



**NOTTINGHAMSHIRE**  
**Fire & Rescue Service**  
*Creating Safer Communities*

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

# **GENDER PAY GAP 2024**

Report of the Chief Fire Officer

**Date:** 08 November 2024

**Purpose of Report:**

To report the outcomes of the gender pay gap audit for the year ending 31 March 2024.

**Recommendations:**

It is recommended that Members:

- Note the contents of the report;
- Endorse the actions set out in Paragraph 2.10, which are designed to enhance the career advancement of women within the Service.

## **CONTACT OFFICER**

**Name:** Michael Sharman  
Assistant Chief Fire Officer

**Tel:** 0115 8388100

**Email:** michael.sharman@notts-fire.gov.uk

**Media Enquiries Contact:** Corporate Communications Team  
0115 8388100 corporatecomms@notts-fire.gov.uk

## 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 2024 – and must be published on the national register by 31 March 2025.
- 1.2 The last review was undertaken for pay data on 31 March 2023. This reported a mean pay gap of 12.53% and a median pay gap of 7.78%.
- 1.3 This report reflects the pay analysis undertaken on pay data as of 31 March 2024 (for the financial year (FY) 2023/24). This shows that the gender pay gap has decreased during this 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 full outcomes of the audit are attached at Appendix A to this report. In summary, for the FY 2023/24 the mean hourly pay gap was 5.05% compared to 12.53% for FY 2022/23. The median average was 3.24% for FY 2023/24 compared to 7.78% for FY 2022/23.
- 2.3 The gender pay gap has significantly reduced, in part due to a refinement of the calculations in line with Government guidance to exclude pay not linked to duties or hours worked and annual leave allowances. As a comparator, in April 2023 the median gender pay gap in the public sector was 14% compared with 18.9% in the private sector.
- 2.4 The table below sets out the differences in hourly pay by staff group. For all work groups the mean average pay for men is higher than the average for women. This is due to the gender imbalance within the workforce (81.9% men and 18.1% women) and the proportion of men in higher graded operational and managerial roles. The gender pay gap does not indicate a disparity in the hourly rate paid to men and women undertaking the same job.

	Female	Male	Work Group Average (both genders)	% Difference
<b>On-Call</b>	£15.79	£17.20	£17.14	8.19%
<b>Dual</b>	£17.32	£18.77	£18.70	7.71%
<b>Support</b>	£18.44	£19.51	£18.95	5.49%
<b>Wholetime</b>	£17.88	£19.94	£19.71	10.33%
<b>Grand Total</b>	£18.11	£19.07	£18.89	5.05%

2.5 The table below indicates the comparative pay gap differences calculated as a mean average by work group.

2.6 The figures reflect the low number of women in operational roles. The number of women in support roles account for 63.16% of total women in the Service, however more men than women are employed in managerial or senior professional roles which accounts for the pay gap disparity.

Work Group	Mean Average %	Number of Women (31 March 2024)	Number of Men (31 March 2024)
Wholetime	-10.33	38 (11.24%)	300 (88.76%)
Dual Contract	-7.71%	4 (4.76%)	80 (95.24%)
Support	-5.49	84 (52.17%)	77 (47.83%)
On-Call	-8.19	7 (4.61%)	145 (95.39%)
<b>Total</b>	<b>-5.05%</b>	<b>133 (18.1%)</b>	<b>602 (81.9%)</b>

## REDUCING THE GENDER PAY GAP

2.7 In terms of reducing the gender pay gap, the Service already has in place policies and pay structures which are reflective of best practice. Despite this, the lack of women in operational supervisory and senior management roles is a perennial issue. The Service is continuing to work to encourage more women to apply for firefighter roles, as well as supporting those already in the Service to progress to more senior roles.

2.8 The structure and gender profile of the fire and rescue service presents particular challenges to closing the gender pay gap. 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 within the Service.

- 2.9 The Nottinghamshire Fire and Rescue Service Women's Network was established in 2021, and provides support and guidance to women across the workforce. As well as this, the network provides targeted learning and development opportunities for members and is a valuable source of challenge to identify barriers to recruitment and progression which particularly impact women. The Women's Network is led by a champion from the Strategic Leadership Team to ensure engagement at the most senior levels of the organisation.
- 2.10 The Service is focusing on the following actions to further reduce the gender pay gap:
- Undertake positive action to encourage more women to apply for Wholetime and On-call firefighter roles.
  - Be pro-active in identifying those with the potential to progress to more senior roles and provide tailored support and development.
  - Review any barriers for women to be appointed to senior roles across all work groups.
  - Undertaking an equality impact assessment of the flexi-duty officer (Station Manager and Group Manager) collective agreement.
  - Provide more flexible On-Call contracts as part of the national pay award to be implemented from January 2025.
  - Provide opportunities for women to gain experience in more senior roles through temporary appointments, involvement in project teams and development roles.
- 2.11 In addition to the activities set out above, the Service is seeking to adopt a longer term and more sustainable approach to diversifying the workforce. The first stage of the process has been to identify dedicated resources to undertake community engagement and positive action activities. This has been delivered as part of the Prevention function review carried out under the Futures 25 change and improvement programme.
- 2.12 The longer term approach to workforce diversification will be set out in the Service's People and Culture Strategy 2025-28 which will be brought to the Committee for endorsement in early 2025.

### **3. FINANCIAL IMPLICATIONS**

There are no financial implications arising from this report.

#### **4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS**

The implications are set out in the report and focus on positive action, talent management and identification of development opportunities to support underrepresented groups including women in the workplace.

#### **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 the 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**

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.

## **10. RECOMMENDATIONS**

It is recommended that Members:

- 10.1 Note the contents of the report.
- 10.2 Endorse the actions set out in Paragraph 2.10, which are designed to enhance the career advancement of women within the Service.

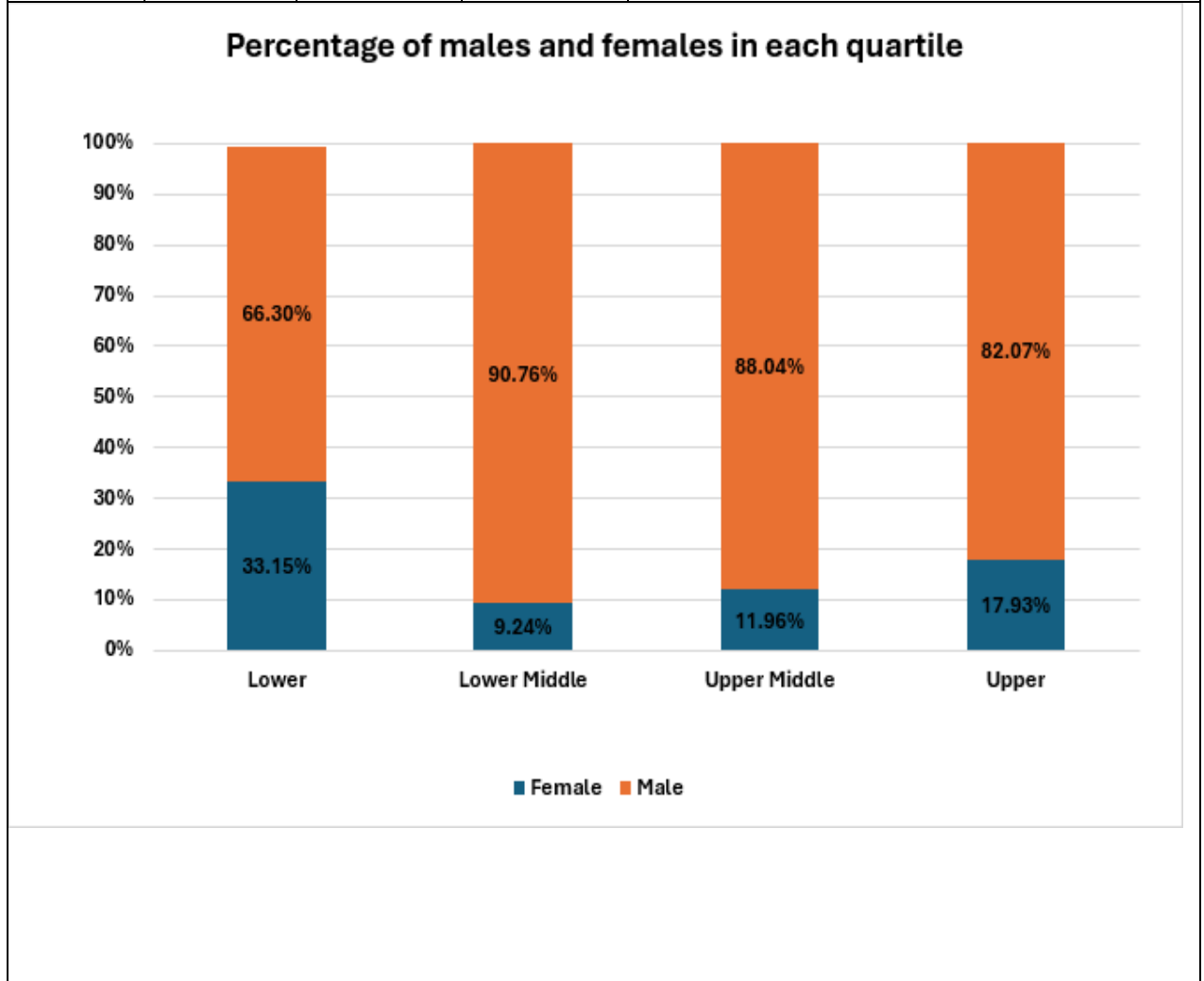
## **11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)**

None.

Craig Parkin  
**CHIEF FIRE OFFICER**

QUARTILE SALARY BANDING

Proportion of Males and Females in each Quartile				
	Lower	Lower Middle	Upper Middle	Upper
Female	33.15%	9.24%	11.96%	17.93%
Male	66.30%	90.76%	88.04%	82.07%



Hourly Rate Bands
Lower - £5.28 - £16.61
Lower Middle - £16.64 - £17.49
Upper Middle - £17.50 - £20.05
Upper - £20.06 - £77.82