

## London Fire Brigade

### Overall Black and Asian Minority Ethnic Pay Gap Summary

<b>ALL STAFF</b>	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
BAME	£17.33	£19.70	£18.29	£19.25
White	£17.33	£19.78	£18.56	£21.56
Pay Gap	0.00%	0.36%	1.45%	10.75%

### By occupational group

<b>Operational</b>	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
BAME	£17.33	£17.33	£17.53	£17.21
White	£17.33	£17.33	£17.85	£17.66
Pay Gap	0.00%	0.00%	1.75%	2.52%

<b>FRS</b>	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
BAME	£19.70	£19.70	£20.45	£19.61
White	£22.04	£22.33	£23.74	£23.33
Pay Gap	10.61%	11.76%	13.87%	15.95%

<b>Control</b>	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
BAME	£17.39	£23.34	£17.77	£23.34
White	£19.08	£20.36	£19.67	£21.34
Pay Gap	8.88%	-14.67%	9.64%	-9.39%

**Mean Hourly Pay by Quartile**

Mean Hourly Pay					
ALL STAFF	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.11	266	£14.66	1137	-3.06%
Quartile 2	£17.31	197	£17.31	1206	0.03%
Quartile 3	£18.02	207	£18.03	1196	0.06%
Quartile 4	£23.44	220	£24.41	1182	3.98%

Mean Hourly Pay					
OPERATIO	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.71	174	£14.52	989	-1.37%
Quartile 2	£17.31	159	£17.32	1005	0.01%
Quartile 3	£17.63	175	£17.57	989	-0.36%
Quartile 4	£21.79	119	£21.77	1044	-0.08%

Mean Hourly Pay					
FRS	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.81	80	£15.69	133	-0.77%
Quartile 2	£19.14	77	£19.40	136	1.33%
Quartile 3	£22.57	58	£22.77	155	0.89%
Quartile 4	£29.99	34	£33.69	179	10.98%

Mean Hourly Pay					
CONTROL	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.14	5	£15.58	21	2.81%
Quartile 2	£17.87	4	£18.02	22	0.81%
Quartile 3	£20.96	4	£20.25	22	-3.54%
Quartile 4	£23.34	1	£24.71	26	5.55%

**Median Hourly Pay by Quartile**

Median Hourly Pay					
ALL STAFF	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.00	266	£13.17	1137	-21.51%
Quartile 2	£17.33	197	£17.33	1206	0.00%
Quartile 3	£17.92	207	£17.63	1196	-1.65%
Quartile 4	£21.92	220	£22.00	1182	0.36%

Median Hourly Pay					
OPERATIO	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£13.17	174	£13.17	989	0.00%
Quartile 2	£17.33	159	£17.33	1005	0.00%
Quartile 3	£17.33	175	£17.33	989	0.00%
Quartile 4	£19.35	119	£19.67	1044	1.60%

Median Hourly Pay					
FRS	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.41	80	£16.41	133	0.00%
Quartile 2	£19.70	77	£19.70	136	0.00%
Quartile 3	£22.33	58	£22.33	155	0.00%
Quartile 4	£28.69	34	£31.43	179	8.72%

Median Hourly Pay					
CONTROL	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.58	5	£16.13	21	9.57%
Quartile 2	£17.78	4	£18.02	22	1.33%
Quartile 3	£20.84	4	£20.08	22	-3.78%
Quartile 4	£23.34	1	£23.36	26	0.08%

**Median hourly pay rates  
Operational Staff**

Operational staff	Median Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.60	1	N/A
Deputy Commissioner			£74.45	1	N/A
Asst Commissioner	£61.44	1	£57.63	5	-6.60%
Deputy Asst Comm	£40.04	2	£39.71	15	-0.82%
Group Commander	£30.82	8	£31.52	63	2.23%
Station Commander	£27.70	14	£27.12	139	-2.12%
Station Officer	£20.74	13	£20.73	221	-0.02%
Sub Officer	£19.29	51	£19.29	401	0.00%
Leading Firefighter	£18.44	76	£18.48	429	0.20%
Firefighter	£17.33	450	£17.33	2716	0.00%
Trainee Firefighter	£12.66	12	£12.66	36	0.00%
All Operational Staff	£17.33	627	£17.33	4,027	0.00%

**Median hourly pay rates  
FRS Staff**

FRS Staff	Median Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£95.54	1	N/A
TMG A			£65.44	5	N/A
TMG B			£49.77	7	N/A
TMG C	£48.63	1	£49.13	7	1.02%
All TMG	£48.63	1	£49.77	20	2.30%
FRS G	£36.51	5	£37.23	43	1.95%
FRS F	£29.06	13	£31.93	77	8.99%
FRS D/E/F			£26.43	1	N/A
FRS E	£24.75	32	£24.63	94	-0.47%
FRS D	£22.06	57	£22.33	127	1.20%
FRS C/D	£19.70	9	£22.33	7	11.76%
FRS C	£18.11	63	£17.84	110	-1.52%
FRS B/C	£13.85	5	£18.40	25	24.75%
FRS B	£16.41	64	£16.41	99	0.00%
All FRS Staff	£19.70	249	£22.16	603	11.10%

**Mean hourly pay rates  
Operational Staff**

Operational staff	Mean Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.60	1	N/A
Deputy Commissioner			£74.45	1	N/A
Asst Commissioner	£61.44	1	£58.70	5	-4.65%
Deputy Asst Comm	£40.04	2	£40.23	15	0.47%
Group Commander	£30.63	8	£30.91	63	0.90%
Station Commander	£27.00	14	£25.64	139	-5.29%
Station Officer	£21.10	13	£20.99	221	-0.53%
Sub Officer	£19.36	51	£19.38	401	0.10%
Leading Firefighter	£18.55	76	£18.55	429	0.02%
Firefighter	£16.45	450	£16.37	2716	-0.51%
Trainee Firefighter	£12.66	12	£12.66	36	0.00%
All Operational Staff	£17.53	627	£17.85	4,027	1.76%

**Mean hourly pay rates  
FRS Staff**

FRS Staff	Mean Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£95.54	1	N/A
TMG A			£67.56	5	N/A
TMG B			£50.81	7	N/A
TMG C	£48.63	1	£47.59	7	-2.18%
All TMG	£48.63	1	£54.03	19	10.01%
FRS G	£36.45	5	£37.38	43	2.49%
FRS F	£30.80	13	£29.82	77	-3.30%
FRS D/E/F			£26.43	1	N/A
FRS E	£23.89	32	£23.93	94	0.15%
FRS D	£21.77	57	£21.98	127	0.93%
FRS C/D	£20.53	9	£21.76	7	5.66%
FRS C	£18.27	63	£18.47	110	1.08%
FRS B/C	£15.55	5	£18.33	25	15.16%
FRS B	£15.89	64	£15.67	99	-1.43%
All FRS Staff	£20.35	249	£23.69	603	14.10%

**Median hourly pay rates  
Control Staff**

Control Staff	Median Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Senior Ops Mgr			£32.54	3	N/A
Operations Mgr			£25.98	5	N/A
Asst Operations Mgr	£22.10	3	£23.27	25	5.04%
Control Room Officer	£17.13	11	£17.50	58	2.13%
All Control Staff	£17.78	14	£20.08	91	11.47%

**Median hourly pay rates  
All Staff**

All staff	Median Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.33	890	£17.33	4721	0.00%

**Mean hourly pay rates  
Control Staff**

Control Staff	Mean Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Senior Ops Mgr			£30.57	3	N/A
Operations Mgr			£25.98	5	N/A
Asst Operations Mgr	£22.35	3	£22.34	25	-0.05%
Control Room Officer	£17.03	11	£17.78	58	4.24%
All Control Staff	£18.17	14	£19.91	91	8.72%

**Mean hourly pay rates  
All Staff**

All staff	Mean Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£18.33	890	£18.63	4721	1.62%

## Distribution by £10,000 increments

All Staff			
Salary	BAME	White	Total
<=£20,000			
£20,001 to £30,000	162	719	881
£30,001 to £40,000	488	2424	2912
£40,001 to £50,000	195	1242	1437
£50,001 to £60,000	17	117	134
£60,001 to £70,000	21	138	159
£70,001 to £80,000	3	39	42
£80,001 to £90,000	3	18	21
£90,001 to £100,000		11	11
£100,001 >	1	13	14

Operational Staff			
Salary	BAME	White	Total
<=£20,000			
£20,001 to £30,000	96	606	702
£30,001 to £40,000	373	2185	2558
£40,001 to £50,000	133	1037	1170
£50,001 to £60,000	3	51	54
£60,001 to £70,000	17	106	123
£70,001 to £80,000	2	19	21
£80,001 to £90,000	2	10	12
£90,001 to £100,000		6	6
£100,001 >	1	7	8

FRS Staff			
Salary	BAME	White	Total
<=£20,000			
£20,001 to £30,000	63	107	170
£30,001 to £40,000	107	183	290
£40,001 to £50,000	59	185	244
£50,001 to £60,000	14	59	73
£60,001 to £70,000	4	30	34
£70,001 to £80,000	1	20	21
£80,001 to £90,000	1	8	9
£90,001 to £100,000		5	5
£100,001 >		6	6

Control Staff			
Salary	BAME	White	Total
<=£20,000			
£20,001 to £30,000	3	6	9
£30,001 to £40,000	8	56	64
£40,001 to £50,000	3	20	23
£50,001 to £60,000		7	7
£60,001 to £70,000		2	2
£70,001 to £80,000			
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			

### Overall Black or Black British Pay Gap Summary

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
<b>ALL STAFF</b>				
Black or Black British	£17.33	£19.70	£18.36	£20.11
White	£17.33	£19.78	£18.56	£21.56
Pay Gap	0.00%	0.36%	1.06%	6.72%

### By occupational group

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
<b>Operational</b>				
Black or Black British	£17.33	£17.33	£17.50	£17.19
White	£17.33	£17.33	£17.85	£17.66
Pay Gap	0.00%	0.00%	1.97%	2.65%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
<b>FRS</b>				
Black or Black British	£19.70	£20.73	£20.23	£20.70
White	£22.04	£22.33	£23.74	£23.33
Pay Gap	10.61%	7.15%	14.77%	11.28%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
<b>Control</b>				
Black or Black British	£17.39		£17.85	
White	£19.08	£20.36	£19.67	£21.34
Pay Gap	8.88%	N/A	9.24%	N/A

**Mean Hourly Pay by Quartile**

Mean Hourly Pay					
ALL STAFF	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.34	107	£14.72	1168	-4.22%
Quartile 2	£17.31	86	£17.32	1188	0.04%
Quartile 3	£17.98	87	£18.04	1187	0.35%
Quartile 4	£23.35	96	£24.43	1178	4.40%

Mean Hourly Pay					
OPERATIONAL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.82	60	£14.56	1008	-1.73%
Quartile 2	£17.32	69	£17.32	998	0.03%
Quartile 3	£17.64	77	£17.59	991	-0.29%
Quartile 4	£21.86	37	£21.81	1030	-0.21%

Mean Hourly Pay					
FRS	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.03	45	£15.73	138	-1.92%
Quartile 2	£19.49	41	£19.64	142	0.76%
Quartile 3	£23.09	29	£23.02	154	-0.28%
Quartile 4	£31.28	13	£34.21	169	8.54%

Mean Hourly Pay					
CONTROL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.58	1	£15.69	23	7.06%
Quartile 2	£17.26	2	£18.30	22	5.71%
Quartile 3	£20.08	2	£20.48	22	1.95%
Quartile 4			£24.89	24	N/A

**Median Hourly Pay by Quartile**

Median Hourly Pay					
ALL STAFF	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.41	107	£13.17	1168	-24.63%
Quartile 2	£17.33	86	£17.33	1188	0.00%
Quartile 3	£17.91	87	£17.80	1187	-0.63%
Quartile 4	£22.25	96	£22.00	1178	-1.14%

Median Hourly Pay					
OPERATIONAL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£13.17	60	£13.17	1008	0.00%
Quartile 2	£17.33	69	£17.33	998	0.00%
Quartile 3	£17.33	77	£17.33	991	0.00%
Quartile 4	£19.29	37	£19.67	1030	1.91%

Median Hourly Pay					
FRS	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.41	45	£16.41	138	0.00%
Quartile 2	£19.70	41	£19.70	142	0.00%
Quartile 3	£22.43	29	£22.41	154	-0.07%
Quartile 4	£29.69	13	£32.54	169	8.77%

Median Hourly Pay					
CONTROL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.58	1	£16.15	23	9.69%
Quartile 2	£17.26	2	£18.17	22	5.03%
Quartile 3	£20.08	2	£20.08	22	0.01%
Quartile 4			£23.38	24	N/A

**Median hourly pay rates  
Operational Staff**

Operational staff	Median Hourly Pay				
	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.60	1	N/A
Deputy Commissioner			£74.45	1	N/A
Asst Commissioner			£57.63	5	N/A
Deputy Asst Comm	£39.69	1	£39.71	15	0.06%
Group Commander	£28.30	3	£31.52	63	10.20%
Station Commander	£27.70	6	£27.12	139	-2.12%
Station Officer	£20.31	1	£20.73	221	2.06%
Sub Officer	£19.29	17	£19.29	401	0.00%
Leading Firefighter	£18.44	30	£18.48	429	0.20%
Firefighter	£17.33	182	£17.33	2716	0.00%
Trainee Firefighter	£12.66	3	£12.66	36	0.00%
All Operational Staff	£17.33	243	£17.33	4,027	0.00%

**Median hourly pay rates  
FRS Staff**

FRS Staff	Median Hourly Pay				
	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£95.54	1	N/A
TMG A			£65.44	5	N/A
TMG B			£49.77	7	N/A
TMG C	£48.63	1	£49.13	7	1.02%
All TMG	£48.63	1	£49.77	20	2.30%
FRS G	£36.51	3	£37.23	43	1.95%
FRS F	£29.69	5	£31.93	77	7.03%
FRS D/E/F			£26.43	1	N/A
FRS E	£25.06	15	£24.63	94	-1.74%
FRS D	£22.33	27	£22.33	127	0.00%
FRS C/D	£22.17	3	£22.33	7	0.71%
FRS C	£19.26	38	£17.84	110	-7.98%
FRS B/C	£13.85	3	£18.40	25	N/A
FRS B	£16.41	33	£16.41	99	0.00%
All FRS Staff	£19.70	128	£22.16	603	11.10%

**Mean hourly pay rates  
Operational Staff**

Operational staff	Mean Hourly Pay				
	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.60	1	N/A
Deputy Commissioner			£74.45	1	N/A
Asst Commissioner			£58.70	5	N/A
Deputy Asst Comm	£39.69	1	£40.23	15	1.34%
Group Commander	£28.87	3	£30.91	63	6.59%
Station Commander	£27.42	6	£25.64	139	-6.93%
Station Officer	£20.31	1	£20.99	221	3.26%
Sub Officer	£19.17	17	£19.38	401	1.09%
Leading Firefighter	£18.55	30	£18.55	429	0.01%
Firefighter	£16.59	182	£16.37	2716	-1.33%
Trainee Firefighter	£12.66	3	£12.66	36	0.00%
All Operational Staff	£17.49	243	£17.85	4,027	1.98%

**Mean hourly pay rates  
FRS Staff**

FRS Staff	Mean Hourly Pay				
	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£95.54	1	N/A
TMG A			£67.56	5	N/A
TMG B			£50.81	7	N/A
TMG C	£48.63	1	£47.59	7	-2.18%
All TMG	£48.63	1	£54.03	19	10.01%
FRS G	£35.80	3	£37.38	43	4.23%
FRS F	£30.07	5	£29.82	77	-0.83%
FRS D/E/F			£26.43	1	N/A
FRS E	£24.31	15	£23.93	94	-1.58%
FRS D	£21.55	27	£21.98	127	1.94%
FRS C/D	£21.40	3	£21.76	7	1.64%
FRS C	£18.51	38	£18.47	110	-0.24%
FRS B/C	£14.33	3	£18.33	25	21.83%
FRS B	£16.16	33	£15.67	99	-3.12%
All FRS Staff	£20.29	128	£23.69	603	14.37%



**Median hourly pay rates  
Control Staff**

Control Staff	Median Hourly Pay				
	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Senior Ops Mgr			£32.54	3	N/A
Operations Mgr			£25.98	5	N/A
Asst Operations Mgr			£23.27	25	N/A
Control Room Officer	£17.39	5	£17.50	58	0.66%
All Control Staff	£17.39	5	£20.08	91	13.43%

**Median hourly pay rates  
All Staff**

All staff	Median Hourly Pay				
	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.33	376	£17.33	4721	0.00%

**Mean hourly pay rates  
Control Staff**

Control Staff	Mean Hourly Pay				
	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Senior Ops Mgr			£30.57	3	N/A
Operations Mgr			£25.98	5	N/A
Asst Operations Mgr			£22.34	25	N/A
Control Room Officer	£17.85	5	£17.78	58	-0.37%
All Control Staff	£17.85	5	£19.91	91	10.32%

**Mean hourly pay rates  
All Staff**

All staff	Mean Hourly Pay				
	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£18.45	376	£18.63	4721	0.99%

## Distribution by £10,000 increments

All Staff			
Salary	Black or Black British	White	Total
<=£20,000			
£20,001 to £30,000	65	719	784
£30,001 to £40,000	217	2424	2641
£40,001 to £50,000	76	1242	1318
£50,001 to £60,000	5	117	122
£60,001 to £70,000	11	138	149
£70,001 to £80,000		39	39
£80,001 to £90,000	2	18	20
£90,001 to £100,000		11	11
£100,001 >		13	13

Operational Staff			
Salary	Black or Black British	White	Total
<=£20,000			
£20,001 to £30,000	32	606	638
£30,001 to £40,000	157	2185	2342
£40,001 to £50,000	44	1037	1081
£50,001 to £60,000	1	51	52
£60,001 to £70,000	8	106	114
£70,001 to £80,000		19	19
£80,001 to £90,000	1	10	11
£90,001 to £100,000		6	6
£100,001 >		7	7

FRS Staff			
Salary	Black or Black British	White	Total
<=£20,000			
£20,001 to £30,000	32	107	139
£30,001 to £40,000	56	183	239
£40,001 to £50,000	32	185	217
£50,001 to £60,000	4	59	63
£60,001 to £70,000	3	30	33
£70,001 to £80,000		20	20
£80,001 to £90,000	1	8	9
£90,001 to £100,000		5	5
£100,001 >		6	6

Control Staff			
Salary	Black or Black British	White	Total
<=£20,000			
£20,001 to £30,000	1	6	7
£30,001 to £40,000	4	56	60
£40,001 to £50,000		20	20
£50,001 to £60,000		7	7
£60,001 to £70,000		2	2
£70,001 to £80,000			
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			

### Overall Asian or Asian British Pay Gap Summary

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
<b>ALL STAFF</b>				
Asian or Asian British	£17.33	£16.62	£18.72	£18.10
White	£17.33	£19.78	£18.56	£21.56
Pay Gap	0.00%	15.96%	-0.87%	16.08%

### By occupational group

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
<b>Operational</b>				
Asian or Asian British	£17.33	£16.91	£17.57	£16.91
White	£17.33	£17.33	£17.85	£17.66
Pay Gap	0.00%	2.44%	1.57%	4.22%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
<b>FRS</b>				
Asian or Asian British	£20.00	£16.41	£20.84	£18.27
White	£22.04	£22.33	£23.74	£23.33
Pay Gap	9.28%	26.50%	12.19%	21.70%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
<b>Control</b>				
Asian or Asian British				
White	£19.08	£20.36	£19.67	£21.34
Pay Gap	N/A	N/A	N/A	N/A

Mean Hourly Pay by Quartile

Mean Hourly Pay					
ALL STAFF	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.17	48	£14.73	1173	-3.00%
Quartile 2	£17.32	31	£17.32	1190	0.03%
Quartile 3	£18.08	37	£18.05	1184	-0.15%
Quartile 4	£23.57	48	£24.44	1174	3.57%

Mean Hourly Pay					
OPERATIONAL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.74	27	£15.77	1005	0.21%
Quartile 2	£20.39	23	£19.85	1009	-2.72%
Quartile 3	£22.99	36	£23.25	996	1.16%
Quartile 4	£31.39	16	£34.78	1017	9.76%

Mean Hourly Pay					
FRS	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.74	24	£15.77	142	0.21%
Quartile 2	£20.39	17	£19.85	149	-2.72%
Quartile 3	£22.99	13	£23.25	153	1.16%
Quartile 4	£31.39	8	£34.78	159	9.76%

Mean Hourly Pay					
CONTROL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1			£15.64	22	N/A
Quartile 2			£18.24	23	N/A
Quartile 3			£20.57	23	N/A
Quartile 4			£24.99	23	N/A

Median Hourly Pay by Quartile

Median Hourly Pay					
ALL STAFF	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.99	48	£13.17	1173	-21.42%
Quartile 2	£17.33	31	£17.33	1190	0.00%
Quartile 3	£18.44	37	£17.83	1184	-3.42%
Quartile 4	£21.98	48	£22.00	1174	0.08%

Median Hourly Pay					
OPERATIONAL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.90	27	£14.56	1005	-2.37%
Quartile 2	£17.32	23	£17.32	1009	-0.03%
Quartile 3	£17.83	36	£17.60	996	-1.27%
Quartile 4	£21.79	16	£21.86	1017	0.32%

Median Hourly Pay					
FRS	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.41	24	£16.41	142	0.00%
Quartile 2	£20.39	17	£19.80	149	-2.99%
Quartile 3	£22.43	13	£22.62	153	0.84%
Quartile 4	£31.73	8	£32.54	159	2.50%

Median Hourly Pay					
CONTROL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1			£16.14	22	N/A
Quartile 2			£18.17	23	N/A
Quartile 3			£20.08	23	N/A
Quartile 4			£23.38	23	N/A

**Median hourly pay rates  
Operational Staff**

Operational staff	Median Hourly Pay				
	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.60	1	N/A
Deputy Commissioner			£74.45	1	N/A
Asst Commissioner			£57.63	5	N/A
Deputy Asst Comm			£39.71	15	N/A
Group Commander	£32.27	2	£31.52	63	-2.39%
Station Commander	£27.79	1	£27.12	139	-2.45%
Station Officer	£20.74	3	£20.73	221	-0.02%
Sub Officer	£19.29	7	£19.29	401	0.00%
Leading Firefighter	£18.44	19	£18.48	429	0.20%
Firefighter	£17.33	69	£17.33	2716	0.00%
Trainee Firefighter	£12.66	1	£12.66	36	0.00%
All Operational Staff	£17.33	102	£17.33	4,027	0.00%

**Median hourly pay rates  
FRS Staff**

FRS Staff	Median Hourly Pay				
	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£95.54	1	N/A
TMG A			£65.44	5	N/A
TMG B			£49.77	7	N/A
TMG C			£49.13	7	N/A
All TMG			£49.77	20	N/A
FRS G	£41.36	1	£37.23	43	-11.07%
FRS F	£32.54	5	£31.93	77	-1.91%
FRS D/E/F			£26.43	1	N/A
FRS E	£24.62	6	£24.63	94	0.05%
FRS D	£21.63	17	£22.33	127	3.13%
FRS C/D	£20.98	4	£22.33	7	6.06%
FRS C	£18.11	9	£17.84	110	-1.52%
FRS B/C	£13.85	1	£18.40	25	N/A
FRS B	£16.41	19	£16.41	99	0.00%
All FRS Staff	£19.85	62	£22.16	603	10.44%

**Mean hourly pay rates  
Operational Staff**

Operational staff	Mean Hourly Pay				
	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.60	1	N/A
Deputy Commissioner			£74.45	1	N/A
Asst Commissioner			£58.70	5	N/A
Deputy Asst Comm			£40.23	15	N/A
Group Commander	£32.27	2	£30.91	63	-4.41%
Station Commander	£27.79	1	£25.64	139	-8.38%
Station Officer	£21.01	3	£20.99	221	-0.11%
Sub Officer	£19.44	7	£19.38	401	-0.29%
Leading Firefighter	£18.47	19	£18.55	429	0.43%
Firefighter	£16.46	69	£16.37	2716	-0.58%
Trainee Firefighter	£12.66	1	£12.66	36	0.00%
All Operational Staff	£17.56	102	£17.85	4,027	1.60%

**Mean hourly pay rates  
FRS Staff**

FRS Staff	Mean Hourly Pay				
	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£95.54	1	N/A
TMG A			£67.56	5	N/A
TMG B			£50.81	7	N/A
TMG C			£47.59	7	N/A
All TMG			£54.03	19	N/A
FRS G	£41.36	1	£37.38	43	-10.64%
FRS F	£31.39	5	£29.82	77	-5.26%
FRS D/E/F			£26.43	1	N/A
FRS E	£23.82	6	£23.93	94	0.44%
FRS D	£21.89	17	£21.98	127	0.39%
FRS C/D	£21.05	4	£21.76	7	3.25%
FRS C	£18.45	9	£18.47	110	0.08%
FRS B/C	£13.85	1	£18.33	25	N/A
FRS B	£15.62	19	£15.67	99	0.32%
All FRS Staff	£20.55	62	£23.69	603	13.25%

**Median hourly pay rates  
Control Staff**

Control Staff	Median Hourly Pay				
	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Senior Ops Mgr			£32.54	3	N/A
Operations Mgr			£25.98	5	N/A
Asst Operations Mgr			£23.27	25	N/A
Control Room Officer			£17.50	58	N/A
All Control Staff			£20.08	91	N/A

**Median hourly pay rates  
All Staff**

All staff	Median Hourly Pay				
	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.33	164	£17.33	4721	0.00%

**Mean hourly pay rates  
Control Staff**

Control Staff	Mean Hourly Pay				
	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Senior Ops Mgr			£30.57	3	N/A
Operations Mgr			£25.98	5	N/A
Asst Operations Mgr			£22.34	25	N/A
Control Room Officer			£17.78	58	N/A
All Control Staff			£19.91	91	N/A

**Mean hourly pay rates  
All Staff**

All staff	Mean Hourly Pay				
	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£18.69	164	£18.63	4721	-0.32%

## Distribution by £10,000 increments

All Staff			
Salary	Asian or Asian British	White	Total
<=£20,000			
£20,001 to £30,000	31	719	750
£30,001 to £40,000	82	2424	2506
£40,001 to £50,000	41	1242	1283
£50,001 to £60,000	6	117	123
£60,001 to £70,000	2	138	140
£70,001 to £80,000	2	39	41
£80,001 to £90,000		18	18
£90,001 to £100,000		11	11
£100,001 >		13	13

Operational Staff			
Salary	Asian or Asian British	White	Total
<=£20,000			
£20,001 to £30,000	14	606	620
£30,001 to £40,000	58	2185	2243
£40,001 to £50,000	27	1037	1064
£50,001 to £60,000		51	51
£60,001 to £70,000	2	106	108
£70,001 to £80,000	1	19	20
£80,001 to £90,000		10	10
£90,001 to £100,000		6	6
£100,001 >		7	7

FRS Staff			
Salary	Asian or Asian British	White	Total
<=£20,000			
£20,001 to £30,000	17	107	124
£30,001 to £40,000	24	183	207
£40,001 to £50,000	14	185	199
£50,001 to £60,000	6	59	65
£60,001 to £70,000		30	30
£70,001 to £80,000	1	20	21
£80,001 to £90,000		8	8
£90,001 to £100,000		5	5
£100,001 >		6	6

Control Staff			
Salary	Asian or Asian British	White	Total
<=£20,000			
£20,001 to £30,000		6	6
£30,001 to £40,000		56	56
£40,001 to £50,000		20	20
£50,001 to £60,000		7	7
£60,001 to £70,000		2	2
£70,001 to £80,000			
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			

**Any other ethnic group (other ethnic groups and dual / mixed heritage) pay gap summary**

	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
<b>ALL STAFF</b>				
Any other ethnic group (other ethnic groups and dual / mixed heritage)	£17.33	£17.33	£18.02	£18.60
White	£17.33	£19.78	£18.56	£21.56
Pay Gap	0.00%	12.36%	2.93%	13.72%

**By occupational group**

	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
<b>Operational</b>				
Any other ethnic group (other ethnic groups and dual / mixed heritage)	£17.33	£17.33	£17.56	£17.33
White	£17.33	£17.33	£17.85	£17.66
Pay Gap	0.00%	0.00%	1.62%	1.83%

	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
<b>FRS</b>				
Any other ethnic group (other ethnic groups and dual / mixed heritage)	£19.75	£17.31	£20.49	£18.45
White	£22.04	£22.33	£23.74	£23.33
Pay Gap	10.41%	22.49%	13.70%	20.91%

	<b>Median Hourly Pay Rate (Full Time)</b>	<b>Median Hourly Pay Rate (Part Time)</b>	<b>Mean Hourly Pay Rate (Full Time)</b>	<b>Mean Hourly Pay Rate (Part Time)</b>
<b>Control</b>				
Any other ethnic group (other ethnic groups and dual / mixed heritage)	£17.40	£23.34	£17.72	£23.34
White	£19.08	£20.36	£19.67	£21.34
Pay Gap	8.80%	-14.67%	9.89%	-9.39%



**Mean Hourly Pay by Quartile**

Mean Hourly Pay					
ALL STAFF	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.92	115	£14.69	1153	-1.59%
Quartile 2	£17.32	77	£17.32	1190	0.01%
Quartile 3	£18.04	82	£18.02	1186	-0.13%
Quartile 4	£23.46	76	£24.37	1192	3.72%

Mean Hourly Pay					
OPERATIONAL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.62	88	£14.52	989	-0.69%
Quartile 2	£17.31	67	£17.32	1009	0.01%
Quartile 3	£17.61	67	£17.60	1011	-0.09%
Quartile 4	£22.07	60	£21.85	1018	-0.99%

Mean Hourly Pay					
FRS	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.04	23	£15.77	142	-1.74%
Quartile 2	£20.04	18	£19.84	148	-1.02%
Quartile 3	£23.00	10	£23.27	156	1.17%
Quartile 4	£29.59	8	£34.90	157	15.23%

Mean Hourly Pay					
CONTROL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.28	4	£15.58	21	1.92%
Quartile 2	£18.49	2	£18.10	23	-2.13%
Quartile 3	£21.85	2	£20.46	23	-6.78%
Quartile 4	£23.34	1	£24.89	24	6.24%

**Median Hourly Pay by Quartile**

Median Hourly Pay					
ALL STAFF	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.56	115	£13.17	1153	-18.17%
Quartile 2	£17.33	77	£17.33	1190	0.00%
Quartile 3	£17.83	82	£17.55	1186	-1.56%
Quartile 4	£21.43	76	£21.98	1192	2.49%

Median Hourly Pay					
OPERATIONAL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£13.17	88	£13.17	989	0.00%
Quartile 2	£17.33	67	£17.33	1009	0.00%
Quartile 3	£17.33	67	£17.33	1011	0.00%
Quartile 4	£19.67	60	£19.67	1018	0.00%

Median Hourly Pay					
FRS	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.41	23	£16.41	142	0.00%
Quartile 2	£19.87	18	£19.80	148	-0.35%
Quartile 3	£22.41	10	£22.52	156	0.49%
Quartile 4	£29.86	8	£32.54	157	8.24%

Median Hourly Pay					
CONTROL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.61	4	£16.13	21	3.20%
Quartile 2	£18.49	2	£18.17	23	-1.75%
Quartile 3	£21.85	2	£20.08	23	-8.80%
Quartile 4	£23.34	1	£23.38	24	0.16%

**Median hourly pay rates  
Operational Staff**

Operational staff	Median Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.60	1	N/A
Deputy Commissioner			£74.45	1	N/A
Asst Commissioner	£61.44	1	£57.63	5	-6.60%
Deputy Asst Comm	£40.38	1	£39.71	15	-1.69%
Group Commander	£31.59	3	£31.52	63	-0.24%
Station Commander	£27.68	7	£27.12	139	-2.06%
Station Officer	£20.97	9	£20.73	221	-1.14%
Sub Officer	£19.35	27	£19.29	401	-0.32%
Leading Firefighter	£18.51	27	£18.48	429	-0.16%
Firefighter	£17.33	199	£17.33	2716	0.00%
Trainee Firefighter	£12.66	8	£12.66	36	0.00%
All Operational Staff	£17.33	282	£17.33	4,027	0.00%

**Mean hourly pay rates  
Operational Staff**

Operational staff	Mean Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.60	1	N/A
Deputy Commissioner			£74.45	1	N/A
Asst Commissioner	£61.44	1	£58.70	5	-4.65%
Deputy Asst Comm	£40.38	1	£40.23	15	-0.39%
Group Commander	£31.29	3	£30.91	63	-1.25%
Station Commander	£26.52	7	£25.64	139	-3.43%
Station Officer	£21.22	9	£20.99	221	-1.10%
Sub Officer	£19.46	27	£19.38	401	-0.42%
Leading Firefighter	£18.60	27	£18.55	429	-0.25%
Firefighter	£16.33	199	£16.37	2716	0.26%
Trainee Firefighter	£12.66	8	£12.66	36	0.00%
All Operational Staff	£17.55	282	£17.85	4,027	1.63%

**Median hourly pay rates  
FRS Staff**

FRS Staff	Median Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£95.54	1	N/A
TMG A			£65.44	5	N/A
TMG B			£49.77	7	N/A
TMG C			£49.13	7	N/A
All TMG			£49.77	20	N/A
FRS G	£33.50	1	£37.23	43	10.03%
FRS F	£19.70	3	£31.93	77	38.30%
FRS D/E/F			£26.43	1	N/A
FRS E	£23.05	11	£24.63	94	6.42%
FRS D	£21.27	13	£22.33	127	4.76%
FRS C/D	£18.16	2	£22.33	7	18.67%
FRS C	£16.82	16	£17.84	110	5.67%
FRS B/C	£20.92	1	£18.40	25	-13.68%
FRS B	£16.41	12	£16.41	99	0.00%
All FRS Staff	£19.70	59	£22.16	603	11.10%

**Mean hourly pay rates  
FRS Staff**

FRS Staff	Mean Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£95.54	1	N/A
TMG A			£67.56	5	N/A
TMG B			£50.81	7	N/A
TMG C			£47.59	7	N/A
All TMG			£54.03	19	N/A
FRS G	£33.50	1	£37.38	43	10.38%
FRS F	£31.06	3	£29.82	77	-4.14%
FRS D/E/F			£26.43	1	N/A
FRS E	£23.36	11	£23.93	94	2.36%
FRS D	£22.08	13	£21.98	127	-0.46%
FRS C/D	£18.16	2	£21.76	7	16.53%
FRS C	£17.59	16	£18.47	110	4.76%
FRS B/C	£20.92	1	£18.33	25	-14.13%
FRS B	£15.59	12	£15.67	99	0.48%
All FRS Staff	£20.28	59	£23.69	603	14.40%

**Median hourly pay rates  
Control Staff**

Control Staff	Median Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Senior Ops Mgr			£32.54	3	N/A
Operations Mgr			£25.98	5	N/A
Asst Operations Mgr	£22.10	3	£23.27	25	5.04%
Control Room Officer	£16.63	6	£17.50	58	4.98%
All Control Staff	£18.17	9	£20.08	91	9.51%

**Mean hourly pay rates  
Control Staff**

Control Staff	Mean Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Senior Ops Mgr			£30.57	3	N/A
Operations Mgr			£25.98	5	N/A
Asst Operations Mgr	£22.35	3	£22.34	25	-0.05%
Control Room Officer	£16.35	6	£17.78	58	8.09%
All Control Staff	£18.35	9	£19.91	91	7.84%

**Median hourly pay rates  
All Staff**

All staff	Median Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.33	350	£17.33	4721	0.00%

**Mean hourly pay rates  
All Staff**

All staff	Mean Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£18.03	350	£18.63	4721	3.31%

## Distribution by £10,000 increments

All Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000			
£20,001 to £30,000	66	719	785
£30,001 to £40,000	189	2424	2613
£40,001 to £50,000	78	1242	1320
£50,001 to £60,000	6	117	123
£60,001 to £70,000	8	138	146
£70,001 to £80,000	1	39	40
£80,001 to £90,000	1	18	19
£90,001 to £100,000		11	11
£100,001 >	1	13	14

Operational Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000			
£20,001 to £30,000	50	606	656
£30,001 to £40,000	158	2185	2343
£40,001 to £50,000	62	1037	1099
£50,001 to £60,000	2	51	53
£60,001 to £70,000	7	106	113
£70,001 to £80,000	1	19	20
£80,001 to £90,000	1	10	11
£90,001 to £100,000		6	6
£100,001 >	1	7	8

FRS Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000			
£20,001 to £30,000	14	107	121
£30,001 to £40,000	27	183	210
£40,001 to £50,000	13	185	198
£50,001 to £60,000	4	59	63
£60,001 to £70,000	1	30	31
£70,001 to £80,000		20	20
£80,001 to £90,000		8	8
£90,001 to £100,000		5	5
£100,001 >		6	6

Control Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000			
£20,001 to £30,000	2	6	8
£30,001 to £40,000	4	56	60
£40,001 to £50,000	3	20	23
£50,001 to £60,000		7	7
£60,001 to £70,000		2	2
£70,001 to £80,000			
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			