

**Ethnicity Pay Gap Report 2023-24**

The Ethnicity Pay Gap (EPG) is different to equal pay, it shows the difference in the average hourly rate of pay between employee’s ethnicities. This involves carrying out calculations that show the difference between the average earnings of the various ethnicities 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 ethnicity 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.

Ethnicity pay reporting is used to assess:

* the levels of ethnic equality in the workplace
* the balance of employees ethnicity at different levels

**Workforce Profile**

Total headcount as of the 31st March 2024 was 536 with 68.10**%** of these employees being White:

**Black, Mixed & Other**

9 employees

 1 employee

 employees66%

**Prefer not to say**



 35 employees

 employees66%

**Unknown**



 127 employees

 employees66%

**White**



 365 employees

 employees66%

**Mean Ethnicity Pay Gap in Hourly Pay**

**Unknown**



 £15.13

 employees66%

**Prefer not to say**



 £17.50

 employees66%

**White**



£17.95

**Ethnicity Pay Gap =**

**15.71%**

**£2.82**

**Black, Mixed & Other** 

£16.99

**Median Ethnicity Pay Gap in Hourly Pay**

**Ethnicity Pay Gap =**

**7.32%**

**£1.21**

**Unknown**



 £15.33

 employees66%

**Prefer not to say**



 £16.54

 employees66%

**White**



£16.54

**Black, Mixed & Other** 

£16.54

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

**Proportion of Ethnicities in Each Pay Quartile**

The graph above outlines the ethnicity 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.

**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 ethnicity pay gap.

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

* On the surface it does look pretty good, but we do have a glaring issue with the data which brings me to the following statement.
* While the ethnicity pay gap at this time is considerably better than the UK average for an organisation of our size, we cannot consider the data conclusive. Due to only 9 employees having declared themselves black, mixed or other, which corresponds to 1.8% of our employees, we do not have a clear statistically significance to draw from this data. Thirty percent of our employees had either not declared their ethnicity or preferred to not provide it at the time this data was collected, this leaves a significant gap in our ability to accurately analyse the ethnicity pay gap at this time.
* I’m sure this will be better next year given how our diversity data is being pushed now, I just don’t like the amount of uncertainty. All it takes currently is a single promotion to massively change the data.