



**NOTTINGHAMSHIRE**

**Fire & Rescue Service**

*Creating Safer Communities*

**Gender Pay Gap Reporting – 2017/18**

**Published date: February 2018**

# Nottinghamshire Fire and Rescue Service Gender Pay Gap Report 2017

## Forward by Chief Fire Officer

This is the organisation's first Gender Pay Gap Reporting report under the new regulations contained in the Equality Act 2010. This report is an important focus for us to fully understand our pay gap, the underlying reasons for the gap and provides a basis for addressing any issues or concerns. The strategic leadership team are committed to ensuring equality at work.

**Chief Fire Officer**

February 2018

## Introduction

In April 2017, the Government introduced legislation requiring all employers with 250 or more employees to calculate and publish six specific measures regarding the pay gap between men and women in their organisation. Relevant organisations are required to collect data on a snapshot date of 31 March 2017 and then publish the metrics before 30 March 2018 and thereafter publish the same data annually. The six metrics required by the regulations 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

As Nottinghamshire Fire and Rescue Service (NFRS) has more than 250 employees, it is a relevant organisation covered by the regulations and as such data was collected on the snapshot date of 31 March 2017. This identified 905 employees included in the Gender Pay Gap analysis of which 770 (85%) were male and 135 (15%) were female.

The gender pay gap shows the difference in average pay between all men and women in the workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help identify what those issues are.

The gender pay gap is different 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. It is unlawful to pay people unequally because they are a man or a woman.

NFRS is committed to fairness and equality. In particular, to promoting equality of opportunity for all and a culture that values differences. As an employer, we want to ensure our workforce is representative of the community it serves, attracting and retaining talented employees from a wide range of backgrounds and with diverse skills and experience. We regularly carry out an equal pay audit to ensure that our systems and processes are fair, equitable and robust – the last equal pay audit was completed in February 2018.

All of the data included in this report has been calculated in accordance with the requirements of the Equality Act 2010 – Specific Duties and Public Authorities Regulations 2017.

## Gender Pay Gap Reporting

The six metrics required by the 2017 regulations are shown in the tables and charts below. We have provided additional commentary to explain the context and results for NFRS.

### Metrics 1, 2, 3 and 4

Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	20.0%	11.9%
Gender Bonus Gap	0.0%	0.0%

### Metric 5

Proportion of employees receiving Bonus	Female	Male
Receiving Bonus	0.0%	0.0%
Not receiving Bonus	100.0%	100.0%

The overall mean gender pay gap for the Service is 20.0%, which means that male employees receive, on average, 20.0% more pay than female employees. The median pay gap is 11.9%. The Service's mean gender pay gap is above the national public sector mean of 17.7%, but is below the national public sector median of 19.4%<sup>1</sup>.

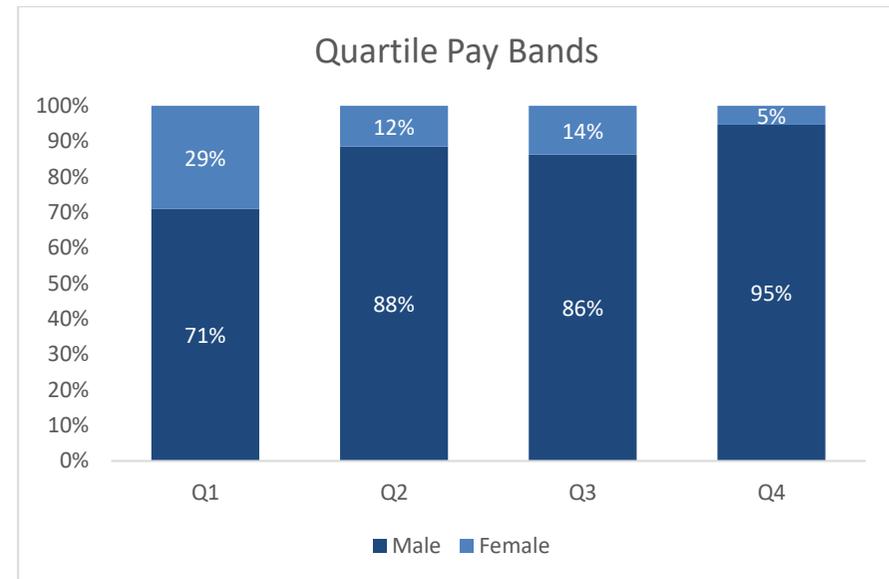
NFRS does not pay a bonus to any employees.

All employees at the Service have been included in the scope of the report. There are four distinct groups of employees, these are wholetime firefighters, control firefighters, retained firefighters and support staff.

The pay gaps **do not** indicate that male and female employees are being paid differently for equal work.

The Service applies the nationally agreed framework of roles and pay scales, which defines the content of each role and the national pay rate for firefighters, control staff and retained firefighters. NFRS also operates a robust grading structure based on a non-discriminatory job evaluation scheme for support staff, to ensure that we comply with equality legislation and provide equal pay for work of equal value.

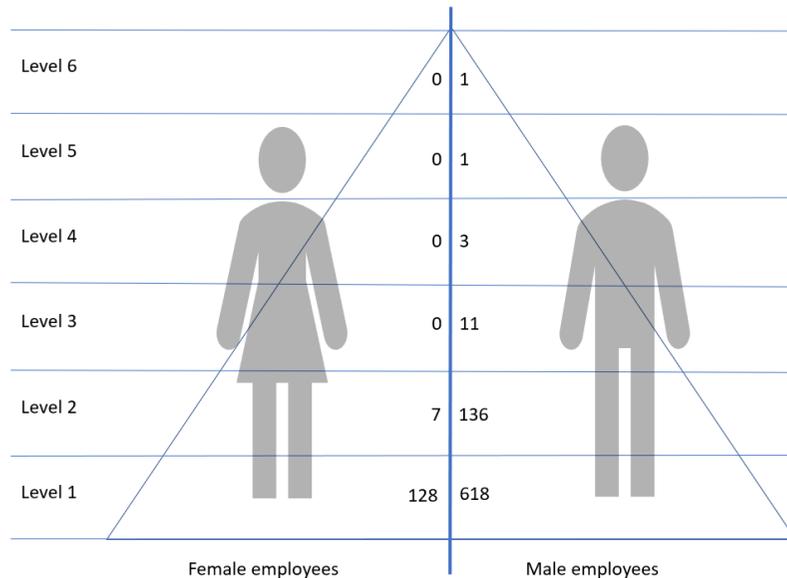
### Metric 6



<sup>1</sup> ONS Provisional 2017 Public Sector Gender Pay Gap

The pay quartile analysis shows that there is a higher proportion of female employees in the lower quartile and it is this distribution of employees that results in the gender pay gaps. The distribution of employees is more clearly shown in the 'pyramid' diagram below and demonstrates why there is a difference in the average pay between female and male employees.

Note: Diagram for illustrative purposes only - NOT TO SCALE



The pyramid diagram has been produced by creating six equal pay levels in the organisation. The lowest hourly rate in the organisation is £7.39 and the

The overall results are heavily skewed by our retained workforce. The reason for this relates to the historically low number of women who apply to be, and are employed as, retained firefighters. These firefighters are available on-call to attend emergency incidents or provide community support, between a minimum of 84 and a maximum of 120 hours per week. They are paid an annual retaining fee and an hourly rate for any work they undertake. This is a significant commitment, often undertaken whilst having another primary employment, and only those who live or work within five minutes of their local station are eligible.

highest is £93.82. Therefore, the span of each pay band above is £14.40 per level.

The overall results are heavily skewed by our retained workforce. The results for the staff groups separately are:

Measure	Wholtime Firefighters (Including Control)	Retained Firefighters	Support Staff
Mean	10.9%	22.7%	7.7%
Median	8.7%	27.1%	1.0%

The table above shows that the mean and median gender pay gap is lower than the national figures (ONS) for public sector employers for wholtime firefighters (including control staff) and support staff. The Service has 248 retained firefighters in various operational roles – only six of these are female and all but one of these are 'basic' firefighters. Male retained firefighters occupy a broader range of roles including firefighter, crew manager and watch manager. Because of the very structured nature of pay in the Service, men and women are paid equally for the same level of work.

This results in a small pool of potential candidates who are able to meet all of these criteria. Very few of these are women. At the moment, we have 11 female retained firefighters out of a total of 260. This disparity will obviously be reflected in the gender pay gap.

Across the full-time operational workforce there are currently 23 female firefighters out of a total of 446. Whilst the gender pay gap is not so wide in this group as for our retained employees, it is still something that we remain committed to close.

## Closing the Gap

Nottinghamshire Fire and Rescue Service is committed to ensuring equality in our workforce and demonstrate this by:

- \* Providing positive action measures to encourage more women to apply for firefighter roles
- \* Offering flexible working options to all our workforce
- \* Using job evaluation to determine support role grades to ensure pay parity
- \* Ensuring that our selection and promotion procedures are fair and accessible
- \* Providing enhanced occupational maternity pay
- \* Undertaking equal pay checks (in addition to gender pay gap review)
- \* Introduction of an Aspiring Leaders Programme open to the whole workforce
- \* Development programmes for supervisory and middle managers
- \* Working with our female employees to establish and address any difficulties that they face in the workplace

However, we are not complacent about the challenge to narrow the gender pay gap within the Service, and we commit to the following over the coming year:

- \* Undertake action to increase the number of operational firefighters who are women
- \* Seek to make our policies and practices more family friendly and attractive to women
- \* Establish the reasons that female firefighters do not apply for promotion and address them