

Overall Gender 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)
ALL STAFF				
Female	£16.95	£18.85	£18.99	£20.43
Male	£16.51	£18.85	£17.62	£23.05
Pay Gap	-2.67%	0.00%	-7.80%	11.37%

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)
Female	£16.51	£16.51	£17.05	£16.96
Male	£16.51	£16.51	£17.20	£16.77
Pay Gap	0.00%	0.00%	0.91%	-1.10%

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)
Female	£19.78	£18.87	£20.91	£21.23
Male	£21.46	£21.35	£22.27	£26.53
Pay Gap	8.49%	13.14%	6.50%	24.97%

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)
Female	£19.31	£19.31	£19.15	£19.09
Male	£19.31	£19.70	£20.05	£19.70
Pay Gap	0.00%	2.02%	4.70%	3.23%

Median hourly pay rates All Staff

All staff	Median Hourly Pay				Pay Gap
	Female		Male		
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.31	788	£16.51	4683	-4.62%

Mean hourly pay rates All Staff

All staff	Mean Hourly Pay				Pay Gap
	Female		Male		
	Hourly Rate	No	Hourly Rate	No	
All Staff	£19.15	788	£17.69	4683	-7.66%

All Staff by Pay Quartile

Quartile	Male	Female
Upper Quartile	74.34%	25.66%
Upper Middle Quartile	92.40%	7.60%
Lower Middle Quartile	94.81%	5.19%
Lower Quartile	80.83%	19.17%

MEAN HOURLY PAY

Mean Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.88	262	£14.89	1105	0.08%
Quartile 2	£16.51	71	£16.51	1297	0.00%
Quartile 3	£17.20	104	£17.07	1264	-0.72%
Quartile 4	£23.46	351	£22.99	1017	-2.01%

Mean Hourly Pay					
OPERATIONAL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.71	128	£14.88	1016	1.18%
Quartile 2	£16.51	58	£16.51	1086	0.00%
Quartile 3	£16.71	64	£16.65	1081	-0.34%
Quartile 4	£21.66	76	£20.65	1069	-4.66%

Mean Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.93	109	£15.08	87	1.02%
Quartile 2	£18.65	103	£18.79	94	0.76%
Quartile 3	£21.92	88	£22.03	108	0.48%
Quartile 4	£30.98	81	£32.06	116	3.46%

Mean Hourly Pay					
CONTROL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.18	18	£15.17	8	-0.06%
Quartile 2	£18.42	22	£17.75	5	-3.59%
Quartile 3	£19.43	23	£19.79	4	1.82%
Quartile 4	£23.63	18	£25.75	9	8.99%

MEDIAN HOURLY PAY

Median Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.71	262	£15.93	1105	1.40%
Quartile 2	£16.51	71	£16.51	1297	0.00%
Quartile 3	£17.03	104	£16.60	1264	-2.52%
Quartile 4	£21.46	351	£20.67	1017	-3.68%

Median Hourly Pay					
OPERATIONAL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.87	128	£16.06	1016	1.20%
Quartile 2	£16.51	58	£16.51	1086	0.00%
Quartile 3	£16.51	64	£16.51	1081	0.00%
Quartile 4	£18.75	76	£18.75	1069	0.00%

Median Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.70	109	£15.70	87	0.00%
Quartile 2	£18.85	103	£18.85	94	0.00%
Quartile 3	£21.46	88	£21.46	108	0.00%
Quartile 4	£28.72	81	£27.92	116	-2.79%

Median Hourly Pay					
CONTROL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.47	18	£15.42	8	-0.32%
Quartile 2	£19.31	22	£17.37	5	-10.05%
Quartile 3	£19.31	23	£19.74	4	2.23%
Quartile 4	£22.45	18	£23.68	9	5.48%

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay					Pay Gap
	Female		Male			
	Hourly Rate	No	Hourly Rate	No		
Commissioner	£92.17	1				N/A
Deputy Commissioner			£67.03	2		N/A
Asst Commissioner			£56.50	5		N/A
Deputy Asst Comm	£37.20	3	£38.51	13		3.52%
Group Manager	£30.31	3	£30.29	53		-0.07%
Station Manager	£26.61	9	£26.62	131		0.04%
Watch Manager B	£19.37	12	£19.79	227		2.17%
Watch Manager A	£18.74	23	£18.75	306		0.05%
Crew Manager	£17.84	34	£18.00	559		0.90%
Firefighter	£16.46	237	£16.51	2922		0.30%
Trainee Firefighter	£10.38	4	£10.42	34		0.39%
All Operational Staff	£16.51	326	£16.51	4,252		0.00%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay					Pay Gap
	Female		Male			
	Hourly Rate	No	Hourly Rate	No		
Director	£91.82	1				N/A
TMG A	£58.01	1	£65.89	4		13.58%
TMG B			£51.51	5		N/A
TMG C	£43.84	4	£45.58	9		3.97%
All TMG	£44.27	5	£47.56	18		7.43%
FRS G	£35.32	14	£37.16	16		5.21%
FRS F	£28.41	44	£27.43	46		-3.45%
FRS D/E/F			£25.46	1		N/A
FRS E	£23.96	52	£24.08	60		0.50%
FRS D	£21.33	49	£20.96	40		-1.73%
FRS C/D	£21.43	32	£21.46	79		0.14%
FRS C	£18.55	85	£18.85	32		1.62%
FRS B/C	£18.85	1	£18.85	24		0.00%
FRS B	£15.70	98	£15.70	88		0.00%
BAA			£9.88	1		N/A
All FRS Staff	£19.60	381	£21.46	405		9.49%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay					Pay Gap
	Female		Male			
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£44.63	1		N/A
Senior Ops Mgr	£33.72	1	£24.09	1		-28.56%
Operations Mgr	£24.98	3	£24.33	2		-2.60%
Asst Operations Mgr	£22.38	17	£22.43	5		0.22%
Control Room Officer	£19.31	60	£16.47	17		-14.71%
All Control Staff	£19.31	81	£19.31	26		0.00%

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay					Pay Gap
	Female		Male			
	Hourly Rate	No	Hourly Rate	No		
All Staff	£17.31	788	£16.51	4683		-4.62%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay					Pay Gap
	Female		Male			
	Hourly Rate	No	Hourly Rate	No		
Commissioner	£92.17	1				N/A
Deputy Commissioner			£67.03	2		N/A
Asst Commissioner			£57.69	5		N/A
Deputy Asst Comm	£37.16	3	£39.06	13		5.11%
Group Manager	£29.73	3	£29.73	53		0.02%
Station Manager	£25.93	9	£25.76	131		-0.65%
Watch Manager B	£19.60	12	£19.95	227		1.76%
Watch Manager A	£18.52	23	£18.55	306		0.17%
Crew Manager	£17.56	34	£17.64	559		0.48%
Firefighter	£15.74	237	£16.03	2922		1.84%
Trainee Firefighter	£10.48	4	£10.45	34		-0.26%
All Operational Staff	£17.04	326	£17.20	4,252		0.92%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay					Pay Gap
	Female		Male			
	Hourly Rate	No	Hourly Rate	No		
Director	£91.82	1				N/A
TMG A	£58.01	1	£66.68	4		14.93%
TMG B			£50.53	5		N/A
TMG C	£43.48	4	£44.61	9		2.60%
All TMG	£46.39	5	£51.16	18		10.28%
FRS G	£36.11	14	£36.94	16		2.30%
FRS F	£28.78	44	£28.17	46		-2.11%
FRS D/E/F			£25.46	1		N/A
FRS E	£23.22	52	£24.03	60		3.51%
FRS D	£20.73	49	£20.69	40		-0.23%
FRS C/D	£20.38	32	£21.07	79		3.39%
FRS C	£17.99	85	£18.84	32		4.73%
FRS B/C	£18.85	1	£18.07	24		-4.14%
FRS B	£14.98	98	£15.48	88		3.35%
BAA			£9.88	1		N/A
All FRS Staff	£20.96	381	£22.66	405		8.08%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay					Pay Gap
	Female		Male			
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£44.63	1		N/A
Senior Ops Mgr	£33.72	1	£24.09	1		-28.56%
Operations Mgr	£26.31	3	£24.33	2		-7.52%
Asst Operations Mgr	£21.76	17	£22.47	5		3.27%
Control Room Officer	£17.80	60	£17.13	17		-3.74%
All Control Staff	£19.14	81	£20.04	26		4.68%

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay					Pay Gap
	Female		Male			
	Hourly Rate	No	Hourly Rate	No		
All Staff	£19.15	788	£17.69	4683		-7.66%

Distribution by £10,000 increments

All Staff			
Salary	Female	Male	Total
<=£20,000		1	1
£20,001 to £30,000	158	369	527
£30,001 to £40,000	446	3444	3890
£40,001 to £50,000	119	608	727
£50,001 to £60,000	36	164	200
£60,001 to £70,000	16	51	67
£70,001 to £80,000	5	10	15
£80,001 to £90,000	5	20	25
£90,001 to £100,000		4	4
£100,001 >	3	12	15

Operational Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	41	279	320
£30,001 to £40,000	231	3264	3495
£40,001 to £50,000	38	511	549
£50,001 to £60,000	9	133	142
£60,001 to £70,000	3	44	47
£70,001 to £80,000		1	1
£80,001 to £90,000	3	12	15
£90,001 to £100,000			
£100,001 >	1	8	9

FRS Staff			
Salary	Female	Male	Total
<=£20,000		1	1
£20,001 to £30,000	108	86	194
£30,001 to £40,000	162	167	329
£40,001 to £50,000	64	89	153
£50,001 to £60,000	26	31	57
£60,001 to £70,000	12	7	19
£70,001 to £80,000	5	9	14
£80,001 to £90,000	2	7	9
£90,001 to £100,000		4	4
£100,001 >	2	4	6

Control Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	9	4	13
£30,001 to £40,000	53	13	66
£40,001 to £50,000	17	8	25
£50,001 to £60,000	1		1
£60,001 to £70,000	1		1
£70,001 to £80,000			
£80,001 to £90,000		1	1
£90,001 to £100,000			
£100,001 >			

Salary Breakdowns (Equal Salary Bands)

All Staff	Group 1 £18,034.54 - £64,025.90	Group 2 £64,025.91 - £110,017.26	Group 3 £110,017.27 - £156,008.63	Group 4 £156,008.64 - £202,000.00	Total
Male	4593	79	11		4683
Female	767	19		2	788
Total	5360	98	11	2	5471

Operational Staff	Group 1 £22,672.66 - £67,504.49	Group 2 £67,504.50 - £112,336.32	Group 3 £112,336.33 - £157,168.16	Group 4 £157,168.17 - £202,000.00	Total
Male	4220	25	7		4252
Female	321	4		1	326
Total	4541	29	7	1	4578

FRS Staff	Group 1 £18,034.54 - £55,449.99	Group 2 £55,450.00 - £92,865.44	Group 3 £92,865.45 - £130,280.90	Group 4 £130,280.91 - £167,696.36	Total
Male	355	43	6	1	405
Female	342	37	1	1	381
Total	697	80	7	2	786

Control Staff	Group 1 26,929.88 - £41,928.44	Group 2 £41,928.45 - £56,927.01	Group 3 £56,927.02 - £71,925.59	Group 4 £71,925.60 - £86,924.17	Total
Male	17	8		1	26
Female	64	16	1		81
Total	81	24	1	1	107