

# GENDER PAY GAP REPORT



**East Sussex**  
Fire & Rescue Service

# Background

All public, private and voluntary sector organisations with 250 or more employees must report annually on their GPG. They must do so against 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 gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. This should not be confused with equal pay which instead deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Quartile information is derived from listing all the hourly pay rates in numerical order and dividing equally into four providing four pay bands with A being the lowest.

Three of the six required measures in relation to bonus payments are not applicable to ESFRS. The definition of who counts as an employee is set out in the regulations and follows the 'extended' definition in the Equality Act 2010.

Gender pay gap calculations are based on a snapshot date - for public sector organisations this is 31st March each year with the submission deadline to report and publish by 30th March the following year.





# Submission Data

Below are the three measures for submission to the Government Equalities Office based on the 2022 snapshot date.

1. The mean gender pay gap is 13.58%,
2. The median gender pay gap is 12.2%,
3. The percentage of males and females in each pay quartile band is:

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them <b>at or below the lower quartile</b>	60.85%	39.15%
B	Includes all employees whose standard hourly rate places them above the lower quartile but <b>at or below the median (Lower middle)</b>	88.83%	11.17%
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile (Upper middle)</b>	82.01%	17.99%
D	Includes all employees whose standard hourly rate places them <b>above the upper quartile</b>	86.17%	13.83%



# Commentary

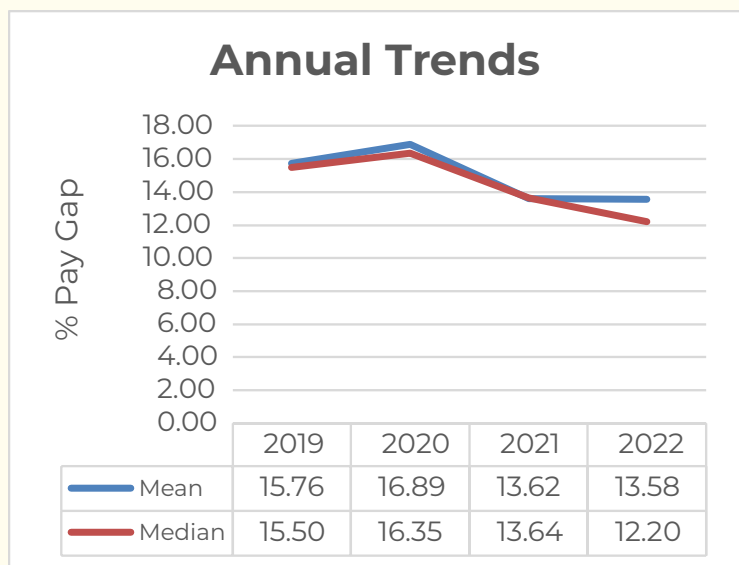
The mean and median gender pay gaps have decreased by 0.04% and 1.44% respectively in comparison to the previous year.

The quartile data calculations shows that ESFRS has more men than women at every level of the service. The highest proportion of females continues to be in the lower quartile (Band A).

The most significant changes in quartile information on the previous year are an increase of females in the upper quartile (Band D) of 1.46% and a reduction of females in the upper middle quartile (Band C) of 2.63%. In 2021 there had been an increase in female representation in both these upper quartiles.

This graph shows 2022 pay gap data with the previous three years. Changes to the pay gap over this time demonstrate – except for 2020 – an overall reduction in mean and median pay gaps.

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 has followed in part due to a return to standard demand.



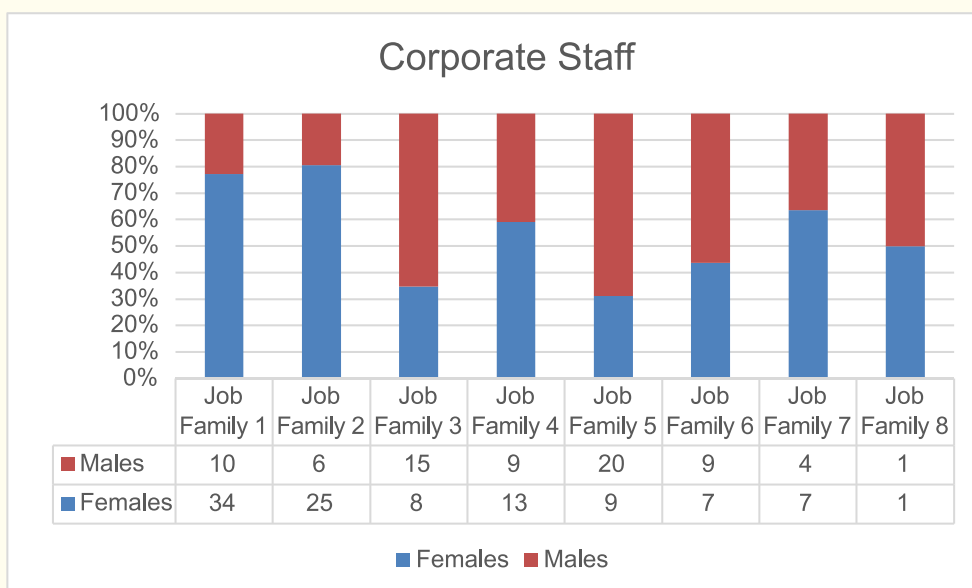
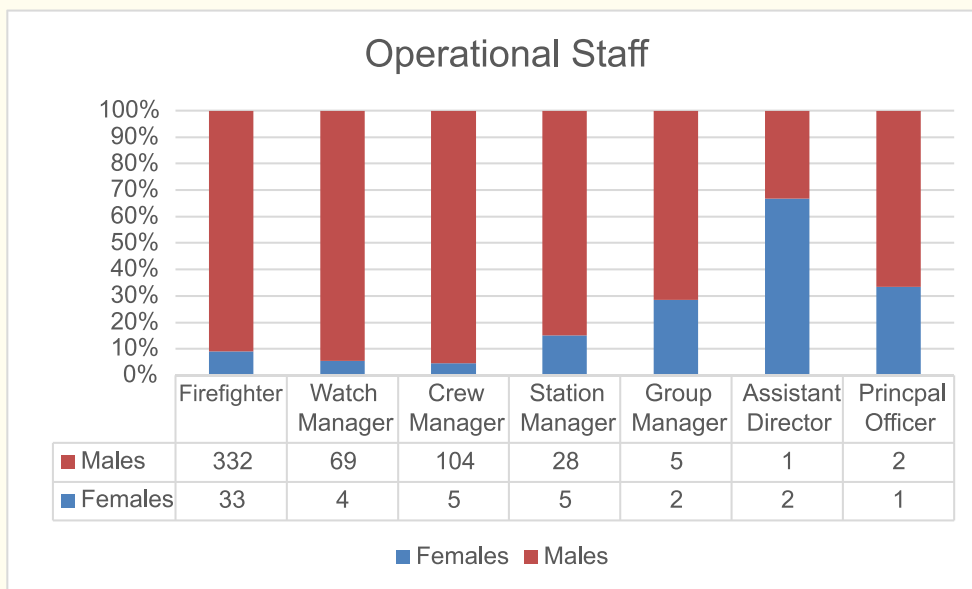
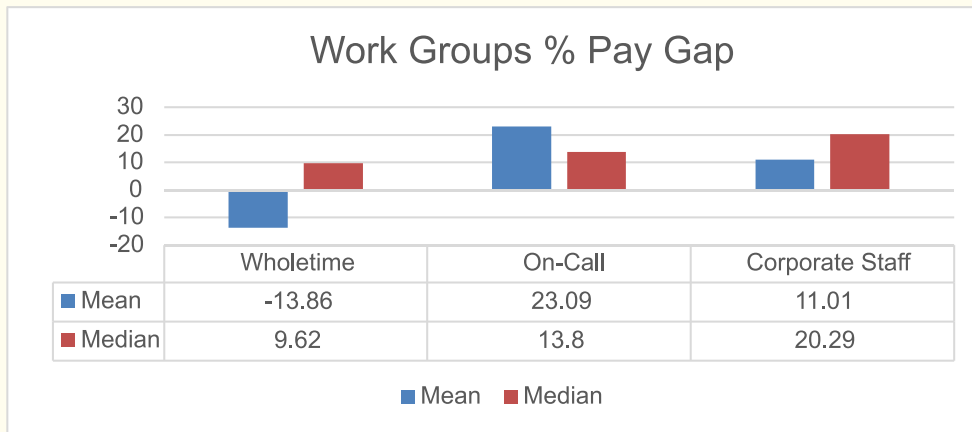
Over the reporting timeframe between 2019 and 2022 snapshot dates a total of 61 males and 7 females have retired (including ill-health retirements) which is reflective of an aging workforce. The majority of retirements were from operational roles which are predominantly male employees.

There has also been progression and recruitment of women into senior roles (at Group Manager and Assistant Director level) which has likely impacted this trend.

Changes within the organisational structure (Sussex Fire Control move to Surrey FRS) mean that for the 2022 snapshot date a small number of previous Control Room members of staff are included in the data set.

# ESFRS Work Groups

Understanding the breakdown within our work groups allows better insight into where positive action could most benefit in trying to close the gap. The graphs below illustrate the female/male breakdown for our ranks within the service.



# Actions

The Authority's People Strategy 2021 – 2025 sets out key Equality, Diversity and Inclusion priorities and Organisational Development priorities for the Service. Progress is monitored through the Human Resources Strategic Group and Equality Diversity and Inclusion Group;

- The service continues to invest in an Inclusion Lead post to support development of this activity including supporting colleagues to engage in employee networks and equality impact analysis to improve as an employer and a service provider.
- In the last year plans have been developed for Representation and Positive Action activity to support the delivery of commitments in relation to Attraction, Recruitment, Retention and Progression. This work focuses on underrepresented groups including the recruitment and progression of women into more and senior roles. The introduction of an e-recruitment system enables better understanding and access to data to identify areas for targeted improvement. As will the launch of a self service function for employees to be able to update their own personal information.
- Local and national identify specific networks are enabled and supported by the organisation (ESFRS Gender Inclusion Network employee network, Women in the Fire Service national network).
- Part time working options are available to employees and where possible part time and flexible working is offered. 2022 data shows that (excluding retained firefighters) 27.1% of total female staff were working part time compared with 5.07% for male staff.
- Strengthening the Equality Impact Analysis process to better consider the impact of our policies and processes on all protected groups, including women through proactive consultation. Engaging with Menopause working group and relevant employee networks to improve the workplace for females.
- 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
- ESFRS have signed up to be early adopters of the NFCC's programme which aims to externally recruit at Station Manager level with no operational experience required.



- Developing a feeling of inclusivity and belonging among our workforce underpins the activities set out in our Employee Engagement Plan.
- HMICFRS acknowledged that Positive Action activities are used in ESFRS to support recruitment campaigns. However, it was also noted that there are still employees who are unclear on what positive action is, particularly in regards to business as usual activity. We will utilise our engagement plan to help educate our workforce on Positive Action, its benefits and the difference to positive discrimination.
- We continue to engage with meaningful organisations like our membership with Women in the Fire Service (WFS) and being part of the Lewes FC sistership.

## 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



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