



Essex County
Fire & Rescue Service

Gender Pay Gap 2018/19

Introduction

Essex County Fire and Rescue Service (ECFRS) as a Public Sector employer with more than 250 staff is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

It should be noted that the Gender Pay Gap differs from Equal Pay. Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The Gender Pay Gap shows the difference between the average (mean or median) earnings of men and women. We are required to publish our Gender Pay Gap annually by the 30th March each year.

Essex County Fire and Rescue Service are committed to the promotion of equality of opportunity and development of all employees. We are fully committed to reducing the gender pay gap and are continuing to take steps to achieve this.

The data referenced in this document is at 31 March 2018.

Reducing the Gender Pay Gap

Essex County Fire and Rescue Service is committed to creating an Inclusive Culture with a workforce that is high performing and values differences to benefit the communities it serves.

Our Values

Our values have inclusivity and the valuing of diversity at their heart. We promote and demonstrate the living of our values on a regular basis. Our values are:

We are open, honest and trustworthy

We respect and honour all we do for the Service and our colleagues, being transparent and consistent in our communications and throughout our work.

We are courageous in everything we do

Having the confidence to always own our part and not be a bystander in order to progress and learn from our experiences. #JustOwnIt

We work as one team

All in it together to deliver a safer Service and a safer Essex. What part do you play?

We are always professional

We proudly stay ahead of the game by embracing training and development, continually learning, while delivering professional standards to efficiently serve our community.

We value the contribution of all

We create an inclusive and non-judgemental environment that respects people as individuals and embraces diversity. We value everyone equally, create opportunities and celebrate our successes.

Amongst many other drivers, the living of our values is designed to ensure that women feel able to progress in a Service that encourages them to own their part and be valued equally.

Our People Strategy

Our People Strategy is our template for attracting, engaging, developing and retaining our most valuable asset – the people that work here. It provides the components that will equip us to transform our workplace to be more agile, change able and inclusive.

The People Strategy sets out specific steps that are in place, or in development, to support our people in being the best at what they do and achieve the cultural change that will reflect the national Fire Service core values:

- service to the community
- valuing all our employees
- valuing diversity in the Service and the community
- valuing improvement

All of the steps set out in the People Strategy have components which align to a closing of the gender pay gap. Some of these components are described below.

Inclusion

Our People Strategy describes our awareness that our sector does not reflect the diversity of the communities it serves and our belief that every employee has the right to be treated with equality, dignity and respect in the workplace and are committed to providing a supportive and inclusive working environment to foster such a culture.

The Service strives with staff representative bodies and other stakeholders in establishing and maintaining an environment of positive and harmonious working relationships where all feel valued. Diversity brings value to our organisation.

We regularly review our policies, processes and our working environment to ensure that all that can be done, is done to ensure that our service is one that people want to join and feel that they can bring their whole self to work and be welcomed. We utilise practical tools such as the use of gender decoding to ensure gender neutral language in our messaging.

Our Dignity at Work Policy describes what an inclusive workplace looks like and our leaders, managers and colleagues all have a vital role to play in creating this reality.

Leadership and Management Development

We have several development programmes to encourage development from employees of all backgrounds. Investment in the development of potential is vital in building a pipeline of future supervisors and managers. The introductory programme has consistency in models and methodologies that these colleagues will be exposed to later in their career development. In addition, this programme prepares delegates for their 'step up' and also provide insight and thinking for them to prepare for future recruitment and assessment. We also offer coaching and mentoring.

Recruitment and Selection

Our success is dependent on the effectiveness of the way in which we develop our existing people and recruit our new employees. Encouragement of gender balance is included within this.

For our existing staff we have the talent pool, a group of high-performing, high-potential employees from all areas within our Service, who are being developed to assume greater responsibilities. These individuals are engaged, embrace our values and culture and perform their current role at an exemplary level, as well as showing potential for future promotion. Having a Talent Pool means we can develop the skills of our people so their unique talents can be drawn upon to fill business critical functions quickly and to give us the flexibility and capacity to meet challenges as they arise.

We utilise positive action to try to attract people from groups that are currently under-represented within our workforce, this includes women in our Wholetime and On-Call Firefighter roles. This includes:

- Targeted advertising utilising social media
 - Female only taster sessions
 - Attendance at events and locations aimed at females with an interest in fitness
 - Creation of a talent pipeline with positive action for female applicants
- Use of strategic partnerships to share recruitment relevant information with females ahead of the recruitment campaign via Essex Police, East of England Ambulance Service, Essex County Council, Faith Leaders, Charities, Job Centre etc.

Gender Pay Gap Report

This report outlines the 2018/19 gender pay gap for Essex County Fire and Rescue Service.

There are six calculations that The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require:

- 1) The Mean Gender Pay Gap (average value)
- 2) The Median Gender Pay Gap (middle value)
- 3) The proportion of Males and Females in each salary quartile band
- 4) The Mean bonus pay gap (n/a)
- 5) The Median bonus pay gap (n/a)
- 6) The proportion of male and females receiving a bonus payment (n/a)

The figures found within the report were calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and are based on a snapshot date of 31st March 2018.

Essex County Fire and Rescue Service do not pay bonuses to any of their staff, consequently, a bonus pay gap has not been calculated.

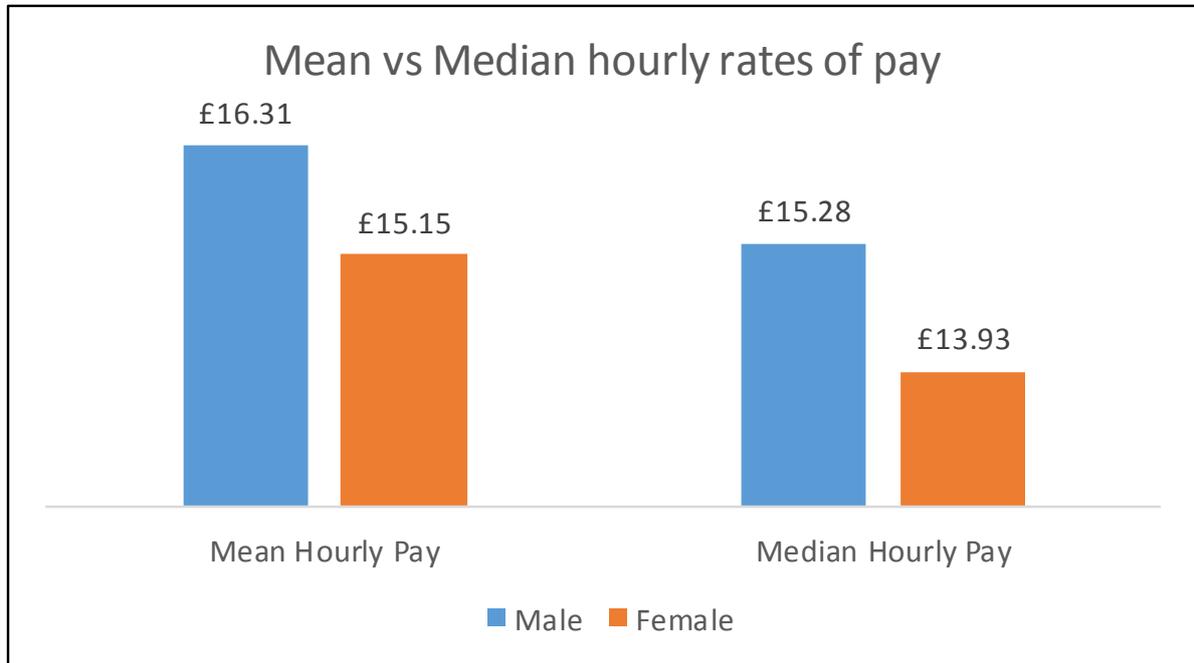
The total number of staff included in the calculations was 1,203.

Mean Gender Pay Gap				
Mean Male Hourly Pay	Mean Female Hourly Pay	Mean Gender Pay Gap	Mean Gender Pay Gap %	Trend
£16.31	£15.15	£1.16	7.1%	

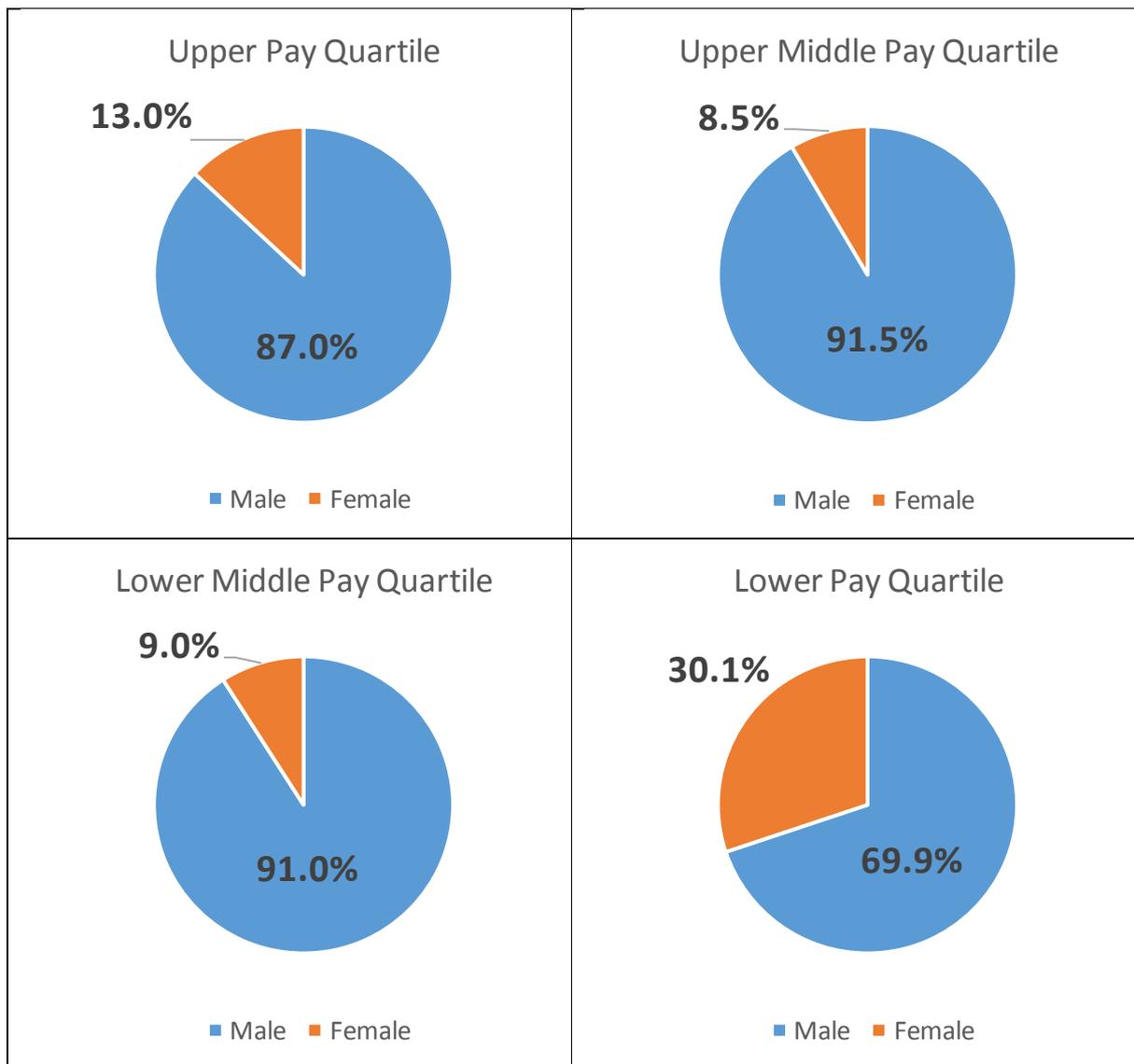
The mean gender pay gap for the whole organisation has reduced to 7.1% in 2018 from 15.6% in 2017. This figure is based on a mean male hourly rate of £16.31 and a mean female hourly rate of pay of £15.15 across all employee groups.

Median Gender Pay Gap				
Median Male Hourly Pay	Median Female Hourly Pay	Median Gender Pay Gap	Median Gender Pay Gap %	Trend
£15.28	£13.93	£1.35	8.8%	

The median gender pay gap for the whole organisation has reduced to 8.8% in 2018 from 12.6% in 2017. This figure is based on a median male hourly rate of £15.28 and a median female hourly rate of pay of £13.93 across all employee groups.



Salary Quartiles				
Quartile	Males	%	Females	%
Upper	308	87.0%	46	13.0%
Upper Middle	325	91.5%	30	8.5%
Lower Middle	322	91.0%	32	9.0%
Lower	248	69.9%	107	30.1%



The mean and median gender pay gap within Essex County Fire and Rescue Service has reduced over the past year. There are a number of reasons for the decrease including:

- An increase in the number of women working within the organisation
- An increase in the number of women in the upper pay quartile
- A reduction in the number of men in the upper pay quartile

The upper pay quartile is dominated by male staff who represent 87% of the total number of people in the upper pay quartile band. This is however a reduction from last year when male staff represented 93% of the upper pay quartile. This is mostly due to the increase in the number of women in the upper pay quartile which has increased from 23 to 46 women.

In contrast, a much larger proportion of female staff (30.1%) are found in the lower pay quartile compared to other pay quartiles. The lower pay quartile mostly consists of

non-operational staff who are on different nationally agreed terms and conditions to Firefighters and Control staff.

Essex County Fire and Rescue Service are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

We are proud of the decrease in our Gender Pay Gap but acknowledge there is still work to be done to close the gap further.

We have an Inclusion and Diversity Steering Group that monitors the progress against our Equality Objectives as well as the work that we are undertaking to create an inclusive workplace for all.

The creation of a Women's Forum is helping the Service to better understand perceived barriers to Women as well as capture suggestions regarding improvements that we can make to ensure equality of opportunity and overall inclusion.

[Our Equality Objectives can be found by following this link to our website.](#)

We will next report our gender pay gap by 30th March 2020.

Report authors

Colette Black – Assistant Director of HR
Martin Jones – Workforce Information Officer
Nikki Geaves – Inclusion & Diversity Lead
Hannah Phipps – HR Policy & Strategy Manager