



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

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

GENDER PAY GAP REPORT 2019

Report of the Chief Fire Officer

Date: 05 July 2019

Purpose of Report:

To report the outcomes of the Gender Pay Gap Audit for the year 2018.

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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 2018 - and must be published on the national register by 31 March 2019.

2. REPORT

- 2.1 Under the Gender Pay Gap regulations, the following six specific measures are recorded and published on a national website:
- 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 Service return reports on the mean average and median rates of pay for men and women employed by the Authority and the proportion of male and female employees by quartile pay band. It does not pay bonus payments.
- 2.3 The outcomes from the audit report are that the mean hourly pay gap between women and men employed by the Service is 7.7%, and the median gender pay gap as 6.3%. Quartile bandings are attached as Appendix A and reflect the greater number of men employed compared to women at each level of pay banding.
- 2.4 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 NFRS, but rather reflects the gender balance within the workforce (83.3% male, 16.7% female) and the proportion of men in higher graded operational and managerial roles. The breakdown of roles is shown at Appendix B.

COMPARATIVE FIGURES

- 2.5 In the previous review undertaken on 31st March 2017, the mean average difference in pay was 20% and the median difference was 11.9%, which means that the gender pay gap is smaller than last year.
- 2.6 This compares with a public-sector mean average of 12.4% and a median of 14.1%. The Service is therefore below the public-sector average and median figure.

- 2.7 Overall, across all employers, the average mean pay gap was 14.5% and the median pay gap was 17.9%.
- 2.8 In the public sector, 88.5% of employers have a pay gap in favour of men, compared to 78% in the private sector.

BREAKDOWN BY GROUP

- 2.9 The table below shows the comparative pay gap differences calculated as a mean average, by Service work group:

Work group	Mean Average %	Nbr of women (April 2018)	Nbr of men April 2018)
Whole-time	-7.84	23 (5.07%)	431 (94.93%)
Control	+4.02	21 (77.78%)	6 (22.22%)
Support	-7.83	88 (54.32%)	74 (45.68%)
On-call	-12.17	11 (4.26%)	247 (95.74%)

- 2.10 The above figures reflect the fact the low number of women in operational roles (Whole-time and On-call), and that there are more women than men in Control and Support roles. However, with exception of Control employees, more men than women are employed in higher graded managerial roles which accounts for the pay gap disparity.

REDUCING THE GENDER PAY GAP

- 2.11 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.
- 2.12 In the most recent promotion processes, 2 (out of 23 applicants) women applied for Crew Manager roles, 1 (out of 31 applicants) for Watch Manager roles and 1 (out of 17 applicants) for Station Manager roles. Of these, 2 were identified as having potential for progression and given development plans and access to temporary promotion, and 1 identified as immediately ready for promotion to Crew Manager.
- 2.13 The Service has developed an Aspiring Leaders programme in the last year to provide development for employees who may be thinking of future promotion, and 51 people have completed or commenced development on the programme. Of these, 12 were women, 4 of whom were operational fire-

fighters - of these, 2 applied for the recent Crew Manager process and 1 was successful. Disappointingly there were no female fire-fighter applicants for latest programme which commenced in November 2018.

- 2.14 Increasing the number of women in Fire-fighter roles has been an objective for a number of years and significant positive action was undertaken ahead of the 2018 selection process to attract women and support them to achieve entry standards, particularly in relation to strength and fitness. Of the 37 new trainee firefighters appointed, 12 (32.4%) women were appointed. As the pay gap audit looks at figures for 31st March 2018, this will not be reflected in the audit figures until the next submission in 2020.
- 2.15 The Service also has in place a Flexible Working Policy, which facilitates a range of working options such as part-time and term-time working and which is open to all service employees. The Rostering Collective Agreement also facilitates the opportunity to operational fire-fighters to work flexibly. Whilst a number of part-time arrangements are in place for support and control employees, there are very few applications from operational fire-fighters to work flexible arrangements – this may be due to the nature of the duty system which facilitates 4 days off and a 2-day and 2-night work pattern, which may already suit those with caring responsibilities.
- 2.16 The lack of women in on-call roles is typical of the national picture. The demands of the on-call system, its geographic restrictions and the nature of call-outs to incidents needs to be better understood for its implications in attracting women to the Service. More work therefore needs to be done to accurately identify and address the reasons why women do not apply for on-call roles and to be more pro-active in promoting opportunities in local areas.
- 2.17 Appendices C and D set out data from other Fire and Rescue Services who have reported their figures. NFRS is in the second quartile for both the mean average and median pay ranges. Whilst it is difficult to draw direct comparisons between Services due to the difference in the size of services and the impact of the On-call duty system on average earnings, it does act as a useful benchmark.
- 2.18 The gender pay gap figures has been posted onto the national database and on the NFRS website.
- 2.19 Actions to improve upon the gender pay gap will focus on:
 - Establishing the reasons why more female fire-fighters do not apply for promotion
 - Reviewing any barriers for women to be appointed to senior roles across all work groups
 - Reviewing the requirements of the On-call duty system to make it more attractive to potential female applicants

- Providing opportunities for women to gain experience in higher level roles
- A mentoring scheme to be introduced to enable women in senior roles within the service to provide advice to women who are interested in development
- Any additional flexible working arrangements that can be put in place.

3. FINANCIAL IMPLICATIONS

There are no direct financial implications arising from the outcomes of the equal pay review or gender pay gap audit.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The human resources implications are contained within the body of the report.

5. EQUALITIES IMPLICATIONS

The gender pay gap audit is designed to highlight any pay anomalies between male and female pay and therefore has a positive role to play in ensuring that there is no direct or indirect bias in the pay structure which adversely impacts upon gender.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

The requirement for employers to undertake and report on their Gender Pay Gap Audit arises from the Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 The Gender Pay Gap report is a statutory requirement, and the outcomes indicate that there are some gender gaps within the workforce that have created a disparity between men and women's pay. The reasons for this disparity are set out within the report, and action points identified to address the underlying issues that have led to this point.
- 8.2 Whilst it may be difficult to create a situation whereby there is no gender pay gap between men and women in the fire service, due to the lack of female

applicants to operational Fire-fighter roles, there are nevertheless actions that can be taken to improve on the current situation and these are set out within the report.

9. COLLABORATION IMPLICATIONS

There are no collaboration implications arising from this report.

10. RECOMMENDATIONS

That Members note the contents of this report.

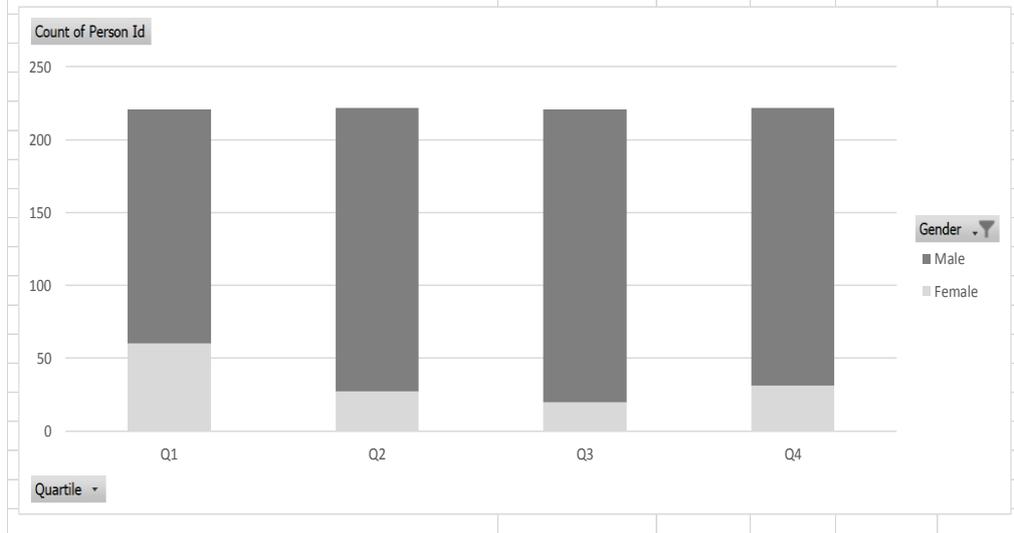
11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

John Buckley
CHIEF FIRE OFFICER

APPENDIX A

Mean Gender Pay gap in hourly pay (as a percentage of male pay):	7.7%			
Median Gender pay gap in hourly pay (as a percentage of male pay):	6.3%			
Mean bonus gender pay gap:	N/A			
Median bonus gender pay gap:	N/A			
Proportion of males and females receiving a bonus payment:	N/A			
		Q1	Q2	Q3
Proportion of males and females in each quartile:		72.9%	87.8%	91.0%
			Q4	86.0%



APPENDIX B

Gender	Wholetime	%	Retained	%	Non Uniformed	%	Control	%	Sum:
Male	431	47.89%	247	27.44%	74	8.22%	6	0.67%	758
Female	23	2.56%	11	1.22%	87	9.67%	21	2.33%	142
Sum:	454		258		161		27		900

APPENDIX C

Mean Average

Sort by Mean Pay Rate		
Employer	Employer Size	% Difference in hourly rate (Mean)
London Fire & Emergency Planning Authority	5000 to 19,999	-7.7
East Sussex Fire and Rescue Service	500 to 999	-7.3
Staffordshire Fire & Rescue Services	500 to 999	-5.4
Kent Fire & Rescue Service	1000 to 4999	-2.4
Royal Berkshire Fire & Rescue Service	500 to 999	-0.1
Greater Manchester Combined Authority	1000 to 4999	1.9
Avon Fire & Rescue Service	500 to 999	2.6
Lancashire Fire and Rescue Service	1000 to 4999	3.2
Hampshire Fire & Rescue Service	1000 to 4999	4.8
Cleveland Fire Brigade	500 to 999	6.4
Derbyshire Fire & Rescue Service	500 to 999	7.4
Nottinghamshire Fire and Rescue Service	500 to 999	7.7
Shropshire & Wrekin Fire Authority	500 to 999	8
North Wales Fire and Rescue Service	500 to 999	8.9
County Durham and Darlington Fire and Rescue Service	500 to 999	9
North Yorkshire Fire and Rescue Service	500 to 999	10.2
Dorset & Wiltshire Fire & Rescue Service	1000 to 4999	10.4
West Midlands Fire Service	1000 to 4999	10.4
Bedfordshire Fire & Rescue Service	500 to 999	10.6
West Yorkshire Fire and Rescue Service	1000 to 4999	10.7
Merseyside Fire and Rescue Service	500 to 999	11.7
Devon & Somerset Fire & Rescue Service	1000 to 4999	13
Mid & West Wales Fire & Rescue Service	1000 to 4999	13.8
Cambridgeshire Fire & Rescue Service	500 to 999	15.4
Essex County Fire & Rescue Service	1000 to 4999	15.6
Tyne & Wear Fire and Rescue Service	500 to 999	16.5
Buckinghamshire & Milton Keynes Fire Authority	250 to 499	16.6
Humberside Fire & Rescue Service	1000 to 4999	17
South Yorkshire Fire & Rescue	500 to 999	19.9
Cheshire Fire Authority	500 to 999	20.9
Leicestershire Fire and Rescue Service	500 to 999	21.8
Hereford & Worcester Fire & Rescue Service	500 to 999	32.2
South Wales Fire & Rescue Service	Not Provided	

APPENDIX D

Median

Sort by Median Pay Rate		
Employer	Employer Size	% Difference in hourly rate (Median)
Staffordshire Fire & Rescue Services	500 to 999	-9
Royal Berkshire Fire & Rescue Service	500 to 999	-8.3
London Fire & Emergency Planning Authority	5000 to 19,999	-4.6
Avon Fire & Rescue Service	500 to 999	0
Greater Manchester Combined Authority	1000 to 4999	1.3
East Sussex Fire and Rescue Service	500 to 999	1.9
County Durham and Darlington Fire and Rescue Service	500 to 999	2.4
Kent Fire & Rescue Service	1000 to 4999	2.6
Derbyshire Fire & Rescue Service	500 to 999	3
North Yorkshire Fire and Rescue Service	500 to 999	3.2
Merseyside Fire and Rescue Service	500 to 999	3.9
Cleveland Fire Brigade	500 to 999	4
West Midlands Fire Service	1000 to 4999	5
Hampshire Fire & Rescue Service	1000 to 4999	5.1
Bedfordshire Fire & Rescue Service	500 to 999	5.3
Nottinghamshire Fire and Rescue Service	500 to 999	6.3
Dorset & Wiltshire Fire & Rescue Service	1000 to 4999	7.1
West Yorkshire Fire and Rescue Service	1000 to 4999	7.5
Shropshire & Wrekin Fire Authority	500 to 999	8
Tyne & Wear Fire and Rescue Service	500 to 999	10.2
South Yorkshire Fire & Rescue	500 to 999	10.3
North Wales Fire and Rescue Service	500 to 999	11.1
Cambridgeshire Fire & Rescue Service	500 to 999	11.3
Buckinghamshire & Milton Keynes Fire Authority	250 to 499	11.8
Essex County Fire & Rescue Service	1000 to 4999	12.6
Devon & Somerset Fire & Rescue Service	1000 to 4999	13.6
Mid & West Wales Fire & Rescue Service	1000 to 4999	14.1
Lancashire Fire and Rescue Service	1000 to 4999	17
Cheshire Fire Authority	500 to 999	17
Humberside Fire & Rescue Service	1000 to 4999	23
Leicestershire Fire and Rescue Service	500 to 999	23.8
Hereford & Worcester Fire & Rescue Service	500 to 999	29.4
South Wales Fire & Rescue Service	Not Provided	