



East Sussex
Fire & Rescue Service

Gender Pay Gap

2024



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 2024 snapshot date.

1. The mean gender pay gap is **7.56%**,
2. The median gender pay gap is **13.66%**,
3. The percentage of males and females in each pay quartile band is

Band	Description	Females	Males
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	31.49%	68.51%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median (Lower middle)	21.55%	78.45%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile (Upper middle)	13.66%	86.34%
D	Includes all employees whose standard hourly rate places them above the upper quartile	17.58%	82.42%

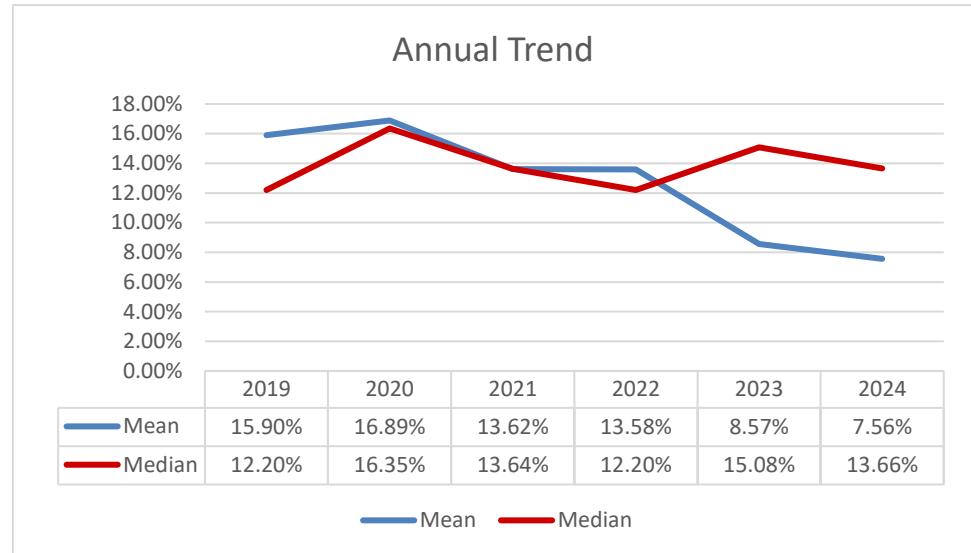
Commentary:

The mean gender pay gap has decreased by 1.01% and the median has also decreased by 1.42% in comparison to the previous year.

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

The most significant change in quartile data on the previous year has been an increase in females in the lower middle quartile (Band B) and a reduction in females in the lower quartile (Band A). This is likely to have been because of the Support Services annual pay award in 2023-24, which for, lower Job Families, represented a higher percentage pay increment, moving a number of females from the lower quartile to the lower middle quartile.

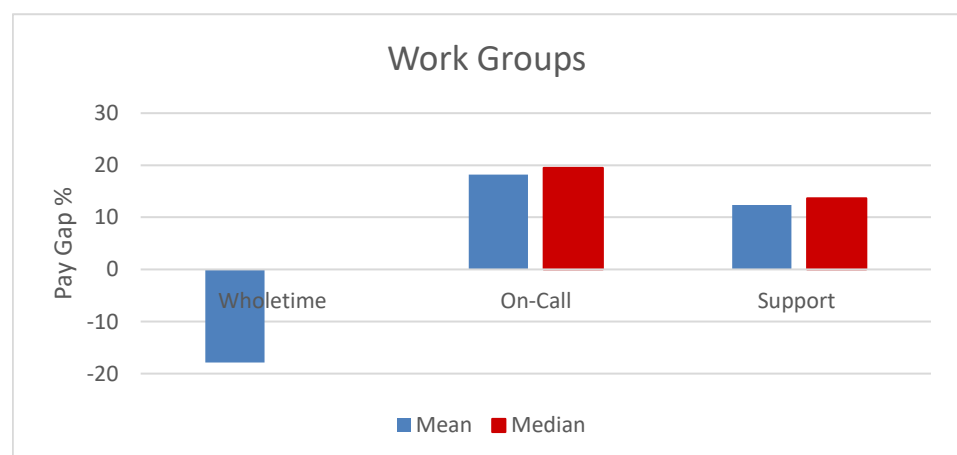
Similar to 2023 data, there was a small reduction in females in the upper middle quartile (Band C) and an increase in females in the Upper Quartile (Band D).



The above graph shows 2024 pay gap data with the previous five years. The mean pay gap continues to track downwards for the fifth year in a row. In 2023, the median spiked as it did in 2020, however we have seen that the median pay gap has reduced this year.

ESFRS Work Groups:

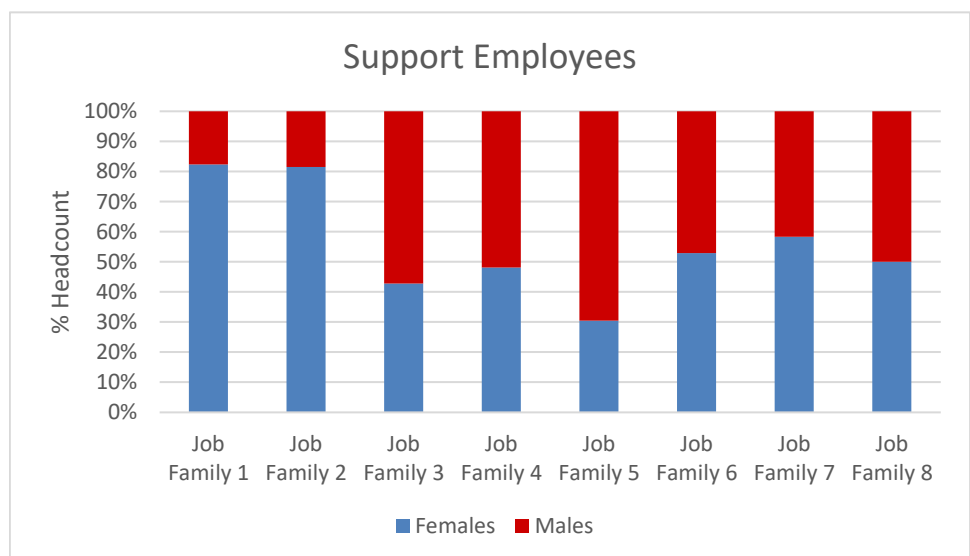
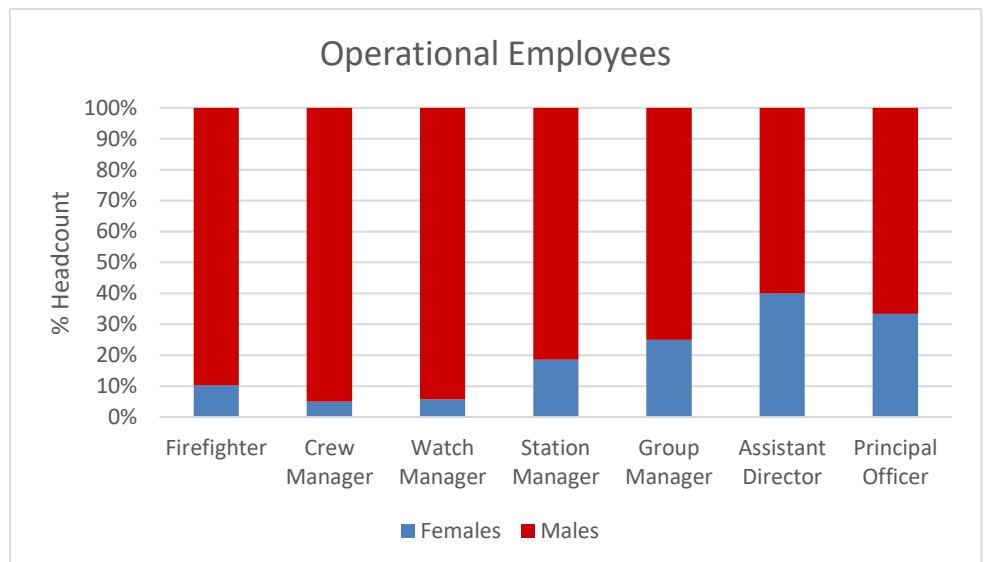
The below graph represents the percentage pay gap data broken down into the 3 main work groups within the Service.



Wholetime median percentage was 0%.

Understanding the breakdown within our work groups allows better insight into where positive action or new initiatives could most benefit in trying to close the gap.

The graphs below illustrate the percentage headcount split of males and females by rank or job family for both Operational and Support employees.



How we continue to support reducing the gap

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 People Services Strategic Group;

- The service continues to invest in an Inclusion Lead post who has reinvigorated our employee networks as well as developing our equality impact analysis to improve as an employer and a service provider.
- Our E-recruitment platform has now been in place for 3 years and continues to allow us to capture better data to learn from and adapt our processes to be more inclusive. We have invested in an additional package which provides better accessibility for potential candidates.
- Local and national networks are enabled and supported by the organisation (ESFRS Gender Inclusion Network and Women in the Fire Service UK).
- Part time working options are available to employees and where possible part time and flexible working is offered. 2024 data shows that (excluding On-Call firefighters) 30.8% of total female staff were working part time compared with 9.1% for male staff.

- Fire Cadets continues to be a diverse group in regard to sex and 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
- We are making progress on our Employee Engagement Roadmap and continue to develop a feeling of inclusivity and belonging among our workforce. We have a “Spotlight on New Starters” in the weekly Service Brief introducing our new starters in the Organisation, a “Who’s Who” section on our Intranet and a monthly Team Briefing giving updates on important information in our Service.
- 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.
- We are reviewing our whole suite of family related policies which allows opportunity to improve the work place for women with particular focus on primary carers and the responsibilities that go with it.
- We have introduced better maternity pay for women, moving from 12 weeks at full pay to 26 weeks at full pay.
- An external consultant has reviewed our Service to set ourselves up for the future. We are now working our way through the recommendations and this work will include crucial options to improve career pathways and development opportunities.
- We have introduced a Community Compass Advisory Group so that we can learn from external parties within our communities in regard to inclusivity. We have received some valuable insight and ideas from the Group about our upcoming Wholetime recruitment campaign. We are actively assessing our recruitment strategy to minimise any indirect factors which may adversely affect success chances of female candidates and to explore options for positive action
- The Service continues to support the HeforShe movement and have held engagements with women across the Service to understand their experiences, this will then be shared with the allies of the group to create a more inclusive environment.
- We are working to improve our provisions to support women going through menopause by creating a dedicated intranet page with available resources, a strategic and an individual risk assessment and guidance for managers on what reasonable adjustments can be made.
- Following the recent change in legislation to the Equality Act 2010, meaning employers have a duty to prevent sexual harassment, we are creating suitable resources to educate our employees on the meaning of sexual harassment through toolkits and training, creating a new policy on sexual harassment and strengthening our provision should we receive such a disclosure.