

# London Fire Brigade

## Overall Gender Pay Gap Summary at 31 March 2021

	Hourly Pay Rate (Full Time)	Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
<b>ALL STAFF</b>				
Female	£18.45	£21.44	£21.23	£22.32
Male	£17.97	£21.97	£19.27	£24.73
Pay Gap	-2.63%	2.44%	-10.17%	9.73%

### By occupational group

Operational	Hourly Pay Rate (Full Time)	Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Female	£17.73	£17.74	£17.55	£18.45
Male	£17.92	£18.06	£18.64	£18.18
Pay Gap	1.07%	1.75%	5.87%	-1.50%

FRS	Hourly Pay Rate (Full Time)	Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Female	£23.02	£22.70	£25.05	£23.41
Male	£23.98	£24.29	£26.04	£27.40
Pay Gap	4.01%	6.57%	3.83%	14.53%

Control	Hourly Pay Rate (Full Time)	Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Female	£19.72	£20.49	£20.37	£21.58
Male	£19.98	£26.50	£21.00	£26.50
Pay Gap	1.29%	22.70%	2.99%	18.59%

### Median hourly pay rates

#### All Staff

All staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£18.76	955	£17.98	4800	-4.36%

### Mean hourly pay rates

#### All Staff

All staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All staff	£21.32	955	£19.34	4800	-10.27%

## Mean Hourly Pay

Mean Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.37	251	£15.93	1187	3.51%
Quartile 2	£17.84	145	£17.82	1294	-0.08%
Quartile 3	£18.80	157	£18.84	1282	0.21%
Quartile 4	£27.28	402	£25.73	1037	-6.01%

Mean Hourly Pay					
OPERATIONAL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.03	178	£15.67	1011	4.10%
Quartile 2	£17.77	91	£17.76	1098	-0.04%
Quartile 3	£18.29	74	£18.32	1115	0.15%
Quartile 4	£22.82	73	£22.51	1116	-1.37%

Mean Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£17.25	121	£17.56	103	1.76%
Quartile 2	£21.31	120	£21.40	104	0.42%
Quartile 3	£25.26	119	£25.23	105	-0.12%
Quartile 4	£37.76	100	£38.11	124	0.91%

Mean Hourly Pay					
CONTROL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.54	21	£16.36	5	-1.06%
Quartile 2	£19.16	19	£18.88	7	-1.48%
Quartile 3	£21.06	21	£21.64	5	2.68%
Quartile 4	£26.07	18	£26.77	7	2.62%

## Median Hourly Pay

Median Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.25	251	£17.28	1187	11.74%
Quartile 2	£17.86	145	£17.81	1294	-0.24%
Quartile 3	£18.76	157	£18.82	1282	0.34%
Quartile 4	£24.35	402	£22.44	1037	-8.52%

Median Hourly Pay					
OPERATIONAL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£13.70	178	£17.13	1011	20.04%
Quartile 2	£17.77	91	£17.76	1098	-0.04%
Quartile 3	£18.12	74	£18.17	1115	0.25%
Quartile 4	£20.13	73	£20.33	1116	0.97%

Median Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£17.86	121	£17.86	103	0.00%
Quartile 2	£21.44	120	£21.44	104	0.00%
Quartile 3	£24.65	119	£24.47	105	-0.71%
Quartile 4	£35.40	100	£35.02	124	-1.09%

Median Hourly Pay					
CONTROL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.72	21	£16.57	5	-0.96%
Quartile 2	£19.22	19	£19.09	7	-0.68%
Quartile 3	£20.49	21	£20.56	5	0.36%
Quartile 4	£23.91	18	£26.49	7	9.74%

**Median hourly pay rates  
Operational Staff**

Operational staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.02	1	N/A
Deputy Commissioner			£76.35	1	N/A
Asst Commissioner	£55.84	1	£59.07	5	5.46%
Deputy Asst Comm	£41.78	1	£39.67	14	-5.31%
Group Commander	£32.71	4	£32.13	65	-1.80%
Station Commander	£28.25	12	£28.21	136	-0.16%
Station Officer	£21.24	10	£21.24	256	0.00%
Sub Officer	£20.06	30	£20.06	422	0.00%
Leading Firefighter	£19.08	29	£19.15	455	0.33%
Firefighter	£17.56	319	£17.75	2936	1.06%
Trainee Firefighter	£12.92	10	£12.92	49	0.00%
All Operational Staff	£17.73	416	£17.92	4,340	1.06%

**Median hourly pay rates  
FRS Staff**

FRS Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director	£94.75	2	£87.56	1	-8.21%
TMG A	£66.45	4	£69.79	3	4.80%
TMG B	£52.20	1	£58.23	6	10.35%
TMG C	£47.89	3	£52.48	4	8.74%
TMG U			£70.07	1	N/A
All TMG	£56.90	8	£58.23	15	2.28%
FRS G	£40.98	24	£43.45	26	5.67%
FRS F	£32.24	57	£33.43	57	3.57%
FRS E	£26.38	73	£27.26	65	3.23%
FRS D	£24.11	85	£24.29	94	0.77%
FRS C/D	£23.13	4	£24.29	11	4.78%
FRS C	£20.50	117	£18.31	76	-11.96%
FRS B/C	£17.96	3	£21.39	26	16.04%
FRS B	£17.86	87	£17.86	66	0.00%
All FRS Staff	£22.96	460	£24.27	436	5.37%

**Mean hourly pay rates  
Operational Staff**

Operational staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£94.02	1	N/A
Deputy Commissioner			£76.35	1	N/A
Asst Commissioner	£55.84	1	£59.26	5	5.77%
Deputy Asst Comm	£41.78	1	£39.47	14	-5.85%
Group Commander	£31.98	4	£32.28	65	0.91%
Station Commander	£27.51	12	£27.66	136	0.54%
Station Officer	£21.53	10	£21.46	256	-0.34%
Sub Officer	£19.99	30	£20.13	422	0.72%
Leading Firefighter	£19.04	29	£19.20	455	0.82%
Firefighter	£16.49	319	£17.25	2936	4.43%
Trainee Firefighter	£12.92	10	£12.92	49	0.00%
All Operational Staff	£17.58	416	£18.64	4,340	5.70%

**Mean hourly pay rates  
FRS Staff**

FRS Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director	£94.75	2	£87.56	1	-8.21%
TMG A	£68.40	4	£70.53	3	3.03%
TMG B	£52.20	1	£56.32	6	7.32%
TMG C	£48.78	3	£52.46	4	7.01%
TMG U			£70.07	1	N/A
All TMG	£59.02	8	£59.25	14	0.38%
FRS G	£41.24	24	£42.62	26	3.24%
FRS F	£32.64	57	£33.52	57	2.65%
FRS E	£26.17	73	£26.93	65	2.82%
FRS D	£23.44	85	£24.32	94	3.59%
FRS C/D	£23.03	4	£23.41	11	1.64%
FRS C	£20.43	117	£19.40	76	-5.33%
FRS B/C	£17.50	3	£21.04	26	16.81%
FRS B	£16.99	87	£17.57	66	3.28%
All FRS Staff	£24.84	460	£26.17	436	5.07%

**Median hourly pay rates  
Control Staff**

Control Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
DAC Control	£39.37	1			N/A
Snr Control Comm	£36.62	1	£36.62	1	0.00%
Operations Mgr	£26.50	4	£26.50	2	0.00%
Asst Operations Mgr	£23.74	21	£23.67	8	-0.27%
Control Room Officer	£18.45	52	£18.00	13	-2.50%
All Control Staff	£20.48	79	£20.23	24	-1.25%

**Median hourly pay rates  
All Staff**

All staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£18.76	955	£17.98	4800	-4.36%

**Mean hourly pay rates  
Control Staff**

Control Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
DAC Control	£39.37	1			N/A
Snr Control Comm	£36.62	1	£36.62	1	0.00%
Operations Mgr	£26.31	4	£26.50	2	0.72%
Asst Operations Mgr	£22.83	21	£23.10	8	1.18%
Control Room Officer	£18.50	52	£18.08	13	-2.30%
All Control Staff	£20.54	79	£21.23	24	3.25%

**Mean hourly pay rates  
All Staff**

All staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All staff	£21.32	955	£19.34	4800	-10.27%

## Distribution by £10,000 increments

All Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	124	344	468
£30,001 to £40,000	452	2610	3062
£40,001 to £50,000	259	1488	1747
£50,001 to £60,000	44	93	137
£60,001 to £70,000	41	157	198
£70,001 to £80,000	17	59	76
£80,001 to £90,000	8	23	31
£90,001 to £100,000	3	10	13
£100,001 >	7	16	23

Operational Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	86	327	413
£30,001 to £40,000	231	2447	2678
£40,001 to £50,000	81	1333	1414
£50,001 to £60,000	4	45	49
£60,001 to £70,000	9	127	136
£70,001 to £80,000	3	38	41
£80,001 to £90,000		12	12
£90,001 to £100,000	1	4	5
£100,001 >	1	7	8

FRS Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	35	16	51
£30,001 to £40,000	171	150	321
£40,001 to £50,000	158	149	307
£50,001 to £60,000	36	45	81
£60,001 to £70,000	32	30	62
£70,001 to £80,000	12	20	32
£80,001 to £90,000	8	11	19
£90,001 to £100,000	2	6	8
£100,001 >	6	9	15

Control Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	3	1	4
£30,001 to £40,000	50	13	63
£40,001 to £50,000	20	6	26
£50,001 to £60,000	4	3	7
£60,001 to £70,000			
£70,001 to £80,000	2	1	3
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			

## Salary Breakdowns (Equal Salary Bands)

All Staff	Group 1 £27,510.51 - £72,142.89	Group 2 £72,142.90 - £116,775.30	Group 3 £116,775.31 - £161,407.60	Group 4 £161,407.61 - £206,040.00	Total
Male	4727	61	10	2	<b>4800</b>
Female	922	27	5	1	<b>955</b>
<b>Total</b>	<b>5649</b>	<b>88</b>	<b>15</b>	<b>3</b>	<b>5755</b>

Operational Staff	Group 1 £28,305.00 - £72,738.75	Group 2 £72,738.76 -	Group 3 £117,172.51 - £161,606.30	Group 4 £161,606.31 -	Total
Male	4308	25	5	2	<b>4340</b>
Female	412	3	1		<b>416</b>
<b>Total</b>	<b>4720</b>	<b>28</b>	<b>6</b>	<b>2</b>	<b>4756</b>

FRS Staff	Group 1 £24,997.23 - £67,155.03	Group 2 £67,155.04 -	Group 3 £106,799.61 - £146,444.10	Group 4 £146,444.11 - £186,088.60	Total
Male	384	46	5	1	<b>436</b>
Female	421	33	4	2	<b>460</b>
<b>Total</b>	<b>805</b>	<b>79</b>	<b>9</b>	<b>3</b>	<b>896</b>

Control Staff	Group 1 £27,993.68 - £40,167.46	Group 2 £40,167.47 - £52,341.22	Group 3 £52,341.23 - £64,514.99	Group 4 £65,515.00 - £76,688.76	Total
Male	15	8		1	<b>24</b>
Female	53	24		2	<b>79</b>
<b>Total</b>	<b>68</b>	<b>32</b>		<b>3</b>	<b>103</b>