



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Human Resources Committee

GENDER PAY GAP 2023

Report of the Chief Fire Officer

Date: 10 November 2023

Purpose of Report:

To report the outcomes of the gender pay gap audit for the year ending 31 March 2023.

Recommendations:

That Members note the outcomes from the report and support the action points set out within Paragraph 2.21 to maintain and enhance the career advancement of, and support provided to, women within the Service.

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1. BACKGROUND

- 1.1 In April 2017, the Government introduced a duty on employers with more than 250 employees to calculate and publish six specific measures in relation to the pay gap between men and women in their organisation. Pay data is collected on a specific pay date – 31 March 2023 – and must be published on the national register by 31 March 2024.
- 1.2 The last review was undertaken for pay data on 31 March 2022. This reported a mean pay gap of 19.13% and a median pay gap of 9.49%.
- 1.3 This report reflects the pay analysis undertaken on pay data as at 31 March 2023 (for the year April 2022 to 31 March 2023).
- 1.4 This shows that the gender pay gap has slightly decreased during the period.

2. REPORT

GENDER PAY GAP AUDIT

- 2.1 The six specific measures collated are:
- The difference in the mean hourly rate of pay;
 - The difference in the median hourly rate of pay;
 - The difference in the mean bonus pay;
 - The difference in the median bonus pay;
 - The proportion of male and female employees who were paid bonus pay;
 - The proportion of male and female employees according to quartile pay bands.
- 2.2 The outcomes from the audit are attached as an appendix and report a mean hourly pay gap of 12.53% and a median gender pay gap of 7.78%. This compares with a mean of 19.13% and a median average of 9.49% for 2021-22 – a reduction in both average and median pay between male and female employees – ie: the pay gap has reduced during 2022-23. Differences in hourly pay are set out in the table below:

	Female	Male	Grand Total	% Difference
On-Call	17.42	17.79	17.61	2.08
Dual	28.36	36.82	32.59	22.98
Support	16.92	18.62	17.77	9.13
Wholetime	16.34	17.12	16.73	4.56
Grand Total	19.76	22.59	21.18	12.53

- 2.3 It can be seen that for all work groups, average male pay is higher than average female pay. It should be noted that On-call pay represents a 12-week average. This may therefore reflect a short-term increase rather than a long-term pattern of higher hourly pay.
- 2.4 During 2022-23, the Service recruited an additional 15 women to the Service, compared to 46 men. Of these, one was to a Wholetime role, two to On-call roles and 12 to support roles.
- 2.5 As a result of the recruitment campaigns in 2022, an additional eight women have commenced apprentice wholetime firefighter roles and two women have commenced as On-call trainee firefighters in April and September 2023, which will be reflected in figures for 23-24.
- 2.6 During 2022 there has been more recruitment of men (14) than women (12) to support roles, however the majority of support roles are held by women (51.2%). Whilst there is a spread of grades which are fairly equally dispersed between men and women, in more senior roles above Grade 8 men account for 61.1% of appointments (13.9% of all roles held by men compared to 8.4% of all roles held by women). This is likely to be linked to professional disparities, for instances in engineering, ICT and procurement roles and the numbers of women qualified in those fields.
- 2.7 Quartile bandings are attached at Appendix A and reflect the greater number of men employed compared to women at each level of pay banding.
- 2.8 It should be noted that this pay gap does not indicate a disparity in hourly rate paid for men and women doing the same job, which is the same for men and women at Nottinghamshire Fire and Rescue Service (NFRS), but rather reflects the gender balance within the workforce (83.8% male, 16.2% female) and the proportion of men in higher graded operational and managerial roles. The breakdown of roles is shown at Appendix B.
- 2.9 The table below shows the comparative pay gap differences calculated as a mean average, by work group:

Work Group	Mean Average %	Number of Women (31 March 2023)	Number of Men (31 March 2023)
Wholetime	-4.56	38 (9.3%)	370 (90.7%)
Support	-9.13	83 (51.2%)	79 (48.8%)
On-Call	-2.08	11 (4.53%)	232 (95.47%)

- 2.10 The above figures reflect the low number of women in operational roles (Wholetime and On-call). The number of women in support roles account for 51.2% of all roles, however more men than women are employed in managerial or senior professional roles which accounts for the pay gap disparity.

- 2.11 This compares with a public-sector median average of 11.2% in 21/22. The Service is therefore better than the national median figure.*¹
- 2.12 In the private sector, the average median pay gap was 13.8% in 21/22. NFRS is better than the private sector national median figure.*¹
- 2.13 Overall, across all employers, the average median pay gap was 14.9% in 21/22. The Service is therefore better than the national average figure.
- 2.14 In terms of reducing the gender pay gap, the Service already has in place policies and pay structures that are reflective of best practice outlined in guidance documents. However, the lack of women in operational supervisory and senior management roles is a perennial issue and work needs to be undertaken to encourage more women to apply for higher graded roles. The gender pay gap will really only be closed by appointing more women to supervisory and managerial roles, and this requires more women to apply at entry level to Wholetime and On-call roles.
- 2.15 The structure and gender profile of the fire and rescue service provides particular challenges to closing the gender pay gap. It is very hierarchical in terms of its opportunities for progression, which is underpinned by function and need for a command and control leadership style in operational situations. Over recent years, changes to leadership development programmes have concentrated on a different leadership style based on coaching and effective people skills, which is also reflected in selection processes, and this will change the culture of the Service over time. This is more likely to attract women to leadership roles with the Service.
- 2.16 The need to recruit more women into entry level operational roles is key to addressing gender pay gap issues for the future. Positive action has gone some way to making a career with the fire service a more accessible option and there are now more women than ever before applying to and being successful at the recruitment stage.
- 2.17 Recruitment campaigns which run between 2022 and 2025 provide an opportunity to engage with prospective female candidates to encourage them to apply for an apprentice firefighter role. The last Wholetime recruitment campaign in 2022 saw an increase in both female applicants (50 - 13%) and successful appointments (9 - 18%). It is important that positive action measures are properly resourced and supported to enable this upturn in interest to continue.
- 2.18 A firefighter recruitment campaign is ongoing (2023) for appointments to roles in 2024 and positive action has focused on attracting more female applicants to apply.

¹ Source: Annual Survey of Hours and Earnings, Office for National Statistics.

- 2.19 Whilst progressing women within operational roles is key to impacting on the current gender pay gap, this is not to marginalise the need to recruit and develop more women into professional and leadership roles in support posts.
- 2.20 A Women's Network group has been established since 2021, which provides support and guidance to women across the workforce and is also a channel for women to raise issues. This group has made links to the women's network (NEWS) in Nottinghamshire Police, with the aim of sharing good practice and events. The NFRS Women's Network is led by a champion from the Strategic Leadership Team to ensure engagement at the most senior levels of the organisation.
- 2.21 The focus of actions to improve upon the gender pay gap are:
- Undertake positive action to encourage more women to apply for Wholetime and On-call firefighter roles;
 - Identify the reasons why more female firefighters do not apply for promotion and address any barriers/concerns;
 - Be pro-active in identifying those with the potential to progress to more senior roles and provide support and development;
 - Review any barriers for women to be appointed to senior roles across all work groups;
 - Review the requirements of the On-call duty system to make it more attractive to female applicants;
 - Provide opportunities for women to gain experience in higher level roles through temporary appointments, involvement in projects, development roles;
 - Any additional flexible working arrangements that can be put in place;
 - Maintain engagement with the Nottingham City Future Leaders programme and encourage women to apply.
- 2.22 In addition, a ten year plan to accelerate the diversification of the workforce across the organisation is currently under development as part of the Futures25 Change Programme.

3. FINANCIAL IMPLICATIONS

There are no direct financial implications arising from this report. However, if further development roles are introduced, this will need to be managed through the budget setting process.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

- 4.1 Implications are set within the report and focus on positive action, talent management and development opportunities.
- 4.2 Work will be undertaken with the Women's Network to take forward the recommendations and develop further support for women with the aims of reducing the gender pay gap.

5. EQUALITIES AND ETHICAL IMPLICATIONS

An equality impact assessment has not been undertaken as this report does not seek to change Service policy or service delivery. However, there are recommendations contained within the report which set out courses of action to improve the number, seniority and pay of female employees to further close the gender pay gap.

6. ENVIRONMENTAL AND SUSTAINABILITY IMPLICATIONS

There are no environmental or sustainability implications arising from this report.

7. LEGAL IMPLICATIONS

- 7.1 The Gender Pay Gap Regulations, otherwise known as the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force in the UK in April 2017. The regulations require all private and voluntary-sector employers with 250 or more employees to publish data on their gender pay gap.
- 7.2 Employers who fail to report by 5 October 2024 deadline, or report inaccurate data, will be in breach of the regulations and risk facing enforcement from the Equality and Human Rights Commission (EHRC), leading to court orders and fines.
- 7.3 In addition to the statutory requirement to publish gender pay gap data, the case for ensuring that pay systems are not intrinsically gender biased is important to defend any claim for equal pay brought under the Equality Act, which includes work of equal value.

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 It is important to ensure that pay and progression processes are fair and robust in order to defend potential equal pay claims or claims of gender bias.
- 8.2 It is also important from a reputational and employee relations standpoint to provide opportunity for women to develop to their full potential through

supportive policies around positive action, mentoring and development programmes and to provide a flexible work environment, which takes account of the family and dependent care roles often provided by women. Much of this support is already available within NFRS.

9. COLLABORATION IMPLICATIONS

- 9.1 There are no direct collaboration implications, although work undertaken through the Women in the Fire Service network supports a national approach to identifying and addressing specific issues for women and is also supported locally.
- 9.2 Work with the Nottinghamshire Police, for instance through the NEWS network, involves an informal sharing of best practice, events and information aimed at women within both organisations.

10. RECOMMENDATIONS

That Members note the outcomes from the report and support the action points set out within Paragraph 2.21 to maintain and enhance the career advancement of, and support provided to, women within the Service.

11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

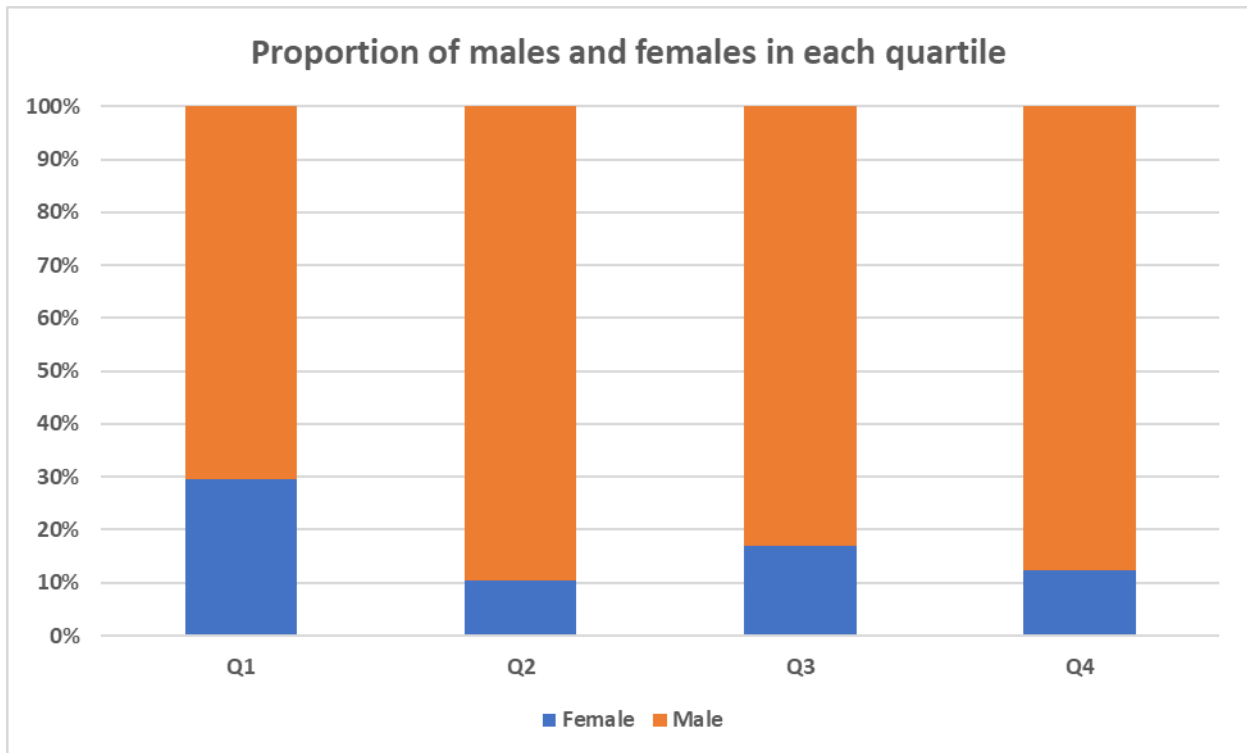
None.

Craig Parkin
CHIEF FIRE OFFICER

QUARTILE SALARY BANDING

Proportion of Males and Females in each Quartile

	Q1	Q2	Q3	Q4
Female	29.65%	10.47%	16.86%	12.28%
Male	70.35%	89.53%	83.14%	87.72%



Hourly Rate Bands

- Q1 - £9.28 - £15.05
- Q2 - £15.06 - £15.92
- Q3 - £16.01 - £19.30
- Q4 - £19.33 - £66.31

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APPENDIX B**ROLE BY GENDER 31/03/23****Wholetime Roles**

Gender	FF	CM	WM	SM	GM	AM	PO	Total	%
Female	31	3	2	1	0	0	1	38	9.31
Male	209	64	62	22	6	5	2	370	90.69

On-Call Roles

Gender	FF	CM	WM	Total	%
Female	9	1	1	11	4.53
Male	159	57	16	232	95.47

Support Roles

Gender	1-4	5-7	8-9	Strategic	Total	%
Female	34	42	4	3	83	51.2
Male	22	46	10	1	79	48.8