

Cumbria Fire & Rescue Service

# Gender Pay Gap Summary

2024



Making Cumbria a safer place for all

[cumbriafire.gov.uk](http://cumbriafire.gov.uk)

## Introduction

Employers in the UK with more than 250 employees are required to produce an annual report of their Gender Pay Gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 are to publish information relating to pay for six specific measures, as detailed below:

- ▶ Quartile Pay Bands
- ▶ Median Gender Pay Gap
- ▶ Mean Bonus Gap
- ▶ Mean Gender Pay Gap
- ▶ Bonus Proportions
- ▶ Median Bonus Gap

The gender pay gap shows the difference between the average earnings for men and women within the service based on a snapshot date of March each year. A gender pay gap does not necessarily mean that men are paid more than women however it usually means that men are in higher paid roles. This gender pay gap report is a snapshot as of **31 March 2024**.

The intention of the pay gap reporting is to focus organisational attention on taking action to reduce inequalities, bringing to life our commitments from the Core Code of ethics and the People and Talent Strategy ensuring that we are an inclusive organisation which focuses on maximising the wellbeing of our staff and ensuring our employee offer makes us an employer of choice.

Equal Pay legislation requires employers to pay 'equal pay for work of equal value' and this means that men and women will earn the same pay for doing equivalent roles. Having a gender pay gap does not mean that the employer is breaching equal pay legislation.

In CFRS we use agreed pay and grading frameworks to ensure that our pay and grading is fair and consistent.

In previous years our gender pay gap has been produced as part of the Cumbria County Council submission as we were part of the local authority. Following the transition of the Governance to the PFCC in April 2023 we are now reporting as Cumbria Commissioner Fire and Rescue Authority.

For the purposes of this report, we are using electronic staff record data taken from our HR System to undertake this analysis, and therefore we are dependent on staff reporting their protected characteristics on the HR system. As of 31 March 2024 Cumbria Commissioner Fire and Rescue Authority employed a total of 648 employees. Comprising 82% male and 18% female

## What we report

There is specific guidance governing what data we use to prepare the report and when to prepare and report it. The gender pay gap reporting is based on the government's methodology for calculating difference in pay between female and male employees.

As an inclusive employer, we at CFRS recognise that the gender spectrum is wider than male or female and we are keen to promote diversity and inclusivity. For the purposes of this report we are required to report on the gap between the pay of men and women therefore the data used only includes that of men and women.

**'Equal pay'** means being paid equally for the same/similar work.

**'Pay gap'** is the difference in the average pay between two groups.



## Our Gender Pay Gap Data

### Quartile Pay Bands

Pay Quartiles are produced by splitting all employees into 4 even groups 'quartiles' from lowest to highest paid with Quartile 1 being the lowest paid and Quartile 4 being the highest paid. Looking at the proportion of women across the quartiles indicates women's representation across the pay scales of the service.

*At the moment we employ significantly more men than women (115 females and 533 males).*

In 2024 Quartile 1 has the largest proportion of female employees but Quartile 4 has the second largest portion of female employees. This is because we have some females within the higher pay bandings. Although only 17.7% of all CFRS staff are female, the representation of women across the quartiles is not significantly different in any quartile which means that our gender pay gap is low.


2023 also saw the highest proportion of female employees in Quartile 1, although in 2023 the second highest proportion of females was in Quartile 3, with very few females in quartiles 2 and 4. In 2024 women are more evenly spread across the pay quartiles than they were in 2023.

We are committed to narrowing this margin between the number of males and females that we employ and achieving equal gender representation.

One key area is through our Wholetime and On-Call recruitment processes, where we implement positive action (where appropriate) and focus on removing barriers for women joining into the service.

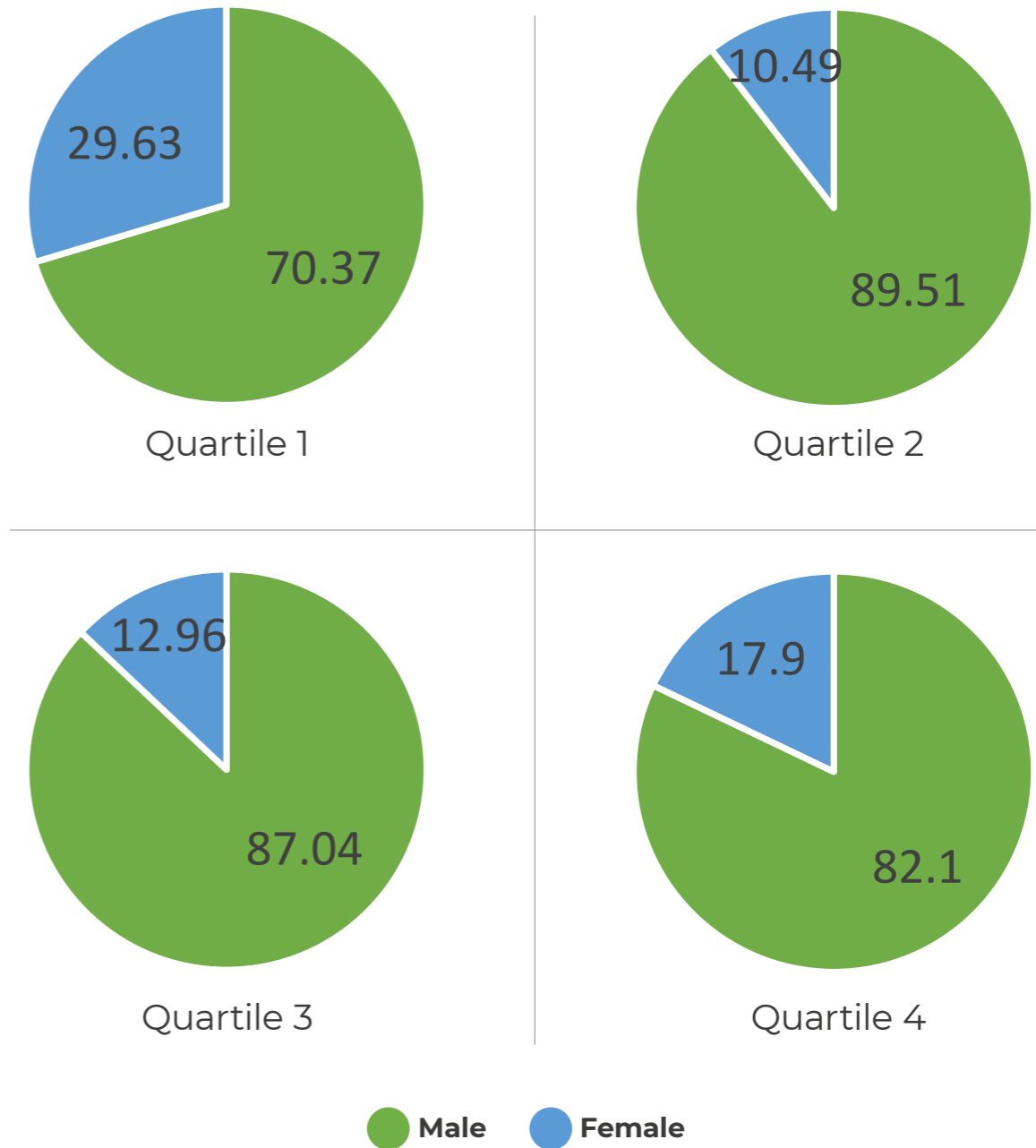
In 2024, we held a Wholetime Firefighter recruitment process, where we held perspective specific engagement sessions, we anonymised all of the data throughout each of the selection stages, and we offered a broader range of fitness assessments, we removed a number of barriers and reduced unconscious bias, and ultimately, we had onboarded a course of 6 female-identifying and 10 male-identifying recruits.

**Of the 648 employees within this data set we have:**

**533 males**      **115 females**

## Percentage of men and women per quartile



This shows where employees are in the pay scales across 4 quartiles. Quartile 1 is the lowest paid and quartile 4 is the highest paid.

Our median male and median female are both in Quartile 2.

## Mean Gender Pay Gap

The mean figure is calculated by adding the total male pay and dividing that by the number of males and comparing that to the total female pay divided by the number of females.

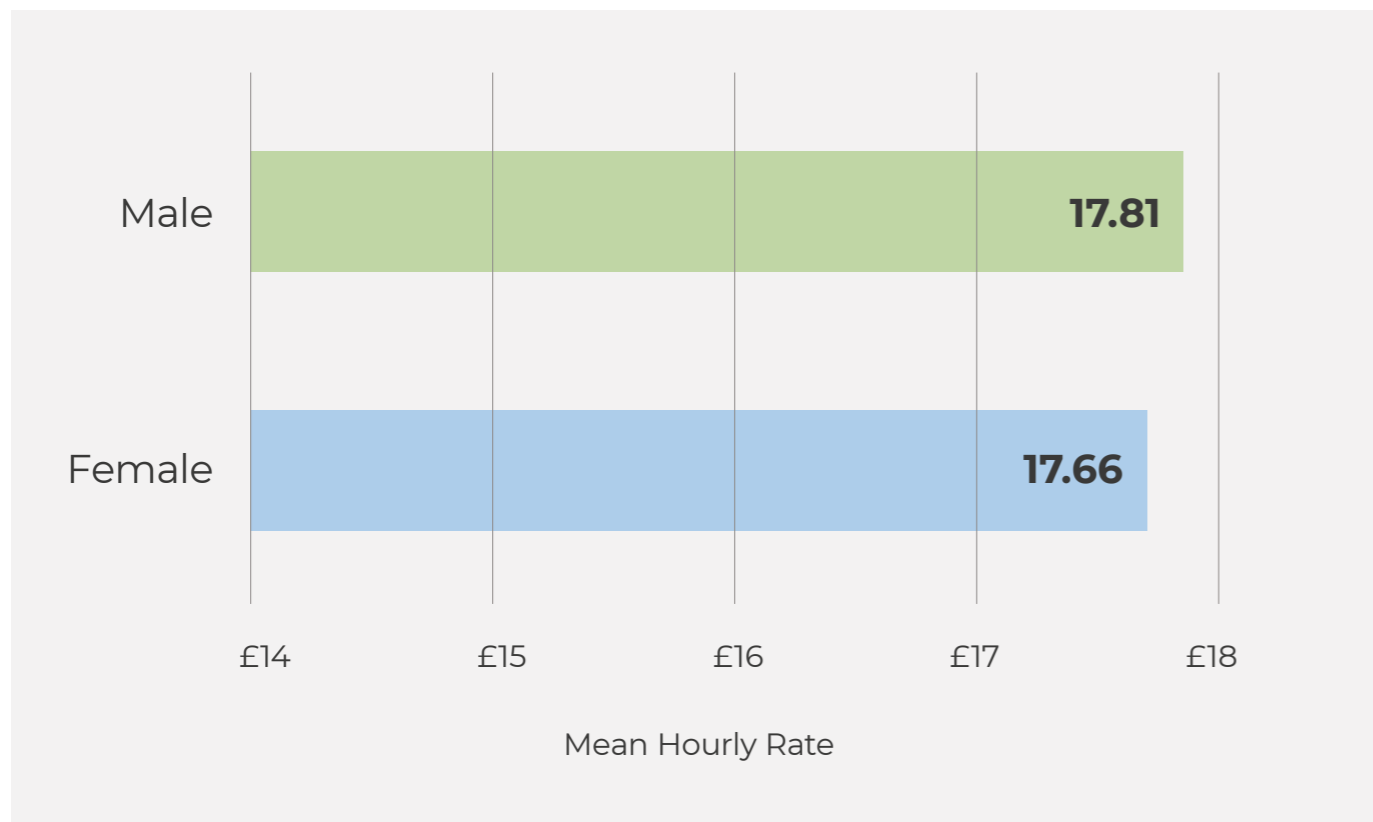
The mean figure then shows the 'average' pay for a male and a female.

Our mean gender pay gap is 0.86% in favour of men. Although this means that men are paid a higher hourly rate than women on average, the gap is very small (men earn £17.81 per hour versus £17.66 for women).

Our 2023 reported mean figure was 3.5% in favour of men therefore our mean pay gap has reduced over the previous 12 months.

The Mean is the total of all female pay divided by the number of females and is compared to the total male pay, divided by the number of males.

**Our overall Mean Pay Gap is 0.86%**



## Median Gender Pay Gap

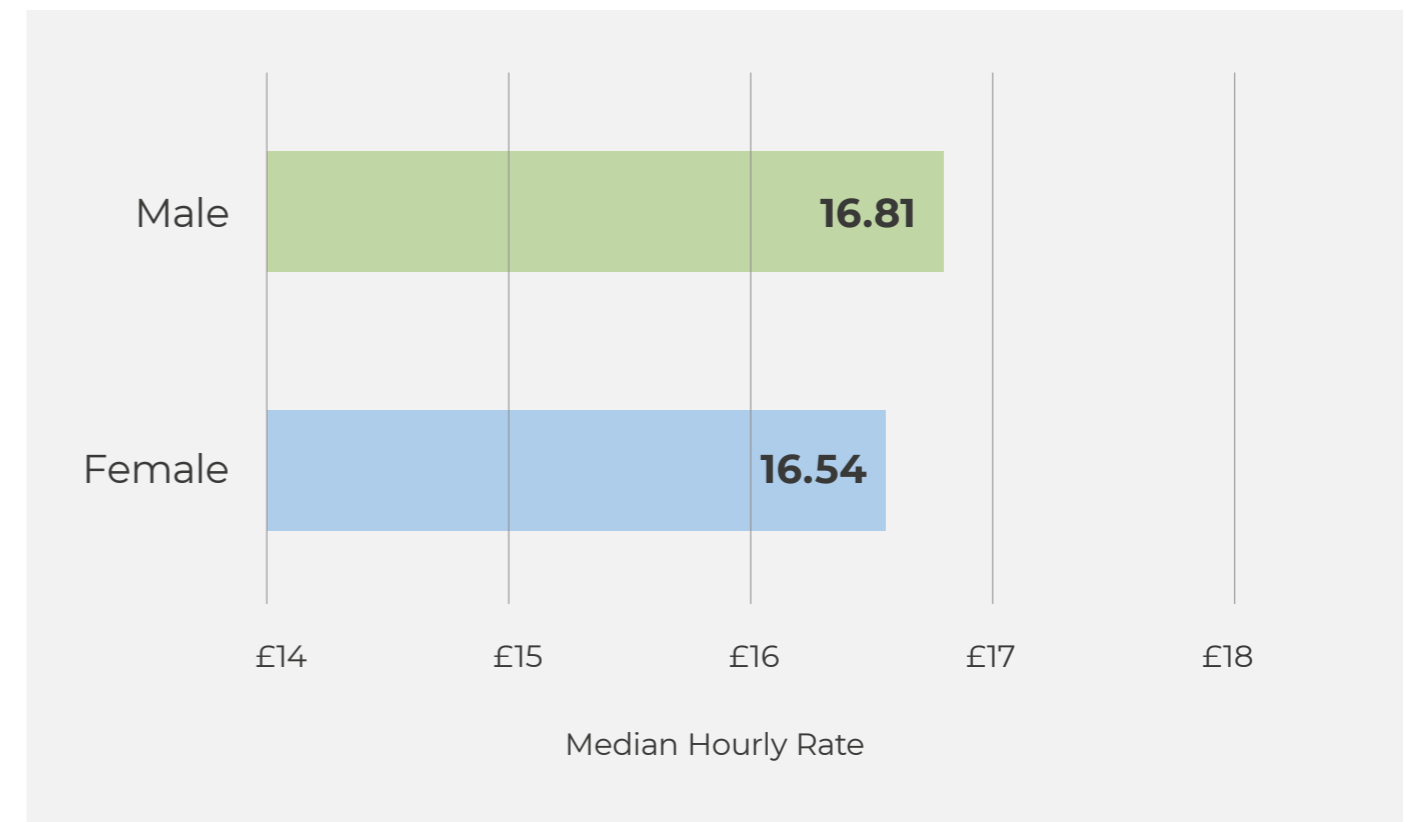
The median figure is the 'middle value' from a list of highest to lowest paid.

The median male's pay is compared to the median female's pay in order to calculate the median pay gap.

Our median male and median female both sit in pay quartile 2. The median male's pay was £16.81 per hour and our median female's pay was £16.54 per hour.

In 2023 this was £15.75 for males and £15.748 for females. Our median pay gap has increased in 2024 to 1.62%.

**Our overall median pay gap is 1.62%**



## Bonus Pay

CFRS do not operate a bonus scheme, however for the purposes of this calculation, bonus pay includes CPD pay, responsibility pay and honoraria. No staff in CFRS received any bonus pay other than these categories. 26.7% of males received bonus pay in 2023/2024 compared to 18.4% of females.

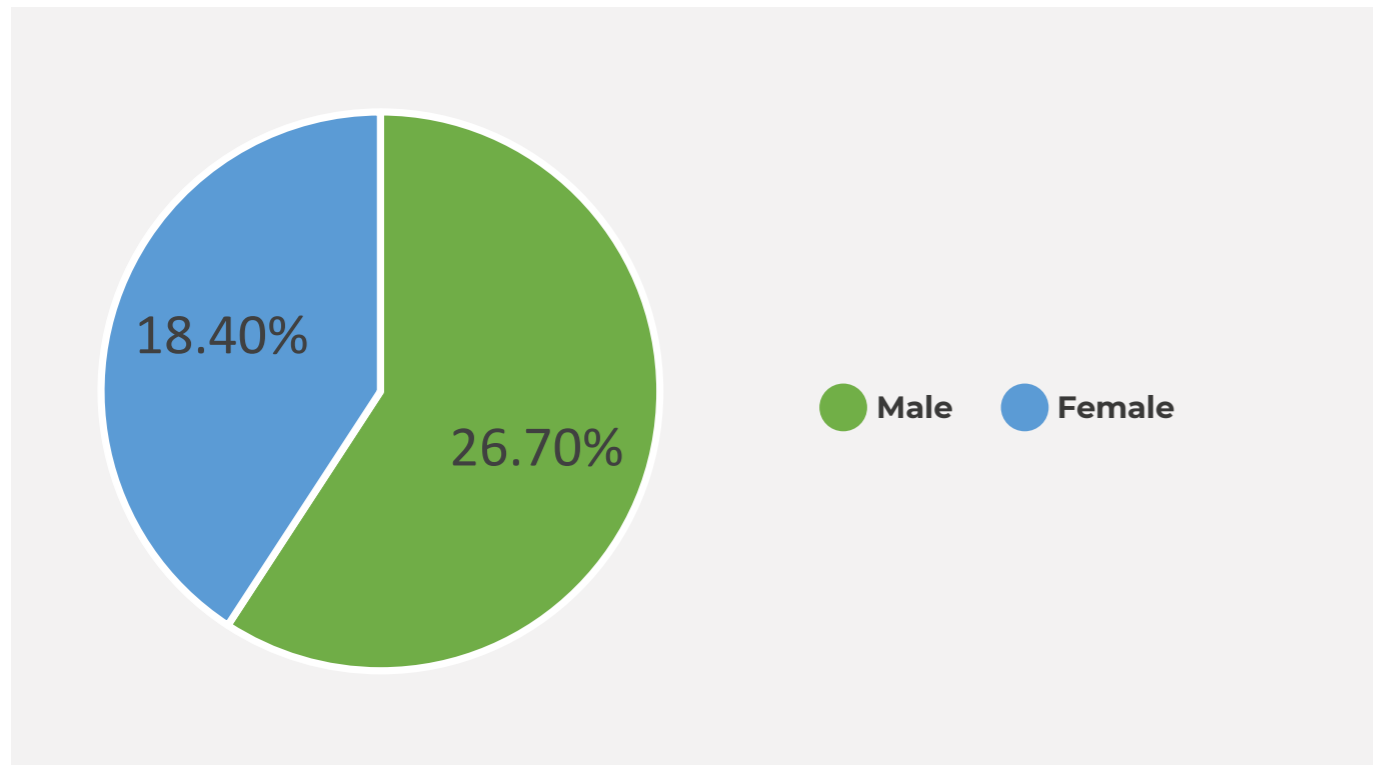
The vast majority of these payments related to CPD for operational staff, these are usually low value. In 2023/2024 there were only two payments other than CPD payments, however the fact that both of these payments were high value and made to a female significantly affects the mean bonus pay gap.

Our mean bonus pay gap is -96.57% in favour of women.

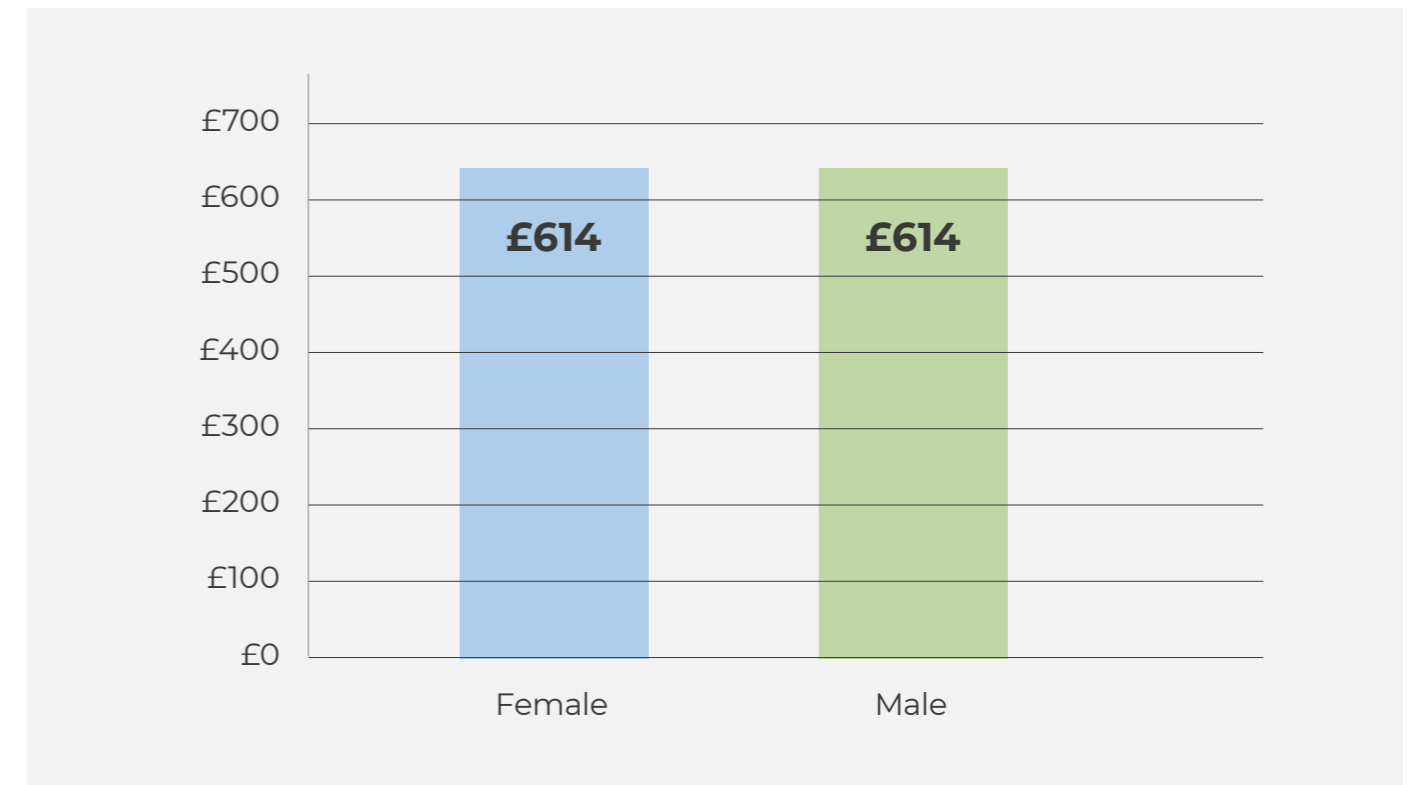
Because our median man and median female are both in the same pay quartile, our median bonus gap is 0%.

In 2022/2023 our mean bonus pay gap was 34.62% in favour of men and our median bonus pay gap was 40.68%.

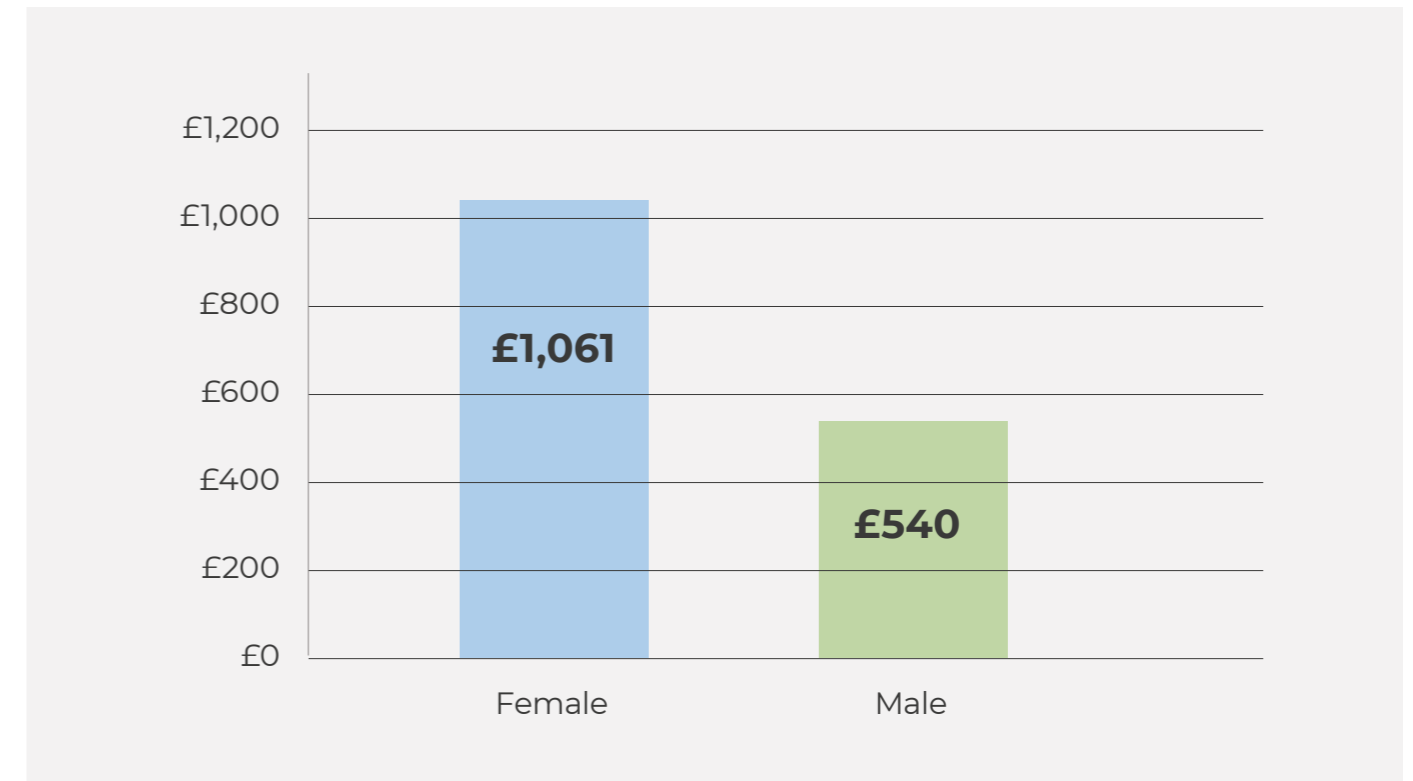
### Percentage of Men and Women Receiving Bonus Pay



### Median Bonus Pay Our Median Bonus figure is 0.00%



### Mean Bonus Pay Our Mean Bonus figure is -96.57% in favour of women



## Comparing the Pay Gap

In 2023 the ONS estimated the overall median gender pay gap to be 14.3%.

In 2023 the ONS estimated the overall median gender pay figure for Fire Service Officers (Watch Manager and below) to be £17.19 per hour.

### Key messages:

- ▶ Our gender pay gap is well below the ONS estimated average
- ▶ Men and Women in the service earn the same for equivalent jobs (equal pay for work of equal value)
- ▶ We employ more men than women (82.3% of our workforce are men)
- ▶ Our equal pay gap is low because we have a relatively even spread of women across all 4 quartiles
- ▶ Our bonus pay figure takes into account CPD pay and honoraria. The median (middle) value is the same however the mean value is significantly in favour of women. This figure should be treated with caution as it is affected by honoraria payments

### What do we do to improve our pay gap?

- ▶ Pay the Living Wage
- ▶ Fair Pay and Grading of roles
- ▶ Family Friendly policies (including flexible working, enhanced paid family leave, job sharing, flexible work locations)
- ▶ Career Progression
- ▶ Fair recruitment practices
- ▶ Re-establishing staff networks



## What are we doing to improve?

We aim to continue to reduce our gender pay gap year on year. Effective policies for closing the gender pay gap seek to address factors and barriers common to all women (such as the number in lower-grade jobs with lower pay) as well as target inequalities faced by women belonging to specific groups, based on characteristics such as ethnicity, age and profession.

### We have implemented a number of actions over the last 18 months that have contributed to reducing our gender pay gap:

- ▶ Continuing to improve on our inclusive approach to recruitment and talent management by implementing targeted engagement sessions during recruitment campaigns.
- ▶ Continuing to use targeted advertising on jobs boards accessed by disadvantaged groups and continuing to include our statement on recruitment advertisements that the employer welcomes applications from the target group(s).
- ▶ Investing in family friendly policies and practices, underlining our commitment to being an inclusive employer and our drive to make CFRS a family friendly place to work. In 2023 we increased our Family Leave provisions so that employees on maternity, shared parental or adoption leave are entitled to 26 weeks full pay.

- ▶ Encouraging flexible working, ensuring requests for flexible working are considered by the Workforce Development Group and allowing for employees to work flexibly where possible Investing in our staff networks
- ▶ Ensuring salaries are transparent. Our operational roles are paid on the agreed NJC T&Cs. Our corporate roles are all evaluated against an agreed job evaluation framework based on NJC T&Cs. All staff are recruited onto a lower pay point and then progressed onto a higher pay point after passing their probationary period. The pay rates are transparent and advertised on the CFRS website. We produce a Pay Policy statement annually in relation to the remuneration of our staff, which is available on the CFRS website.
- ▶ Collating data on all protected characteristics, plus other factors, and identifying barriers for women across all levels of the organisation.

### We also propose to take the following actions in the forthcoming year:

- ▶ Invest in our staff networks to ensure that staff feel valued and supported and any barriers are highlighted and addressed.
- ▶ Launch a Culture and Values Board to understand the culture across the service and work with employees on continually improving the culture.
- ▶ Offering targeted or bespoke training and support to remove barriers for underrepresented groups in recruitment and promotion processes.
- ▶ Identifying areas of our workforce with underrepresentation from women and providing opportunities exclusively to them (and other groups) to learn more about particular types of work opportunities with us, such as open days.



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## Our Code of Ethics



Putting our communities first



Dignity and Respect



Equality, diversity and inclusion



Integrity



Leadership

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Making Cumbria a safer place for all

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