



**CAMBRIDGESHIRE  
FIRE & RESCUE SERVICE**



**FIRE &  
RESCUE  
SERVICE  
EQUALITY  
FRAMEWORK  
EXCELLENT**

# **Gender Pay Gap Report 31<sup>st</sup> March 2017**

**(published December 2017)**

## 1.0 Introduction

In 2017 new regulations were introduced under the Equality Act 2010 requiring employers of more than 250 staff to calculate and publish information about the gender pay gap in their organisation.

The gender pay gap shows the difference between the average earnings of men and women. As a concept it is different from “equal pay” which deals with any pay differences between men and women who carry out the same or similar jobs or jobs of equal value.

In previous years we have reported on equal pay among support staff but have not included Control or operational staff as their pay and allowances are governed by national terms and conditions of employment agreed collectively through the National Joint Council for Local Authority Fire and Rescue Services as laid out in the Scheme of Conditions of Service (or “Grey Book”)

Calculating, analysing and reporting on the gender pay gap can provide a valuable measure of equality in the workplace. It is a long standing phenomenon globally and varies by occupation, age group and working patterns. It can highlight any difference in men’s and women’s participation in work of different types and levels and how effectively talent is being maximised.

The gender pay gap regulations require us to include all employees and to calculate a number of gender pay gap measures with reference to all staff. However where it has been helpful to explain or further explore this pay gap, reference has been made to the pay (and gaps) between different groups of staff.

The Cambridgeshire and Peterborough Pay Policy statement is reviewed and updated annually and published on our website. Its purpose is to provide transparency to the pay policy adopted by Cambridgeshire Fire and Rescue Service. The policy states:

***“The most recent pay policy (February 17) reflects the different roles, duties and responsibilities undertaken by service employees. This is reflected in pay differentials between different groups of workers and between workers in the same pay group. The pay bands established are based on nationally applied role maps (operational employees) or grading bands established through a job evaluation process (support employees).”***

***Pay Policy reflects adherence to the principle of “equal pay for work of equal value”. The Service will report on any gender pay gap annually as required by the Equality Act 2010 commencing April 2018 and is committed to taking relevant action to reduce any gender pay gaps.***

***In applying its policy, the Authority will work to eliminate any elements which may, directly or indirectly, discriminate unfairly on the grounds of sex, race, colour, nationality, ethnic or national origin, age, marital status, having dependants, sexual orientation, gender reassignment, religion or belief, trade union activity, disability or any other factors. Part-time workers receive the same pay and remuneration as full-time workers undertaking the same job role on a pro-rata basis.”***

## 2.0 Why might a pay gap exist and what is the national gender pay gap?

Factors contributing to the GPG are complex. Social pressures and norms influence gender roles and often shape the types of occupations and career paths which men and women follow, and therefore their level of pay. Women are also more likely than men to work part-time and to take time out from their careers for family reasons which may affect their progression to higher paid posts.

Factors contributing to the gender pay gap may include:

- Occupational segregation. Fewer women go into STEM (science, technology, engineering and maths) professions which tend to be higher paid.
- More women than men work in caring professions (carers; teaching assistants; health care) which are relatively poorly paid.
- Lack of well- paid, part-time or flexible work.
- Lack of senior female role models in some organisations may mean women are less likely to progress to senior levels – even though they may want to.
- Unconscious bias and discrimination – including assumptions about mothers not wanting or aspiring to promotion etc. <sup>1</sup>

The Annual Survey of Household Earnings (ASHE) provides the most recent analysis of **median** gender pay gap. For all occupations and taking full-time and part-time employees together, the median gender pay gap was **18.1%** in 2016.

Labour Force Survey data is also used by EHRC in their gender pay gap report. This indicates the **mean** gender pay gap derived from Labour Force Survey (LFS) was **10%** in 2014 having fallen from 27% in 1993.

## 3.0 Required calculations

The Gender Pay Gap Information regulations 2017 provide detailed definitions of which employees should be included; ordinary pay; allowances and bonuses; meaning of “hourly” rate of pay; and how to calculate employees’ weekly working hours. Local Government Association guidance has also provided examples of how this might be interpreted in cases where no regular weekly hours are worked (as is the case for on-call firefighters). The nature of on-call firefighters work and the way they are remunerated (annual retainer fee proportionate to the amount of availability they give; hourly rate for responding to incidents; disturbance allowance etc.) means it has been impossible this year to accurately calculate the exact hours of work in the reference period and therefore actual hourly rate of pay. We have used their contractual hours which cover drill (training) nights. We acknowledge that this has the effect of inflating the hourly rate of pay but have treated each on-call employee in the same way. As their actual hours are dictated by emergency incidents we are satisfied that this does not give rise to any gender disparity.

---

<sup>1</sup>Equality and Human Rights Commission research report 109 “The gender pay gap” August 2017

The following calculations are required by the regulations and explained below. They are all expressed in percentages.

### **3.1 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 (regulation 8).

A **mean** average involves adding up all the numbers and dividing the result by how many numbers were listed.

### **3.2 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 (regulation 9).

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

### **3.3 Mean bonus gender pay gap**

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

### **3.4 Median bonus gender pay gap**

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees (regulation 11).

Regulation 10b requires inclusion of “any remuneration that .....relates to profit sharing, **productivity, performance, incentive** or commission”.

Cambridgeshire Fire and Rescue Service have interpreted regulation 10 (b) to apply to:

- **Productivity:**
  - resilience payments paid to operational staff for providing additional operational cover under certain conditions.
- **Performance:**
  - performance related supplements paid to Area Commanders and Group Commanders.
  - honorariums potentially payable to any staff group member as a one-off payment in recognition of particularly good work or effort.
- **Incentive:**
  - Continuous professional development (CPD) payments to operational staff. This is not an automatic payment but dependent on evidence of CPD – hence interpreted as an incentive in accordance with LGA advisory bulletin 644 (January 17).

### **3.5 Proportion of males and females receiving a bonus payment**

The proportions of male and female relevant employees who were paid bonus pay (regulation 12).

### 3.6 Proportion of males and females in each quartile pay band

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (regulation 13).

## 4.0 Cambridgeshire Fire and Rescue Service's Gender Pay Gap

Eighty-one percent of Cambridgeshire Fire and Rescue Service's employees (521) are operational and Control firefighters and officers, including principal fire officers. Their employment is governed by national terms and conditions of employment agreed collectively by the National Joint Council for Local Authority Fire and Rescue Services as laid out in the Scheme of Conditions of Service ( "Grey Book") which lays out duties of different roles (role maps).

The National Joint Council for Principal Fire Officers of Local Authority Fire Brigades 'Constitution and scheme of conditions of service', known as the "Gold Book" directs the terms and conditions of employment for Principal Fire Officers . Both "Grey Book" and "Gold Book" include rates of pay, allowances and bonuses.

The terms and conditions of support staff are governed by the National Joint Council for Local Government Services and all support posts are job evaluated in accordance with the Hay scheme.

### 4.1 Mean, median, pay and bonuses

Difference in median hourly rate of pay between men and women	<b>13.9%</b>
Difference in mean hourly rate of pay between men and women	<b>18.6%</b>
Difference in median bonus pay	<b>0.00%</b>
Difference in mean bonus pay	<b>0.57%</b>
Proportion of male employees who received bonus pay	<b>61.4%</b>
Proportion of female employees who received bonus pay	<b>26.0%</b>

At 13.9% the median gender pay gap is below the national figure for all occupations and employees (18.1%). The mean pay gap at 18.6% is however relatively high compared to Labour Force Survey data (10% in 2014). While the gap in bonus pay is insignificant, the proportion of men in receipt of bonus pay is considerably higher than the proportion of women.

### 4.2 Quartile Pay Bands

Proportion of <b>male</b> employees in the <b>lower quartile</b> pay band	<b>67%</b>
Proportion of <b>female</b> employees in the <b>lower quartile</b> pay band	<b>33%</b>
Proportion of <b>male</b> employees in the <b>lower middle quartile</b> pay band	<b>76%</b>
Proportion of <b>female</b> employees in the <b>lower middle quartile</b> pay band	<b>24%</b>
Proportion of <b>male</b> employees in the <b>upper middle quartile</b> pay band	<b>84%</b>

Proportion of <b>female</b> employees in the <b>upper middle quartile</b> pay band	<b>16%</b>
Proportion of <b>male</b> employees in the <b>upper quartile</b> pay band	<b>92%</b>
Proportion of <b>female</b> employees in the <b>upper quartile</b> pay band	<b>8%</b>

Given the proportion of women across all roles and posts is 21%, the distribution of women across pay bands is uneven with a high proportion in lower quartile and a low proportion in the upper quartile.

## 5.0 Possible reasons for gender pay gap in Cambridgeshire Fire and Rescue Service

### 5.1 Workforce Composition

The workforce is predominantly male (79%) and a high proportion of these (89%) are operational staff meaning their terms and conditions are different from support staff – which has a higher proportion of women (56%). The operational workforce (excluding Control) is 94% male. Operational and control staff (both governed by NJC terms and conditions as set out in Grey Book and Gold Book) are 12% female and 88% male.

The lack of gender diversity among operational staff is a national challenge for Fire and Rescue Services and has a historical and societal context. There were no women firefighters until 1978 in the UK (1984 in Cambridgeshire) and the occupation is still perceived by some as a “male” one requiring exceptional physical abilities. Research points to a lack of awareness about the role and skills required of a firefighter which in turn may create barriers for women in considering this as a career.<sup>2</sup>

Cambridgeshire FRS has taken various forms of positive action to attract women to operational roles since the early 2000s and most recently developed a positive action strategy and work plan in 2014 covering long term and short term approaches to improving workforce diversity. Low turnover among whole time career firefighters has meant the pace of improvement has been slow but this is steadily improving and remains a priority for the Service.

Reviewing and improving workplace facilities for women along with addressing their uniform and personal protective equipment needs are some of the steps that have been taken in the past, while improving flexible working practices is currently a feature of our equality work plan.

### 5.2 Different conditions of service

Operational and control staff (both governed by NJC terms and conditions as set out in Grey Book and Gold Book) are 12% female and 88% male. The nature of

<sup>2</sup> London Fire Brigade/Future Thinking Research report Dec 16

operational work (shift based, providing 24/7 cover for operational incidents) means a number of allowances are paid (e.g. for different operational duty systems; for “acting up” or temporary promotion to a different role) to operational staff. There are 16 different allowances paid to staff in total and while five of these apply to support staff posts, the majority are paid to operational staff (including Control) and so influences the gender pay gap.

The proportion of men receiving a bonus is much higher than women which may also contribute to the size of the pay gap and is affected by the occupational segregation as described above. Bonuses include continuous professional development payment (in “Grey” book terms and conditions of Service) and resilience payments which are aimed at delivering operational resilience and again impacts only operational staff.

To understand this better the pay gap for support staff and operational staff has been calculated separately (although not required by gender pay gap regulations).

Description	All staff	WT operational staff	On-call operational staff	Control staff	Support staff
Difference in median hourly rate of pay between men and women	13.9%	<1%	1.4%	<-1%	8%
Difference in mean hourly rate of pay between men and women	18.6%	10.5%	2.0%	-8%	12%
Difference in median bonus pay	0.00%	0.00%	5.5%	-21%	-20%
Difference in mean bonus pay	0.57%	23%	6.7%	0.00	-24%
Proportion of male employees who received bonus pay	61.4%	78%	60%	40%	7%
Proportion of female employees who received bonus pay	26.0%	38%	40%	63%	3%

These data show the pay gaps for support staff are greater than for operational staff which cannot be explained by the different conditions of service or workforce composition. However with regards to bonuses, there is a pay gap in favour of women in support roles which is the opposite situation to wholetime operational roles where the difference is similar but in favour of men. This can partly be attributed to the high proportion of men working in operational roles but does not explain the differences seen in support posts.

Control room staff are predominantly women (87%) and at management level 90% of managers are women which explains the pay gaps in favour of women.

The pay gaps for on-call staff are generally lower, however there is still a pay gap in bonus payments and the proportion of on-call staff receiving bonuses favours men.

## 6.0 Recommendations

There is enough of a gender pay gap across all staff groups to warrant further investigation.

It is recommended that:

- Existing work, articulated in the equality strategy, to increase number of women in operational firefighting posts and men into Control posts and to improve their retention, continues.
- An equal pay audit of all employees including the allocation of bonuses and allowances be carried out in 2018/19.
- A review of bonus payments and allowances be carried out with the aim of ensuring consistency in application.