



North Yorkshire Fire and Rescue Service Gender Pay Gap Report

As at snapshot date 31st March 2023



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 31/03/2023.

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

The analysis is conducted 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 men and women across pay graded roles.

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 men and women receiving a bonus payment
- Proportion of men and women 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.

Reporting the pay gaps that may impact people from minority ethnic backgrounds and other protected characteristics e.g. disability and sexuality, is not yet a legislative requirement in the UK. As a Service, however, we have started reviewing our staff demographics, including ethnicity data and are currently developing a dashboard to support the production of an improved workforce profile with opportunities to report specific data by staff groups and categories. The Service intends to commence publishing ethnicity pay gap data alongside our mandatory required gender pay report as at March 2024.

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 2023 the total headcount contained within the workforce definition as above was 741, of which 15.5% were women. Six employees have not stated/given their sex.

North Yorkshire Fire and Rescue Staff				
Staff Category	Men (Headcount)	Men (%)	Women (Headcount)	Women (%)
Wholetime	278	91.15%	27	8.85%
Control	8	44.44%	10	55.56%
On-Call *2 not stated	297	91.1%	27	8.29%
Support Staff *4 not stated	37	40.22%	51	55.43%
Total *6 not stated	620	83.81%	115	15.52%



Note

12 men and two women have been removed from the headcount figures as they did not fulfil the required reporting criteria due to being on a career break. Four employees, three men and one woman were also removed from the headcount due to nil pay scenarios. A further fifteen people, fourteen men and one woman, are excluded from the above. All of whom 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 12 women and 41 men who have a salary sacrifice arrangement as at the snapshot date. By requiring to report pay after a reduction for a salary-sacrifice scheme, this potentially distorts the Service's reported pay gap.

Mean and Median Pay Gap

	Women	Men	Gap	%
Average hourly rate (mean)	£15.02	£16.79	-£1.77	10.56%
Median hourly rate	£14.39	£16.21	-£1.70	11.23%

The mean gender pay gap within North Yorkshire Fire and Rescue Service (NYFRS) as at 31st March 2023 is 10.56%. This means the gap has increased since last year by 7.87%, after what has been a clear downward trend since reporting began.

The median gender pay gap within North Yorkshire Fire and Rescue Service (NYFRS) as at 31st March 2023 is 11.23%.

According to the Office for National Statistics (ONS), the median hourly pay for full-time employees was 7.7% less for women than for men in April 2023, while median hourly pay for part-time employees was 3.3% higher for women than for men.



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In 2023, the gap among full-time employees increased to 7.7%, up from 7.6% in 2022. Among all employees, the gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022.

The gender pay gap is higher for all employees than it is for full-time employees or part-time employees. This is because women fill more part time roles which, in comparison with full-time jobs, have lower hourly median pay. ASHE data shows that in 2023 approximately 86% of male employees were in full-time jobs, compared with approximately 61% of female employees.

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 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.

Mean Gender Pay Gap – SLT	
Male mean hourly rate	£45.47
Female mean hourly rate	N/A

Median Gender Pay Gap – SLT	
Male median hourly rate	£40.87
Female median hourly rate	N/A

There is no pay gap as such, as there are no women employed by North Yorkshire Fire & Rescue Service in SLT.

Salary Quartile Bands

Salary Quartile Bands	Hourly Rate Range (£)	Female (Count)	Female %	Male (Count)	Male %	Total (Count)
1 High	18.14 – 62.19	20	10.81%	165	89.19%	185
2 Mid Upper	15.75 – 18.14	20	10.70%	167	89.30%	187
3 Mid Lower	14.02 - 15.75	21	11.29%	163	87.71%	186
4 Low	9.10 – 13.96	56	30.60%	126	68.40%	183

Women are represented at all employee types and levels across the organisation, including within senior management teams.



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The high quartile in the above chart illustrates the highest earners in NYFRS and includes 17.39% of all women employed relevant to hourly pay calculations, compared to 24.47% 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.

NYFRS has a high proportion of staff from the On-Call Duty System. This staff group respond to their local station via an alerter system and usually have a primary employment as well as a Retained Duty System (on-call) contract. This staff group equates to 43.94% of the total workforce, and are placed largely in the mid and lower quartiles. Women make up 8.28% 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, it continues to create recruitment challenges. The Service is currently undertaking a full review of the On-call duty system, 'On-Call Futures', with the overarching aim of strengthening its ability to provide an excellent On-call Firefighter duty system, through improved talent attraction, retention, progression, ED&I, culture and digitalisation.

The review demonstrates the Service's commitment to increase the resilience of the On-call duty system and improve this for the benefit of both the staff and the communities of York and North Yorkshire.

Bonus Payments

For the purposes of this report, payments for operational staff for completion of Continual Professional Development (CPD) are covered within the bonuses element of the report.

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. The Service has used its available discretion to vary this amount.

Proportion of Staff Receiving a Bonus Payment	
Men	28.5% of all men and 23.85% of total workforce
Women	9.56% of all females and 1.48% of total workforce

Bonus Payment Gap	
Mean Gap	-10.95%
Median Gap	0%



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The bonus pay gap is -10.95% at the mean and 0% at the median. The reverse mean bonus pay gap is driven by a number of factors:

- Whilst there are only 11 women who received CPD payments during the 12 month period ending with the snapshot date, all were either wholetime or control staff.
- In contrast, 177 men received CPD payments during the 12 month period ending with the snapshot date. Of these, 24 were on-call firefighters, who receive one quarter of the set annual CPD payment applicable to wholetime firefighting staff. As such, this contributes to 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 10.56% which is higher than in previous years.

Whilst the Service continues to work on increasing the diversity within its workforce, the proportion of men to women employees remains significantly higher, resulting in a pay gap.

The reasons for the gap are well known to the Service 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 operational roles where there is a high underrepresentation.

On-call employees represent the highest proportion of the overall workforce. Recruitment challenges exist for this staff group as a whole and the number of female applicants are relatively low. It is particularly relevant to note that the highest role which can be attained in the on-call staff group is Watch Manager and, with a high turnover, many on-call staff are relatively new to the Service and in the development pay band. Similarly, albeit with a more even split of men and women occupying roles in Control, there is only one role of Station Manager within Control.

A lower number of staff occupy non-operational roles, as you would expect, but it is the staff group which has the highest proportion of female employees. Pay for such roles is typically less than for operational roles and this was further compounded in 2022/23 by a significantly lower annual pay settlement.

The collaboration with North Yorkshire Police for corporate services, enableNY, has clear pathways for progression but, due to the majority of staff within these roles being employed by North Yorkshire Police, this also impacts opportunity and the pay gap. Only one of the five Heads of enableNY departments, at the time of this report, is employed by the Service and the Head of enableNY is also a North Yorkshire Police employed role. That said, in 2023/24, the Business Design and Assurance department will revert back to a sovereign model and will transition to a Directorate for Service Design and Delivery. The appointment of the Director and Head of department have been made in late 2023 and early 2024 respectively and both are women. The Director will sit at SLT level.



Commitment to closing the gap

Within 2023/2024, the Service has undertaken multiple recruitment campaigns to stabilise the workforce after several years of operating with significantly high numbers of staff in temporary and fixed term roles. Most recently, high numbers of on-call staff have undertaken temporary roles as wholetime firefighters and supervisory managers. Promotion boards at every role from Area Manager to Crew Manager have taken place and the Service is now in the final stages of its wholetime firefighter recruits course. Positively, women have subsequently been appointed to middle manager and supervisory roles and, of the top candidates to be progressed as wholetime recruits in 2024, 23.9% are women who are a blend of new to Service and existing on-call staff. It is the first time wholetime firefighter recruitment has been undertaken in three years and only the third time on twelve years. This has naturally reduced opportunities to diversify the workforce in respect of gender.

A refreshed recruitment and selection policy supports both the People Strategy and the Equality Diversity & Inclusion Strategy and encompasses the following priorities:

- To strengthen the organisation's ability to provide an excellent service by diversifying our staff, promoting inclusion, and creating a fair and equal place in which to work.
- To achieve a workforce that accesses the widest possible talent pool and is made up of individuals who represent the diverse communities that this Service serves.
- To ensure equality of access and exposure to a career in the Fire Service, with the purpose of attracting a wide range of the most talented people.

The Service recognises and values the benefits of diversity and inclusion and commits to equality of opportunity and equal access in recruitment, selection and progression for all staff and encourages individuals from under-represented groups and communities to engage with our recruitment and progression opportunities. The Service strives to achieve a workforce that is representative of its communities and aims to realise this through employer branding, various positive action initiatives including 'have a go days', and close work with our customer engagement teams.

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.

Ongoing development of our recruitment processes has seen a continued commitment to move away from competency-based processes to a strengths-based approach which looks more at abilities, interests and potential. Diverse assessment and interview panels, incorporating gender balance, ensure we are making transparent decisions, based on merit not bias.

The development of an internal Coaching and Mentoring Academy in partnership with the British School of Coaching, in 2023, has created pools of mentors and coaches to support staff who, as relevant examples, may be considering taking the next step in their career or



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trying to navigate balancing work and home life and struggling to find time to develop themselves. Five pilot schemes have been offered in the Academy's first eighteen months and have included two programmes for under-represented groups, one specific to women. The newly trained mentors and coaches are continuing to undertake CPD to expand their skill set so as to provide effective support moving forward.

The Service is committed to developing its people and create a pro-inclusion culture through values based leadership. To accelerate the Service's development of cultural change, it has, in 2023, entered a collaboration with Huddersfield University to develop a framework for change and improvement for a period of 12 months. Recognising that culture is everyone's responsibility, the partnership with the University will work with a selected group of staff from across all areas of the workforce who will have the opportunity to influence the Service's cultural and ethical future.

The Service is continuously reviewing its policies and undertakes Equality Impact Assessments accordingly. Family friendly policies can help act as a driver of talent attraction, engagement and retention and many go beyond the statutory minimum requirements by law. In 2024, an updated maternity policy was introduced further enhancing pay and time off associated with maternity absence.

A new programme of face to face Equality, Diversity and Inclusion training to staff, including specific modules for leaders, commenced its roll out in 2022 and is continuing. Furthermore, the Service is now in the process of developing a suite of videos designed to be conversation starters and touching on specific protected characteristics. Whilst in its infancy, it is intended that the first few to be developed will cover physical disabilities, hidden disabilities (ADHD and Dyspraxia) and parenthood. To accommodate all staff, they will be short in length and will be accompanied by a facilitator's pack.

The Service's Gender staff network lead, along with its five 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. Most recently, the Gender network lead has been a member of the wholtime firefighter recruitment working group. With the support of the respective leads, the Service actively promotes key dates on the corporate calendar both internally and externally in a variety of ways including the use of a number of social media platforms.

The Service has introduced twelve Diversity Champions, including five women, to help create a more inclusive working environment and to improve communications across our Service including further awareness of the Core Code of Ethics which is at the heart of everything we do. By being active in the community, they will be able to influence where targeted activity is required.

The Service has made good progress with its programme of work to improve the facilities within its estate. The estate is aging with each of its premises unique in nature which can present its challenges. However, by working with individual crews and support staff, solutions to make better use of their work spaces have been identified. The introduction of Gender neutral pods at a number of locations is a positive example of how the Service is improving the privacy and dignity for all those using our facilities and creating a more comfortable and



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suitable environment for women and its future diverse workforce. The programme of work is ongoing and includes a maintenance plan.

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, and that it will take some time for the pay gap to be removed altogether. The Service is, however, committed to creating an inclusive culture that allows all employees to thrive.

Declaration

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

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