



North Yorkshire Fire and Rescue Service Gender Pay Gap Report

As at snapshot date 31st March 2021



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 31/03/2021.

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



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 2021 the total headcount contained within the workforce definition as above was 770, of which 12.99% were women.

North Yorkshire Fire and Rescue Staff				
Staff Category	Male Employees (Headcount)	Male Employees (%)	Female Employees (Headcount)	Female Employees (%)
Wholetime	286	94.07%	18	5.93%
Control	9	47.37%	10	52.63%
On-Call	335	94.37%	20	5.63%
Support Staff	40	43.48%	52	56.52%
Total	670	87.01%	100	12.99%

***Note**

One female and one 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 a career break 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 eleven employees, ten 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. All of these are volunteer firefighters.

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 54 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) 6.54%

Median is the midpoint of the data the median pay gap is 5.03%

	Female	Male	Gap	%
Average hourly rate (mean)	£14.44	£15.45	-£1.01	6.54%
Median hourly rate	£13.78	£14.51	-£0.73	5.03%

The UK national mean gender pay gap is 2.8% (as published January 2022). The mean gender pay gap within North Yorkshire Fire and Rescue Service (NYFRS) as at 31st March 2021 is 6.54%. This means the gap has reduced since last year by 3.08%, following a clear downward trend through all previous years since reporting began.



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The UK national median gender pay gap is 8.8% (as published January 2022). The median gender pay gap within North Yorkshire Fire and Rescue Service (NYFRS) as at 31st March 2021 is 5.03%.

Strategic Leadership Team (SLT)

SLT is made up of seven members and three trusted Advisors, four of which are employees of the North Yorkshire Police Fire and Crime Commissioner Fire and Rescue Authority. For the purposes of this report, roles included within the analysis for SLT include: Chief Fire Officer, Deputy Chief Fire Officer and two Area Managers. It should be noted that representation to this Board has changed from that which was included within the 2020 gender pay gap report.

Median Gender Pay Gap – SLT	
Male median	£46.88
Female median	N/A

There is no pay gap as such, as there are no women in SLT.

Salary Quartile Bands

Salary Quartile Bands	Hourly Rate Range (£)	Female (Count)	Female %	Male (Count)	Male %	Total (Count)
1 High	16.32 – 58.83	25	13.02%	167	86.98%	192
2 Mid Upper	14.51 – 16.31	17	8.81%	176	91.19%	193
3 Mid Lower	13.20 - 14.51	15	7.81%	177	92.19%	192
4 Low	8.28 – 13.13	43	22.28%	150	77.72%	193

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

The support staff composition has a higher representation of women at 56.52%, compared to 7.08% of women in the operational workforce (Firefighter and Control Staff).

The high quartile illustrates the highest earners in NYFRS and contains 25% of the female workforce compared to 24.93% of the male workforce.

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



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NYFRS has a high proportion of staff from the On-Call Duty System. This group of staff respond 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 46.10% of the total workforce, and are placed largely in the mid and lower quartiles. Women make up 5.63% 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	32.54% of all males and 28.31% of total workforce
Female	12.00% of all females and 1.56% of total workforce

Bonus Payment Gap	
Mean Gap	-1.91%
Median Gap	0%

The bonus pay gap is -1.91% at the mean and 0% at the median. 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. Nine were wholetime or full-time members of control staff, two were part-time 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.
- 218 men received CPD payments during the twelve month period ending with the snapshot date. Of these, 34 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 calculating a 0% median bonus pay gap.

Conclusion

North Yorkshire Fire and Rescue Service's mean gender pay gap is 6.54%. 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 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.

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

Local crews take a more active approach and hold local events for our under-represented groups, to raise awareness of all the roles we have within North Yorkshire Fire and Rescue Service.

We are developing a number of ongoing initiatives with our local communities to ensure a career in Fire is considered by all groups.



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Declaration

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

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