

**East Sussex Fire and Rescue Service**

**Gender Pay Gap Reporting – March 2021**

**Background**

The Gender Pay Gap regulations were introduced in 2017. Gender pay gap calculations are based on a snapshot date - for public sector organisations this is 31st March each year.

Under the Public Sector Equality Duty, public sector organisations must publish annual workforce information. This data is in addition to this and should be used to ensure that work is undertaken to narrow any gaps and identify gender inequality in the workplace.

Gender Pay Gap should not be confused with equal pay. The gender pay gap shows the difference in the average pay between all men and women in a workforce whereas equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

**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 (N/A)
			4. The median bonus gender pay gap (N/A)
			5. The proportion of males and females receiving a bonus payment (N/A)
			6. The proportion of males and females in each quartile band

**What is ‘mean’, ‘median’ & ‘quartile’?**

**Mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list.

**Median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

**Quartiles** is the data divided equally into four once the hourly rates of pay have been ordered numerically from lowest to highest. Thus creating four pay bands.

**ESFRS Data**

**Who our workforce are**

Our workforce can be broadly defined by two groups; Operational and Corporate Staff. Operational is further broken down into three work groups, therefore leaving four work groups in total. The breakdown of our total workforce in accordance with the snapshot date used for our Gender Pay Gap data can be seen below;

**On call staff calculation**

Our on call staff work varying hours each week throughout the year on top of a standard retainer payment. As such their hourly rate for the purposes of this report cannot be calculated in the same way as the rest of our staff. To capture our on call staff we have taken an average of their hours over the 12 week period running up to the snapshot date as well as an average of their pay for the same period. We have used these two numbers to create an average hourly rate which is reflective of the hours they have been called out for.

**Mandatory Data**

1. The mean gender pay gap is **13.62%**
2. The median gender pay gap is **13.64%**
3. The percentage of males and females in each pay quartile band is:

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| --- | --- | --- | --- |
| **Band** | **Description** | **Males** | **Females** |
| A | Includes all employees whose standard hourly rate places them **at or below the lower quartile** | 61.03% | 38.97% |
| B | Includes all employees whose standard hourly rate places them above the lower quartile but **at or below the median** | 87.11% | 12.89% |
| C | Includes all employees whose standard hourly rate places them **above the median but at or below the upper quartile** | 79.38% | 20.62% |
| D | Includes all employees whose standard hourly rate places them **above the upper quartile** | 87.63% | 12.37% |

**What does the data tell us?**

**Mean Median**

Both our Mean and Median measures indicate that we have a pay gap where women have a lower average hourly rate than their male colleagues. A reduction in On-call demand at the start of the Covid-19 pandemic created an increased pay gap in 2020 data due to the impact of fewer hours recorded against earnings. The reduction in the pay gap for 2021 follows a return to standard demand.

**Quartiles**

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| The quartile measure provides insight into the role structure of the service as well as progression of female and male employees. The graph above shows that the pay gap we have will be largely driven by the proportion of women we have in the lowest band. In 2021 there was been an increase in female representation in the two higher paid quartiles (C and D), and a decrease in female representation in the two lower quartiles (A and B). This indicates progression of female employees, most likely due to changes in Corporate Staff including secondments, restructures, and regrading.**What are we doing to close the gap?**The Authority’s People Strategy 2021 – 2025 sets out key Equality, Diversity and Inclusion priorities and Organisational Development priorities for the Service. Utilising the Government Equalities Office publications we have identified a number of actions we can undertake to understand and address the pay gap within ESFRS. The below sets out a number of these priorities and activities to close the gap and focus on attraction, recruitment, retention, and progression on women in key areas. This is kept under review through our HR Strategic Group and EDI Group;* Focussing on flexible working options - including hybrid working - to ensure everyone has the opportunity to obtain the roles they want/are capable of. Improving workplace flexibility for men and women is a promising action to reduce the pay gap. Where possible we offer part time and flexible working in our roles, our 2021 data shows that 38% of our total female staff were working part time.
* Support and facilitate the Gender Inclusion Network employee network, whose purpose is to promote equality of opportunity within our workplace - 2022 priorities include career events
* Supporting HeForShe advocates to encourage male allies to promote female equal opportunities for development and retention
* Sharing best practice with our regional partners to develop a joined up and systematic approach to reduce the gap, in 2021 this focused on the menopause and positive action. In 2022 the immediate priority is career development for International Women’s Day.
* Strengthening our Equality Impact Analysis process to better consider the impact of our policies and processes on all protected groups, including women. Engaging with Menopause working group and relevant employee networks to improve the workplace for females and promote retention as part of reviews.
* Partnership with Girls Network, to promote female professional development and attraction to our sector,
* Promote our Sistership – Lewes FC’s equality partnership, to promote professional development and attraction to our sector,
* Utilising the NFCC Equality of Impact to Services and Employment documents where appropriate
* Introduction of Fire Cadets which may influence and engage young people (aged 13 – 17) to consider a career in the fire service who may not have previously, including young women and girls

People Strategy commitments:* Continue work on identifying, understanding and reducing the pay gaps by scrutinising the Gender Pay Gap report and making recommendations.
* Develop and implement a continuous approach to positive action for the Service, starting with Firefighter recruitment in 2021 including females are a targeted underrepresented group
* Development of coaching and mentoring schemes which can be used to support female progression in the workplace,
* Development of workforce plans and succession plans which will provide further valuable data to assist us in closing the gender pay gap
* Further roll out of staff surveys which will provide rich data to inform our future workplace practices
* Focus on ‘growing our own talent’ through the development of the apprenticeship scheme, the development of the career pathways scheme and a Direct Entry Scheme, which will offer a non-traditional route into leadership roles within the Fire & Rescue Service

These are actions that the Service are taking to address gender equality more broadly, albeit they support in closing the gap. By considering our 2021 data we can create relative actions from the analysis to understanding the current picture and trajectory. Our changing workforce data will feed into our continued Positive Action approach when considering attraction, recruitment, retention, development and progression. |
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