

**Gender Pay Gap Report**

The Northamptonshire Fire & Rescue Service is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation – this covers all individuals in the organisation (both firefighters and staff); it does not involve publishing individual employees’ data. The data used for the calculations is the Fire & Rescue Service’s pay data as of 31st March 2024.

We are required to publish the results on a government gender pay gap website, and in addition it is advisable to publish the high-level results on the Northamptonshire Fire & Rescue Services website alongside pay and transparency data.

Gender pay reporting is used to assess:

* the levels of gender equality in the workplace
* the balance of male and female employees at different levels

**Workforce Profile**

Total headcount as of the 31st March 2024 was 536 with 19.03**%** of these employees being female:

**Females**



102 employees

 employees66%

**Males**



434 employees

**Mean Gender Pay Gap in Hourly Pay**

**The national Fire Service mean pay gap is 13.75%**

**(data as at 31.03.19 for employers with 500-999 employees)**

**Females**



£16.62

**Males**



£17.38

**Gender Pay Gap =**

**4.37%**

**£0.76**

**Median Gender Pay Gap in Hourly Pay**

**The national Fire Service median pay gap is 11.30%**

**(data as at 31.03.19 for employers with 500-999 employees)**

**Gender Pay Gap =**

**0.0%**

**£0.00**

**Males**



£16.54

**Females**



£16.54

The pay gap is a snapshot in time, reflecting organisational structure and individuals in post as of 31 March 2024.

The national data is taken as an average of Fire & Rescue Services with 500-999 employees covering 15 authorities, it shows that the mean and median gender pay gap is currently lower than the national average.

**Proportion of Males and Females in Each Pay Quartile**

The graph above outlines the gender split by pay quartile. The lower quartile range relates to hourly rates of up to £14.45. The lower middle quartile is hourly rates of £15.33 - £18.34. The upper middle quartile is hourly rates of £18.74 – £22.43. The upper quartile relates to hourly rates of £22.97 and above. With our overall workforce split between women and men comprising **51:218 (*102:434 totals)***, this is a useful benchmark against which to compare the balance in each of the quartiles.

**Mean, Median and Proportion of Males and Females Receiving a Bonus Payment**

Northamptonshire Fire & Rescue Service does not operate a bonus payment scheme, and therefore has no bonus payment gender pay gap.

**Northamptonshire’s Fire and Rescue Service – Women’s Network Comments**

* The Women's Network are working closely with the Service to offer development opportunities for women to support the promotion process. Such as the WFS Development Programme, as well as offering a support Network so those looking for advice, whether it be related to promotion or otherwise, can contact us and we can assist.
* In terms of future initiatives, we are hoping as a Network to work with the recruitment team to offer some fitness classes before the recruitment process to ensure that we can help people to prepare to be more likely to be successful in passing the fitness tests.

**Northamptonshire’s Fire and Rescue Service – Senior Equality Officer Comments**

* The Gender Pay Gap work is around positive action to recruit more women into roles that are currently predominately male, our positive action team are working with recruitment to remove gender bias in both advertising of roles and in the interview and testing stages, in addition to support for various groups, including women, who have differing needs to the majority of candidates.
* We are also working on the fairness of the promotion processes to remove any bias there, including the Women’s Network in discussions to get women’s perspectives on how to best achieve this, and ensuring programmes such as Springboard are available for women within NFRS to assist with their career progression and general development.