

Overall Disability 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				
Disability	£18.84	£19.16	£20.52	£21.25
No Disability	£17.98	£21.49	£19.50	£23.67
Pay Gap	-4.77%	10.83%	-5.27%	10.23%

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				
Disability	£17.95	£18.16	£19.09	£18.66
No Disability	£17.90	£17.82	£18.51	£18.22
Pay Gap	-0.30%	-1.93%	-3.10%	-2.42%

	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				
Disability	£22.84	£21.54	£24.52	£22.36
No Disability	£23.57	£24.29	£25.69	£25.53
Pay Gap	3.13%	11.33%	4.57%	12.44%

	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				
Disability	£21.40		£22.29	
No Disability	£19.45	£21.01	£20.31	£21.99
Pay Gap	-10.06%	N/A	-9.74%	N/A

Median hourly pay rates

All Staff

All staff	Median Hourly Pay				
	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£18.84	431	£17.99	5324	-4.71%

Mean hourly pay rates

All Staff

All staff	Mean Hourly Pay				
	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All staff	£20.56	431	£19.59	5324	-4.93%

MEAN HOURLY RATE

Mean Hourly Pay					
ALL STAFF	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.60	83	£15.85	1355	1.57%
Quartile 2	£17.82	95	£17.82	1344	0.00%
Quartile 3	£18.99	93	£18.83	1346	-0.85%
Quartile 4	£25.67	160	£26.22	1279	2.12%

Mean Hourly Pay					
OPERATIONAL	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.36	73	£15.59	1116	1.46%
Quartile 2	£17.76	68	£17.76	1121	0.03%
Quartile 3	£18.35	56	£18.31	1133	-0.18%
Quartile 4	£22.83	107	£22.50	1082	-1.49%

Mean Hourly Pay					
FRS	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£17.92	32	£17.31	192	-3.50%
Quartile 2	£21.14	32	£21.39	192	1.18%
Quartile 3	£25.09	29	£25.27	195	0.71%
Quartile 4	£35.87	24	£38.21	200	6.11%

Mean Hourly Pay					
CONTROL	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1			£16.50	26	N/A
Quartile 2	£19.72	2	£19.03	24	-3.64%
Quartile 3	£20.94	4	£21.21	22	1.25%
Quartile 4	£24.93	4	£26.52	21	6.01%

MEDIAN HOURLY RATE

Median Hourly Pay					
ALL STAFF	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.63	83	£17.24	1355	3.53%
Quartile 2	£17.81	95	£17.82	1344	0.04%
Quartile 3	£18.97	93	£18.76	1346	-1.12%
Quartile 4	£24.17	160	£23.41	1279	-3.25%

Median Hourly Pay					
OPERATIONAL	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£13.96	73	£16.91	1116	17.42%
Quartile 2	£17.76	68	£17.76	1121	0.00%
Quartile 3	£18.17	56	£18.18	1133	0.07%
Quartile 4	£20.91	107	£20.46	1082	-2.22%

Median Hourly Pay					
FRS	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£17.94	32	£17.86	192	-0.45%
Quartile 2	£21.44	32	£21.44	192	0.00%
Quartile 3	£24.47	29	£24.61	195	0.57%
Quartile 4	£35.00	24	£35.40	200	1.13%

Median Hourly Pay					
CONTROL	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1			£16.70	26	N/A
Quartile 2	£19.72	2	£19.09	24	-3.30%
Quartile 3	£20.61	4	£20.49	22	-0.59%
Quartile 4	£24.74	4	£23.94	21	-3.33%

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay				
	Disability		No Disability		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	£39.14	2	£39.67	13	1.34%
Group Commander	£32.15	9	£32.14	60	-0.04%
Station Commander	£27.68	16	£28.22	132	1.90%
Station Officer	£21.24	27	£21.24	239	0.00%
Sub Officer	£20.06	38	£20.06	414	0.00%
Leading Firefighter	£19.15	31	£19.14	453	-0.03%
Firefighter	£17.70	178	£17.74	3077	0.25%
Trainee Firefighter	£12.92	3	£12.92	56	0.00%
All Operational Staff	£17.97	304	£17.90	4,452	-0.40%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay				
	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£87.60	3	N/A
TMG A			£68.65	7	N/A
TMG B	£50.27	1	£58.23	6	13.66%
TMG C	£52.48	1	£52.45	6	-0.06%
TMG U			£70.07	1	N/A
All TMG	£51.38	2	£58.23	20	11.77%
FRS G	£41.98	5	£42.22	45	0.57%
FRS F	£33.33	14	£33.07	100	-0.78%
FRS E	£27.11	14	£27.26	124	0.52%
FRS D	£24.29	21	£24.15	158	-0.60%
FRS C/D	£21.76	2	£24.29	13	10.41%
FRS C	£19.62	28	£19.22	165	-2.12%
FRS B/C	£22.87	5	£19.97	24	-14.54%
FRS B	£17.86	26	£17.86	127	0.00%
All FRS Staff	£22.46	117	£23.83	779	5.74%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay				
	Disability		No Disability		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	£39.14	2	£39.70	13	1.41%
Group Commander	£32.38	9	£32.24	60	-0.42%
Station Commander	£27.04	16	£27.72	132	2.48%
Station Officer	£21.53	27	£21.46	239	-0.34%
Sub Officer	£20.10	38	£20.13	414	0.11%
Leading Firefighter	£19.26	31	£19.19	453	-0.38%
Firefighter	£16.94	178	£17.19	3077	1.43%
Trainee Firefighter	£12.92	3	£12.92	56	0.00%
All Operational Staff	£19.08	304	£18.51	4,452	-3.07%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay				
	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£92.35	3	N/A
TMG A			£69.31	7	N/A
TMG B	£50.27	1	£56.64	6	11.24%
TMG C	£52.48	1	£50.62	6	-3.67%
TMG U			£70.07	1	N/A
All TMG	£51.38	2	£59.94	20	14.29%
FRS G	£41.39	5	£42.02	45	1.50%
FRS F	£33.08	14	£33.08	100	0.00%
FRS E	£26.53	14	£26.52	124	-0.03%
FRS D	£24.04	21	£23.88	158	-0.65%
FRS C/D	£21.76	2	£23.55	13	7.58%
FRS C	£20.17	28	£20.00	165	-0.89%
FRS B/C	£22.42	5	£20.31	24	-10.40%
FRS B	£18.02	26	£17.08	127	-5.54%
All FRS Staff	£24.26	117	£25.67	779	5.51%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay				
	Disability		No Disability		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	£26.12	2	£26.50	4	1.45%
Asst Operations Mgr	£23.74	3	£23.73	26	-0.02%
Control Room Officer	£20.48	5	£18.13	60	-12.98%
All Control Staff	£21.40	10	£19.96	93	-7.23%

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay				
	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£18.84	431	£17.99	5324	-4.71%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay				
	Disability		No Disability		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	£26.12	2	£26.50	4	1.45%
Asst Operations Mgr	£22.73	3	£22.92	26	0.82%
Control Room Officer	£20.50	5	£18.25	60	-12.35%
All Control Staff	£22.29	10	£20.53	93	-8.59%

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay				
	Disability		No Disability		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All staff	£20.56	431	£19.59	5324	-4.93%

Distribution by £10,000 increments

All Staff			
Salary	Disability	No Disability	Total
<=£20,000			
£20,001 to £30,000	25	443	468
£30,001 to £40,000	208	2854	3062
£40,001 to £50,000	144	1603	1747
£50,001 to £60,000	18	119	137
£60,001 to £70,000	21	177	198
£70,001 to £80,000	10	66	76
£80,001 to £90,000	3	28	31
£90,001 to £100,000	2	11	13
£100,001 >		23	23

Operational Staff			
Salary	Disability	No Disability	Total
<=£20,000			
£20,001 to £30,000	24	389	413
£30,001 to £40,000	149	2529	2678
£40,001 to £50,000	103	1311	1414
£50,001 to £60,000	7	42	49
£60,001 to £70,000	13	123	136
£70,001 to £80,000	6	35	41
£80,001 to £90,000	2	10	12
£90,001 to £100,000		5	5
£100,001 >		8	8

FRS Staff			
Salary	Disability	No Disability	Total
<=£20,000			
£20,001 to £30,000	1	50	51
£30,001 to £40,000	55	266	321
£40,001 to £50,000	37	270	307
£50,001 to £60,000	9	72	81
£60,001 to £70,000	8	54	62
£70,001 to £80,000	4	28	32
£80,001 to £90,000	1	18	19
£90,001 to £100,000	2	6	8
£100,001 >		15	15

Control Staff			
Salary	Disability	No Disability	Total
<=£20,000			
£20,001 to £30,000		4	4
£30,001 to £40,000	4	59	63
£40,001 to £50,000	4	22	26
£50,001 to £60,000	2	5	7
£60,001 to £70,000			
£70,001 to £80,000		3	3
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			