

London Fire Brigade

Overall Black and Asian Minority Ethnic Pay Gap Summary at 31 March 2021

| | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|---------------------------------|------------------------------------|------------------------------------|----------------------------------|----------------------------------|
| ALL STAFF | | | | |
| Black Asian and Minority Ethnic | £17.95 | £21.44 | £19.08 | £21.44 |
| White | £18.01 | £21.44 | £19.68 | £23.85 |
| Pay Gap | 0.36% | 0.00% | 3.04% | 10.11% |

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) |
|---------------------------------|------------------------------------|------------------------------------|----------------------------------|----------------------------------|
| Operational | | | | |
| Black Asian and Minority Ethnic | £17.85 | £17.69 | £17.84 | £17.70 |
| White | £17.92 | £18.06 | £18.68 | £18.39 |
| Pay Gap | 0.40% | 2.02% | 4.52% | 3.74% |

| | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|---------------------------------|------------------------------------|------------------------------------|----------------------------------|----------------------------------|
| FRS | | | | |
| Black Asian and Minority Ethnic | £21.46 | £22.00 | £22.70 | £21.89 |
| White | £24.29 | £24.29 | £26.79 | £26.39 |
| Pay Gap | 11.66% | 9.45% | 15.29% | 17.03% |

| | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|---------------------------------|------------------------------------|------------------------------------|----------------------------------|----------------------------------|
| Control | | | | |
| Black Asian and Minority Ethnic | £18.13 | £23.74 | £19.08 | £21.44 |
| White | £19.91 | £20.49 | £20.75 | £21.83 |
| Pay Gap | 8.94% | -15.87% | 8.08% | 1.76% |

Median hourly pay rates

All Staff

| All staff | Median Hourly Pay | | | | |
|-----------|-----------------------------|-----|-------------|------|---------|
| | Black Asian Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All Staff | £17.96 | 944 | £18.03 | 4685 | 0.40% |

Mean hourly pay rates

All Staff

| All staff | Mean Hourly Pay | | | | |
|-----------|-----------------------------|-----|-------------|------|---------|
| | Black Asian Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All staff | £19.16 | 944 | £19.77 | 4685 | 3.08% |

MEAN HOURLY RATE

| Mean Hourly Pay | | | | | |
|-----------------|---------------------------------|-----|-------------|------|---------|
| ALL STAFF | Black Asian and Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £15.34 | 259 | £16.00 | 1149 | 4.12% |
| Quartile 2 | £17.84 | 239 | £17.82 | 1168 | -0.08% |
| Quartile 3 | £18.80 | 219 | £18.84 | 1188 | 0.24% |
| Quartile 4 | £25.25 | 227 | £26.30 | 1180 | 3.96% |

| Mean Hourly Pay | | | | | |
|-----------------|---------------------------------|-----|-------------|------|---------|
| OPERATIONAL | Black Asian and Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £15.03 | 208 | £15.76 | 957 | 4.64% |
| Quartile 2 | £17.77 | 173 | £17.76 | 993 | -0.06% |
| Quartile 3 | £18.35 | 177 | £18.31 | 988 | -0.22% |
| Quartile 4 | £22.24 | 115 | £22.57 | 1051 | 1.44% |

| Mean Hourly Pay | | | | | |
|-----------------|---------------------------------|----|-------------|-----|---------|
| FRS | Black Asian and Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £17.42 | 86 | £17.48 | 130 | 0.35% |
| Quartile 2 | £21.38 | 77 | £21.51 | 140 | 0.62% |
| Quartile 3 | £25.31 | 67 | £25.27 | 149 | -0.17% |
| Quartile 4 | £35.48 | 28 | £38.23 | 188 | 7.19% |

| Mean Hourly Pay | | | | | |
|-----------------|---------------------------------|----|-------------|----|---------|
| CONTROL | Black Asian and Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £16.25 | 5 | £16.52 | 20 | 1.62% |
| Quartile 2 | £18.66 | 3 | £19.01 | 23 | 1.85% |
| Quartile 3 | £21.68 | 4 | £20.80 | 21 | -4.24% |
| Quartile 4 | £23.74 | 1 | £26.18 | 25 | 9.33% |

MEDIAN HOURLY RATE

| Median Hourly Pay | | | | | | |
|-------------------|---------------------------------|-----|-------------|------|---------|--|
| ALL STAFF | Black Asian and Minority Ethnic | | White | | Pay Gap | |
| | Hourly Rate | No | Hourly Rate | No | | |
| Quartile 1 | £15.25 | 259 | £17.28 | 1149 | 11.75% | |
| Quartile 2 | £17.86 | 239 | £17.81 | 1168 | -0.23% | |
| Quartile 3 | £18.76 | 219 | £18.67 | 1188 | -0.48% | |
| Quartile 4 | £23.95 | 227 | £23.36 | 1180 | -2.53% | |

| Median Hourly Pay | | | | | | |
|-------------------|---------------------------------|-----|-------------|------|---------|--|
| OPERATIONAL | Black Asian and Minority Ethnic | | White | | Pay Gap | |
| | Hourly Rate | No | Hourly Rate | No | | |
| Quartile 1 | £13.67 | 208 | £17.23 | 957 | 20.67% | |
| Quartile 2 | £17.78 | 173 | £17.76 | 993 | -0.10% | |
| Quartile 3 | £18.18 | 177 | £18.16 | 988 | -0.13% | |
| Quartile 4 | £20.12 | 115 | £20.52 | 1051 | 1.98% | |

| Median Hourly Pay | | | | | | |
|-------------------|---------------------------------|----|-------------|-----|---------|--|
| FRS | Black Asian and Minority Ethnic | | White | | Pay Gap | |
| | Hourly Rate | No | Hourly Rate | No | | |
| Quartile 1 | £17.86 | 86 | £17.86 | 130 | 0.00% | |
| Quartile 2 | £21.44 | 77 | £21.48 | 140 | 0.22% | |
| Quartile 3 | £24.65 | 67 | £24.61 | 149 | -0.14% | |
| Quartile 4 | £35.40 | 28 | £35.40 | 188 | 0.00% | |

| Median Hourly Pay | | | | | | |
|-------------------|---------------------------------|----|-------------|----|---------|--|
| CONTROL | Black Asian and Minority Ethnic | | White | | Pay Gap | |
| | Hourly Rate | No | Hourly Rate | No | | |
| Quartile 1 | £16.47 | 5 | £16.72 | 20 | 1.50% | |
| Quartile 2 | £18.27 | 3 | £19.09 | 23 | 4.33% | |
| Quartile 3 | £21.60 | 4 | £20.48 | 21 | -5.45% | |
| Quartile 4 | £23.34 | 1 | £23.87 | 25 | 2.23% | |

**Median hourly pay rates
Operational Staff**

| Operational staff | Median Hourly Pay | | | | |
|-----------------------|-----------------------------|-----|-------------|-------|---------|
| | Black Asian Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Commissioner | | | £94.02 | 1 | N/A |
| Deputy Commissioner | | | £76.35 | 1 | N/A |
| Asst Commissioner | | | £57.46 | 6 | N/A |
| Deputy Asst Comm | £40.76 | 2 | £39.67 | 13 | -2.74% |
| Group Commander | £32.15 | 7 | £32.14 | 60 | -0.02% |
| Station Commander | £28.25 | 12 | £28.20 | 133 | -0.18% |
| Station Officer | £21.24 | 15 | £21.24 | 244 | 0.00% |
| Sub Officer | £20.06 | 54 | £20.06 | 389 | 0.00% |
| Leading Firefighter | £19.06 | 70 | £19.17 | 404 | 0.54% |
| Firefighter | £17.72 | 491 | £17.75 | 2711 | 0.15% |
| Trainee Firefighter | £12.92 | 22 | £12.92 | 27 | 0.00% |
| All Operational Staff | £17.84 | 673 | £17.92 | 3,989 | 0.45% |

**Median hourly pay rates
FRS Staff**

| FRS Staff | Median Hourly Pay | | | | |
|---------------|-----------------------------|-----|-------------|-----|---------|
| | Black Asian Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Director | | | £87.60 | 3 | N/A |
| TMG A | | | £68.65 | 5 | N/A |
| TMG B | | | £58.23 | 7 | N/A |
| TMG C | £50.18 | 2 | £52.48 | 5 | 4.37% |
| TMG U | | | £70.07 | 1 | N/A |
| All TMG | £50.18 | 2 | £58.23 | 18 | 13.81% |
| FRS G | £40.98 | 4 | £42.44 | 45 | 3.43% |
| FRS F | £32.17 | 17 | £33.28 | 95 | 3.34% |
| FRS E | £26.51 | 40 | £27.26 | 93 | 2.75% |
| FRS D | £24.29 | 53 | £24.29 | 121 | 0.00% |
| FRS C/D | £23.13 | 8 | £24.29 | 7 | 4.78% |
| FRS C | £19.57 | 65 | £19.46 | 119 | -0.60% |
| FRS B/C | £19.22 | 5 | £21.39 | 24 | 10.15% |
| FRS B | £17.86 | 64 | £17.86 | 82 | 0.00% |
| All FRS Staff | £21.44 | 258 | £24.29 | 607 | 11.76% |

**Mean hourly pay rates
Operational Staff**

| Operational staff | Mean Hourly Pay | | | | |
|-----------------------|-----------------------------|-----|-------------|-------|---------|
| | Black Asian Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Commissioner | | | £94.02 | 1 | N/A |
| Deputy Commissioner | | | £76.35 | 1 | N/A |
| Asst Commissioner | | | £58.69 | 6 | N/A |
| Deputy Asst Comm | £40.76 | 2 | £39.45 | 13 | -3.33% |
| Group Commander | £33.40 | 7 | £32.20 | 60 | -3.72% |
| Station Commander | £28.38 | 12 | £27.61 | 133 | -2.79% |
| Station Officer | £21.63 | 15 | £21.46 | 244 | -0.79% |
| Sub Officer | £20.11 | 54 | £20.12 | 389 | 0.08% |
| Leading Firefighter | £19.12 | 70 | £19.20 | 404 | 0.43% |
| Firefighter | £16.94 | 491 | £17.23 | 2711 | 1.70% |
| Trainee Firefighter | £12.92 | 22 | £12.92 | 27 | 0.00% |
| All Operational Staff | £17.84 | 673 | £18.68 | 3,989 | 4.51% |

**Mean hourly pay rates
FRS Staff**

| FRS Staff | Mean Hourly Pay | | | | |
|---------------|-----------------------------|-----|-------------|-----|---------|
| | Black Asian Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Director | | | £92.35 | 3 | N/A |
| TMG A | | | £68.31 | 5 | N/A |
| TMG B | | | £55.73 | 7 | N/A |
| TMG C | £50.18 | 2 | £51.17 | 5 | 1.92% |
| TMG U | | | £70.07 | 1 | N/A |
| All TMG | £50.18 | 2 | £58.75 | 18 | 14.59% |
| FRS G | £41.98 | 4 | £42.04 | 45 | 0.14% |
| FRS F | £33.04 | 17 | £33.18 | 95 | 0.42% |
| FRS E | £26.08 | 40 | £26.70 | 93 | 2.34% |
| FRS D | £24.01 | 53 | £23.93 | 121 | -0.32% |
| FRS C/D | £23.17 | 8 | £23.47 | 7 | 1.31% |
| FRS C | £20.01 | 65 | £20.10 | 119 | 0.46% |
| FRS B/C | £19.45 | 5 | £20.93 | 24 | 7.05% |
| FRS B | £17.26 | 64 | £17.32 | 82 | 0.32% |
| All FRS Staff | £22.61 | 258 | £26.75 | 607 | 15.47% |

**Median hourly pay rates
Control Staff**

| Control Staff | Median Hourly Pay | | | | |
|----------------------|-----------------------------|----|-------------|----|---------|
| | Black Asian Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| DAC Control | | | £39.37 | 1 | N/A |
| Snr Control Comm | | | £36.62 | 2 | N/A |
| Operations Mgr | | | £26.50 | 5 | N/A |
| Asst Operations Mgr | £23.04 | 3 | £23.74 | 26 | 2.92% |
| Control Room Officer | £17.73 | 10 | £18.54 | 55 | 4.33% |
| All Control Staff | £18.27 | 13 | £20.48 | 89 | 10.83% |

**Median hourly pay rates
All Staff**

| All staff | Median Hourly Pay | | | | |
|-----------|-----------------------------|-----|-------------|------|---------|
| | Black Asian Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All Staff | £17.96 | 944 | £18.03 | 4685 | 0.40% |

**Mean hourly pay rates
Control Staff**

| Control Staff | Mean Hourly Pay | | | | |
|----------------------|-----------------------------|----|-------------|----|---------|
| | Black Asian Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| DAC Control | | | £39.37 | 1 | N/A |
| Snr Control Comm | | | £36.62 | 2 | N/A |
| Operations Mgr | | | £26.50 | 5 | N/A |
| Asst Operations Mgr | £23.17 | 3 | £22.87 | 26 | -1.28% |
| Control Room Officer | £17.82 | 10 | £18.53 | 55 | 3.83% |
| All Control Staff | £19.05 | 13 | £20.89 | 89 | 8.78% |

**Mean hourly pay rates
All Staff**

| All staff | Mean Hourly Pay | | | | |
|-----------|-----------------------------|-----|-------------|------|---------|
| | Black Asian Minority Ethnic | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All staff | £19.16 | 944 | £19.77 | 4685 | 3.08% |

Distribution by £10,000 increments

| All Staff | | | |
|---------------------|---------------------------------|-------|-------|
| Salary | Black Asian and Minority Ethnic | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 126 | 317 | 443 |
| £30,001 to £40,000 | 499 | 2508 | 3007 |
| £40,001 to £50,000 | 271 | 1442 | 1713 |
| £50,001 to £60,000 | 13 | 118 | 131 |
| £60,001 to £70,000 | 21 | 173 | 194 |
| £70,001 to £80,000 | 8 | 68 | 76 |
| £80,001 to £90,000 | 5 | 26 | 31 |
| £90,001 to £100,000 | 1 | 12 | 13 |
| £100,001 > | | 21 | 21 |

| Operational Staff | | | |
|---------------------|---------------------------------|-------|-------|
| Salary | Black Asian and Minority Ethnic | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 106 | 286 | 392 |
| £30,001 to £40,000 | 374 | 2263 | 2637 |
| £40,001 to £50,000 | 171 | 1216 | 1387 |
| £50,001 to £60,000 | 2 | 45 | 47 |
| £60,001 to £70,000 | 14 | 119 | 133 |
| £70,001 to £80,000 | 3 | 38 | 41 |
| £80,001 to £90,000 | 3 | 9 | 12 |
| £90,001 to £100,000 | | 5 | 5 |
| £100,001 > | | 8 | 8 |

| FRS Staff | | | |
|---------------------|---------------------------------|-------|-------|
| Salary | Black Asian and Minority Ethnic | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 19 | 28 | 47 |
| £30,001 to £40,000 | 116 | 191 | 307 |
| £40,001 to £50,000 | 97 | 203 | 300 |
| £50,001 to £60,000 | 11 | 67 | 78 |
| £60,001 to £70,000 | 7 | 54 | 61 |
| £70,001 to £80,000 | 5 | 27 | 32 |
| £80,001 to £90,000 | 2 | 17 | 19 |
| £90,001 to £100,000 | 1 | 7 | 8 |
| £100,001 > | | 13 | 13 |

| Control Staff | | | |
|---------------------|---------------------------------|-------|-------|
| Salary | Black Asian and Minority Ethnic | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 1 | 3 | 4 |
| £30,001 to £40,000 | 9 | 54 | 63 |
| £40,001 to £50,000 | 3 | 23 | 26 |
| £50,001 to £60,000 | | 6 | 6 |
| £60,001 to £70,000 | | | |
| £70,001 to £80,000 | | 3 | 3 |
| £80,001 to £90,000 | | | |
| £90,001 to £100,000 | | | |
| £100,001 > | | | |

Overall Black and Black British Pay Gap Summary at 31 March 2021

| | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|-------------------------|---|---|---|---|
| ALL STAFF | | | | |
| Black and Black British | £18.00 | £22.07 | £19.18 | £21.97 |
| White | £18.01 | £21.44 | £19.68 | £23.85 |
| Pay Gap | 0.11% | -2.94% | 2.49% | 7.89% |

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) |
|-------------------------|---|---|---|---|
| Operational | | | | |
| Black and Black British | £17.87 | £17.68 | £17.84 | £17.70 |
| White | £17.92 | £18.06 | £18.68 | £18.39 |
| Pay Gap | 0.30% | 2.08% | 4.54% | 3.75% |

| | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|-------------------------|---|---|---|---|
| FRS | | | | |
| Black and Black British | £21.44 | £24.29 | £22.40 | £22.83 |
| White | £24.29 | £24.29 | £26.79 | £26.39 |
| Pay Gap | 11.76% | 0.00% | 16.40% | 13.49% |

| | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|-------------------------|---|---|---|---|
| Control | | | | |
| Black and Black British | £18.13 | | £18.01 | |
| White | £19.91 | £20.49 | £20.75 | £21.83 |
| Pay Gap | 8.94% | N/A | 13.21% | N/A |

Median hourly pay rates

All Staff

| All staff | Median Hourly Pay | | | | |
|------------------|--------------------------|-----|-------------|------|---------|
| | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All Staff | £18.03 | 401 | £18.03 | 4685 | 0.00% |

Mean hourly pay rates

All Staff

| All staff | Mean Hourly Pay | | | | |
|------------------|-------------------------|-----|-------------|------|---------|
| | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All staff | £19.31 | 401 | £19.77 | 4685 | 2.32% |

MEAN HOURLY RATE

| Mean Hourly Pay | | | | | |
|-----------------|-------------------------|-----|-------------|------|---------|
| ALL STAFF | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £15.26 | 96 | £16.04 | 1176 | 4.88% |
| Quartile 2 | £17.85 | 104 | £17.83 | 1167 | -0.10% |
| Quartile 3 | £18.74 | 102 | £18.87 | 1170 | 0.70% |
| Quartile 4 | £25.36 | 99 | £26.34 | 1172 | 3.71% |

| Mean Hourly Pay | | | | | |
|-----------------|-------------------------|----|-------------|------|---------|
| OPERATIONAL | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £15.02 | 80 | £15.81 | 984 | 5.00% |
| Quartile 2 | £17.79 | 67 | £17.77 | 997 | -0.11% |
| Quartile 3 | £18.40 | 84 | £18.34 | 980 | -0.29% |
| Quartile 4 | £22.86 | 36 | £22.64 | 1028 | -0.97% |

| Mean Hourly Pay | | | | | |
|-----------------|-------------------------|----|-------------|-----|---------|
| FRS | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £17.67 | 45 | £17.57 | 138 | -0.58% |
| Quartile 2 | £21.66 | 41 | £21.84 | 143 | 0.82% |
| Quartile 3 | £25.47 | 31 | £25.62 | 153 | 0.58% |
| Quartile 4 | £36.42 | 11 | £39.13 | 173 | 6.91% |

| Mean Hourly Pay | | | | | |
|-----------------|-------------------------|----|-------------|----|---------|
| CONTROL | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £15.42 | 2 | £16.62 | 22 | 7.20% |
| Quartile 2 | £18.13 | 2 | £19.20 | 22 | 5.57% |
| Quartile 3 | £20.48 | 2 | £21.07 | 22 | 2.80% |
| Quartile 4 | | | £26.40 | 23 | N/A |

MEDIAN HOURLY RATE

| Median Hourly Pay | | | | | |
|-------------------|-------------------------|-----|-------------|------|---------|
| ALL STAFF | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £14.72 | 96 | £17.30 | 1176 | 14.89% |
| Quartile 2 | £17.86 | 104 | £17.82 | 1167 | -0.18% |
| Quartile 3 | £18.53 | 102 | £18.84 | 1170 | 1.65% |
| Quartile 4 | £24.29 | 99 | £23.49 | 1172 | -3.42% |

| Median Hourly Pay | | | | | |
|-------------------|-------------------------|----|-------------|------|---------|
| OPERATIONAL | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £13.65 | 80 | £17.25 | 984 | 20.85% |
| Quartile 2 | £17.81 | 67 | £17.76 | 997 | -0.24% |
| Quartile 3 | £18.21 | 84 | £18.18 | 980 | -0.15% |
| Quartile 4 | £20.14 | 36 | £20.58 | 1028 | 2.14% |

| Median Hourly Pay | | | | | |
|-------------------|-------------------------|----|-------------|-----|---------|
| FRS | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £17.86 | 45 | £17.86 | 138 | 0.00% |
| Quartile 2 | £21.44 | 41 | £21.64 | 143 | 0.93% |
| Quartile 3 | £25.08 | 31 | £25.15 | 153 | 0.28% |
| Quartile 4 | £35.40 | 11 | £35.40 | 173 | 0.00% |

| Median Hourly Pay | | | | | |
|-------------------|-------------------------|----|-------------|----|---------|
| CONTROL | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £15.42 | 2 | £16.73 | 22 | 7.82% |
| Quartile 2 | £18.13 | 2 | £19.21 | 22 | 5.62% |
| Quartile 3 | £20.48 | 2 | £20.49 | 22 | 0.03% |
| Quartile 4 | | | £23.94 | 23 | N/A |

**Median hourly pay rates
Operational Staff**

| Operational staff | Median Hourly Pay | | | | |
|-----------------------|-------------------------|-----|-------------|-------|---------|
| | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Commissioner | | | £94.02 | 1 | N/A |
| Deputy Commissioner | | | £76.35 | 1 | N/A |
| Asst Commissioner | | | £57.46 | 6 | N/A |
| Deputy Asst Comm | £40.50 | 1 | £39.67 | 13 | -2.07% |
| Group Commander | £31.39 | 3 | £32.14 | 60 | 2.34% |
| Station Commander | £28.25 | 5 | £28.20 | 133 | -0.18% |
| Station Officer | £21.24 | 3 | £21.24 | 244 | 0.00% |
| Sub Officer | £19.84 | 17 | £20.06 | 389 | 1.10% |
| Leading Firefighter | £19.10 | 30 | £19.17 | 404 | 0.33% |
| Firefighter | £17.78 | 200 | £17.75 | 2711 | -0.15% |
| Trainee Firefighter | £12.92 | 8 | £12.92 | 27 | 0.00% |
| All Operational Staff | £17.87 | 267 | £17.92 | 3,989 | 0.30% |

**Median hourly pay rates
FRS Staff**

| FRS Staff | Median Hourly Pay | | | | |
|---------------|-------------------------|-----|-------------|-----|---------|
| | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Director | | | £87.60 | 3 | N/A |
| TMG A | | | £68.65 | 5 | N/A |
| TMG B | | | £58.23 | 7 | N/A |
| TMG C | £52.48 | 1 | £52.48 | 5 | 0.00% |
| TMG U | | | £70.07 | 1 | N/A |
| All TMG | £52.48 | 1 | £58.23 | 18 | 9.87% |
| FRS G | £40.98 | 3 | £42.44 | 45 | 3.43% |
| FRS F | £32.17 | 5 | £33.28 | 95 | 3.34% |
| FRS E | £26.87 | 20 | £27.26 | 93 | 1.46% |
| FRS D | £24.29 | 26 | £24.29 | 121 | 0.00% |
| FRS C/D | £24.29 | 2 | £24.29 | 7 | 0.00% |
| FRS C | £21.20 | 35 | £19.46 | 119 | -8.95% |
| FRS B/C | £17.96 | 3 | £21.39 | 24 | 16.04% |
| FRS B | £17.86 | 33 | £17.86 | 82 | 0.00% |
| All FRS Staff | £21.44 | 128 | £24.29 | 607 | 11.76% |

**Mean hourly pay rates
Operational Staff**

| Operational staff | Mean Hourly Pay | | | | |
|-----------------------|-------------------------|-----|-------------|-------|---------|
| | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Commissioner | | | £94.02 | 1 | N/A |
| Deputy Commissioner | | | £76.35 | 1 | N/A |
| Asst Commissioner | | | £58.69 | 6 | N/A |
| Deputy Asst Comm | £40.50 | 1 | £39.45 | 13 | -2.65% |
| Group Commander | £32.12 | 3 | £32.20 | 60 | 0.22% |
| Station Commander | £28.40 | 5 | £27.61 | 133 | -2.86% |
| Station Officer | £21.29 | 3 | £21.46 | 244 | 0.81% |
| Sub Officer | £20.09 | 17 | £20.12 | 389 | 0.16% |
| Leading Firefighter | £19.14 | 30 | £19.20 | 404 | 0.31% |
| Firefighter | £17.00 | 200 | £17.23 | 2711 | 1.35% |
| Trainee Firefighter | £12.92 | 8 | £12.92 | 27 | 0.00% |
| All Operational Staff | £17.83 | 267 | £18.68 | 3,989 | 4.54% |

**Mean hourly pay rates
FRS Staff**

| FRS Staff | Mean Hourly Pay | | | | |
|---------------|-------------------------|-----|-------------|-----|---------|
| | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Director | | | £92.35 | 3 | N/A |
| TMG A | | | £68.31 | 5 | N/A |
| TMG B | | | £55.73 | 7 | N/A |
| TMG C | £52.48 | 1 | £51.17 | 5 | -2.56% |
| TMG U | | | £70.07 | 1 | N/A |
| All TMG | £52.48 | 1 | £58.75 | 18 | 10.68% |
| FRS G | £40.98 | 3 | £42.04 | 45 | 2.53% |
| FRS F | £32.99 | 5 | £33.18 | 95 | 0.57% |
| FRS E | £26.10 | 20 | £26.70 | 93 | 2.26% |
| FRS D | £23.69 | 26 | £23.93 | 121 | 1.01% |
| FRS C/D | £24.29 | 2 | £23.47 | 7 | -3.49% |
| FRS C | £20.35 | 35 | £20.10 | 119 | -1.25% |
| FRS B/C | £18.39 | 3 | £20.93 | 24 | 12.13% |
| FRS B | £17.56 | 33 | £17.32 | 82 | -1.37% |
| All FRS Staff | £22.45 | 128 | £26.75 | 607 | 16.07% |

**Median hourly pay rates
Control Staff**

| Control Staff | Median Hourly Pay | | | | |
|----------------------|-------------------------|----|-------------|----|---------|
| | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| DAC Control | | | £39.37 | 1 | N/A |
| Snr Control Comm | | | £36.62 | 2 | N/A |
| Operations Mgr | | | £26.50 | 5 | N/A |
| Asst Operations Mgr | | | £23.74 | 26 | N/A |
| Control Room Officer | £18.13 | 6 | £18.54 | 55 | 2.18% |
| All Control Staff | £18.13 | 6 | £20.48 | 89 | 11.49% |

**Median hourly pay rates
All Staff**

| All staff | Median Hourly Pay | | | | |
|-----------|-------------------------|-----|-------------|------|---------|
| | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All Staff | £18.03 | 401 | £18.03 | 4685 | 0.00% |

**Mean hourly pay rates
Control Staff**

| Control Staff | Mean Hourly Pay | | | | |
|----------------------|-------------------------|----|-------------|----|---------|
| | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| DAC Control | | | £39.37 | 1 | N/A |
| Snr Control Comm | | | £36.62 | 2 | N/A |
| Operations Mgr | | | £26.50 | 5 | N/A |
| Asst Operations Mgr | | | £22.87 | 26 | N/A |
| Control Room Officer | £18.01 | 6 | £18.53 | 55 | 2.78% |
| All Control Staff | £18.01 | 6 | £20.89 | 89 | 13.76% |

**Mean hourly pay rates
All Staff**

| All staff | Mean Hourly Pay | | | | |
|-----------|-------------------------|-----|-------------|------|---------|
| | Black and Black British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All staff | £19.31 | 401 | £19.77 | 4685 | 2.32% |

Distribution by £10,000 increments

| All Staff | | | |
|---------------------|-------------------------|-------|-------|
| Salary | Black and Black British | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 49 | 317 | 366 |
| £30,001 to £40,000 | 220 | 2508 | 2728 |
| £40,001 to £50,000 | 112 | 1442 | 1554 |
| £50,001 to £60,000 | 5 | 118 | 123 |
| £60,001 to £70,000 | 9 | 173 | 182 |
| £70,001 to £80,000 | 4 | 68 | 72 |
| £80,001 to £90,000 | 1 | 26 | 27 |
| £90,001 to £100,000 | 1 | 12 | 13 |
| £100,001 > | | 21 | 21 |

| Operational Staff | | | |
|---------------------|-------------------------|-------|-------|
| Salary | Black and Black British | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 41 | 286 | 327 |
| £30,001 to £40,000 | 152 | 2263 | 2415 |
| £40,001 to £50,000 | 65 | 1216 | 1281 |
| £50,001 to £60,000 | | 45 | 45 |
| £60,001 to £70,000 | 7 | 119 | 126 |
| £70,001 to £80,000 | 1 | 38 | 39 |
| £80,001 to £90,000 | 1 | 9 | 10 |
| £90,001 to £100,000 | | 5 | 5 |
| £100,001 > | | 8 | 8 |

| FRS Staff | | | |
|---------------------|-------------------------|-------|-------|
| Salary | Black and Black British | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 7 | 28 | 35 |
| £30,001 to £40,000 | 63 | 191 | 254 |
| £40,001 to £50,000 | 47 | 203 | 250 |
| £50,001 to £60,000 | 5 | 67 | 72 |
| £60,001 to £70,000 | 2 | 54 | 56 |
| £70,001 to £80,000 | 3 | 27 | 30 |
| £80,001 to £90,000 | | 17 | 17 |
| £90,001 to £100,000 | 1 | 7 | 8 |
| £100,001 > | | 13 | 13 |

| Control Staff | | | |
|---------------------|-------------------------|-------|-------|
| Salary | Black and Black British | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 1 | 3 | 4 |
| £30,001 to £40,000 | 5 | 54 | 59 |
| £40,001 to £50,000 | | 23 | 23 |
| £50,001 to £60,000 | | 6 | 6 |
| £60,001 to £70,000 | | | |
| £70,001 to £80,000 | | 3 | 3 |
| £80,001 to £90,000 | | | |
| £90,001 to £100,000 | | | |
| £100,001 > | | | |

Overall Asian and Asian British Pay Gap Summary at 31 March 2021

| | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|-------------------------|---|---|---|---|
| ALL STAFF | | | | |
| Asian and Asian British | £18.20 | £20.21 | £19.96 | £20.75 |
| White | £18.01 | £21.44 | £19.68 | £23.85 |
| Pay Gap | -1.02% | 5.73% | -1.45% | 13.02% |

By occupational group

| Operational | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|-------------------------|---|---|---|---|
| Asian and Asian British | £17.91 | £17.71 | £17.75 | £17.71 |
| White | £17.92 | £18.06 | £18.68 | £18.39 |
| Pay Gap | 0.05% | 1.92% | 4.98% | 3.72% |

| FRS | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|-------------------------|---|---|---|---|
| Asian and Asian British | £22.30 | £22.56 | £23.61 | £21.18 |
| White | £24.29 | £24.29 | £26.79 | £26.39 |
| Pay Gap | 8.21% | 7.14% | 11.87% | 19.73% |

| Control | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|-------------------------|---|---|---|---|
| Asian and Asian British | | | | |
| White | £19.91 | £20.49 | £20.75 | £21.83 |
| Pay Gap | N/A | N/A | N/A | N/A |

Median hourly pay rates

All Staff

| All staff | Median Hourly Pay | | | | |
|------------------|--------------------------|-----|-------------|------|---------|
| | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All Staff | £18.20 | 170 | £18.03 | 4685 | -0.95% |

Mean hourly pay rates

All Staff

| All staff | Mean Hourly Pay | | | | |
|------------------|-------------------------|-----|-------------|------|---------|
| | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All staff | £20.00 | 170 | £19.77 | 4685 | -1.15% |

MEAN HOURLY RATE

| Mean Hourly Pay | | | | | |
|-----------------|-------------------------|----|-------------|------|---------|
| ALL STAFF | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £15.37 | 38 | £16.04 | 1175 | 4.14% |
| Quartile 2 | £17.85 | 41 | £17.83 | 1173 | -0.10% |
| Quartile 3 | £18.79 | 40 | £18.88 | 1174 | 0.47% |
| Quartile 4 | £26.11 | 51 | £26.39 | 1163 | 1.04% |

| Mean Hourly Pay | | | | | |
|-----------------|-------------------------|----|-------------|------|---------|
| OPERATIONAL | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £15.12 | 29 | £15.83 | 993 | 4.44% |
| Quartile 2 | £17.78 | 24 | £17.77 | 999 | -0.05% |
| Quartile 3 | £18.49 | 35 | £18.37 | 988 | -0.65% |
| Quartile 4 | £21.33 | 14 | £22.70 | 1009 | 6.07% |

| Mean Hourly Pay | | | | | |
|-----------------|-------------------------|----|-------------|-----|---------|
| FRS | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £17.50 | 25 | £17.63 | 143 | 0.76% |
| Quartile 2 | £22.40 | 17 | £22.15 | 152 | -1.14% |
| Quartile 3 | £25.23 | 16 | £26.04 | 153 | 3.11% |
| Quartile 4 | £36.67 | 10 | £40.03 | 159 | 8.38% |

| Mean Hourly Pay | | | | | |
|-----------------|-------------------------|----|-------------|----|---------|
| CONTROL | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | | | £16.67 | 23 | N/A |
| Quartile 2 | | | £19.32 | 22 | N/A |
| Quartile 3 | | | £21.22 | 22 | N/A |
| Quartile 4 | | | £26.52 | 22 | N/A |

MEDIAN HOURLY RATE

| Median Hourly Pay | | | | | |
|-------------------|-------------------------|----|-------------|------|---------|
| ALL STAFF | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £15.35 | 38 | £17.30 | 1175 | 11.27% |
| Quartile 2 | £17.86 | 41 | £17.82 | 1173 | -0.18% |
| Quartile 3 | £18.90 | 40 | £18.85 | 1174 | -0.27% |
| Quartile 4 | £24.29 | 51 | £23.61 | 1163 | -2.90% |

| Median Hourly Pay | | | | | |
|-------------------|-------------------------|----|-------------|------|---------|
| OPERATIONAL | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £13.74 | 29 | £17.25 | 993 | 20.36% |
| Quartile 2 | £17.78 | 24 | £17.77 | 999 | -0.08% |
| Quartile 3 | £18.42 | 35 | £18.19 | 988 | -1.25% |
| Quartile 4 | £20.14 | 14 | £20.65 | 1009 | 2.47% |

| Median Hourly Pay | | | | | |
|-------------------|-------------------------|----|-------------|-----|---------|
| FRS | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £17.86 | 25 | £17.86 | 143 | 0.00% |
| Quartile 2 | £22.30 | 17 | £21.83 | 152 | -2.15% |
| Quartile 3 | £24.48 | 16 | £25.82 | 153 | 5.20% |
| Quartile 4 | £35.40 | 10 | £37.09 | 159 | 4.56% |

| Median Hourly Pay | | | | | |
|-------------------|-------------------------|----|-------------|----|---------|
| CONTROL | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | | | £16.73 | 23 | N/A |
| Quartile 2 | | | £19.24 | 22 | N/A |
| Quartile 3 | | | £20.49 | 22 | N/A |
| Quartile 4 | | | £24.28 | 22 | N/A |

**Median hourly pay rates
Operational Staff**

| Operational staff | Median Hourly Pay | | | | |
|-----------------------|-------------------------|-----|-------------|-------|---------|
| | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Commissioner | | | £94.02 | 1 | N/A |
| Deputy Commissioner | | | £76.35 | 1 | N/A |
| Asst Commissioner | | | £57.46 | 6 | N/A |
| Deputy Asst Comm | | | £39.67 | 13 | N/A |
| Group Commander | £33.27 | 1 | £32.14 | 60 | -3.51% |
| Station Commander | | | £28.20 | 133 | N/A |
| Station Officer | £21.24 | 4 | £21.24 | 244 | 0.00% |
| Sub Officer | £19.69 | 7 | £20.06 | 389 | 1.85% |
| Leading Firefighter | £19.00 | 16 | £19.17 | 404 | 0.88% |
| Firefighter | £17.75 | 69 | £17.75 | 2711 | -0.02% |
| Trainee Firefighter | £12.92 | 5 | £12.92 | 27 | 0.00% |
| All Operational Staff | £17.90 | 102 | £17.92 | 3,989 | 0.10% |

**Median hourly pay rates
FRS Staff**

| FRS Staff | Median Hourly Pay | | | | |
|---------------|-------------------------|----|-------------|-----|---------|
| | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Director | | | £87.60 | 3 | N/A |
| TMG A | | | £68.65 | 5 | N/A |
| TMG B | | | £58.23 | 7 | N/A |
| TMG C | £47.89 | 1 | £52.48 | 5 | 8.74% |
| TMG U | | | £70.07 | 1 | N/A |
| All TMG | £47.89 | 1 | £58.23 | 18 | 17.75% |
| FRS G | £44.99 | 1 | £42.44 | 45 | -6.02% |
| FRS F | £35.40 | 6 | £33.28 | 95 | -6.39% |
| FRS E | £26.45 | 8 | £27.26 | 93 | 2.99% |
| FRS D | £24.29 | 17 | £24.29 | 121 | 0.00% |
| FRS C/D | £23.02 | 4 | £24.29 | 7 | 5.24% |
| FRS C | £18.88 | 12 | £19.46 | 119 | 2.97% |
| FRS B/C | £19.22 | 1 | £21.39 | 24 | 10.15% |
| FRS B | £17.86 | 18 | £17.86 | 82 | 0.00% |
| All FRS Staff | £22.43 | 68 | £24.29 | 607 | 7.68% |

**Mean hourly pay rates
Operational Staff**

| Operational staff | Mean Hourly Pay | | | | |
|-----------------------|-------------------------|-----|-------------|-------|---------|
| | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Commissioner | | | £94.02 | 1 | N/A |
| Deputy Commissioner | | | £76.35 | 1 | N/A |
| Asst Commissioner | | | £58.69 | 6 | N/A |
| Deputy Asst Comm | | | £39.45 | 13 | N/A |
| Group Commander | £33.27 | 1 | £32.20 | 60 | -3.33% |
| Station Commander | | | £27.61 | 133 | N/A |
| Station Officer | £21.41 | 4 | £21.46 | 244 | 0.24% |
| Sub Officer | £19.68 | 7 | £20.12 | 389 | 2.19% |
| Leading Firefighter | £18.95 | 16 | £19.20 | 404 | 1.32% |
| Firefighter | £17.20 | 69 | £17.23 | 2711 | 0.21% |
| Trainee Firefighter | £12.92 | 5 | £12.92 | 27 | 0.00% |
| All Operational Staff | £17.75 | 102 | £18.68 | 3,989 | 4.97% |

**Mean hourly pay rates
FRS Staff**

| FRS Staff | Mean Hourly Pay | | | | |
|---------------|-------------------------|----|-------------|-----|---------|
| | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Director | | | £92.35 | 3 | N/A |
| TMG A | | | £68.31 | 5 | N/A |
| TMG B | | | £55.73 | 7 | N/A |
| TMG C | £47.89 | 1 | £51.17 | 5 | 6.41% |
| TMG U | | | £70.07 | 1 | N/A |
| All TMG | £47.89 | 1 | £58.75 | 18 | 18.49% |
| FRS G | £44.99 | 1 | £42.04 | 45 | -7.01% |
| FRS F | £35.36 | 6 | £33.18 | 95 | -6.56% |
| FRS E | £26.63 | 8 | £26.70 | 93 | 0.28% |
| FRS D | £24.15 | 17 | £23.93 | 121 | -0.94% |
| FRS C/D | £23.39 | 4 | £23.47 | 7 | 0.36% |
| FRS C | £19.77 | 12 | £20.10 | 119 | 1.66% |
| FRS B/C | £19.22 | 1 | £20.93 | 24 | 8.14% |
| FRS B | £17.22 | 18 | £17.32 | 82 | 0.57% |
| All FRS Staff | £23.36 | 68 | £26.75 | 607 | 12.66% |

**Median hourly pay rates
Control Staff**

| Control Staff | Median Hourly Pay | | | | |
|----------------------|-------------------------|----|-------------|----|---------|
| | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| DAC Control | | | £39.37 | 1 | N/A |
| Snr Control Comm | | | £36.62 | 2 | N/A |
| Operations Mgr | | | £26.50 | 5 | N/A |
| Asst Operations Mgr | | | £23.74 | 26 | N/A |
| Control Room Officer | | | £18.54 | 55 | N/A |
| All Control Staff | | | £20.48 | 89 | N/A |

**Median hourly pay rates
All Staff**

| All staff | Median Hourly Pay | | | | |
|-----------|-------------------------|-----|-------------|------|---------|
| | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All Staff | £18.20 | 170 | £18.03 | 4685 | -0.95% |

**Mean hourly pay rates
Control Staff**

| Control Staff | Mean Hourly Pay | | | | |
|----------------------|-------------------------|----|-------------|----|---------|
| | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| DAC Control | | | £39.37 | 1 | N/A |
| Snr Control Comm | | | £36.62 | 2 | N/A |
| Operations Mgr | | | £26.50 | 5 | N/A |
| Asst Operations Mgr | | | £22.87 | 26 | 100.00% |
| Control Room Officer | | | £18.53 | 55 | 100.00% |
| All Control Staff | | | £20.89 | 89 | 100.00% |

**Mean hourly pay rates
All Staff**

| All staff | Mean Hourly Pay | | | | |
|-----------|-------------------------|-----|-------------|------|---------|
| | Asian and Asian British | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| All staff | £20.00 | 170 | £19.77 | 4685 | -1.15% |

Distribution by £10,000 increments

| All Staff | | | |
|---------------------|-------------------------|-------|-------|
| Salary | Asian and Asian British | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 19 | 317 | 336 |
| £30,001 to £40,000 | 80 | 2508 | 2588 |
| £40,001 to £50,000 | 60 | 1442 | 1502 |
| £50,001 to £60,000 | 4 | 118 | 122 |
| £60,001 to £70,000 | 3 | 173 | 176 |
| £70,001 to £80,000 | 2 | 68 | 70 |
| £80,001 to £90,000 | 2 | 26 | 28 |
| £90,001 to £100,000 | | 12 | 12 |
| £100,001 > | | 21 | 21 |

| Operational Staff | | | |
|---------------------|-------------------------|-------|-------|
| Salary | Asian and Asian British | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 14 | 286 | 300 |
| £30,001 to £40,000 | 53 | 2263 | 2316 |
| £40,001 to £50,000 | 34 | 1216 | 1250 |
| £50,001 to £60,000 | | 45 | 45 |
| £60,001 to £70,000 | | 119 | 119 |
| £70,001 to £80,000 | 1 | 38 | 39 |
| £80,001 to £90,000 | | 9 | 9 |
| £90,001 to £100,000 | | 5 | 5 |
| £100,001 > | | 8 | 8 |

| FRS Staff | | | |
|---------------------|-------------------------|-------|-------|
| Salary | Asian and Asian British | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 5 | 28 | 33 |
| £30,001 to £40,000 | 27 | 191 | 218 |
| £40,001 to £50,000 | 26 | 203 | 229 |
| £50,001 to £60,000 | 4 | 67 | 71 |
| £60,001 to £70,000 | 3 | 54 | 57 |
| £70,001 to £80,000 | 1 | 27 | 28 |
| £80,001 to £90,000 | 2 | 17 | 19 |
| £90,001 to £100,000 | | 7 | 7 |
| £100,001 > | | 13 | 13 |

| Control Staff | | | |
|---------------------|-------------------------|-------|-------|
| Salary | Asian and Asian British | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | | 3 | 3 |
| £30,001 to £40,000 | | 54 | 54 |
| £40,001 to £50,000 | | 23 | 23 |
| £50,001 to £60,000 | | 6 | 6 |
| £60,001 to £70,000 | | | |
| £70,001 to £80,000 | | 3 | 3 |
| £80,001 to £90,000 | | | |
| £90,001 to £100,000 | | | |
| £100,001 > | | | |

Overall Any Other Ethnic Group Pay Gap Summary at 31 March 2021

| | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|--|------------------------------------|------------------------------------|----------------------------------|----------------------------------|
| ALL STAFF | | | | |
| Any other ethnic group (other ethnic groups and dual / mixed heritage) | £17.87 | £21.44 | £18.57 | £20.87 |
| White | £18.01 | £21.44 | £19.68 | £23.85 |
| Pay Gap | 0.80% | 0.00% | 5.60% | 12.50% |

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) |
|--|------------------------------------|------------------------------------|----------------------------------|----------------------------------|
| Operational | | | | |
| Any other ethnic group (other ethnic groups and dual / mixed heritage) | £17.79 | | £17.87 | |
| White | £17.92 | £18.06 | £18.68 | £18.39 |
| Pay Gap | 0.76% | N/A | 4.34% | N/A |

| | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|--|------------------------------------|------------------------------------|----------------------------------|----------------------------------|
| FRS | | | | |
| Any other ethnic group (other ethnic groups and dual / mixed heritage) | £21.73 | £19.03 | £22.30 | £20.40 |
| White | £24.29 | £24.29 | £26.79 | £26.39 |
| Pay Gap | 10.56% | 21.66% | 16.77% | 22.71% |

| | Median Hourly Pay Rate (Full Time) | Median Hourly Pay Rate (Part Time) | Mean Hourly Pay Rate (Full Time) | Mean Hourly Pay Rate (Part Time) |
|--|------------------------------------|------------------------------------|----------------------------------|----------------------------------|
| Control | | | | |
| Any other ethnic group (other ethnic groups and dual / mixed heritage) | £18.59 | £23.74 | £19.31 | £23.74 |
| White | £19.91 | £20.49 | £20.75 | £21.83 |
| Pay Gap | 6.62% | -15.87% | 6.94% | -8.75% |

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 | £17.87 | 373 | £18.03 | 4685 | 0.86% |

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 | £18.62 | 373 | £19.77 | 4685 | 5.83% |

MEAN HOURLY RATE

| Mean Hourly Pay | | | | | | |
|-----------------|------------------------|-----|-------------|------|---------|--|
| ALL STAFF | Any Other Ethnic Group | | White | | Pay Gap | |
| | Hourly Rate | No | Hourly Rate | No | | |
| Quartile 1 | £15.42 | 126 | £15.99 | 1139 | 3.57% | |
| Quartile 2 | £17.83 | 96 | £17.82 | 1168 | -0.05% | |
| Quartile 3 | £18.92 | 74 | £18.83 | 1191 | -0.45% | |
| Quartile 4 | £24.55 | 77 | £26.26 | 1187 | 6.51% | |

| Mean Hourly Pay | | | | | | |
|-----------------|------------------------|-----|-------------|------|---------|--|
| OPERATIONAL | Any Other Ethnic Group | | White | | Pay Gap | |
| | Hourly Rate | No | Hourly Rate | No | | |
| Quartile 1 | £15.18 | 106 | £15.78 | 968 | 3.80% | |
| Quartile 2 | £17.78 | 80 | £17.77 | 993 | -0.06% | |
| Quartile 3 | £18.34 | 60 | £18.35 | 1013 | 0.01% | |
| Quartile 4 | £22.44 | 58 | £22.68 | 1015 | 1.08% | |

| Mean Hourly Pay | | | | | | |
|-----------------|------------------------|----|-------------|-----|---------|--|
| FRS | Any Other Ethnic Group | | White | | Pay Gap | |
| | Hourly Rate | No | Hourly Rate | No | | |
| Quartile 1 | £17.40 | 24 | £17.64 | 144 | 1.39% | |
| Quartile 2 | £22.07 | 20 | £22.11 | 147 | 0.14% | |
| Quartile 3 | £26.21 | 13 | £25.94 | 154 | -1.04% | |
| Quartile 4 | £34.29 | 5 | £39.83 | 162 | 13.90% | |

| Mean Hourly Pay | | | | | | |
|-----------------|------------------------|----|-------------|----|---------|--|
| CONTROL | Any Other Ethnic Group | | White | | Pay Gap | |
| | Hourly Rate | No | Hourly Rate | No | | |
| Quartile 1 | £16.80 | 3 | £16.57 | 21 | -1.41% | |
| Quartile 2 | £19.71 | 1 | £19.14 | 23 | -3.02% | |
| Quartile 3 | £22.88 | 2 | £21.07 | 22 | -8.57% | |
| Quartile 4 | £23.74 | 1 | £26.40 | 23 | 10.09% | |

MEDIAN HOURLY RATE

| Median Hourly Pay | | | | | |
|-------------------|------------------------|-----|-------------|------|---------|
| ALL STAFF | Any Other Ethnic Group | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £15.44 | 126 | £17.28 | 1139 | 10.65% |
| Quartile 2 | £17.83 | 96 | £17.81 | 1168 | -0.09% |
| Quartile 3 | £18.86 | 74 | £18.76 | 1191 | -0.55% |
| Quartile 4 | £22.72 | 77 | £23.31 | 1187 | 2.53% |

| Median Hourly Pay | | | | | |
|-------------------|------------------------|-----|-------------|------|---------|
| OPERATIONAL | Any Other Ethnic Group | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £13.78 | 106 | £17.24 | 968 | 20.07% |
| Quartile 2 | £17.77 | 80 | £17.76 | 993 | -0.06% |
| Quartile 3 | £18.12 | 60 | £18.18 | 1013 | 0.33% |
| Quartile 4 | £20.39 | 58 | £20.62 | 1015 | 1.12% |

| Median Hourly Pay | | | | | |
|-------------------|------------------------|----|-------------|-----|---------|
| FRS | Any Other Ethnic Group | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £17.86 | 24 | £17.86 | 144 | 0.00% |
| Quartile 2 | £22.00 | 20 | £21.75 | 147 | -1.15% |
| Quartile 3 | £27.25 | 13 | £25.55 | 154 | -6.64% |
| Quartile 4 | £35.40 | 5 | £36.77 | 162 | 3.72% |

| Median Hourly Pay | | | | | |
|-------------------|------------------------|----|-------------|----|---------|
| CONTROL | Any Other Ethnic Group | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| Quartile 1 | £16.47 | 3 | £16.72 | 21 | 1.50% |
| Quartile 2 | £19.71 | 1 | £19.19 | 23 | -2.73% |
| Quartile 3 | £22.88 | 2 | £20.49 | 22 | -11.66% |
| Quartile 4 | £23.74 | 1 | £23.91 | 23 | 0.73% |

**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 | | | £94.02 | 1 | N/A |
| Deputy Commissioner | | | £76.35 | 1 | N/A |
| Asst Commissioner | | | £57.46 | 6 | N/A |
| Deputy Asst Comm | £41.03 | 1 | £39.67 | 13 | -3.42% |
| Group Commander | £32.15 | 3 | £32.14 | 60 | -0.02% |
| Station Commander | £28.25 | 7 | £28.20 | 133 | -0.18% |
| Station Officer | £21.62 | 8 | £21.24 | 244 | -1.80% |
| Sub Officer | £20.07 | 30 | £20.06 | 389 | -0.08% |
| Leading Firefighter | £19.13 | 24 | £19.17 | 404 | 0.18% |
| Firefighter | £17.69 | 222 | £17.75 | 2711 | 0.32% |
| Trainee Firefighter | £12.92 | 9 | £12.92 | 27 | 0.00% |
| All Operational Staff | £17.79 | 304 | £17.92 | 3,989 | 0.76% |

**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 | | | £87.60 | 3 | N/A |
| TMG A | | | £68.65 | 5 | N/A |
| TMG B | | | £58.23 | 7 | N/A |
| TMG C | | | £52.48 | 5 | 100.00% |
| TMG U | | | £70.07 | 1 | N/A |
| All TMG | | | £58.23 | 18 | 100.00% |
| FRS G | | | £42.44 | 45 | 100.00% |
| FRS F | £29.63 | 6 | £33.28 | 95 | 10.96% |
| FRS E | £25.91 | 12 | £27.26 | 93 | 4.97% |
| FRS D | £23.20 | 10 | £24.29 | 121 | 4.50% |
| FRS C/D | £21.60 | 2 | £24.29 | 7 | 11.11% |
| FRS C | £18.76 | 18 | £19.46 | 119 | 3.59% |
| FRS B/C | £22.87 | 1 | £21.39 | 24 | -6.90% |
| FRS B | £16.01 | 13 | £17.86 | 82 | 10.32% |
| All FRS Staff | £21.44 | 62 | £24.29 | 607 | 11.76% |

**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 | | | £94.02 | 1 | N/A |
| Deputy Commissioner | | | £76.35 | 1 | N/A |
| Asst Commissioner | | | £58.69 | 6 | N/A |
| Deputy Asst Comm | £41.03 | 1 | £39.45 | 13 | -4.00% |
| Group Commander | £34.71 | 3 | £32.20 | 60 | -7.80% |
| Station Commander | £28.36 | 7 | £27.61 | 133 | -2.74% |
| Station Officer | £21.87 | 8 | £21.46 | 244 | -1.91% |
| Sub Officer | £20.22 | 30 | £20.12 | 389 | -0.46% |
| Leading Firefighter | £19.21 | 24 | £19.20 | 404 | -0.02% |
| Firefighter | £16.81 | 222 | £17.23 | 2711 | 2.47% |
| Trainee Firefighter | £12.92 | 9 | £12.92 | 27 | 0.00% |
| All Operational Staff | £17.87 | 304 | £18.68 | 3,989 | 4.33% |

**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 | | | £92.35 | 3 | N/A |
| TMG A | | | £68.31 | 5 | N/A |
| TMG B | | | £55.73 | 7 | N/A |
| TMG C | | | £51.17 | 5 | 100.00% |
| TMG U | | | £70.07 | 1 | N/A |
| All TMG | | | £58.75 | 18 | 100.00% |
| FRS G | | | £42.04 | 45 | 100.00% |
| FRS F | £30.77 | 6 | £33.18 | 95 | 7.29% |
| FRS E | £25.68 | 12 | £26.70 | 93 | 3.83% |
| FRS D | £24.58 | 10 | £23.93 | 121 | -2.73% |
| FRS C/D | £21.60 | 2 | £23.47 | 7 | 8.01% |
| FRS C | £19.50 | 18 | £20.10 | 119 | 2.98% |
| FRS B/C | £22.87 | 1 | £20.93 | 24 | -9.29% |
| FRS B | £16.58 | 13 | £17.32 | 82 | 4.27% |
| All FRS Staff | £22.12 | 62 | £26.75 | 607 | 17.32% |

**Median hourly pay rates
Control Staff**

| Control Staff | Median Hourly Pay | | | | |
|----------------------|------------------------|----|-------------|----|---------|
| | Any Other Ethnic Group | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| DAC Control | | | £39.37 | 1 | N/A |
| Snr Control Comm | | | £36.62 | 2 | N/A |
| Operations Mgr | | | £26.50 | 5 | N/A |
| Asst Operations Mgr | £23.04 | 3 | £23.74 | 26 | 2.92% |
| Control Room Officer | £16.97 | 4 | £18.54 | 55 | 8.43% |
| All Control Staff | £19.71 | 7 | £20.48 | 89 | 3.76% |

**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 | £17.87 | 373 | £18.03 | 4685 | 0.86% |

**Mean hourly pay rates
Control Staff**

| Control Staff | Mean Hourly Pay | | | | |
|----------------------|------------------------|----|-------------|----|---------|
| | Any Other Ethnic Group | | White | | Pay Gap |
| | Hourly Rate | No | Hourly Rate | No | |
| DAC Control | | | £39.37 | 1 | N/A |
| Snr Control Comm | | | £36.62 | 2 | N/A |
| Operations Mgr | | | £26.50 | 5 | N/A |
| Asst Operations Mgr | £23.17 | 3 | £22.87 | 26 | -1.28% |
| Control Room Officer | £17.53 | 4 | £18.53 | 55 | 5.40% |
| All Control Staff | £19.94 | 7 | £20.89 | 89 | 4.51% |

**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 | £18.62 | 373 | £19.77 | 4685 | 5.83% |

Distribution by £10,000 increments

| All Staff | | | |
|---------------------|------------------------|-------|-------|
| Salary | Any Other Ethnic Group | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 58 | 317 | 375 |
| £30,001 to £40,000 | 199 | 2508 | 2707 |
| £40,001 to £50,000 | 99 | 1442 | 1541 |
| £50,001 to £60,000 | 4 | 118 | 122 |
| £60,001 to £70,000 | 9 | 173 | 182 |
| £70,001 to £80,000 | 2 | 68 | 70 |
| £80,001 to £90,000 | 2 | 26 | 28 |
| £90,001 to £100,000 | | 12 | 12 |
| £100,001 > | | 21 | 21 |

| Operational Staff | | | |
|---------------------|------------------------|-------|-------|
| Salary | Any Other Ethnic Group | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 51 | 286 | 337 |
| £30,001 to £40,000 | 169 | 2263 | 2432 |
| £40,001 to £50,000 | 72 | 1216 | 1288 |
| £50,001 to £60,000 | 2 | 45 | 47 |
| £60,001 to £70,000 | 7 | 119 | 126 |
| £70,001 to £80,000 | 1 | 38 | 39 |
| £80,001 to £90,000 | 2 | 9 | 11 |
| £90,001 to £100,000 | | 5 | 5 |
| £100,001 > | | 8 | 8 |

| FRS Staff | | | |
|---------------------|------------------------|-------|-------|
| Salary | Any Other Ethnic Group | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | 7 | 28 | 35 |
| £30,001 to £40,000 | 26 | 191 | 217 |
| £40,001 to £50,000 | 24 | 203 | 227 |
| £50,001 to £60,000 | 2 | 67 | 69 |
| £60,001 to £70,000 | 2 | 54 | 56 |
| £70,001 to £80,000 | 1 | 27 | 28 |
| £80,001 to £90,000 | | 17 | 17 |
| £90,001 to £100,000 | | 7 | 7 |
| £100,001 > | | 13 | 13 |

| Control Staff | | | |
|---------------------|------------------------|-------|-------|
| Salary | Any Other Ethnic Group | White | Total |
| <=£20,000 | | | |
| £20,001 to £30,000 | | 3 | 3 |
| £30,001 to £40,000 | 4 | 54 | 58 |
| £40,001 to £50,000 | 3 | 23 | 26 |
| £50,001 to £60,000 | | 6 | 6 |
| £60,001 to £70,000 | | | |
| £70,001 to £80,000 | | 3 | 3 |
| £80,001 to £90,000 | | | |
| £90,001 to £100,000 | | | |
| £100,001 > | | | |