

Public Sector Equality Duty Report 2024-2025



**NORTHAMPTONSHIRE
FIRE & RESCUE SERVICE**

Statutory Obligations

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

We will continue to meet our core statutory responsibilities by ensuring that we are compliant with the Equality Act.

As a public body, we have obligations under the Equality Act to have due regard to the need to promote equality of opportunity, eliminate unlawful discrimination and foster good relations between the key equality strands set out in legislation.

This is supported by specific duties that require us to publish through an annual Public Sector Duty Report, relevant proportionate information demonstrating our compliance with the Equality Duty; and to set specific, measurable equality objectives.

Introduction

Northamptonshire Fire and Rescue Service (NFRS) believes equality, diversity, and inclusion are integral to how we serve the people of Northamptonshire and our staff, treating everyone with respect.

The communities within Northamptonshire require the best possible service from us and in order to provide that we must strive to engage with and understand them. This allows us to deliver the most effective means of reducing risk, protecting lives and livelihoods.

This work is never done in isolation, so we work in collaboration with stakeholders and partner agencies, putting the people of Northamptonshire and safety first.

Key Strategies

Northamptonshire Fire and Rescue Service has published an overarching People and Culture strategy documents detailing the overall objectives of the service, this is supported by a dedicated Equality, Diversity and Inclusion strategy, which are publicly available.

These strategies work alongside the public sector equality duty report, forming a qualitative method of review and accountability.

The following key areas of focus are those being worked on moving forwards, transitioning from the review of the previous People & Culture Strategy, and Equality, Diversity and Inclusion Strategy.

There will be no change in data presented in the report following the review, however new deliverables do represent some altered KPIs.

Strategic Aims and Deliverables

Become an Institutionally Inclusive Organisation

Become a truly representative Workforce

Creating a Culture where people feel engaged and valued

Building an environment that provides equality of opportunity for everyone

Developing a workforce that is motivated, ethical and engaged

Challenge and tackle prejudice and discrimination



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Key Priorities

From 2023-2024 PSED:

Recruitment. Maintaining an operational workforce requires recruitment, while understanding and working towards redressing imbalances in the demographics of our workforce.

Progress: Recruitment processes have been reviewed and updated with active recording and analysis of the diversity of applicants at all stages. Further work is being undertaken to remove unnecessary barriers preventing potential applicants from applying for roles.

Staff Networks. Help staff to create support networks they control and benefit from.

Progress: A formalised staff networks policy with terms of reference and clear guidance has been produced. Further work is being undertaken to assist staff building networks which they control.

Brave spaces. Creates spaces of open dialogue where conversations started in the Serving with Pride sessions are continued, allowing staff the opportunity to ask questions without judgement.

Progress: Trial Brave Spaces learning sessions have been run in addition to open conversations with staff on station. Work to be continued so staff have continuous learning opportunities and ability to ask questions.

Progress

Completion of Serving with Pride

Mandatory training for the whole service has been completed and post-training feedback analysed.

Initiation of annual staff training

Training has been formulated using feedback from the Serving with Pride training and other staff surveys.

Formalisation of the staff networks – the service's commitment to its staff Policy, Terms of Reference, and support given to staff wanting form networks.

Independent investigations for disciplinaries alongside updated HR policies

An independent organisation has been contracted to undertake initial investigations in all higher level disciplinaries to ensure unbiased evidence gathering.

Launch of the next Staff Survey

An all-staff survey has been completed and analysis will be ready in the first quarter of the 2025-2026 financial year.

EWIAs and training

A new Equality and Wellbeing Impact Assessment tool has been created using best practice from both Northamptonshire Fire and Rescue Service and Northamptonshire Police. Training is ongoing within both organisations utilising a partnership approach.

New priorities for 2025-2026

Reasonable adjustments policy and Personal Support Passport

Support for staff with additional needs to be fully imbedded and fairly allocated.

Diversity data

Ensure we fully understand the diversity of our workforce so we can provide appropriate resources and work towards better representing our Northamptonshire community.

Staff Training

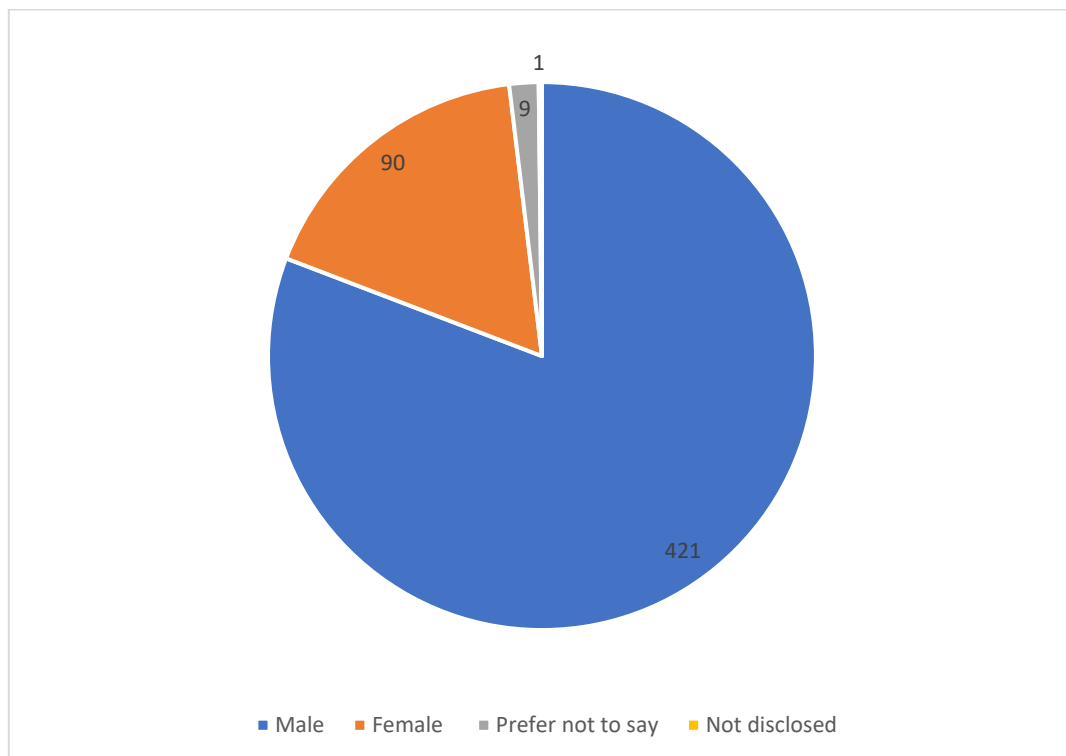
Training for all staff in how to challenge inappropriate behaviours and the methods to report these behaviours.

Workforce Data

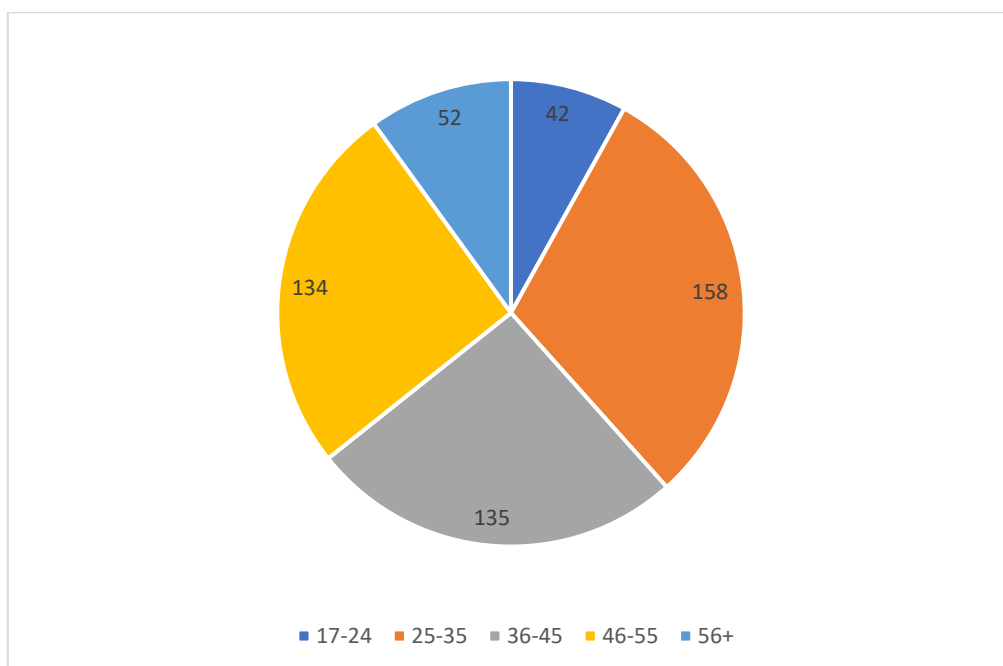
The following data is captured through a self-service Human Resources portal which allows staff to record their personal equality and diversity data confidentially.

The data is a snapshot of all employees of Northamptonshire Fire and Rescue Service as of the month end of December 2024.

Gender



Age



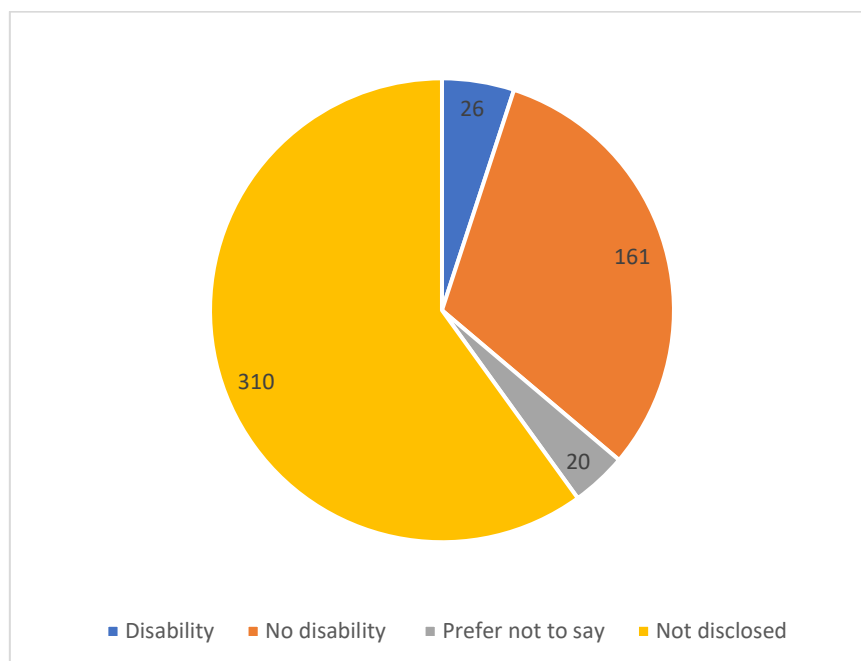
Ethnicity

Asian - Bangladeshi	0
Asian - Chinese	0
Asian - Indian	0
Asian - Pakistani	0
Asian - Any other Asian background	0
Black - African	0
Black - Caribbean	0
Black - Other	2
Mixed - Asian	2
Mixed - Caribbean	3
Mixed - African	1
Mixed - Other	2
White - English / Welsh / Scottish / Northern Irish / British	360
White - Gypsy or Irish Traveller	0
White - Irish	0
White - Any other White background	17
Any other	4
Prefer not to say	31
Not disclosed	43

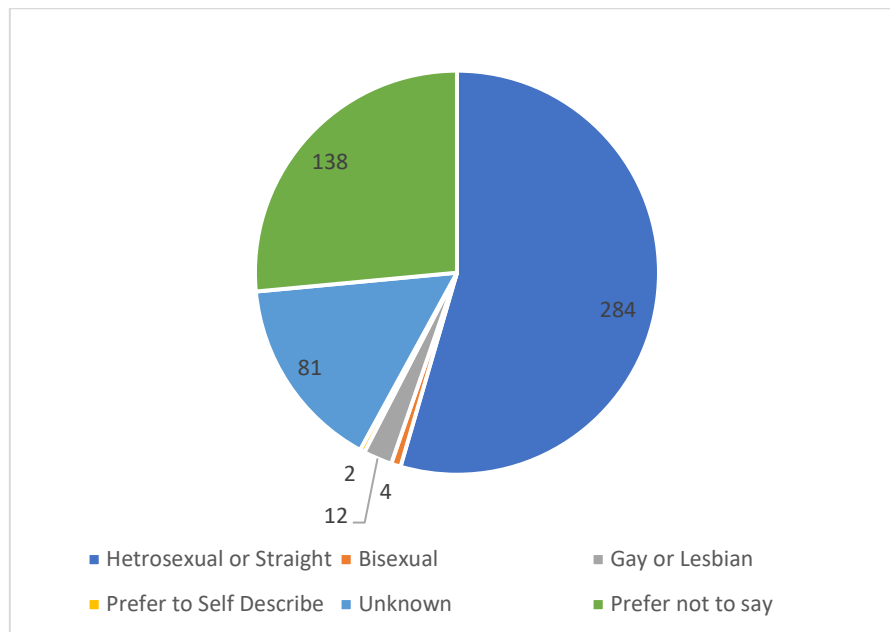
Religion

No religion	152
Other	5
Christian	121
Jewish	0
Buddist	1
Sikh	0
Hindu	0
Muslim	3
Unknown	124
Prefer not to say	115

Disability

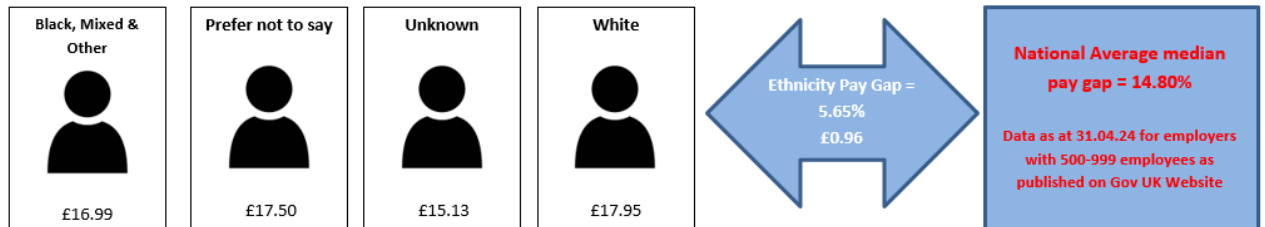


Sexual Orientation

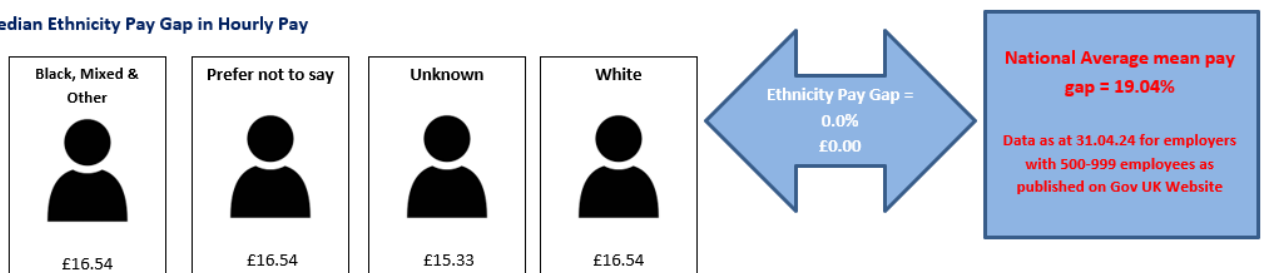


Ethnicity Pay Gap

Mean Ethnicity Pay Gap in Hourly Pay



Median Ethnicity Pay Gap in Hourly Pay

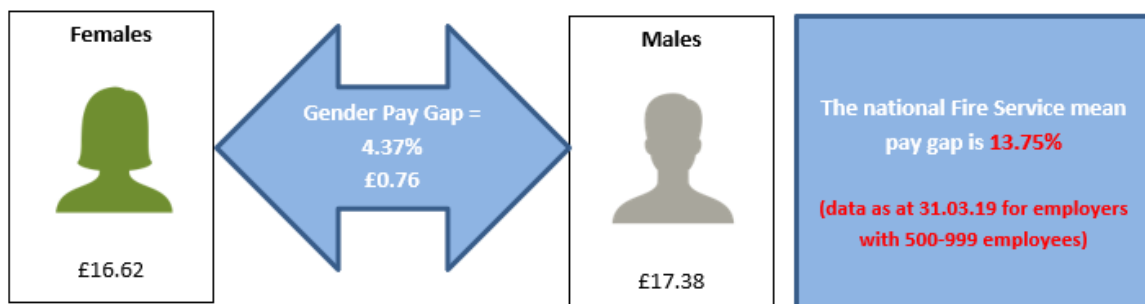


The pay gap is a snapshot in time, reflecting organisational structure and individuals in post as of 31 March 2024.

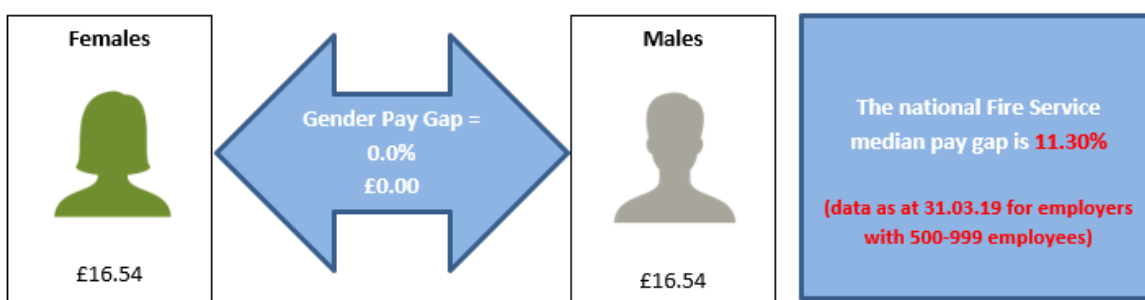
The national data is taken as an average of Fire & Rescue Services with 500-999 employees covering 15 authorities, it shows that the mean and median ethnicity pay gap is currently lower than the national average as per this published report - [Homes England — Gender and ethnicity pay gap report 2024 \(accessible version\) - GOV.UK](#).

Gender Pay Gap

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 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.

Conclusions and 2025

Workforce data shows recruitment has created a younger workforce while other diversity figures do not show obvious improvement. However, lack of disclosure for some characteristics makes comparison difficult.

Staff appear to have more trust in the service, formal conclusions on this will be confirmed when the latest staff survey is compared to the serving with pride consultation.

Diversity figures for the service are the most comprehensive they have ever been and the aim is to continue to drive improvement in this through 2025 with an easy method of self-reporting personal information and continued education in the benefit of providing the diversity data.

Northamptonshire Fire and Rescue Service have now begun to report on ethnicity and disability data, which we will be comparing annually as we have done with gender data.

The gender pay gap has improved in the last year with a mean percentage difference of 4.37%, down from 8.43%. This reflects women being promoted to more senior roles. It does not include the appointment of Chief Fire Officer Nikki Watson, whose arrival was after snapshot date.