



North Yorkshire Fire and Rescue Service Gender Pay Gap Report

As at snapshot date 31st March 2022



NORTH YORKSHIRE FIRE & RESCUE SERVICE

Introduction

This report covers North Yorkshire Fire and Rescue Service's (NYFRS) obligations under the Equality Act 2010 (Gender Pay Information Regulations 2017) to publish an annual Gender Pay Gap report. The snapshot date is 31/03/2022.

Gender pay reporting is a different requirement to carrying out an equal pay audit. It is not a review of equal pay for equal work but, instead, compares hourly rates of pay and bonuses staff may receive by gender, and identifies if there are any imbalances in pay.

We have conducted our analysis in line with gender pay gap regulations which require disclosure of data for all UK legal entities employing more than 250 employees. The report is published both internally and externally.

As part of the report, the Service is required to provide an explanation of the cause of any pay gap. The information is used to look at any gender imbalance across the workforce and the balance of male and female employees across different levels.

The Service is required to publish the following information:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

Mean gender pay gap	The difference between the mean hourly rate of pay of male employees and that of female employees as a percentage.
Median gender pay gap	The difference between the median hourly rate of pay of male employees and that of female employees as a percentage.
Mean bonus pay gap	The difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage.
Median bonus gap	The difference between the median bonus pay paid to male employees and that paid to female employees as a percentage.
Bonus Proportions	The proportions of male and female relevant employees who were paid a bonus during the relevant period.
Quartile Pay Bands	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands



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Gender Pay Gap

A gender pay gap shows the difference between the average hourly earnings of men and women. This is expressed as a percentage of men's earnings e.g., a gender pay gap of 18% indicates women earn 18% less on average than men.

Workforce Information

A wide definition of who counts as an employee is used. For North Yorkshire Fire and Rescue Service this includes all employees under "Green Book" (Support Staff) and "Grey Book" (Operational and Control Staff) terms and conditions.

As of 31 March 2022, the total headcount contained within the workforce definition as above was 753, of which 15.27% were women.

North Yorkshire Fire and Rescue Staff				
Staff Category	Male Employees (Headcount)	Male Employees (%)	Female Employees (Headcount)	Female Employees (%)
Wholetime	288	91.43%	27	8.57%
Control	9	47.37%	10	52.63%
On-Call	300	92.31%	25	7.69%
Support Staff	41	43.62%	53	56.38%
Total	638	84.73%	115	15.27%

***Note**

Seven male members of staff have been removed from the headcount figures as they did not fulfil the required reporting criteria because they were on career break.

A further 15 people, 14 men and one woman, are excluded from the above. All of these are volunteer firefighters.



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Based on nationally agreed terms and conditions, North Yorkshire Fire and Rescue Service pay the same salary for equivalent roles, however, due to a predominantly male operational workforce this does not result in equal mean and median hourly pay rates.

The Gender Pay Regulations state that the definition of "ordinary pay" for reporting purposes does not include "remuneration provided otherwise than in money".

Guidance published by ACAS and the Government Equalities Office makes clear that this means that the value of benefits provided under a salary-sacrifice arrangement does not count as "ordinary pay" and it states that, when making the calculation, "the employer should use the employee's gross pay after any reduction for a salary-sacrifice scheme".

NYFRS through the employee benefits scheme offers a range of salary sacrifice schemes providing valuable benefits for car lease, childcare vouchers, cycle to work and home technology. There are 11 women and 37 men who have a salary sacrifice arrangement as at the snapshot date. By analysing pay after a reduction for a salary-sacrifice scheme, this could potentially distort the Service's reported pay gap.

Mean and Median Pay Gap

	Female	Male	Gap	%
Average hourly rate (mean)	£15.55	£15.98	-£0.43	2.69%
Median hourly rate	£14.72	£15.15	-£0.43	2.84%

The mean gender pay gap within North Yorkshire Fire and Rescue Service (NYFRS) as of 31st March 2022 was 2.69%.

This means the gap reduced by 3.85% over the last year, following a clear downward trend through all previous years since reporting began.

The median gender pay gap within North Yorkshire Fire and Rescue Service (NYFRS) as of 31st March 2021 was 2.84%.

According for the Office for National Statistics (ONS), median hourly pay for full-time employees was 8.3% less for women than for men in April 2022, while median hourly pay for part-time employees was 2.8% higher for women than for men (figures exclude overtime pay).

Strategic Leadership Team (SLT)

SLT is made up of ten representatives, including trusted Advisors. Two representatives are employed by the Office of the North Yorkshire Police, Fire and Crime Commissioner, one by



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the Office of the Cleveland Police and Crime Commissioner and two by North Yorkshire Police (enableNY). It is of note that three of these five representatives are female.

However, for the purposes of this report, roles included within the analysis include only employees of North Yorkshire Fire and Rescue Service, namely the Chief Fire Officer, Deputy Chief Fire Officer and three Area Managers.

Median Gender Pay Gap – SLT	
Male median hourly rate	£42.93
Female median hourly rate	N/A

It is not possible to report a gender pay gap, as there are no NYFRS-employed female members of SLT.

Salary Quartile Bands

Salary Quartile Bands	Hourly Rate Range (£)	Female (Count)	Female %	Male (Count)	Male %	Total (Count)
1 High	17.47 – 69.44	28	15.56%	152	84.44%	180
2 Mid Upper	15.15 – 17.44	20	11.05%	161	88.95%	181
3 Mid Lower	13.67 - 15.15	18	9.94%	163	90.06%	181
4 Low	10.08 – 13.67	43	23.76%	138	76.24%	181

Women are represented at all employee types and levels across the organisation, including at Senior Management level.

The high quartile in the above chart illustrates the highest earners in NYFRS and contains 25.69% of the female employees relevant to hourly pay calculations, compared to 24.76% of the male workforce.

The highest numbers of women are in the lowest quartile, a significant proportion of whom are employed within the Support Staff group. This quartile also features women who are in the development phase of their operational career.

NYFRS has a high proportion of staff on the On-Call Duty System. This group of staff respond to station from their home or primary place of work, on a pager system and usually have a primary employment as well as an On call Duty System contract. This staff group equates to 43.16% of the total workforce and are placed largely in the mid and lower salary band quartiles, due to their On call duty system. Women make up 7.69% of the Service's On-call firefighters.



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The Service has rolling recruitment for On-call staff employed under the On-call Duty System terms and conditions; however, as this staff group is constrained by proximity requirements to the fire station, there are significant recruitment challenges. The Service remains committed to the On-call Duty System, placing significant investment into the duty system which includes considering working patterns and pay with the intention of improving attraction and retention of On-call firefighters. This also presents an opportunity to improve the diversity of the workforce, including female representation.

Bonus Payments

The only payments made to NYFRS employees that meet the definition of bonus pay in the regulations are those made under the Continual Professional Development (CPD) scheme for uniformed Firefighters.

This scheme is designed to recognise and reward experienced employees who demonstrate continual professional development over and above that required at competent level by the national occupational standards. Successful applicants are awarded a set annual figure which is determined each year by the National Joint Council for Local Authority Fire and Rescue Services.

Proportion of Staff Receiving a Bonus Payment	
Male	30.94% of all males and 25.23% of total workforce
Female	11.00% of all females and 1.59% of total workforce

Bonus Payment Gap	
Mean Gap	-0.86%
Median Gap	0%

The bonus pay gap is -0.86% at the mean and 0% at the median. The reverse mean bonus pay gap is driven by several factors, including:

- There are only 13 women who received CPD payments during the 12 month period ending with the snapshot date. Ten were wholetime or full-time members of control staff, two were part-time wholetime staff or members of control staff, and one was an on-call Crew Manager, who received one quarter of the set annual CPD amount applicable to wholetime firefighting staff.
- 190 men received CPD payments during the 12 month period ending with the snapshot date. Of these, 29 were On-Call firefighters, who receive one quarter of the set annual CPD amount applicable to wholetime firefighting staff. This is what creates a reverse mean bonus gap.



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- Annual CPD payments are a set amount and, for both men and women, the median is the same, therefore resulting in a 0% median bonus pay gap.

Conclusion

North Yorkshire Fire and Rescue Service's median gender pay gap is 2.84%.

Whilst the Service continues to work on increasing the diversity within its workforce, the proportion of male to female staff members remains significantly higher.

The largest proportion of the workforce are 'Grey Book' members of staff. In particular, there are a high number employed as On-Call firefighters and, within this staff group, there is a significantly higher proportion of men than women.

The reasons for the gap (predominately male workforce) are well known to NYFRS and the Fire and Rescue Service Sector generally. The Service values and encourages diversity in all roles and at every level and action is underway to encourage the recruitment and retention of female members of staff, particularly in 'Grey Book' roles where there is a high underrepresentation.

Commitment to closing the gap

The Service is committed to becoming a more inclusive employer and has committed to an ambitious People Strategy and Equality, Diversity and Inclusion (EDI) Strategy.

Our People Plans are aligned with the above to both drive and enable effective delivery outcomes. People Plans, tailored to the needs of the Service, align to four agreed corporate priorities:

- a) improving and embedding talent management, development and succession planning at all levels of NYFRS,
- b) continuing to focus on healthy, inclusive, values-led and compassionate cultural development,
- c) deliver and embed a new workforce model arising from our Risk and Resource Model review and implementing any outcomes of associated projects into business as usual, and
- d) strengthening our ability to provide an excellent On-call Firefighter duty system, through improved talent attraction, retention, progression, ED&I, culture and digitalisation.

With a continued focus on cultural development the Service is underway with new Equality, Diversity and Inclusion training to staff including specific modules for leaders. This was rolled out over 2022 and into early 2023.

In addition, the EDI delivery plans will be refreshed to ensure that EDI will be embedded at all levels of the organisation thereby bringing the benefits of increased employee engagement and improved recruitment and retention.



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In an increasingly competitive market, it is recognised that we need a clear brand and approach for attracting the right people with the diversity of skills the Service and our community needs. By modernising our recruitment processes, including the use of social media and flexible application methods, together with working in partnership with local education establishments and strengthening our links with local employers, we will focus to ensure that our workforce is more representative of the communities we serve.

Ongoing development of our recruitment processes has seen a commitment to move away from competency-based processes to a strengths-based approach which looks more at abilities, interests and potential. We continue to introduce gender balance as part of our assessment panels to ensure we are making transparent decisions, based on merit not bias. Opportunities to undertake flexible working practices to support the balance of work and personal commitments are available to all staff across the Service.

The Service's Gender staff network lead, along with our other staff networks, have representation on the Service's EDI Tactical group to actively contribute to generating action to improve inclusion and matters affecting staff and monitoring progress of the relevant activity. This activity includes workforce profiling and actionable insight, policy and procedure review and development, leadership development, the roll out of EDI training and key input to the scoping of our pilot supporting those from under-represented groups (mentoring our female colleagues 2023).

Over the course of 2022, the Service introduced Diversity Champions to help create a more inclusive working environment and to improve communications across our Service area including raising awareness of the Service's values and code of ethics. Open days and awareness days are held Service-wide to establish and build relationships with our local communities and to encourage underrepresented groups to consider a role with North Yorkshire Fire and Rescue Service.

The Service is continuing with work across the estate to improve the facilities we have in place for staff and to improve the privacy and dignity for all those using our facilities. The Service has an aging estate which has proved challenging to adapt. However, NYFRS has committed to a programme of improvement works which will ensure that stations are more suitable for a diverse workforce.

We recognise that North Yorkshire Fire and Rescue Service has a long way to go to achieve better representation of gender at all levels of the organisation, especially operational roles. However, we are committed to creating an inclusive culture that allows female employees to thrive.

Declaration

I confirm that the information and data provided is accurate and in line with mandatory requirements.



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Jonathan Dyson
Chief Fire Officer for North Yorkshire Fire and Rescue Service