43% (40%)	3 (2)
Male	67% (0%)	4 (0)	57% (80%)	4 (4)	43% (60%)	3 (3)	57% (60%)	4 (3)

Support Staff - below Grade 9	Quartile 1	Staff Numbers	Quartile 2	Staff Numbers	Quartile 3	Staff Numbers	Quartile 4	Staff Numbers
Female	77% (73%)	24 (16)	90% (62%)	28 (13)	48% (48%)	15 (10)	35% (27%)	11 (6)
Male	23% (27%)	7 (6)	10% (38%)	3 (8)	52% (52%)	16 (11)	65% (73%)	20 (16)

Support Staff - Part Time	Quartile 1	Staff Numbers	Quartile 2	Staff Numbers	Quartile 3	Staff Numbers	Quartile 4	Staff Numbers
Female	70% (100%)	7 (10)	100% (82%)	11 (9)	64% (70%)	7 (7)	55% (50%)	6 (5)
Male	30% (0%)	3 (0)	0% (18%)	0 (2)	36% (30%)	4 (3)	45% (50%)	5 (5)

Mean rate of pay per quartile and gender

Data in respect of these calculations has been published by year to enable comparison:

30th March 2018

Quartile Pay Bands	# of males	%	From hourly rates £	To hourly Rates £	Mean hourly Rate £	Median hourly rate £	# of females	%	From hourly rates £	To hourly Rates £	Mean hourly rate £	Median hourly rate £	Mean Pay Gap	Median Pay Gap
Lower (1)	187	93%	1.02	10.25	6.08	6.06	14	7%	1.02	10.20	6.65	7.23	57p - 9.4%	59p 9.7%
Lower Middle (2)	124	61%	10.29	13.90	13.14	13.66	78	39%	10.29	13.90	12.48	12.97	76p -5.7%	69p 5.5%
Upper Middle (3)	166	82%	13.90	16.46	14.82	14.68	36	18%	13.91	16.49	15.35	15.39	53p -3.58%	71p -4.8%
Upper (4)	173	86%	16.49	58.13	20.45	18.97	28	14%	16.49	72.54	22.79	19.53	2.34 -11.4%	£3.82 -20.14%

30th March 2017

Quartile Pay Bands	# males	%	From hourly rates £	To hourly Rates £	Mean hourly Rate £	Median hourly rate £	# of females	%	From hourly rates £	To hourly Rates £	Mean hourly rate £	Median hourly rate £	Mean Pay Gap	Median Pay Gap
Lower (1)	189	95%	1.01	6.03	3.60	3.43	11	5%	1.01	4.82	3.51	4.15	9p -2.5%	72p -21%
Lower Middle (2)	123	61%	6.12	13.77	11.30	13.09	77	39%	7.00	13.77	12.11	12.12	81p 7.9%	97p 7.4%
Upper Middle (3)	172	86%	13.74	15.94	14.46	13.77	29	14%	13.92	15.98	15.06	15.22	£1.52 10.5%	£1.45 -10.5%
Upper (4)	165	83%	15.98	81.24	19.91	17.69	35	17%	16.05	72.53	21.51	18.84	£1.60 8.4%	£1.15 - 6.5%

A high number of staff who are in the lower /lower middle quartiles are employed on an annual retaining fee, additional payments are received for attending drill nights and turning out for incidents. Increased activity is reflected in the hourly rate, activity is dependent on a range of factors including number of incidents and station availability. We also have a high number of staff on fixed term contracts who are also employed in a retained capacity which has been impacted in terms of turnout directly affecting hourly rates of pay in the individuals On Call capacity.

The table identifies the best representation of women in the service is currently within the lower middle band, the pay gap differential that male pay levels tend to be more consistent than females. This is logical as the single largest group of employees are male firefighters.

In accordance with the Gender Pay regulation this information will be updated annually.