



## Ethnicity Pay Gap Summary

Nottinghamshire Fire and Rescue Service is committed to equal pay, and we work hard to ensure that we address under-representation across our workforce. We do this through positive action initiatives for recruitment campaigns, but we also develop our existing employees and managers through initiatives like the Future Leaders of Nottingham programme. Black, Asian and Minority Ethnic (BAME) employees currently represent 5.17% of the workforce. Please note, this does not include those categorised as White Other.

The figures are as follows<sup>1</sup>.

Mean White pay (includes White Other, white British and white Irish) £17.55 per hour  
Mean BAME pay £16.50 per hour

Median White pay £15.77 per hour  
Median BAME pay £15.77 per hour

Therefore, the **mean** gap is £1.05 per hour (6.0%) and the **median** gap is £0 (0.0%)

It should be noted that the mean pay gap does not indicate a disparity in hourly rate paid to BAME and White employees doing the same job, which is the same, but rather reflects the diversity of the workforce in terms of ethnic background and the lower proportion of BAME employees in higher graded operational and managerial roles.

### What we are doing

- Regular positive action initiatives working with community organisations to promote employment opportunities.
- Partnership with Radio Dawn to promote fire safety in homes and businesses and careers in the Fire and Rescue Service.
- BAME employee forum established in 2020.
- Community Engagement Plan developed to improve engagement with BAME communities in Nottingham and Nottinghamshire.
- Annual celebration of Black History Month.
- Training our staff – not just in EDI generally but new faith training, e-learning and podcasts to improve understanding and development.
- Reverse Mentoring pairing employees with members of our Strategic Leadership Team to share and learn about experiences regarding background and identity.

### What we will do next

- Improve the diversity of our chaplaincy.
- Launch our EDI Plan.

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<sup>1</sup> The data does not include On-Call Firefighter earnings due to the variability of the earnings in-role.

- Work harder to identify and develop talent – encourage under-represented groups and BAME employees to step forward for promotion.
- Improve the representation of our recruitment panels.