



North Yorkshire Fire and Rescue Service
Gender Pay Gap Report
2020



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 31/03/2020. This is the key date for which many of the details required to undertake the calculations come from and it is also the date by which NYFRS must publish their report.

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 cap	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 2020 the total headcount contained within the workforce definition as above was 769, of which 12.25% were women.

North Yorkshire Fire and Rescue Staff				
Staff Category	Male Employees (Headcount)	Male Employees (%)	Female Employees (Headcount)	Female Employees (%)
Wholetime	297	93.69%	20	6.13%
Control	9	47.4%	10	52.6%
On-Call	332	95.12%	17	4.88%
Support Staff	35	41.67%	49	58.33%
Total	673	87.75%	96	12.25%

***Note**

Four female and seven male members of staff have been removed from the headcount figures as they did not fulfil the required reporting criteria in that they were not in receipt of full pay (e.g. they were on sick leave or maternity leave).

For the purposes of gender pay gap reporting, leave is interpreted broadly to include:

- annual leave;
- maternity, paternity, adoption, parental, or shared parental leave;



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- sick leave;
- special leave;
- any other form of leave (e.g. study leave or sabbaticals).

A further seven employees, six men and one woman, received no pay at all during the relevant pay period and, in accordance with the regulations, are excluded from the gender pay gap calculations. Six of these employees are volunteer firefighters and one is a member of the Service's Operational Staffing Reserve.

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 translate when looking at the 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 offers a range of salary sacrifice schemes providing valuable benefits for car lease, childcare vouchers, cycle to work and home technology. There are seven women and 38 men who have a salary sacrifice arrangement as at the snapshot date. By reporting pay after a reduction for a salary-sacrifice scheme, this potentially distorts the Service's reported pay gap.

Mean and Median Pay Gap

The mean (average pay gap is) 9.62%

Median is the midpoint of the data the median pay gap is 4.08%

	Female	Male	Gap	%
Average hourly rate (mean)	£13.81	£15.28	-£1.47	9.62%
Median hourly rate	£13.64	£14.22	-£0.58	4.08%

The 2019 UK national median pay gap was 17.4% (as published in Spring 2020). The median pay gap between men and women within North Yorkshire Fire and Rescue Service (NYFRS) in 2020 is 4.08%, which is significantly lower than the UK average of the previous year.



The 2020 mean gender pay gap is 9.62% and represents a decrease of 0.58% from 10.2% in the previous report and from 14% from when reporting requirements commenced. In monetary terms the mean pay gap has dropped by a further £0.05. It is positive to note for the Service that the mean pay gap has consistently reduced since 2017 and is moving in direction. It should be noted, however, that the median pay gap has increased slightly by 0.84% since the previous report.

Corporate Management Board (CMB)

CMB was made up of seven members of staff. Six of which were male and one female. For the purposes of this report, roles within CMB include: Chief Fire Officer, Deputy Chief Fire Officer and three Area Managers (1 x temporary role), Head of Finance and Administration and Head of Technical Services. It should be noted that the CMB has now been restructured into a new Strategic Leadership Team (SLT) from April 2020, and representation to this Board has subsequently changed and this will be reflected in the 2021 gender pay gap report.

Median Gender Pay Gap – CMB	
Male median	£34.45
Female median	£31.16

The median pay gap for CMB is 9.55%.

Salary Quartile Bands

Salary Quartile Bands	Hourly Rate Range (£)	Female (Count)	Female %	Male (Count)	Male %	Total (Count)
1 High	16.11 – 55.44	19	9.90%	173	90.10%	192
2 Mid Upper	14.22 – 16.11	22	11.46%	170	88.54%	192
3 Mid Lower	12.74 - 14.22	13	6.77%	179	93.26%	192
4 Low	9.64 – 12.43	42	21.76%	151	78.24%	193

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

The support staff composition is more evenly balanced and is represented by 58.33% of women compared to 7.38% of women in the operational workforce (Firefighter and Control Staff).

The high quartile illustrates the highest earners in NYFRS and contains 19.79% of the female workforce compared to 25.71% of the male workforce.



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The highest numbers of women are in the low quartile, the majority of which are from 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 from the On-Call Duty System. This group of staff respond to station to station on a pager system and usually have a primary employment as well as a Retained Duty System (on-call) contract. This staff group equates to 45.38% of the total workforce, and are placed largely in the mid and lower quartiles. Women make up 4.88% of the Service's on-call firefighters.

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 locality to the fire station, this can create recruitment challenges. The Service has committed to undertaking an extensive review of the On-call duty system which includes considering working patterns and pay with the intention of improving attraction and retention of on-call firefighters.

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	35.36%
Female	12.50%

Bonus Payment Gap	
Mean Gap	-11.76%
Median Gap	0%

The bonus pay gap is -11.76% at the mean and 0% at the median which presents a mixed picture. The reverse mean bonus pay gap is driven by a number of factors, including:

- there are only 12 women who received CPD payments during the twelve month period ending with the snapshot date. Eleven were wholetime or full-time members of control staff and one was part-time.
- 238 men received CPD payments during the twelve month period ending with the snapshot date. Of these 238 men who received CPD payments, 38 are on-call



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firefighters who receive one quarter of the set annual CPD amount applicable to whole-time firefighting staff and thus creates a reverse mean bonus gap.

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

Conclusion

North Yorkshire Fire and Rescue Service's mean gender pay gap is 9.62%. 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 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 remains focussed on taking positive steps to improve the gap by continuing to monitor our workforce and by both encouraging and valuing diversity in recruitment together with working practices that support balancing work and personal life. The Service uses job evaluation to ensure a fair pay structure. For Grey and Green book staff, the rates of pay are equal for men and women. Job evaluation will continue to be used and all processes and initiatives will be reviewed to ensure that we are continuing to take positive steps in closing the gap.

EnableNY is a new collaboration of support services for North Yorkshire Fire and Rescue Service and North Yorkshire Police which came into effect in April 2021. The collaboration presents an excellent opportunity to share learning and undertake joint initiatives in support of increasing diversity across both organisations. EDI is a theme that runs through the whole of the enableNY People Strategy and is a particular priority for both organisations.

A new joint EDI training cycle launches in 2021/22 which will be delivered to all employees within both organisations including an emphasis for those with management responsibilities. We will continue to roll out unconscious bias training to all managers and provide reminder and refresher equality training for our longer serving employees. The leadership framework will be incorporated into the EDI training cycle and increase development opportunities to all members of staff, including women, to support their career.

Specifically for NYFRS, a through review of the 2019/20 whole-time recruitment process was undertaken with new input established for the 2020/21 process. The campaign in 2019/20 was the first run by NYFRS for 10 years.



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It was recognised that the point of entry fitness test (Chester Step Test) had an adverse impact on underrepresented groups during the 2019 recruitment campaign. Following a period of research, the Multistage Fitness Test (MSFT), also referred to as the 'bleep test' or 'shuttle run' was identified as an alternative test providing an accurate and fair testing procedure at point of entry. The test is designed to remove any factors from the physical selection test which could negatively affect individual's scores, whilst ensuring clarity within scores to meet the national guidelines. It is considered to be an objective, role related test that does not have an adverse impact on any group.

NYFRS continues to raise awareness of inclusion and diversity within its workforce with crews and staff networks working within their local communities and strengthening links within our under represented groups to inform of opportunities available within the Service for recruitment and service delivery.

We have a number of ongoing actions, these include continuing to hold a range of 'Have A Go' events where our under represented groups can see and have a go at some typical firefighting duties and use some of the specialist equipment.

The impact of initiatives to recruit and retain female members of staff will take time and the Service recognises the benefit of continuing to take positive steps to close the gap. NYFRS is committed to the principles of equality of opportunity and we employ and promote staff in a fair and consistent manner and based on competency.

Declaration

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

A handwritten signature in blue ink, appearing to read 'Jonathan Foster', with a horizontal line underneath.

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