



Northamptonshire Fire and Rescue Service (NFRS) Gender Pay Gap Report

Published March 2020

NFRS are 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; it does not involve publishing individual employees' data. The data used for the calculations is the Fire and Rescue Service's pay data as of 31 March 2020.

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 NFRS website alongside pay and transparency data.

Gender pay reporting is used to assess:

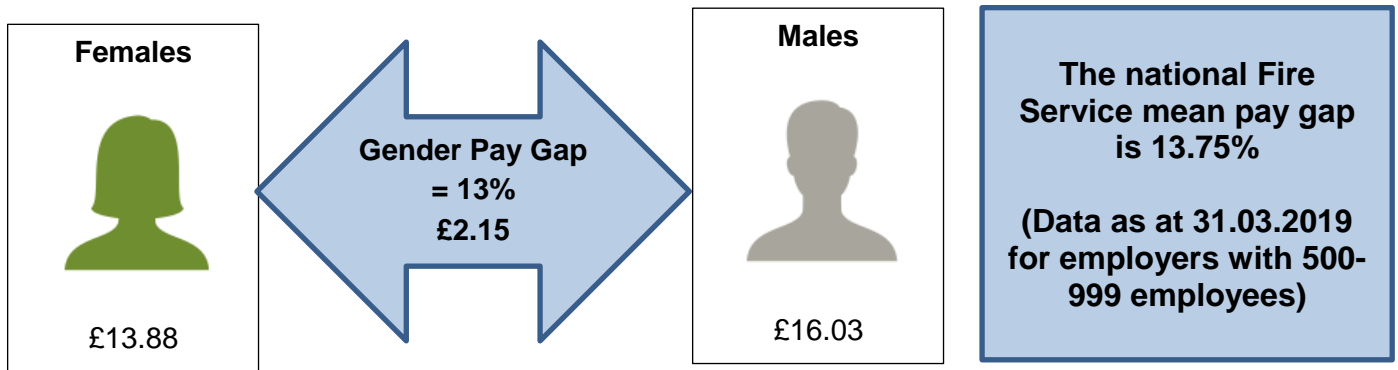
- The levels of gender equality in the workplace
- The balance of male and female employees at different levels

Workforce Profile

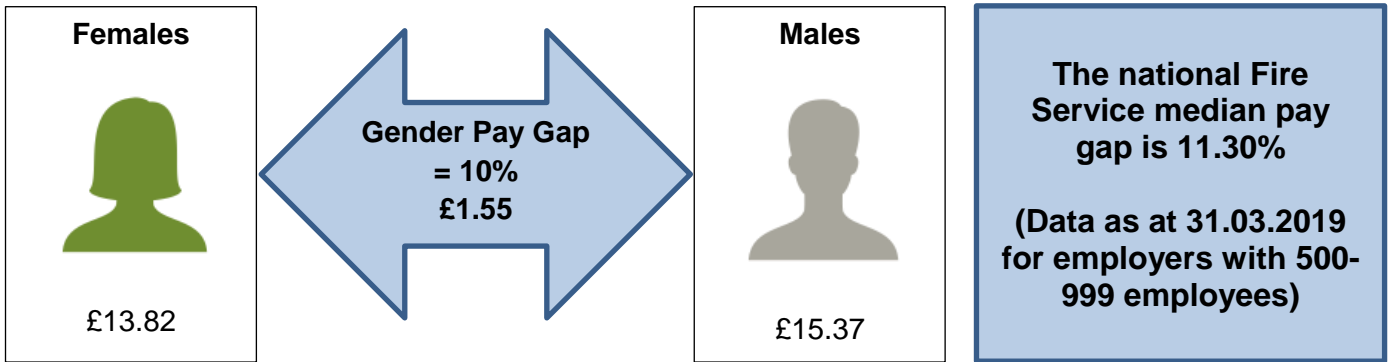
Total headcount as of 31 March 2020 was 565 with 18.58% of these employees being female:



Mean Gender Pay Gap in Hourly Pay



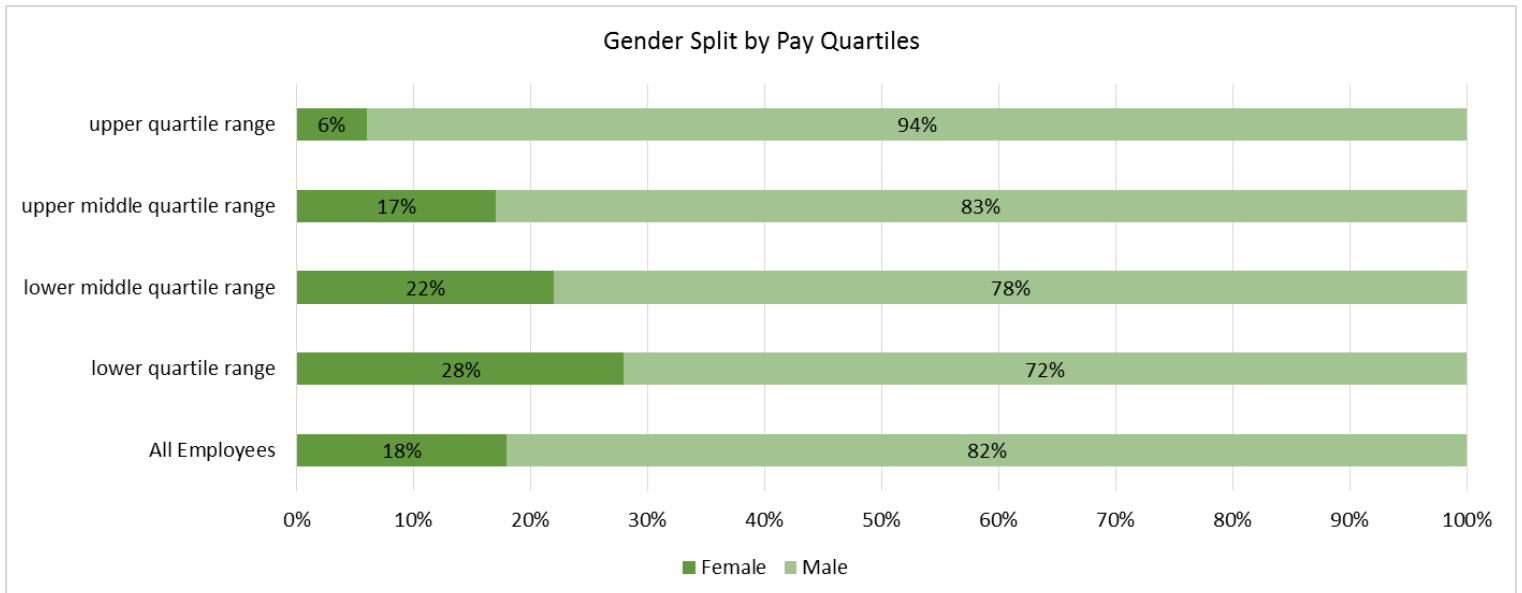
Median Gender Pay Gap in Hourly Pay



The pay gap is a snapshot in time, reflecting organisational structure and individuals in post as of 31 March 2020.

The national data is taken as an average of Fire and 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 £13.05. The lower middle quartile is hourly rates of £13.05 - £15.12. The upper middle quartile is hourly rates of £15.12 – £17.32. The upper quartile relates to hourly rates of £17.32 and above. With our overall workforce split between women and men comprising 18:82, 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

NFRS does not operate a bonus payment scheme, and therefore has no bonus payment gender pay gap.