



LONDON FIRE BRIGADE

LFC – 0000

# London Fire Brigade, Gender, Ethnicity and Disability Pay Gap report 2024

**Report to:**

**Date:**

Service Delivery Board .....	21 August 2024
Commissioner’s Board .....	11 September 2024
Audit Committee .....	16 September 2024
Deputy Mayor’s Fire Board.....	24 September 2024

**Report by:**

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**Report classification:**

For information

**For publication**

**Values met**

Equity  
Learning

# PART ONE

## Non-confidential facts and advice to the decision-maker

### Recommended decision(s)

**For the London Fire Commissioner**

1. That the London Fire Commissioner notes the report

**For the Deputy Mayor**

2. That the Deputy Mayor for Fire and Resilience notes the report.

## Executive Summary

Under the Equality Act 2010, the London Fire Commissioner (LFC) is obliged to publish information relating to the gender pay gap of employees. There is no statutory obligation to publish ethnicity or disability pay gap information, but this is good practice applied across the Greater London Authority (GLA), particularly in demonstrating how GLA sister organisations and the LFC meet the Public Sector Equality Duty to advance equality of opportunity.

This is the third year the London Fire Brigade (LFB) has produced a combined pay gap report providing the following analysis for:

- gender pay gap
  - ethnicity pay gap
  - disability pay gap
- This report covers the period commencing 1 April 2023 to 31 March 2024 should be read alongside the deep analysis and the action plan shown in Appendices 1 and 2.
  - The 2023-24 pay gap report highlights some pay disparities across gender, ethnicity, and disability, with positive trends across all categories. However, there are areas where further improvements are needed, particularly in increasing representation at higher grades for ethnically underrepresented groups and reducing pay gaps in Operational roles for gender and part-time staff. Overall, LFB is progressing towards narrowing pay gaps across all three protected characteristics considered for reporting.
  - Although the overall pay gaps are minimal, they become more significant when compared across the three occupation groups: Corporate Services (FRS), Operations, and Control. An intersectional analysis, comparing gender, ethnicity and disability, shows even more nuanced differences.

### Key Findings:

#### Gender:

The gender pay gap analysis is based on a declaration rate of 100%. The key findings are as follows:

- Overall, last year, women were earning slightly more than men, and this year this trend continues. For gender in 2023-24, the overall median pay gap is -1.55%, and the overall mean pay gap is -6.38%. This means that there is an increase in pay gap this year of 0.40%, but still in favour of women, as the mean pay gap for last year was -5.07%. Women are currently earning on average an hourly salary of £1.41 more than men. Although, women earn less than last year, they still slightly earn more than men.
- However, as was the case last year, when we compare other organisational groups, the report shows that men still earn a mean salary of £1.05 more in Operations. Historically, men are overrepresented in this group and that is a key factor influencing the median and the mean.

The median pay gap is 1.21%, and the mean is 4.87%. The good news is that last year, the median pay gap was 1.21% and the mean was 6.10%, showing a reduced mean pay gap this year. While there has been a decrease in the gender pay gap, women earn an hourly mean salary of £1.05 less than men, which is similar to 2023 where this was £1.26. Work still needs to be done to equalise the pay and composition there.

- In FRS roles, there is similarity between men and women with a median of -2.14% in favour of women and a mean of 2.01% in favour of men. There has been a decrease in pay gap and women earn an hourly mean salary of £0.54 less than men which is similar to 2023 where this was £0.83.
- In Control, where historically women have been overrepresented, there is a pay gap in favour of women with a median of -7.29% and a mean of -5.37%. There has been an increase in the gender pay gap disadvantaging men, as women earn an hourly mean salary of £1.19 more than men, while in 2023 it was £0.34.
- Across earnings quartiles, pay gaps remain similar to 2023, and overall, the pay gaps are narrowing. However, the median and mean pay gap have increased in the upper quartile, in favour of women, who in the top quartile on average are earning £1.30 per hour more than men.
- Additional analysis to identify any potential pay gaps for our staff who work on a part-time basis has been completed and found that the overall gender pay gap for part-time staff is broadly similar to what it was in 2023 showing the minimal difference between men and women at 0.57%.

### **Ethnicity:**

The ethnicity pay gap analysis is based on a declaration rate of 95.90%. The key findings are as follows:

- Overall, the year's analysis shows that the ethnicity pay gap has decreased since 2023. Staff from underrepresented ethnic groups currently earn a mean hourly salary of £0.68 less than White staff.
- For ethnicity, the overall gap this year is 0.62% for the median and 3.03% for the mean. Last year, the median was 0.73% and the mean was 4.22%, showing a reduced pay gap for ethnically underrepresented groups overall across LFB.
- In Operations, ethnically underrepresented staff earn less by 0.69% (£0.14) in median pay and 4.03% (£0.87) in mean pay. In FRS, White staff earn on average £3.27 more than ethnically underrepresented staff, with a median pay gap of 11.76% and a mean of 11.76%. In Control, White staff earn on average £3 more than ethnically underrepresented staff, with a median pay gap of 16.47% and a mean of 12.68%.
- If we consider both gender and ethnicity together, there is a marked difference this year in pay between ethnically underrepresented women and White women. Ethnically underrepresented

women earn a median pay of around £2 more on average, with a median pay gap of -9.36% and a mean of -1.63%. This may be due to an increase in employment and composition for ethnically underrepresented women altogether, which changed from 261 in 2023 to 295 in 2024.

- This year Black women earn on average more than White women by 4.84%, however, mixed heritage women earn less on average than White women by 4.05%. The greatest median and mean pay gaps exist among women from Mixed and Other ethnic backgrounds, which were recorded at a median of 1.23% and a mean of 6.11% respectively compared to White staff, and staff belonging to this group earn a mean pay of £1.37 less than their White peers. Analysis shows that staff belonging to this group have been consistently experiencing a disparity in pay over the past six years.
- However, for the first time ever, Asian staff earn almost the same, with a mean pay gap of -1.51% compared to White staff and a median pay gap at -0.23%. There has been a significant increase in the representation of Asian staff since last year, with 216 Asian staff working in LFB this year and 189 last year.
- Across earnings quartiles, pay gaps remain similar to 2022, but overall, are narrowing. In particular, there are decreases of over 2% in pay gaps from 2023 in the lower and higher quartiles, which is reducing the pay disparities for staff from underrepresented ethnic groups.
- Additional analysis to identify any potential pay gaps for our staff from underrepresented ethnic groups who work on a part-time basis has been completed and found that, despite achieving equity in pay in 2021 and 2022, there has since been an upward trend which has resulted in staff in this group earning £1.08 less than their White peers.
- However minimal, the overall decrease in the ethnicity pay gap in 2024 may be due to a notable statistical increase in the number of staff from underrepresented ethnic groups in roles across the organisation that attract a higher salary than in 2023. It should be noted however, that this group still remains underrepresented at higher grades across LFB, In comparison to their White peers.

## **Disability**

The disability pay gap analysis is based on a declaration rate of 96.07%. The key findings are as follows:

- In summary, overall, analysis shows that, the disability pay gap has decreased since 2023, with staff with disabilities currently earning a mean hourly salary of £0.19 more than staff without. Last year, staff with disabilities were earning slightly more than this year and the pay gap was in their favour.
- In Control roles, there is pay gap in favour of staff with disabilities with a median of -2.24% and a mean slightly in favour of those without at 0.67%. There has been a decrease in the disability pay gap, and women with disabilities earn an hourly mean salary of £0.49 less than men without a disability which is a notable change to 2023 where this was £2.07.

- In FRS roles, there is pay gap in favour of staff without disabilities with a median of 1.24% and a mean of 7.16%. There has been an increase in the disability pay gap, and staff without disabilities earn an hourly mean salary of £1.93 more than their peers compared to 2023 where this was £1.47.
- In Operational roles, there is pay gap in favour of staff with disabilities with a median of 0.23% and a mean of -0.99%. There has been a slight decrease in the mean disability pay gap, and staff with disabilities earn an hourly mean salary of £0.21 more than their peers which is similar to 2023 where this was £0.58.
- Additional analysis to identify any potential pay gaps for our staff with disabilities who work on a part-time basis has been completed and found that, while overall the pay gap has notably decreased narrowing the pay to 1.67% (median), and 3.56%, it remains in favour of staff without disabilities, who earn an hourly mean salary of £0.86 more than their peers.
- Across earnings quartiles, pay gaps remain similar to 2023, with narrow gaps for staff both with and without disabilities, with an exception for the lower pay quartiles, where staff with disabilities earn slightly less.
- The pay gap in this group will continue to depend on wider recruitment of staff with disabilities on each level across all groups.

## Next steps

Eliminating pay gaps and improving representation is a key objective of LFB. Through ongoing activities in response to recommendations from the independent review of the organisation's culture<sup>1</sup> and from our refreshed Diversity, Equity and Inclusion strategy, there is a strong commitment to continue to build on the work that is making a difference to achieving pay parity – specifically ensuring that LFB's culture, recruitment and progression processes are increasingly inclusive and that it remains focused on its ambition to be reflective of London's population at all levels of the organisation.

The action plan attached to this report (Appendix 2) highlights the new actions that will be taken in light of this new data, as well as those actions already under way which will continue to support improvements.

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<sup>1</sup> [London Fire Commissioner takes immediate action in response to culture review | London Fire Brigade \(london-fire.gov.uk\)](https://www.london-fire.gov.uk/news/london-fire-commissioner-takes-immediate-action-in-response-to-culture-review)

# 1 Introduction and background

1.1 This is the third year the London Fire Brigade (LFB) has produced a combined pay gap report providing the following analysis for:

- Gender pay gap;
- Ethnicity pay gap; and,
- Disability pay gap.

1.2 The pay gap report 2024 uses a standardized template and covers a period commencing 1 April 2023 to 31 March 2024 and should be read alongside the pay gap action plan which can be found at Appendix 2 which, highlights activities that will be taken in light of the findings of this report.

1.3 As of 31 March 2024, our HR data recorded 5826 employees working at the London Fire Brigade (LFB) which is 140 more than recorded in last year's pay gap report (5686). Of those, 5783 were eligible for inclusion in this pay gap report.

1.4 The disclosure rates at LFB remain high at over 95%, with gender consistently at 100% since 2020, ethnicity at 95.90% (decrease from 96.4% in 2023) and 96.07% disability (decrease from 96.8% in 2023). The marginal decline in disclosure rate must be considered in relation to the fact that the overall number of staff at LFB has increased.

1.5 The purpose of pay gap analysis is to show how far each organisation is from the ideal scenario where there is no pay gap between any groups. Such a scenario would be illustrated with a 0% pay gap. However, if there is a gap, that is indicated as minus (less) or plus (more) than that 0 level, meaning that one group with a given protected characteristic is disadvantaged compared to another group with a protected characteristic.

1.6 **For example:** For the gender pay gap, a positive pay gap means the gap is in favour of men, and a negative pay gap is in favour of women. For the ethnicity pay gap, a positive pay gap is in favour of white staff, and a negative pay gap is in favour of the underrepresented group. For the disability pay gap, a positive pay gap is in favour of staff without disabilities, and a negative pay gap is in favour of staff with disabilities.

1.7 Not all employees are eligible for reporting: only staff who participated in data collection for reporting and disclosed their demographics are included in the report. Those who are outsourced contractors and employees on parental leave are not included.

1.8 In 2024 the London Fire Brigade's (LFB) pay gap analysis shows minimal overall gaps between

different groups, with progress across gender, ethnicity, and disability categories.

**1.9** The pay at the London Brigade is flat at each grade and rank, but pay gaps primarily arise due to the uneven distribution of staff across pay bands while being additionally affected by the number of leavers, retirees, and new employees each year. Overall, LFB’s flat pay structure at each level helps keep pay disparities minimal.

**1.10** Since 1 April 2007, LFB has had a local pay agreement in place, with progression through the salary scale taking place via a salary progression increase (SPI) implemented on 1 July each year. This is separate to the annual pay and allowances increase, and all eligible staff receive an SPI of up to 1%. This does not apply to staff who are at the maximum of their scale or if the full SPI would take them above their salary maximum.

**1.11 To analyse the pay gaps, two key methods are applied:**

- **Median:** helpful for identifying differences at each level and calculated by ordering the salaries of all in-scope staff in ascending order and selecting the middle salary.
- **Mean:** helpful for identifying overall differences, and calculated by adding together the salaries of all in-scope staff and dividing it by the number of in-scope staff.

At LFB, we also show the differences in pay per Quartile.

**1.12** The table below provides a high-level summary of pay gap changes from last year (2023) across the three groups that are analysed in this report. Supplementary datasets providing additional details for this pay gap reports from previous years are available on the London Datastore<sup>[1]</sup>.

	Median pay gap			Mean pay gap		
	2023	2024	% point change	2023	2024	% point change
<b>Gender</b>	-0.40%	-1.55%	1.15% increase	-5.07%	-6.38%	1.31% increase
<b>Race</b>	0.73%	0.62%	0.11% decrease	4.22%	3.03%	1.19% decrease
Asian/ Asian British	0.19%	-0.23%	0.42% change	1.31%	-1.51%	2.82% change
Black/ Black British	0.57%	0.41%	-0.16% change	3.50%	1.99%	-1.51% decrease
Mixed Ethnicity Other Ethnic Group	0.94%	1.23%	0.29% increase	6.22%	6.11%	-0.11% decrease
<b>Disability</b>	-0.78%	-0.15%	0.63% decrease	-2.83%	-0.83%	2.00% decrease

<sup>[1]</sup> [London Fire Brigade - gender, ethnicity and disability pay gap - London Datastore](#)

## Objectives and expected outcomes

- 1.13** Due to the routine nature of staff changes owing to recruitment, exits and such, fluctuations in pay gaps of up to 5% are not unusual. In addition, due to the overall lower numbers of staff with intersecting characteristics, pay gap results for these groups should be viewed with caution, and considered against the main findings of the whole report.
- 1.14** The results of this report will show that the gender, ethnicity and disability pay gaps are narrow at LFB and compare favourably to both the national (UK) and London position. However, where pay gaps are marginal, as in the case of LFB, only focusing on percentage changes may not always illuminate any underlying issues nor be of statistical relevance.
- 1.15** It therefore remains important that LFB actively monitors longer-term trends, beyond the statutory annual pay gap reporting, to identify any potential risks of widening pay gaps. In addition, it is also important to continue to understand the impact that staff composition and under representation has on the pay gaps.
- 1.16** This approach aligns with the Mayor's vision of 'a fair and equal city' and is reflected in the activities contained in the associated action plan which aim to:
- increase participation rates with fewer staff recorded as 'not known' or 'prefer not to say' in relation to race and disabilities;
  - increase representation across all levels of the organisation of staff from the three protected characteristics reported in the pay report; and,
  - improve the organisational knowledge, practice and awareness of diversity, equity and inclusion related issues, with all staff understanding their individual responsibilities to eliminate biases which result in inequality in pay, opportunities, experiences and outcomes.

## 2 Values Comments

- 2.1** The LFC notes the Fire Standards Board requirements around adopting and embedding the Core Code of Ethics at an individual and corporate level. Following extensive engagement, the LFC has introduced Brigade values which build on and do not detract from the Code of Ethics.
- 2.2** This report highlights the work LFB is doing to ensure equity in pay for staff across the organisation. The activities shown in the action plan also reflect how the Brigade is using the data in the report to make improvements for staff:
- 2.3** The Brigade values are:
- Service: we put the public first
  - Integrity: we act with honesty
  - Teamwork: we work together and include everyone
  - Equity: we treat everyone fairly according to their needs
  - Courage: we step up to the challenge
  - Learning: we listen so that we can improve

### 3 Equality Comments

- 3.1** The LFC and the Deputy Mayor for Planning, Regeneration and the Fire Service are required to have due regard to the Public Sector Equality Duty (section 149 of the Equality Act 2010) when taking decisions. This in broad terms involves understanding the potential impact of policy and decisions on different people, taking this into account and then evidencing how decisions were reached.
- 3.2** It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.
- 3.3** The protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership (but only in respect of the requirements to have due regard to the need to eliminate discrimination), race (ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, and sexual orientation.
- 3.4** The Public Sector Equality Duty requires decision-takers in the exercise of all their functions, to have due regard to the need to:
- eliminate discrimination, harassment and victimisation and other prohibited conduct.
  - advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
  - foster good relations between people who share a relevant protected characteristic and persons who do not share it.
- 3.5** Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic.
  - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
  - encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- 3.6** The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- 3.7** Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- tackle prejudice
  - promote understanding.
- 3.8** LFB is committed to achieving the goal, where there is no disparity in pay across its different

staff groups. This report and associated action plan are tools used to measure progress against LFB’s overarching objective and commitment to lead on tackling inequalities and to develop the workforce reflective of London.

## 4 Other Considerations

### Workforce comments

- 4.1 The report does not commit the organisation to any new activity. The activities referred to in the action plan are existing workstreams that have already been agreed across the respective business areas.
- 4.2 However, to ensure staff are undertaking their obligations under the Public Sector Equality Duty and equality considerations are being embedded across all business areas, stronger accountability measures will be introduced to monitor and report on progress across the organisation. This is in line with the GLA Action Standard<sup>2</sup> and the NFCC Maturity Model<sup>3</sup>.

### Sustainability comments

- 4.3 This report does not contain any issues that would need to be considered by the Sustainable Development team.

### Procurement comments

- 4.4 This report does not contain any business cases so there are no procurement implications.

### Communications comments

- 4.5 This report is being drafted, reviewed and finalised using the following timeline:

Data gathering and preparation	31-Mar to 31-May
Report drafting and data analysis	1-Jun to 12-Jul
Initial draft submitted to GLA	12-Jul
GLA review	12-Jul to 6-Sep
Service Delivery Board	21-Aug
Commissioner’s Board	11-Sep
Final edits	6-Sep to 13-Sep
Audit Committee	16-Sep
Deputy Mayor’s Board	24-Sep
GLA sign-off	27-Sep
Publication	4-Oct

- What: the outcomes of the pay gap analysis for the three protected characteristic groups

<sup>2</sup> [Date \(london.gov.uk\)](https://www.london.gov.uk/what-we-do/what-services/transport-and-roads/transport-and-roads-action-standard)

<sup>3</sup> [NFCC\\_Maturity-Model\\_Interactive-PDF\\_V2.Feb24-4.pdf](#)

may need to be communicated both internally and externally, in coordination with the GLA group.

- Why: the outcomes of this report are primarily just for information however the content of the associated action plan will need to be progressed as timetabled.
- Who: the primary audiences for this report are members of the reviewing Boards and the action plan activity owners.
- When: This report is scheduled to be published on 4 October alongside the pay gap reports of fellow GLA bodies.
- How: The outcomes of this report will be presented to Boards, published online (internally and externally) and also communicated to relevant business areas by HR Business Partners.

## **5 Financial comments**

**5.1** The report does not commit the organisation to any new activity. The activities referred to in the action plan are existing workstreams that have already been agreed across the respective business areas. The Chief Finance Officer has reviewed this report and has no comments.

## **6 Legal comments**

**6.1** The report refers to a combined Ethnicity, Disability and Gender pay report. The report, with Appendix 1, is presented for information only. Therefore, no direct legal implications arise.

**6.2** Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office. The London Fire Commissioner must secure that the London Fire and Rescue Service is efficient and effective. The London Fire and Rescue Service means the personnel, services and equipment secured by the London Fire Commissioner for the purposes of the carrying out the Commissioners functions. The Mayor must hold the London Fire Commissioner to account for the exercise of the Commissioner's functions.

**6.3** The London Fire Commissioner ('LFC') is a 'relevant public authority' for the purposes of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (schedule 2 to the Regulations). Regulation 3 and Schedule 1 of the 2017 Regulations set out the obligations on public authorities to publish certain information such as gender pay gap relating to employees.

**6.4** There is no statutory obligation to publish ethnicity or disability pay gap information, but this is good practice, particularly in demonstrating how the LFC meets the Public Sector Equality Duty to advance equality of opportunity. The LFC may collate and publish this information towards that end under the general powers contained in section 5A Fire and Rescue Services Act 2004 (FRSA 2004) which empowers the LFC to do anything it considers appropriate for the purposes of the carrying out of any of its functions, or anything incidental or indirectly to its functional purposes through a number of moves.

**6.5** Transparency and openness of reporting builds confidence, and ensures the Brigade seeks continuous improvement in its employment practices. This report demonstrates the Commissioners compliance under the Public Sector Equality duty, and the commitment to

continually review the Brigades recruitment processes addressing areas through an action plan outlined in the report (Appendix 2)

## 7 List of appendices

Appendix	Title	Open or confidential*
1	London Fire Brigade, gender, ethnicity and disability Pay Gap report 2024: Full report	Open
2	LFB Pay Gap 2024: Action Plan	Open
3	LFB Staff Composition 2024	Open
4	Average length of Service (years) per grade/rank	Open

### Part two confidentiality

Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part Two form, together with the legal rationale for non-publication.

Is there a Part Two form: NO\*

### Originating officer declaration

Reporting officer to confirm the following by using 'x' in the box:

Reporting officer	
[Report author] has drafted this report and confirms the following:	
<b>1. Assistant Director/Head of Service</b> Cliff Morton has reviewed the documentation and is satisfied for it to be referred to Board for consideration	n/a
<b>2. Advice</b> The Finance and Legal teams have commented on this proposal: Hameera Darr, Legal Advisor, on behalf of General Counsel (Head of Law and Monitoring Officer). Financial Advisor, on behalf of the Chief Finance Officer.	n/a

# Appendix 1: London Fire Brigade, gender, ethnicity and disability Pay Gap report 2024: Full report

## 1. Introduction

### 1.1 Background and supplementary data

- 1.1.1 Gender ‘equal pay’ is a measure that indicates whether men and women are paid the same for performing work of equal value. Upholding ‘equal pay’ is a legal requirement and organisations must put in place processes to ensure staff are paid fairly, which at LFB includes job evaluation and a standardised approach to job grading and reward.
- 1.1.2 The gender, ethnicity and disability pay gap analysis is different. It measures the difference between the average pay for all men and women, different ethnic groups and people with disabilities and those without disabilities, regardless of their role or seniority.
- 1.1.3 It is LFB’s aim to ensure parity of pay across its different staff groups.
- 1.1.4 An independent review into the Culture of LFB was conducted in 2022 and the report containing the findings was published in November 2022. The LFC accepted the complete report along with all its recommendations. The full report along with the LFC’s formal response, can be found on the LFB website. We continue to work to implement the recommendations, and any equality related activities which are contained in our attached action plan at the end of this report.
- 1.1.5 This report is one of the tools that is used to measure progress against LFB’s overarching objective and commitment to lead on tackling inequalities and to develop the workforce reflective of London.

### 1.2 Methodology

1.2.1 The pay gap is calculated in accordance with government guidance using the formula below:

$$\frac{A - B}{A} \times 100$$

Figure 2

	Variable in pay gap formula	Mean/median hourly rate of pay of which group of staff?
Gender pay gap	A	Men
	B	Women
Ethnicity pay gap	A	White staff
	B	Ethnically diverse staff Asian or Asian British staff Black or Black British staff Mixed ethnicities staff Other Ethnic Group staff
Disability pay gap	A	Non-disabled staff
	B	Disabled staff

1.2.1 The **MEDIAN** pay gap is the difference between the midpoints in the ranges of hourly earnings of two different staff groups (such as men and women). The median pay is calculated by ordering the salaries from lowest to highest and identifying the salary in the middle. It represents the difference in pay between the middle-earning individual in one group and the middle-earning individual in another group. This calculation is useful to understand the average employee and helps provide a clearer picture of what a typical employee earns by removing the effect of extremely high or low salaries. The median pay gap is often used because it is less affected by extreme values (very high or very low salaries) compared to the mean pay gap.

**Example: Calculating the Median Pay Gap using hourly rate**

Out of 5,686 employees in an organisation, 4,654 are men, and 1032 are women. Among men, the middle-earner receives £21.16 per hour, and among women, the middle-earner receives £22.23 per hour.

To calculate the median pay gap in percentage we find the difference in earnings between the middle-earning woman and man:  $£22.23 - £21.16 = £1.07$ . Then calculate the percentage difference relative to the man's earnings:  $(£1.07 / £21.16) * 100 = 5.06\%$ .

This means that in this scenario, on average, women make 5.06% more per hour than men.

Figure 3

1.2.2 The **MEAN** pay gap is the difference between the average hourly earnings of two different staff groups (such as men and women). The mean pay is calculated by adding up all the salaries and dividing by the number of staff. This calculation is useful for understanding the overall average salary of any group however, as it takes into consideration every salary. It is sensitive to outliers (very high or very low salaries) which means that the minority pay may sometimes mask the pay of the majority, which can skew the results.

**Example: Calculating the Mean Pay Gap using hourly rate**

Men's hourly pay rate is £21.16, and the women's hourly pay rate is £22.23.

Out of 5,686 employees in an organisation, 4,654 are men, and 1032 are women. Among men, the mean salary is £21.16 per hour, and among women, the mean salary is £22.50 per hour.

To calculate the mean pay gap in percentage we find the difference in earnings between the mean salary for men and the mean salary for women ( $£22.50 - £21.16 = £1.34$ ). Then calculate the percentage difference relative to the mean male earnings:  $(£1.34 / £21.16) * 100 = 6.33\%$

Figure 4

1.2.3 In this report, analysis is provided using both the median pay and the mean pay to provide additional clarification to potential differences in pay gap.

- A positive gender pay gap indicates that men on average earn more than women and a negative gender pay gap indicates that women on average earn more than men.
- A positive ethnicity pay gap means that white staff on average earn more than ethnically underrepresented staff. On the other hand, a negative ethnicity pay gap means ethnically

underrepresented staff on average earn more than white staff.

- A positive disability pay gap means that on average staff without disabilities earn more than staff who have declared a disability and a negative disability pay gap means that staff with disabilities on average earn more than those without.
- Due to issues of confidentiality figures of fewer than 5 will not be reported in detail, and instead a summary narrative will be reported where appropriate to do so.

1.2.4 With effect from 1 April 2018, the individual holding the office of London Fire Commissioner is appointed by the Mayor of London and is not considered an employee of the LFB for the purpose of pay reporting. However, in the interest of transparency, the Commissioner's pay has been included for the purposes of this report.

### **1.3 Date of reporting**

1.3.1 As of 31 March 2024, our HR data recorded 5826 employees working at the London Fire Brigade (LFB) which is 140 more than recorded in last year's pay gap report (5686).

1.3.2 LFB does not have a bonus scheme, and is made up of three distinct staff groups who are employed under different terms and conditions:

- Control (smallest in numbers) – typically, staff who are based at our Control Centre managing the emergency calls for the organisation;
- FRS Staff – typically, staff who are based at our headquarters office providing corporate enabling services such as finance, procurement or communications; and,
- Operational (largest in numbers) – typically, staff who are based at our 103 fire stations across London in firefighting roles.

### **1.4 Disclosure rates**

1.4.1 Any staff currently on reduced pay (due to unpaid or partially paid leave e.g. maternity, sickness, career breaks) are excluded from this report, as are all volunteers and agency staff. It should also be noted that data that has been captured as 'not known' and 'prefer not to say' is included in the LFB disclosure rates but excluded from the 'participation rates'. The eligibility criteria for analysis for this pay gap report therefore is based on a total of 5783 staff, and the breakdown across each group is shown in the table below (figure 5).

1.4.2 The disclosure rates at LFB remain high at over 95%, with gender consistently at 100% since 2020, ethnicity at 95.90% (decrease from 96.4% in 2023) and 96.07% disability (decrease from 96.8% in 2023). The marginal decline in disclosure rate must be considered in relation to the fact that the overall number of staff at LFB has increased, as has the total number of people that have chosen to disclose this year.

	2020	2022	2023	2024
Total LFB Employees	5820	5600	5686	5826
Eligible for inclusion in pay gap analysis	5755	5554	5632	5783
Gender	5755 (disclosure rate 100%)	5554 (disclosure rate 100%)	5632 (disclosure rate 100%)	5783 (disclosure rate 100%)
Ethnicity	5629 (disclosure rate 97.8%)	5418 (disclosure rate 97.6%)	5430 (disclosure rate 96.4%)	5546 (disclosure rate 95.9%)
Disability	5658 (disclosure rate 98.3%)	5440 (disclosure rate 97.9%)	5449 (disclosure rate 96.8%)	5556 (disclosure rate 96.07%)

Figure 5

## 1.5 Data collection

Our collection of ethnicity and disability data relies solely on self-declaration by staff via our internal HR system, whereas gender is a mandatory recording field when staff join the LFB.

## 2 Gender

### 2.1 Overall Summary

- 2.1.1 LFB gathers information regarding both sex and gender identity of its employees. Previous data used for gender pay gap reports focused solely on the binary categorisation of male and female. LFB embraces and values colleagues of all gender identities and acknowledge that some colleagues may identify beyond this binary framework, recognising that sex and gender are not synonymous for everyone. We actively acknowledge non-binary identities and collaborate with our internal LGBTQ+ staff networks and other partners to assess our HR policies and communications, ensuring the use of inclusive, gender-neutral language throughout.
- 2.1.2 In this report, the term 'gender' is used to refer to men and women. The gender pay gap is calculated by comparing the overall pay of staff declaring as female against those declaring as male.
- 2.1.3 As of 31 March 2024, the data show that the median gender pay gap is -1.55% having grown by -1.15% from 2023, and the mean pay gap is -6.38% which is also an increase from 2023. (figure 6).

Gender	Median			Mean		
	Median pay gap (2023)	Median pay gap (2024)	Median pay gap (% point change)	Mean pay gap (2023)	Mean pay gap (2024)	Mean pay gap (% point change)
Women (vs Men)	-0.40%	<b>-1.55%</b>	Increased by 1.15%	-5.07%	<b>-6.38%</b>	Increased by 1.31%

Figure 6

2.1.4 Overall, over six years there's a trend in favour of women, with little change compared to last year (figure 7 and 8). On the face of it, this suggests that as a group, on average women are earning marginally more than men however, when broken down further there are disparities which are explained in the section below that discusses workforce composition.

Overall Median Gender Pay Gap (All Staff)

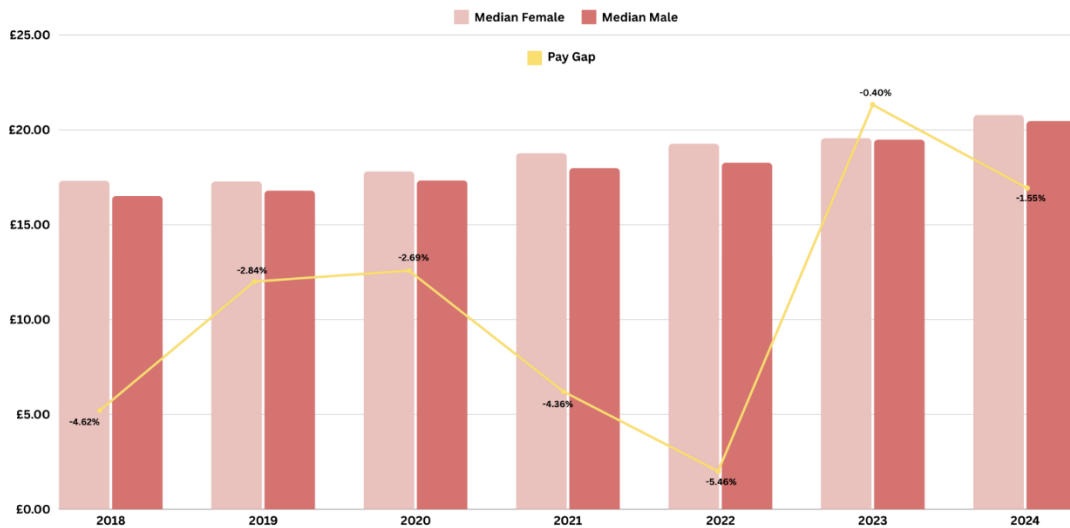


Figure 7

2.1.5 Figures 7 and 8 show that women, on average, are earning more than men, which was the position in 2023. However, it should be noted that the overall gap between the two groups has narrowed since last year, as explained below.

### Overall Mean Gender Pay Gap (All Staff)

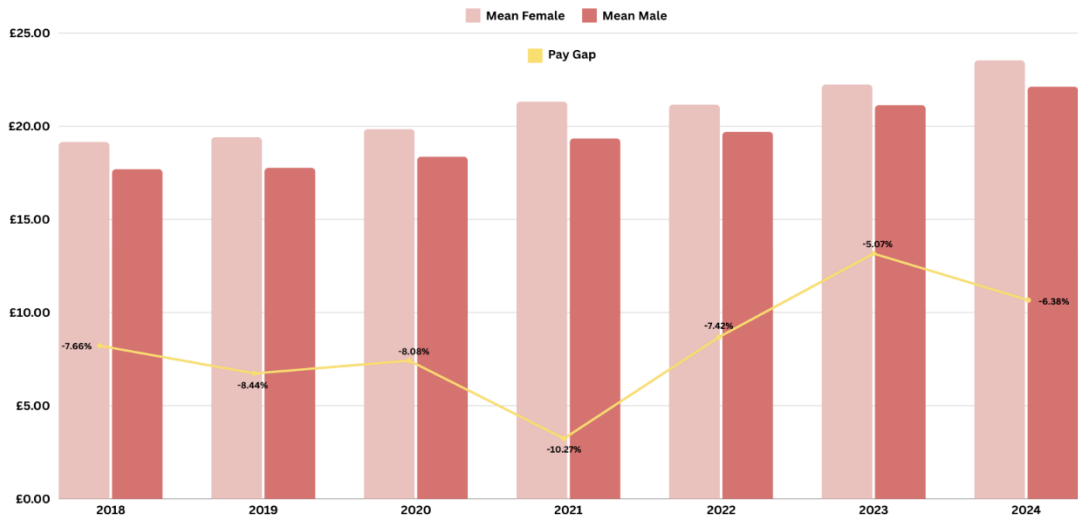


Figure 8

2.1.6 The reason behind a slight increase in the overall pay gap for women may lie in the rise in salaries for women and the promotion of a few women to senior positions last year. Between 2022/23 and 2023/24, the number of women in senior leadership increased by 9 from 136 to 145.

2.1.7 The graphs below (figures 9 and 10) show the median and mean gender pay gaps respectively across our three occupational groups. They are helpful to identify trends in pay across the past six years.

### Median Gender Pay Gap by Occupational Group

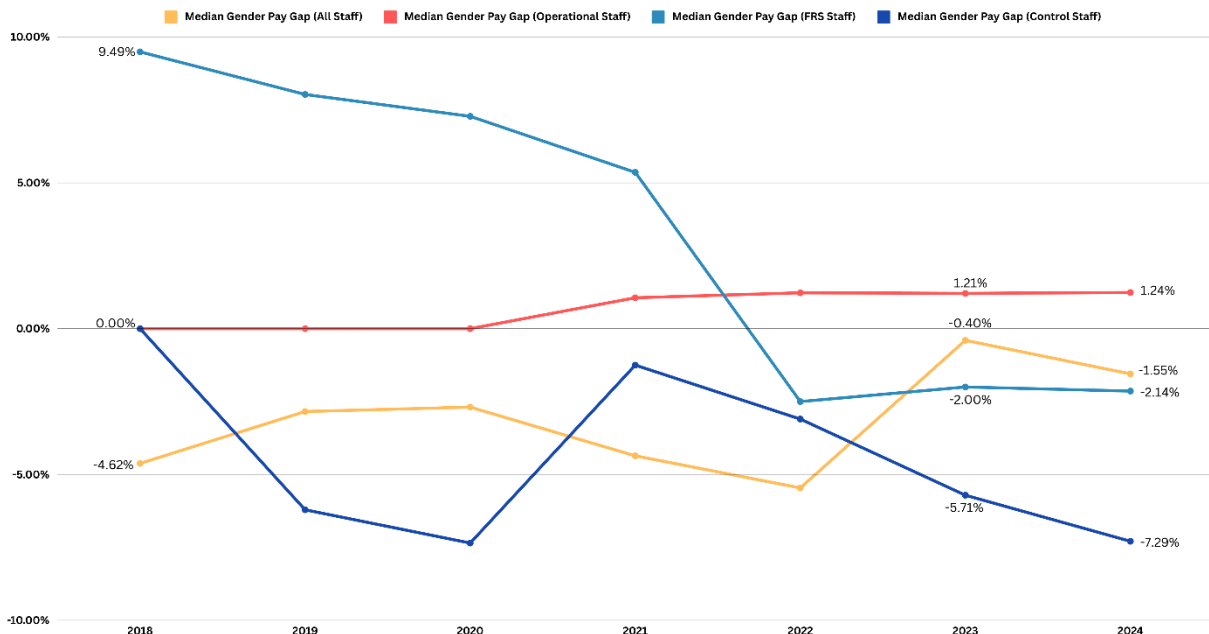


Figure 9

2.1.8 The graph above (figure 9) shows an overall increase in the median gender pay gap for women, with it currently standing at -1.55% in favour of women.

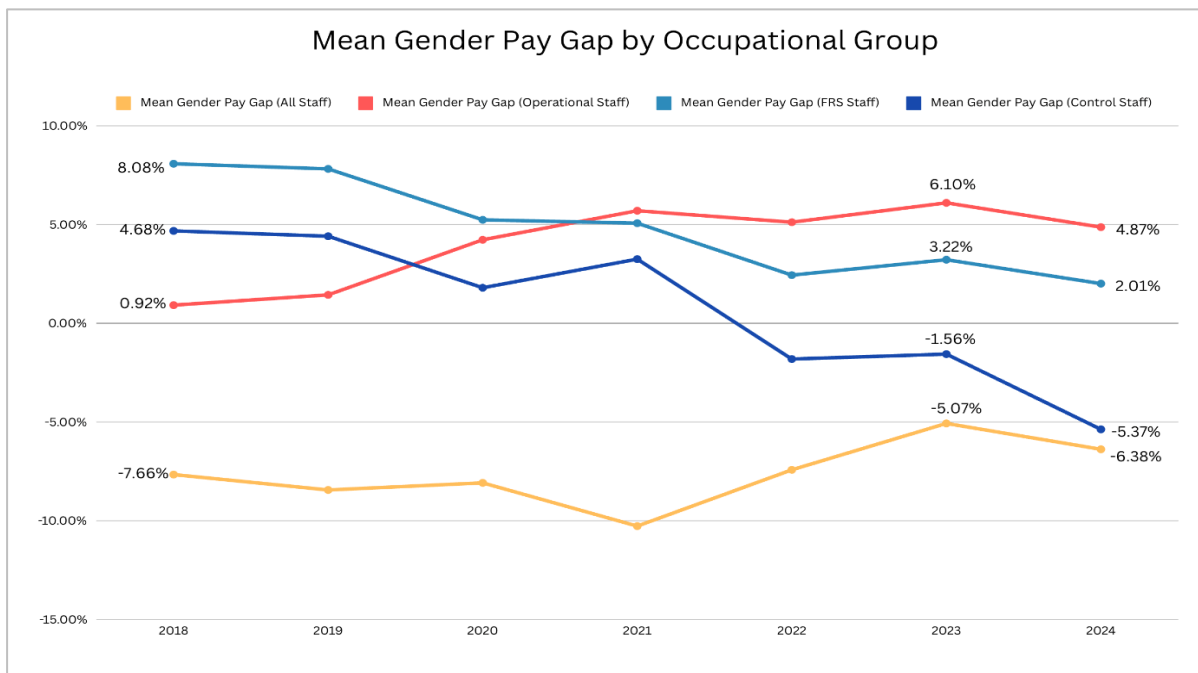


Figure 10

2.1.9 The graph above (figure 10) shows an increase in the mean gender pay gap for women, with it currently standing at -6.38 % in favour of women.

Control staff

2.1.10 For Control staff, the median pay gap currently stands at -7.29%, and the mean pay gap has widened slightly to -5.37%, which is in favour of women, whose mean hourly earnings are £1.41 higher than men's in Control roles.

FRS staff

2.1.11 For FRS staff, there has been a steeper decrease in both the mean and median gender pay gap over the years, which has resulted in the median pay gap currently standing at -2.14% in favour of women and the mean at 2.01%. This favours men, whose mean hourly earnings are £0.54 more than women's in FRS roles.

Operational staff

2.1.12 Since 2018, the gender pay gap for Operational staff has increased in both the median and mean. The median currently stands at 1.24%, up from 1.21% in 2023. The mean gender pay gap has decreased from 6.10% in 2023 to 4.87% in 2024, both in favour of men, whose mean hourly pay is £1.05 more than women's in Operational roles.

2.1.13 Due to our pay structure, the median calculation for Operational roles is unlikely to show much difference in pay gap due to this staff group predominantly comprising of men (89.73%) and the heavily clustered distribution of salary amongst operational staff.

2.1.14 Our gender pay gaps are lower when compared to the UK and London. The national median

gender pay gap in 2024 was 13.1%; the mean gender pay gap was 13.8%.[1] The median gender pay gap in London in 2024 was 14.9%; the mean gender pay gap was 20.7%.

## 2.2 Full-time/part time status

2.2.1 Further analysis shows that overall, women working part time earn on average 2% more than men working part-time (figure 11). However, it should be noted that the median gender pay gap for part-time staff in this group has increased from -0.98% in 2023 to -5.01% in 2024, while the mean pay gap has declined from 8.35% in 2023 to -2.00% in 2024.

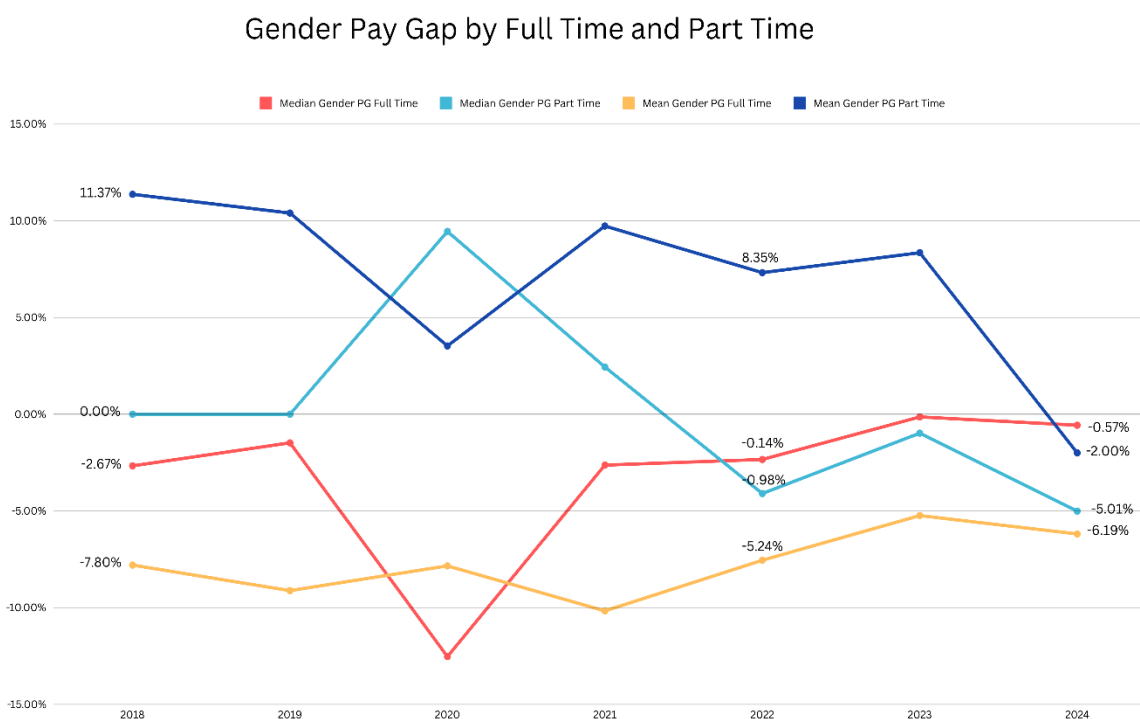


Figure 11

## 2.3 Earnings quartile

2.3.1 To better show how men and women’s pay is distributed, the tables below (figures 12 and 14) show all salaries divided into four equal groups (quartile 1 is the lowest pay and quartile 4 the highest). As each quartile represents 25% of the workforce, it helps to show the representation of men and women and thus the distribution of pay across men and women.

2.3.2 A positive pay gap for a quartile indicates men earn more, and negative number shows that women earn more.

[1] ONS, [Gender pay gap in the UK: 2024](#), 29 October 2024

	Men			Women			
Median Quartile	Employees (%)		Hourly pay (£)	Employees (%)		Hourly pay (£)	Pay gap (%)
Quartile 4	1053	72.82%	£25.49	393	27.18%	£27.04	-6.07%
Quartile 3	1267	87.62%	£21.75	179	12.38%	£22.21	-2.12%
Quartile 2	1302	90.04%	£20.26	144	9.96%	£20.20	0.27%
Quartile 1	1088	75.28%	£19.69	357	24.72%	£18.85	4.28%

Figure 12

Median Gender Pay Gap by Quartile

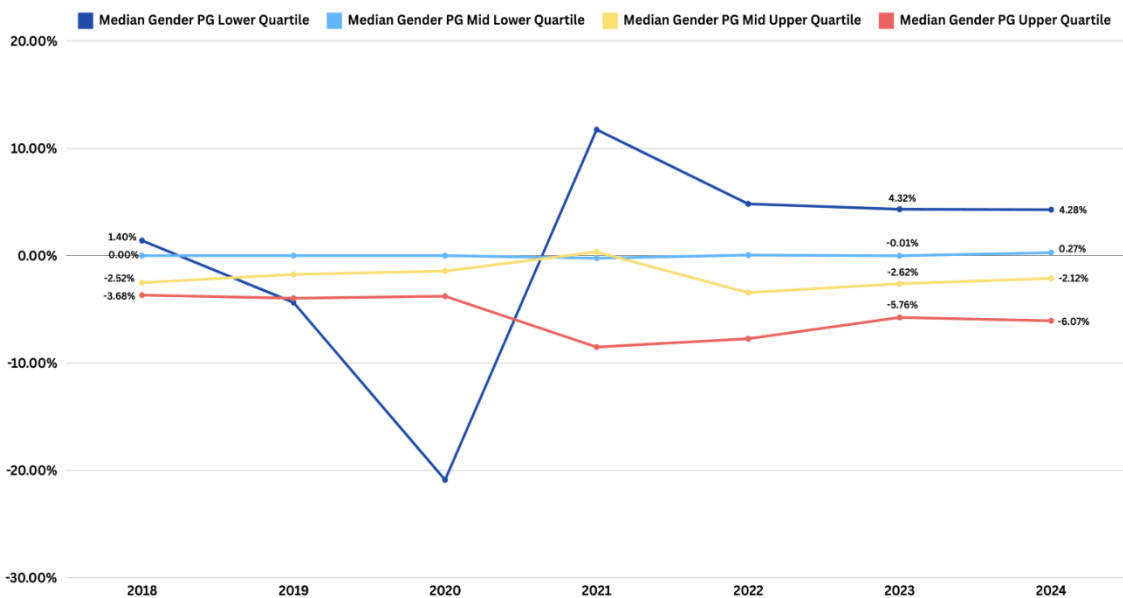


Figure 13

2.3.3 The median outcomes in figures 12 and 13 have similarities to last year, with two middle quartiles showing women earning slightly more or the same as men.

Mean Quartile	Men		Women		Pay gap (%)
	Employees (%)	Hourly pay (£)	Employees (%)	Hourly pay (£)	
Quartile 4	1053	72.82%	393	27.18%	-4.48%
Quartile 3	1267	87.62%	179	12.38%	-1.13%
Quartile 2	1302	90.04%	144	9.96%	0.14%
Quartile 1	1088	75.28%	357	24.72%	0.25%

Figure 14

2.3.4 However, Figure 14 shows both the top and lower quartiles have seen slight changes that reflect an increasing pay gap (from -4.07% for the upper quartile in 2023) in favour of women earning more, and a pay gap in favour of men (from 2.82% for the lower quartile in 2023) for those earning less.

- Quartile 4: (highest salaried) women, on average, earn £1.55 more per hour than men
- Quartile 3: women, on average, earn £0.46 more per hour than men
- Quartile 2: men and women have nearly the same pay, with a statistically insignificant difference (0.27%), with a £0.06 hourly difference in pay
- Quartile 1 (lowest salaried) men, on average, earn £0.84 more per hour than women.

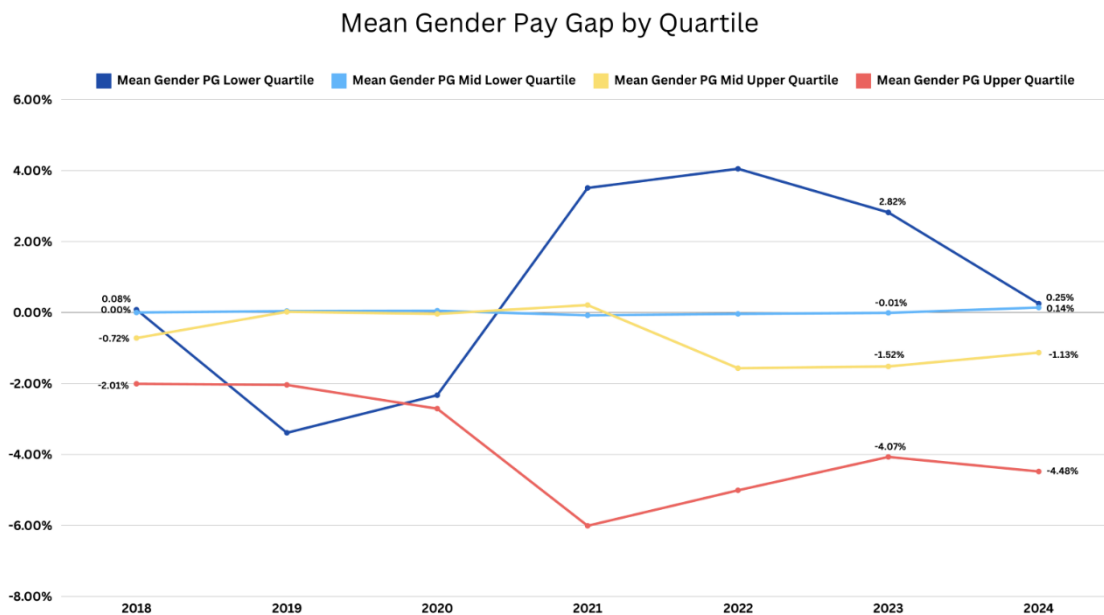


Figure 15

2.3.5 As with the median, the mean analysis (figures 14 and 15) is also similar to last year, with the three top quartiles showing women earning just slightly more or the same as men.

2.3.6 However, the lower quartile shows a notable change of 2.57% reducing the pay gap (from 2.82%).

- Quartile 4: (highest salaried) women, on average, earn 4.48% more
- Quartile 3: men, on average, earn 1.13% more
- Quartile 2: men and women have nearly the same pay, with a statistically insignificant difference (0.14%)
- Quartile 1 (lowest salaried) men, on average, earn 0.25% more than women.

2.3.7 Due to the flat nature of LFB’s pay structure, further analysis is undertaken to better identify areas of pay disparity or under representation. This is achieved through breaking down salaries into £10,000 increments up to £100,000, with those earning more than £100,000 placed into a single group.

2.3.8 The table below (Figure 16) shows the proportion of women across each salary band of £10,000. It illustrates decreases in the representation of women in the lowest four pay bands (under £60,000) within the organisation, reflecting roles that attract the greatest number of female staff (as shown below in Figures 18, 19, and 20).

2.3.9 This may also explain the notable increase in representation in higher pay bands of £60,000 and above.

2.3.10 There is also an increase of representation in the highest salary bands however, it should be noted that due to the lower number of staff across these pay bands, percentages can be affected by changes of just a single person.

	2018	2019	2020	2021	2022	2023	2024
< £20,000	0.00%	83.33%	No roles at LFB attracted salaries below £20,000				
£20,000 - £29,999	29.98%	21.38%	20.85%	26.50%	44.37%	60.78%	56.09%
£30,000 - £39,999	11.47%	12.93%	13.95%	14.76%	17.24%	40.17%	31.97%
£40,000 - £49,999	16.37%	13.35%	13.80%	14.83%	14.26%	13.45%	15.48%
£50,000 - £59,999	18.00%	21.67%	28.26%	32.12%	34.44%	20.06%	16.56%
£60,000 - £69,999	23.88%	18.10%	20.00%	20.71%	23.98%	23.95%	33.92%
£70,000 - £79,999	33.33%	26.32%	25.58%	22.37%	24.05%	22.50%	16.77%
£80,000 - £89,999	20.00%	17.39%	14.29%	25.81%	24.14%	21.50%	21.27%
£90,000 - £100,000	0.00%	0.00%	0.00%	23.08%	0.00%	19.05%	25.92%
£100,001 >	20.00%	23.53%	26.67%	30.43%	28.57%	21.88%	24.39%

Figure 16

## 2.4 Workforce composition

2.4.1 Our HR data below (figure 17) indicate there are 5,826 staff working across the organisation, with 5,783 eligible for inclusion in this 2024 pay gap analysis. Of those eligible, 18.55% are women (1073), and this is further broken down across our three staff groups as follows:

- 114 Control: 87 (76.32%) - in 2023 this figure was 83 (75.45%)
- 995 FRS: 506 (50.85%) - in 2023 this figure was 483 (51.06%)
- 4674 Operational: 480 (10.26%) - in 2023 this figure was 465 (10.21%)

	2018	2019	2020	2021	2022	2023	2024
Women	806	851	914	982	989	1039	1073
Men	4729	4888	4855	4839	4611	4647	4710
Total LFB Staff	5535	5739	5769	5821	5600	5686	5783
% Women	14.56%	14.83%	15.84%	16.87%	17.66%	18.27%	18.69%

Figure 17

#### Control staff

- 2.4.2 There are a total of 114 Control staff at LFB and women represent 76.31% of this staff group, further breakdown of their composition is shown in the table below (figure 18).
- 2.4.3 While women are overrepresented in this staff group, proportionately even though greater in number, they are slightly underrepresented at leadership positions of Assistant Operations Manager and above, compared to men. However, there is an upward trend in this area due to recent recruitment of proportionately higher numbers of women into the Assistant Operations Manager roles, and again, it should be noted that due to the lower number of staff across the most senior Control roles, percentages can be affected by changes of just a single person.

Control Rank / Grade	Women	Men	All staff	% of women at each grade
Operations Manager and above	5.88% (5 out of 87)	Number too low to report	Number too low to report	Number too low to report
Assistant Operations Manager	32.94% (28 out of 87)	Number too low to report	Number too low to report	Number too low to report
Control Room Officer	63.52% (54 out of 87)	74.07% (20 out of 27)	64.91% (74 out of 114)	72.97% (women) 27.02% (men)
<b>All Control Staff</b>	<b>87</b>	<b>27</b>	<b>114</b>	<b>76.31% (women)</b> <b>23.68% (men)</b>
<b>%</b>	<b>76.31%</b>	<b>23.68%</b>	<b>100%</b>	

Figure 18

#### FRS staff

- 2.4.4 There are a total of 995 FRS staff at LFB, and overall, this group is split equitably between men (49.12%) and women (50.85%), and further breakdown is shown in the table below (figure 19).
- 2.4.5 Of this staff group 18.97% of women (94 out of 479) hold leadership positions at or above the grade of FRS F, compared with 21.27% of men (104 out of 489). Overall, even though this is a

slight percentage decrease from last year (19.60%), there are 2 more women holding these roles in 2024 than last year, and the figures indicate greater gender equity across the TMG (and above) bands which are the most senior leadership roles at LFB. In 2024, TMG (and above) consists of 46.43% women (13 out of 28) and 53.57% men (15 out of 28), compared with 36.61% (women) and 65.38% (men) in 2023.

2.4.6 The greatest gender disparity is evident at the FRS E grade where women are overrepresented at 63.22%, which is similar to the 2023 figures at 60.68% and 39.31% respectively.

FRS Grade	Women	Men	All staff	% of women at each grade
TMG (and above)	2.56% (13 out of 506)	3.06% (15 out of 489)	2.81% (28 out of 995)	46.42% (women) 53.57% (men)
FRS G	5.33% (27 out of 506)	5.72% (28 out of 489)	5.52% (55 out of 995)	49.09% (women) 50.90 (men)
FRS F	11.06% (56 out of 506)	12.47% (61 out of 489)	11.75% (117 out of 995)	47.86% (women) 52.13% (men)
FRS E	19.36% (98 out of 506)	11.65% (57 out of 489)	15.57% (155 out of 995)	63.22% (women) 36.77% (men)
FRS D	21.93% (111 out of 506)	28.42% (139 out of 489)	25.12% (250 out of 995)	44.4% (women) 55.60% (men)
FRS C	23.71% (120 out of 506)	24.94% (122 out of 489)	24.31% (242 out of 995)	49.58% (women) 50.41% (men)
FRS B	16% (81 out of 506)	13.70% (67 out of 489)	14.87% (148 out of 995)	54.72% (women) 45.27% (men)
<b>Total FRS staff</b>	<b>506</b>	<b>489</b>	<b>995</b>	50.85% (women) 49.12% (men)
<b>%</b>	<b>50.85%</b>	<b>49.12%</b>	<b>100%</b>	

Figure 19

#### Operational staff

2.4.7 There are a total of 4,674 Operational staff at LFB however, women only represent 10% of this staff group. Further breakdown of the composition of this group is shown in the table below (figure 20).

2.4.8 In 2023, there were 465 women in Operations and in 2024 there are 480 women in Operations. In 2023 there were 4,115 men in Operations and in 2024 there are 4,194 of men in Operation. This shows a more expansive difference in recruitment between men (79) and women (15) between 2022/23 and 2203/24.

2.4.9 Amongst the Operational staff eligible for pay gap analysis, the table below (figure 20) shows that 3.12% of women (15 out of 480) hold senior positions at or above the ranks of Station Commander, compared with 5.12% of men (215 out of 4194) at the same rank. Out of 465 women there were 16 in senior roles in 2023 (3.44%) and in 2024 there are 15 out of 480 (3.12%). In 2023 out of 4,115 men there were 213 in senior roles (5.17%) and in 2024 out of 4,194 men there were 215 in senior roles (5.12%).

2.4.10 This represents an overall difference between a much smaller number of women in

Operation not only overall but also in senior roles from year to year. The data show a downwards trend from last year in senior positions for women, as there are fewer women holding senior roles this year. The greatest gender disparity is evident at the rank of Station Commander and above in favour of men.

2.4.11 While it should be noted that there are signs of progression below these ranks with 9 more women at Station Officer, Sub Officer and Leading firefighter, the aggregate number of women Firefighters and Trainee Firefighters is reducing and show the greatest disparity.

Operational Rank	Women	Men	All staff	% of women at each grade
Group Commander and above	1.45% (7 out of 480)	2.09% (88 out of 4,194)	2.03% (95 out of 4,674)	7.36% (women) 92.63% (men)
Station Commander	1.66% (8 out of 480)	3.02% (127 out of 4,194)	2.88% (135 out of 4,674)	5.92% (women) 94.07% (men)
Station Officer	3.54% (17 out of 480)	6.10% (256 out of 4,194)	5.84% (273 out of 4,674)	6.22% (women) 93.77% (men)
Sub Officer	7.08% (34 out of 480)	10.44% (438 out of 4,194)	10.09% (472 out of 4,674)	7.20% (women) 92.79% (men)
Leading Firefighter	7.08% (34 out of 480)	12.11% (508 out of 4,194)	11.59% (542 out of 4,674)	6.27% (women) 93.72% (men)
Firefighter	77.70% (373 out of 480)	64.44% (2703 out of 4,194)	65.81% (3,076 out of 4,674)	12.12% (women) 87.87% (men)
Trainee Firefighter	1.45% (7 out of 480)	1.76% (74 out of 4,194)	1.73% (81 out of 4,674)	8.64% (women) 91.63% (men)
<b>Total Operational Staff</b>	<b>480</b>	<b>4,194</b>	<b>4,674</b>	<b>10.26% (women)</b> <b>89.73% (men)</b>
<b>%</b>	<b>10.26%</b>	<b>89.73%</b>	<b>100%</b>	

Figure 20

### 3 Ethnicity

#### 3.1 Overall Summary

3.1.1 LFB recognises that staff from different ethnic backgrounds will have their own unique identity and lived experiences however, for reporting purposes the term 'Black, Asian and Other underrepresented ethnic groups' is used as an objective reflection of this group of staff across within LFB (and shortened to 'underrepresented ethnic groups' in the report). This includes staff who have self-identified as Black, Asian, of mixed, multiple or other ethnic groups. Staff can select their ethnic group from a more detailed list, and where possible and appropriate, we will provide the pay gap analysis of these specific sub-groups.

3.1.2 In this report, the ethnicity pay gap is calculated by comparing the overall pay of staff declaring as belonging to underrepresented ethnic groups against those declaring as White. The category 'White', includes White British, White Irish and White Other.

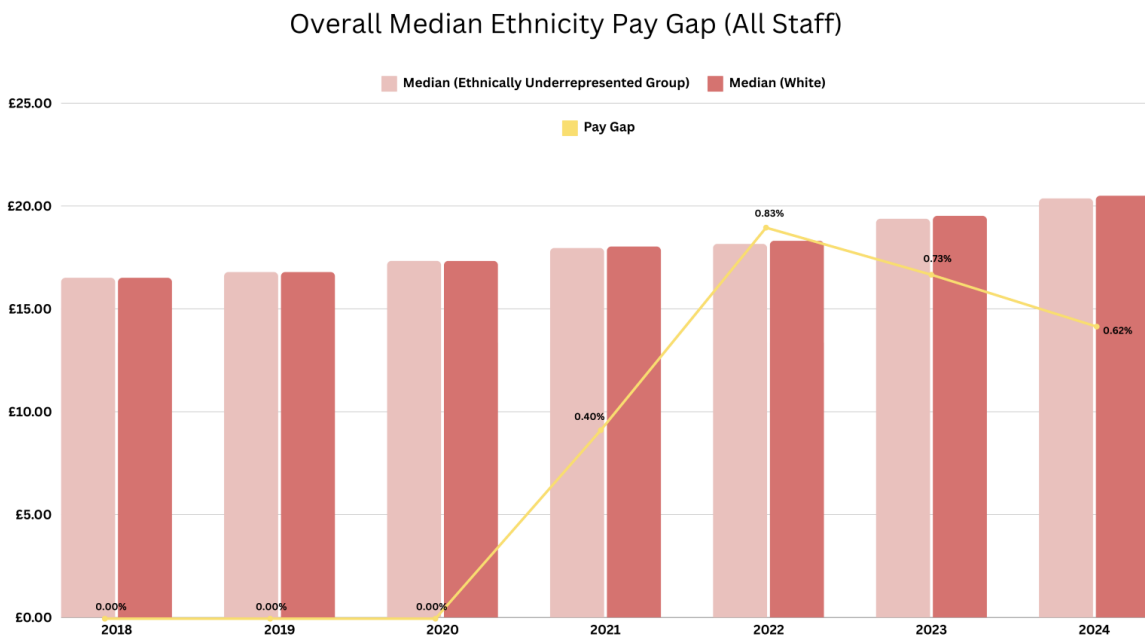
3.1.3 As of 31 March 2024, the table below (figure 21) show that the median ethnicity pay gap is 0.62%, which is marginal decrease of 0.11% compared to last year (2023) and the mean is 3.03%, down by 1.19% from 2023.

Ethnicity	Median			Mean		
	Median pay gap (2023)	Median pay gap (2024)	Median pay gap (% point change)	Mean pay gap (2023)	Mean pay gap (2024)	Mean pay gap (% point change)
Under-represented Ethnic Groups	0.73%	0.62%	Decreased by 0.11%	4.22%	3.03%	Decreased by 1.19%
Further breakdown						
Asian / Asian British	0.19%	-0.23%	Changed by 0.42%	1.31%	-1.51%	Changed by 2.82%
Black / Black British	0.57%	0.41%	Changed by -0.16%	3.50%	1.99%	Decreased by -1.51%
Mixed Ethnicity Other Ethnic Group	0.94%	1.23%	Increased by 0.29%	6.22%	6.11%	Decreased by -0.11%

Figure 21

3.1.4 Overall, there's a small positive trend, (figures 21 and 22). On the face of it, the data suggests that as a group, on average staff belonging to underrepresented ethnic groups are earning less than their White peers however, when broken down further there are disparities which are explained in the section below that discusses workforce composition.

Figure 22



3.1.5 Figures 22 and 23 show that White staff, on average, are earning slightly more than their peers from underrepresented ethnic groups.

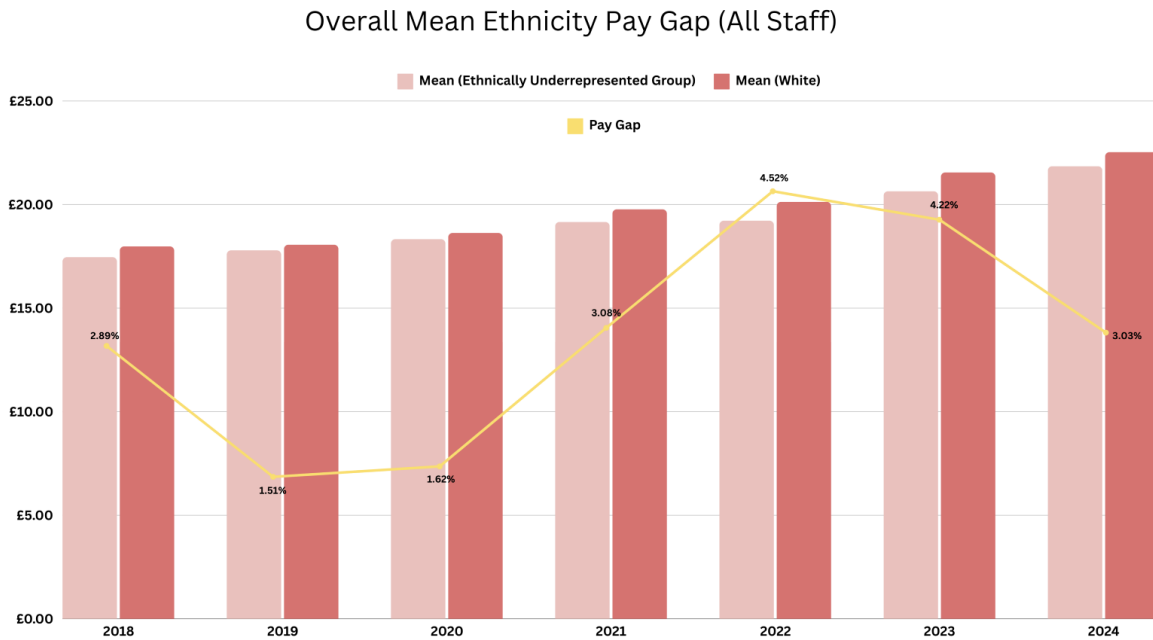


Figure 23

3.1.6 The graphs below (figures 24 and 25) show the trends in the median and mean ethnicity pay gaps across the three recorded categories of underrepresented ethnic groups over the past six.

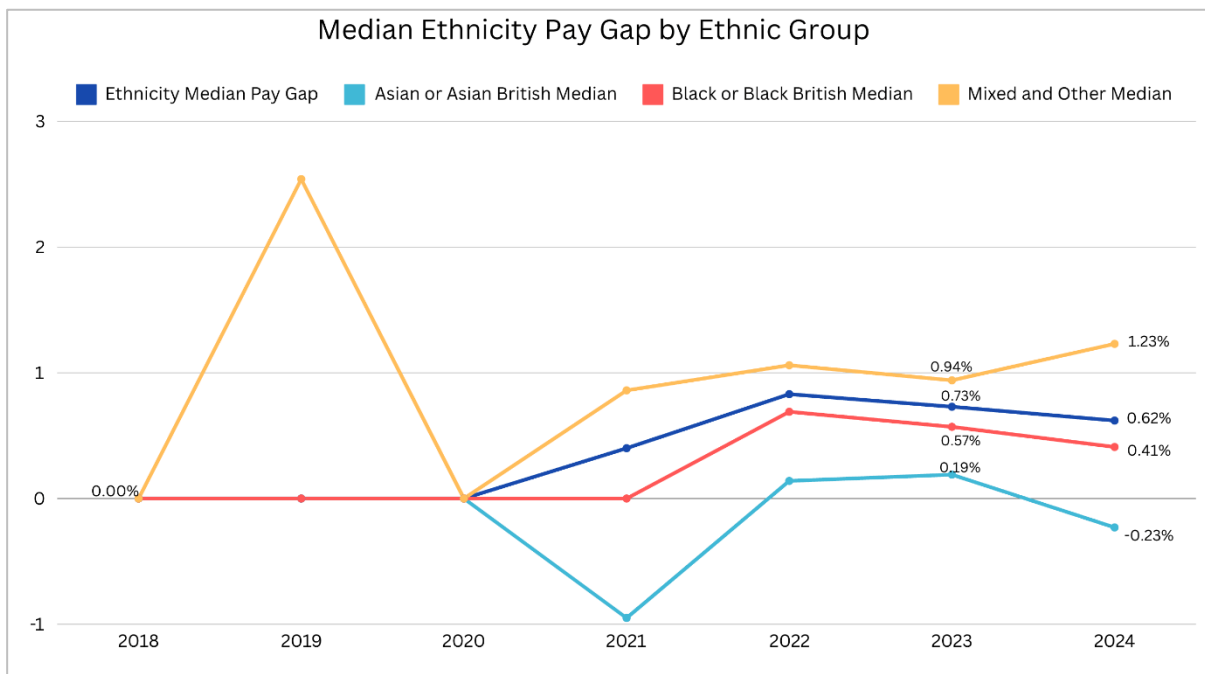


Figure 24

3.1.7 The graph above (figure 24) shows a decreasing trend in the median ethnicity pay gap, with it currently standing at 0.62% in favour of white staff.

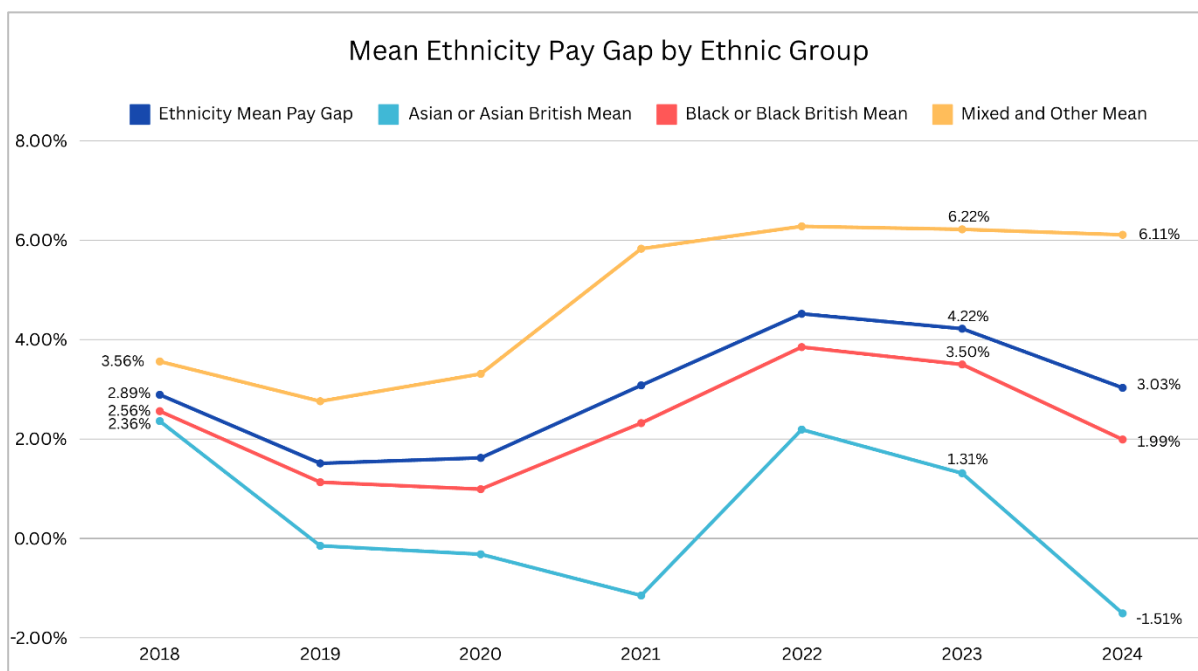


Figure 25

3.1.8 The graph above (figure 25) shows a decreasing trend in the median ethnicity pay gap, with it currently standing at 3.03% in favour of white staff who, on average, are earning 3.03% more than their peers from underrepresented ethnic groups.

Asian or Asian British staff

3.1.9 For Asian or Asian British staff, there is a continuing decline in the pay gap. The median currently stands at -0.23% and the mean -1.51%, which is in favour of this group of staff, whose mean hourly earnings are £0.34 more than their White peers.

Black or Black British staff

3.1.10 For Black or Black British staff, there is also a continuing decline in the pay gap with the median currently standing at 0.41% and the mean at 1.99%. This group continue to earn less than their White peers, whose mean hourly earnings are £0.68 more.

Mixed and Other staff

3.1.11 For staff identifying as Mixed or belonging to another ethnic group, the trend differs, and there is greater disparity in pay with the White peers. For this group median currently stands at 1.23% and the mean 6.11%, which means that they earn £1.37 less than their White peers.

3.1.12 In 2022, London’s median ethnicity pay gap between White workers and Asian or Asian British workers was 12.3%. For Black, African, Caribbean or Black British workers it was 29.9%; for Mixed or Multiple ethnic group workers, 16.8%; and for Other ethnic group workers, 19.9%. The Asian/Asian British and Black/Black British pay gaps at LFB are lower than the London figures. LFB figures combine Mixed and Other groups so are not comparable to the London

figures.<sup>4</sup>

### 3.2 Full-time/part time status

3.2.1 Further analysis showed that overall, staff from underrepresented ethnic groups working part time earn on average 4.48% less than their White counterparts (figure 26). However, it should be noted that the median Ethnicity pay gap for part-time staff in this group has decreased from -5.24% in 2023 to -5.01% in 2024, while the mean pay gap decreased from 8.34% in 2023 to -2.00% in 2024.

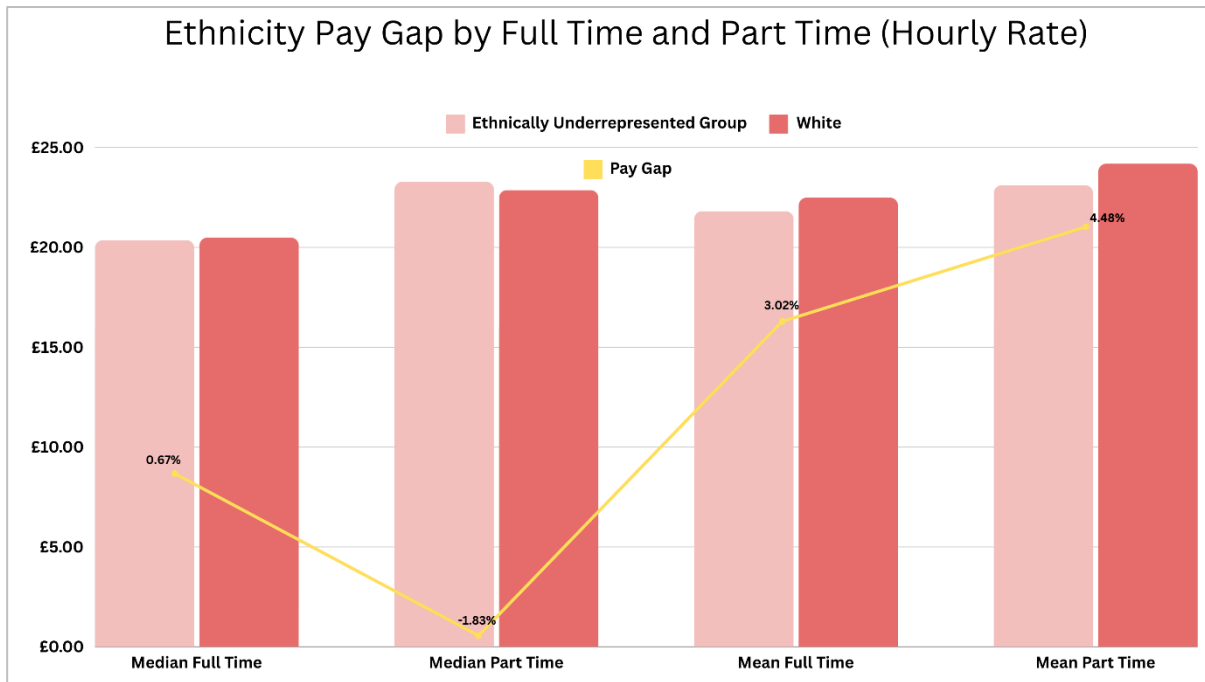


Figure 26

### 3.3 Earning quartile

3.3.1 To better show how the pay of our ethnically underrepresented groups is distributed,

the tables below (figures 27 and 28) show all salaries divided into four equal groups (quartile 1 is the lowest pay and quartile 4 the highest). As each quartile represents 25% of the workforce, it helps to show the representation of staff from underrepresented ethnic groups across each.

3.3.2 A positive pay gap for a quartile indicates White staff earn more, and negative number shows that staff from underrepresented ethnic groups earn more.

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<sup>4</sup> Reference: <sup>[1]</sup> ONS, [Ethnicity pay gaps, UK: 2012 to 2022](#), 29 November 2023

	White staff			Ethnically Under-represented Groups			
Median	Employees (%)		Hourly pay (£)	Employees (%)		Hourly pay (£)	Pay gap (%)
Quartile							
Quartile 4	1155	83.27%	£25.59	232	16.03%	£25.61	0.09%
Quartile 3	1149	82.84%	£21.79	238	15.26%	£22.06	-1.26%
Quartile 2	1151	83.04%	£20.27	235	16.55%	£20.25	0.09%
Quartile 1	1046	75.48%	£19.69	340	25.27%	£18.73	4.86%

Figure 27

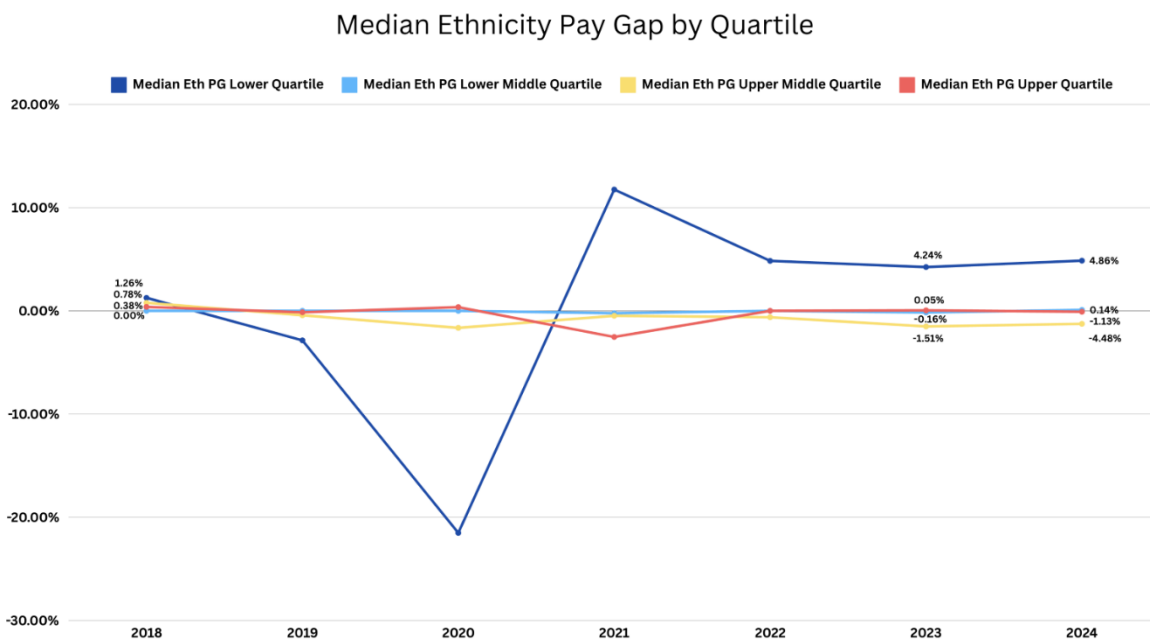


Figure 28

3.3.3 The median analysis in figures 27 and 28 has similarities to last year, with the top three quartiles showing a small pay gap between staff from underrepresented ethnic groups and their White peers. However, the bottom quartile shows a negative pay gap of 4.86% which is a slight increase from 2023 (4.24%) in favour of White staff who are earning more.

- Quartile 4: (highest salaried) staff across all race groups have nearly the same pay, with a statistically insignificant difference (-0.09%), and a difference of £0.02 per hour
- Quartile 3: staff from underrepresented ethnic groups, on average, earn £0.27 per hour more
- Quartile 2: staff across all race groups have nearly the same hourly pay, with a statistically insignificant difference (0.09%), and a difference of £0.02
- Quartile 1 (lowest salaried) White staff, on average, earn £0.96 more than staff from ethnically underrepresented groups.

	White staff			Ethnically Under-represented Groups			
Mean Quartile	Employees (%)		Hourly pay (£)	Employees (%)		Hourly pay (£)	Pay gap (%)
Quartile 4	1155	83.27%	£29.46	232	16.73%	£29.12	1.14%
Quartile 3	1149	82.84%	£21.62	238	17.16%	£21.72	-0.47%
Quartile 2	1151	83.04%	£20.27	235	16.96%	£20.26	-0.06%
Quartile 1	1046	75.47%	£18.37	340	24.53%	£18.07	1.61%

Figure 29

Mean Ethnicity Pay Gap by Quartile

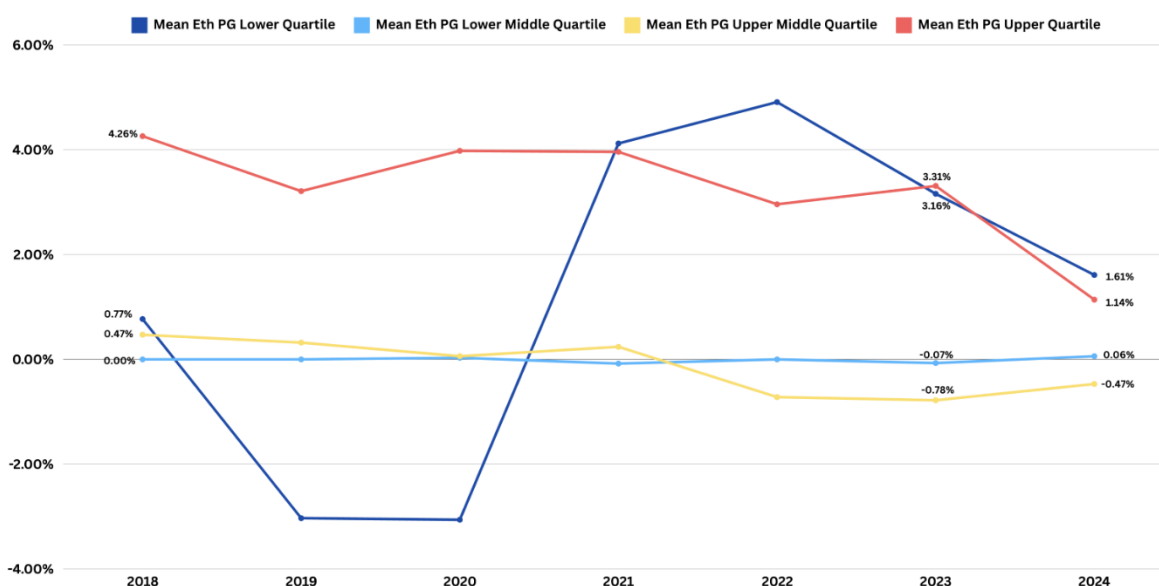


Figure 30

3.3.4 As with the median, the mean analysis in figures 29 and 30 show similarities to last year, with quartiles 2 and 3 indicating narrowing pay gap between staff from underrepresented ethnic groups and their White peers. In particular, in quartiles 1 and 4 there are positive decreases in pay gaps of over 2% from 2023 which, even though still in favour of White staff, it is decreasing the pay disparities between them and their peers from underrepresented ethnic groups.

- Quartile 4: (highest salaried) White staff, on average, earn £0.34 more per hour
- Quartile 3: staff from underrepresented ethnic groups, on average, earn £0.10 more per hour
- Quartile 2: staff across all race groups have nearly the same pay, with a statistically insignificant difference (0.06%), and a difference of £0.01 per hour

- Quartile 1 (lowest salaried) White staff, on average, earn £0.30 per hour more than staff from ethnically underrepresented groups.

3.3.5 To better identify areas of disparities in pay or under representation, further analysis is undertaken by breaking down salaries into £10,000 increments up to £100,000, with those earning more than £100,000 placed into a single group.

3.3.6 The table below (figure 31) shows the proportion of staff from ethnically underrepresented groups across each salary band of £10,000. Unlike the trend seen for women, there have not been any significant improvements in composition of ethnically underrepresented staff across any of the lower pay bands under £40,000.

3.3.7 While a large proportion of this staff group (62.21%) remain in the £40,001 to 50,000 pay band, which is a similar position for White staff, it should also be noted that there have been some increases in representation above this pay band where the composition has almost doubled from 8% in 2023 to 15% in 2024. The table below (figure 31), illustrates that there are 14 more staff from ethnically underrepresented groups earning over £80,000 in 2024 than in 2023.

3.3.8 Again, this may be likely linked to the outcomes of the 2023 pay award across all LFB roles.

All Staff Groups	Ethnically Underrepresented Groups		White staff		All staff	
	2023 (993)	2024 (1045)	2023 (4437)	2024 (4501)	2023	2024
<=£20,000	All roles at LFB attract salaries above £20,000					
£20,001 to £30,000	2.0% (20 out of 993)	1.81% (19 out of 1045)	0.5% (25 out of 4437)	0.42% (19 out of 4501)	44.4% (20 out of 45)	50% (19 out of 38)
£30,001 to £40,000	22.4% (223 out of 993)	18.94% (198 out of 1045)	9.6% (427 out of 4437)	10.24% (461 out of 4501)	34.3% (223 out of 650)	30.04% (198 out of 659)
£40,001 to £50,000	67.4% (670 out of 993)	62.21% (671 out of 1045)	75.8% (3366 out of 4437)	66.58% (2997 out of 4501)	16.6% (670 out of 4036)	18.29% (671 out of 3668)
£50,001 to £60,000	3.9% (39 out of 993)	9.66% (101 out of 1045)	6.5% (292 out of 4437)	14.73% (663 out of 4501)	11.5% (39 out of 331)	13.21% (101 out of 764)
£60,001 to £70,000	2.1% (21 out of 993)	1.81% (19 out of 1045)	3.1% (141 out of 4437)	1.93% (87 out of 4501)	12.9% (21 out of 162)	17.92% (19 out of 106)
£70,001 to £80,000	1.3% (13 out of 993)	1.53% (16 out of 1045)	2.3% (105 out of 4437)	3.06% (138 out of 4501)	12.3% (13 out of 105)	10.38% (16 out of 154)
> £80,000	0.7% (7 out of 993)	2% (21 out of 1045)	1.8% (81 out of 4437)	3.02% (136 out of 4501)	8.6% (7 out of 81)	13.37% (21 out of 157)

Figure 31

3.3.9 This is further supported by the tables below (figures 33, 35 and 37), which break down underrepresented ethnic groups across each staff group. It is particularly evident that there is an overrepresentation of staff from underrepresented ethnic groups at the rank of Fire Fighters, which are the largest employee group at LFB.

### 3.4 Workforce composition

3.4.1 The HR data shown in the table below (figure 32) indicates there are 5,826 staff working across the organisation, with 5,783 eligible for inclusion in this 2024 pay gap analysis. From this number, 95.9% staff (5,546) have declared their ethnicity, and of those 18.84% (1045) belong to an ethnically underrepresented group. This is further broken down across our three staff groups as follows:

- 112 Control: 23 (20.53%) - in 2023 this figure was 19 (17.27%)
- 944 FRS: 307 (32.52%) - in 2023 this figure was 274 (28.96%)
- 4490 Operational: 715 (15.92%) - in 2023 this figure was 707 (15.27%)

	2018	2019	2020	2021	2022	2023	2024
<b>Ethnically Underrepresented Group</b>	863	891	910	963	964	1000	1045
Further breakdown							
Asian/Asian British	158	162	167	174	177	183	203
Black/Black British	384	386	384	406	404	411	415
Mixed ethnicity	252	264	270	288	295	313	332
Other ethnic group	69	79	89	95	88	93	104
White	4600	4766	4781	4733	4502	4484	4534
Not Known	72	82	76	109	107	164	181
Prefer not to say	0	0	2	16	27	38	56
<b>Total</b>	<b>5535</b>	<b>5739</b>	<b>5769</b>	<b>5821</b>	<b>5600</b>	<b>5686</b>	<b>5826</b>
<b>%</b>	<b>15.6%</b>	<b>15.5%</b>	<b>16.0%</b>	<b>16.5%</b>	<b>17.2%</b>	<b>17.6%</b>	<b>18.8%</b>

Figure 32

3.4.2 The table above (figure 32) shows that the number of staff declaring their ethnicity has increased year on year since 2018, as has the number of staff who chose 'prefer not to say' along with the 'not known' figures, albeit only slightly and proportionally the latter remains at just over 1%.

Control staff

3.4.3 There are a total of 112 Control staff at LFB with a makeup of 20.53% of staff who have declared as belonging to an ethnically underrepresented group. The table below (figure 33) provides a breakdown showing an overrepresented in the lower role of Control Room Officer and underrepresented in the more senior roles.

Control Rank / Grade	Ethnically unrepresented groups	White staff	All staff	% of ethnically underrepresented staff at each grade
Operations Manager and above	Number too low to report	7.86% (7 out of 89)	6.25% (7 out of 112)	100% (White staff)
Assistant Operations Manager	30.43% (7 out of 24)	28.09% (25 out of 89)	28.57% (32 out of 112)	21.07% 78.12% (White staff)

Control Room Officer	69.56% (16 out of 24)	64.04% (57 out of 89)	65.17% (73 out of 112)	21.91% 78.08% (White staff)
All Control Staff	23	89	112 <sup>5</sup>	20.53% 79.46% (White staff)
%	20.53%	79.46%	100%	

Figure 33

3.4.4 The table below (figure 34) represents these findings in an alternative way, in terms of salaries. This allows further analysis to be made in terms of disparities in pay. To do so salaries have been broken down into £10,000 increments with those earning more than £40,000 placed into a single group for reasons of confidentiality due to the lower number of staff in Control.

3.4.5 Overall, it shows a slight increase in numbers of Control staff since 2023. However, proportionately more ethnically underrepresented staff (52.17%) are in roles that attract the lowest pay band below £40,000 (47.82%), and fewer hold roles attracting higher pay of over £40,000. This in comparison to White staff in Control who proportionately have seen notable changes of over 10% in positive representation across the pay bands, with 74.15% in roles attracting pay of above £40,001, and 25.04% in roles attracting pay below 40,000, which is a reduction from 36.36% in 2023.

Control Staff	Ethnically Underrepresented Groups		White staff		All staff	
	2023 (19)	2024 (23)	2023 (88)	2024 (89)	2023	2024
< £20,000	All Control roles at LFB attract salaries above £30,000					
£20,001 to £30,000						
£30,001 to £40,000	47.36% (9 out of 19)	52.17% (12 out of 23)	36.36% (32 out of 88)	25.04% (23 out of 89)	42	35
> £40,001	52.63% (10 out of 19)	47.82% (11 out of 23)	63.64% (58 out of 88)	74.15% (66 out of 89)	68	77
<b>Total</b>	<b>19 (17.75%)</b>	<b>23 (20.53%)</b>	<b>88 (82.24%)</b>	<b>89 (79.46%)</b>	<b>110</b>	<b>112</b>

Figure 34

FRS staff

3.4.6 There are a total of 995 FRS staff at LFB, and just under a third (32.52%) have declared as belonging to an underrepresented ethnic group, with the remaining (67.47%), identifying as White. The table below (figure 35) provides a breakdown showing a cluster of staff at FRS grades D and E, and the lowest representation (1.30%) at TMG level and above.

<sup>5</sup> Differences in figures may indicate that not all Control staff have declared their ethnicity (circa 2).

FRS Grades	Ethnically Underrepresented staff	White	All staff	% of ethnically underrepresented staff at each grade
TMG (and above)	Number too low to report	3.45% (22 out of 637)	Number too low to report	Number too low to report
FRS G	3.25% (10 out of 307)	6.90% (44 out of 637)	5.72% (54 out of 944)	18.51% 81.48% (White)
FRS F	7.81% (24 out of 307)	13.34% (85 out of 637)	11.54% (109 out of 944)	22.01% 77.98% (White)
FRS E	13.68% (42 out of 307)	16.79% (107 out of 637)	15.78 (149 out of 944)	28.18% 71.81% (White)
FRS D	27.03% (83 out of 307)	24.17% (154 out of 637)	25.10% (237 out of 944)	35.02% 64.97% (White)
FRS C	23.45% (72 out of 307)	24.64% (157 out of 637)	21.50% (229 out of 944)	31.44% 68.55% (White)
FRS B	23.45% (72 out of 307)	10.67% (68 out of 637)	14.83% (140 out of 944)	51.42% 48.57% (White)
<b>Total</b>	<b>307</b>	<b>637</b>	<b>944<sup>6</sup></b>	<b>32.52%</b> <b>67.47% (White)</b>
<b>%</b>	<b>32.52%</b>	<b>67.47%</b>	<b>100%</b>	

Figure 35

3.4.7 The table below (figure 36) represents these findings in an alternative way, in terms of salaries. This allows further analysis to be made in terms of disparities in pay. To do so salaries have been broken down into £10,000 increments with those earning more than £70,000 placed into a single group for reasons of confidentiality due to the low number of staff from underrepresented ethnic backgrounds in this grouping.

3.4.8 Overall, it shows an increase in numbers of FRS staff since 2023. Proportionately, there is positive changes in representation in the top three pay bands, with notable increases in staff in roles attracting pay above £50,001. The same is true for White staff, and again this could be due to the 2023 pay award across all roles in LFB.

<sup>6</sup> Differences in figures may indicate that not all FRS staff have declared their ethnicity (circa 1)

FRS Staff	Ethnically Underrepresented Groups		White staff		All staff	
	2023 (275)	2024 (307)	2023 (624)	2024 (637)	2023	2024
< £20,000	All roles at LFB attract salaries above £20,000					
£20,001 to £30,000	7.27% (20 out of 275)	6.18% (19 out of 307)	4.00% (25 out of 624)	2.98% (19 out of 637)	45	38
£30,001 to £40,000	45.09% (124 out of 275)	32.57% (100 out of 307)	33.81% (211 out of 624)	24.48% (156 out of 637)	335	256
£40,001 to £50,000	33.81% (93 out of 275)	38.43% (118 out of 307)	32.05% (200 out of 624)	36.57% (233 out of 637)	293	351
£50,001 to £60,000	5.09% (14 out of 275)	11.40% (35 out of 307)	10.41% (65 out of 624)	12.55% (80 out of 637)	79	115
£60,001 to £70,000	5.09% (14 out of 275)	5.86% (18 out of 307)	8.33% (52 out of 624)	9.89% (63 out of 637)	66	81
> £70,001	3.63% (10 out of 275)	5.53% (17 out of 307)	11.37% (71 out of 624)	13.50% (86 out of 637)	81	103

Figure 36

#### Operational staff

- 3.4.9 There are a total of 4490 Operational staff at LFB, and 15.92% have declared as belonging to an underrepresented ethnic group, with the remaining (84.08%), identifying as White.
- 3.4.10 The table below (figure 37) provides a breakdown showing a significant number of this group, nearly three quarters (73.70%) clustered at the rank of firefighter with low representation at both the top levels and also the bottom, trainee firefighter at only 1.67, which is similar to the figure for White staff at this level%.

Operational Ranks	Ethnically Underrepresented staff	White	All staff	% of ethnically underrepresented staff at each grade
Group Commander (and above)	1.53% (11 out of 715)	2.17% (82 out of 3,775)	93	11.82% 88.17% (White staff)
Station Commander	1.39% (10 out of 715)	3.15% (119 out of 3,775)	129	7.75% 92.24% (White staff)
Station Officer	3.35% (24 out of 715)	6.33% (239 out of 3,775)	263	9.12% 90.87% (White staff)
Sub Officer	9.79% (70 out of 715)	10.30% (389 out of 3,775)	459	15.25% 84.74% (White staff)
Leading Firefighter	8.53% (61 out of 715)	12.26% (463 out of 3,775)	524	11.64% 88.35% (White staff)
Firefighter	73.70% (527 out of 715)	64.15% (2422 out of 3,775)	2949	17.87% 82.12% (White staff)
Trainee Firefighter	1.67% (12 out of 715)	1.61% (61 out of 3,775)	73	17.80% 83.56% (White staff)
<b>Total</b>	<b>715</b>	<b>3,775</b>	<b>4,490</b>	15.92% 84.07% (White staff)
<b>%</b>	<b>15.92%</b>	<b>84.07%</b>	<b>100%</b>	

Figure 37

3.4.11 The table below (figure 38) represents these findings in an alternative way, in terms of salaries. This allows further analysis to be made in terms of disparities in pay. To do so salaries have been broken down into £10,000 increments with those earning more than £70,000 placed into a single group for reasons of confidentiality due to the low number of staff from underrepresented ethnic backgrounds in this grouping.

3.4.12 Overall, it shows an increase in numbers of Operational staff since 2023. Proportionately, there is positive changes in representation in the top three pay bands, with notable increases in staff in roles attracting pay above £50,001. The same is true for White staff, and again this could be due to the 2023 pay award across all roles in LFB.

Operational Staff	Ethnically Underrepresented Groups		White staff		All staff	
	2023 (699)	2024 (715)	2023 (3,725)	2024 (3,775)	2023	2024
< £20,000	All Operational roles at LFB attract salaries above £30,000					
£20,001 to £30,000						
£30,001 to £40,000	12.87% (90 out of 699)	12.02% (86 out of 715)	4.93% (184 out of 3,725)	7.47% (282 out of 3,775)	274	368
£40,001 to £50,000	81.54% (570 out of 699)	75.94% (543 out of 715)	83.94% (3127 out of 3,725)	72% (2718 out of 3,775)	3697	3261
£50,001 to £60,000	3.14% (22 out of 699)	9.09% (65 out of 715)	5.71% (213 out of 3,725)	14.99% (566 out of 3,775)	235	631
£60,001 to £70,000	1.00% (7 out of 699)	0.13% (1 out of 715)	2.38% (89 out of 3,725)	0.63% (24 out of 3,775)	96	25
> £70,001	1.43% (10 out of 699)	2.79% (20 out of 715)	3.01% (112 out of 3,725)	4.90% (185 out of 3,775)	122	205

Figure 38

## 4 Disability

### 4.1 Overall Summary

4.1.1 At LFB, currently staff self-declare whether they consider themselves to have a disability and are not required to provide any further information about the nature of their disability nor whether it is physical, psychological or cognitive.

4.1.2 In this report, the disability pay gap is calculated by comparing the overall pay of staff with disabilities against staff without.

Figure 39

4.1.3 As of 31 March 2024, the figures show that the median disability pay gap is -0.15%, which is

	Median			Mean		
	Median pay gap (2023)	Median pay gap (2024)	Median pay gap (% point change)	Mean pay gap (2023)	Mean pay gap (2024)	Mean pay gap (% point change)
<b>Disability</b>						
With disabilities vs without	-0.78%	-0.15%	Decreased by 0.63%	-2.83%	-0.83%	Decreased by 2.00%

marginal decrease of 0.63% compared to last year (2023) and the mean is 0.83%, notably up by 2.00% from 2023.

4.1.4 Overall, there's a positive trend (Figures 40 and 41) in favour of staff with disabilities, who are earning slightly more. However, the difference between last year and this year is that there has been a decrease in the pay gap for staff with disabilities, this year earning less than last year. Though they still earn slightly more than staff without disabilities. This small decrease of 2.00% in pay gap may be related to a 0.73% drop in disclosure between last year and this year.

4.1.5 Figure 40 below shows an overall median pay gap in this group which is in favour of staff with disabilities in the last three years.

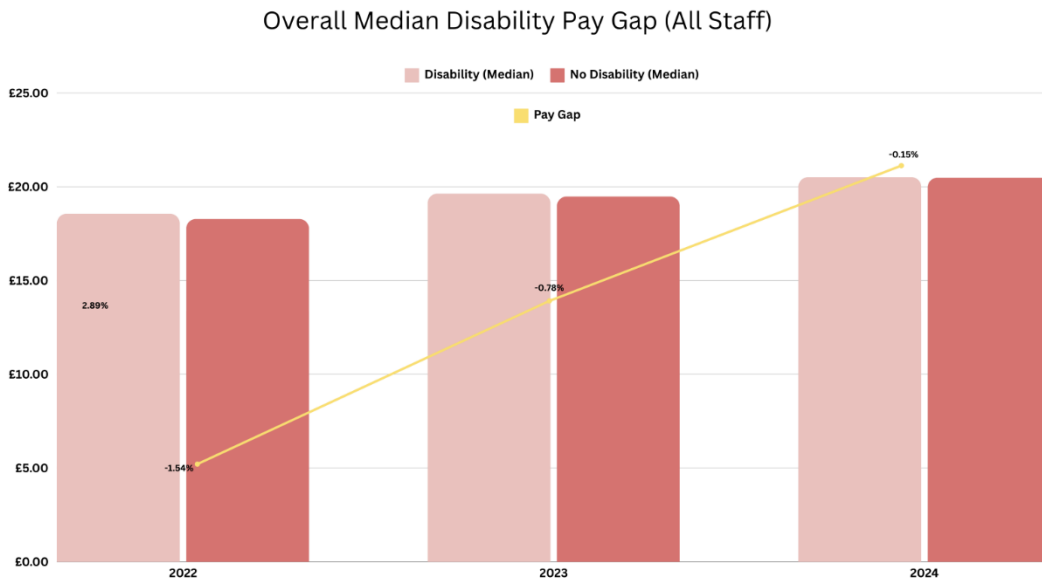


Figure 40

4.1.6 Figure 41 shows the overall mean pay gap in this group in favour of staff with disabilities, however, there was a drop disadvantaging staff with disabilities by 2% in 2024.

### Overall Mean Disability Pay Gap (All Staff)

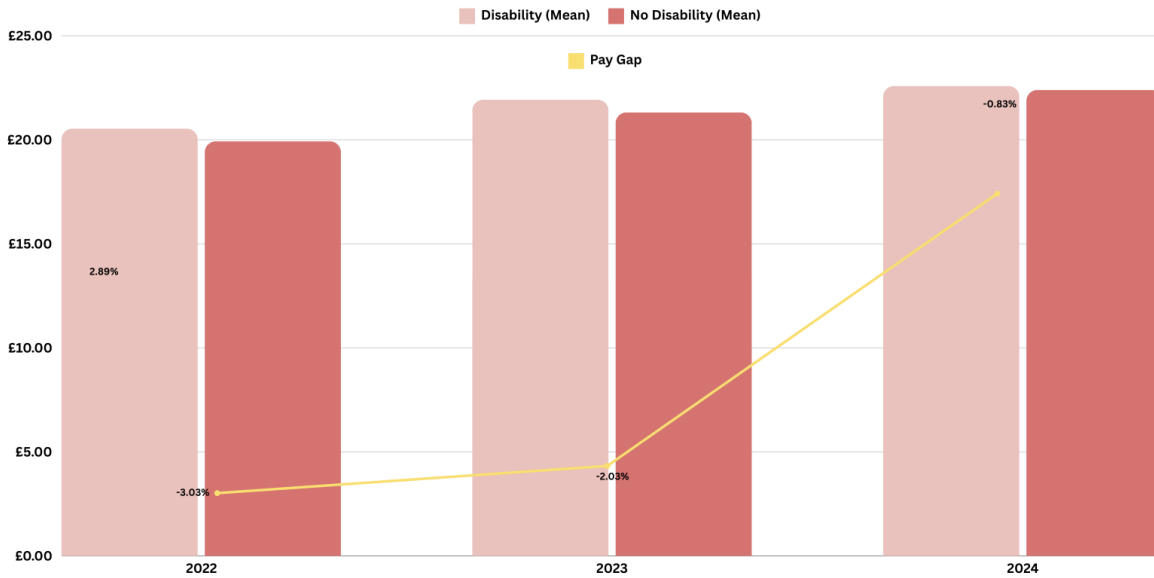


Figure 41

4.1.7 An analysis of trends for each staff group across the past six years cannot be provided as LFB only started collecting this dataset in 2022, therefore, a three-year analysis is provided below. The graphs below (figures 42 and 43) show the median and mean disability pay gaps for staff across our three occupational groups. They are helpful to identify trends in pay across the past three years.

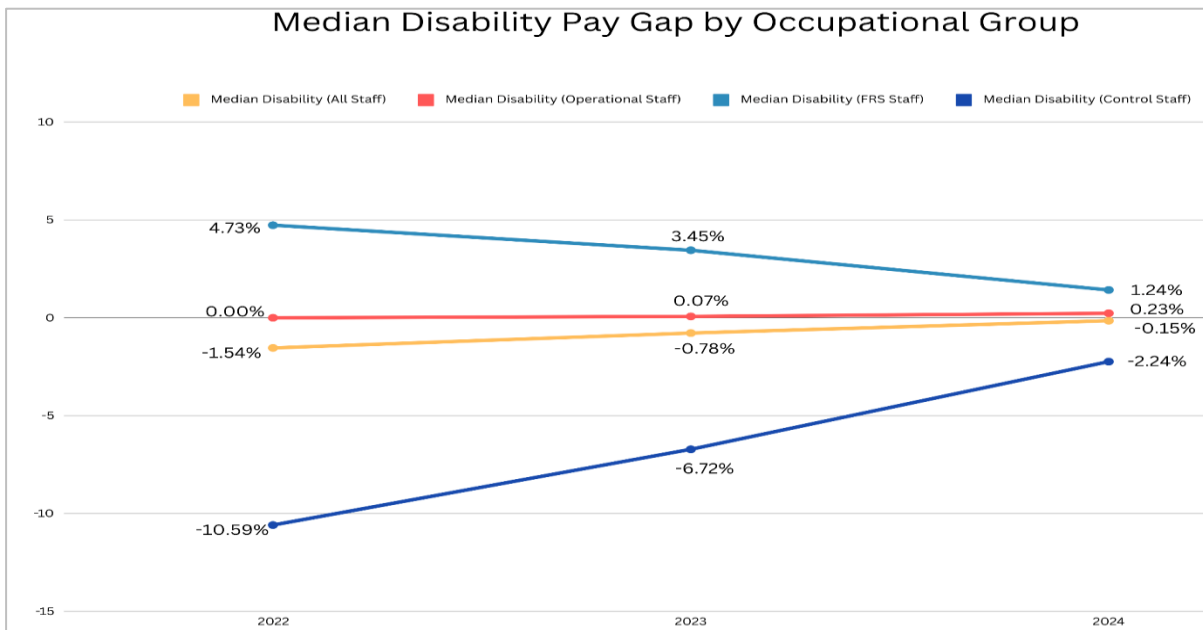


Figure 42

4.1.8 The graph above (figure 42) shows an overall decrease in the median disability pay gap, with it currently standing at -0.15 %, in favour of staff with disabilities.

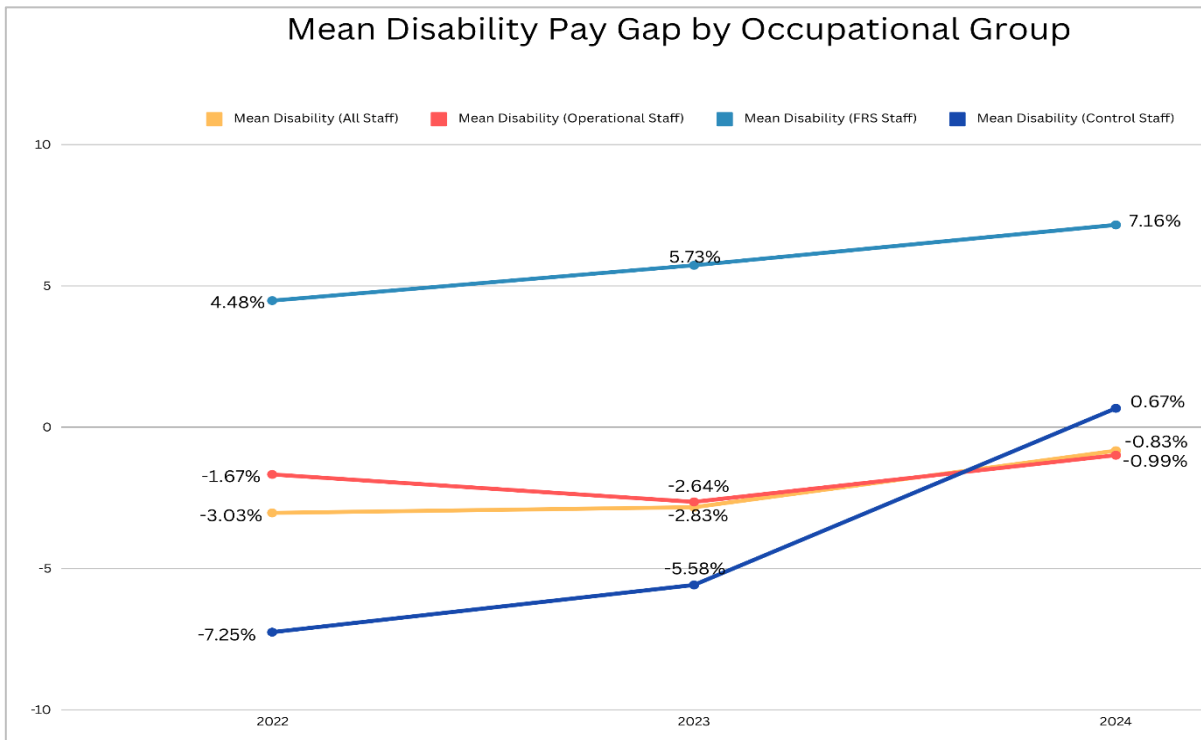


Figure 43

4.1.9 The graph above (figure 43) shows an overall increase in the mean disability pay gap, with it currently standing at -0.83 %, in favour of staff with disabilities.

Control staff

4.1.10 For Control staff, there is a steady increase in the pay gap. The median currently stands at -2.24%, which is in favour of staff with disabilities, while the mean pay gap is 0.67% in favour of staff without disabilities, whose mean hourly earnings are £0.16 more than their peers in Control roles.

FRS staff

4.1.11 For FRS staff, there is an incline in the pay gap. The median currently stands at 1.24% and the mean has increased to 7.16%, which is in favour of staff without disabilities, whose mean hourly earnings are £1.93 more than their peers in FRS roles.

Operational staff

4.1.12 For Operational staff, there is almost parity in the pay gap for staff with and without disabilities. The median currently stands at 0.23% and the mean has decreased to -0.99%, which is in favour of staff with disabilities, whose mean hourly earnings are £0.21 more than their peers in Operational roles.

4.1.13 In 2023, the latest year for which data has been published, the national (UK) median disability pay gap for all workers was 12.7%<sup>7</sup>. The median disability pay gap for workers in London in 2023 was 7.4%. Our median disability pay gap in 2024 is lower than the most recently published national and London averages.

<sup>7</sup> ONS, Disability pay gaps in the UK:17 October 2024 ([Raw disability pay gaps, UK - Office for National Statistics](#))

## 4.2 Full-time/part time status

4.2.1 Further analysis (figure 44) shows that while overall the pay gap has notably decreased narrowing the pay to 1.67% (median), and 3.56%, it remains in favour of staff without disabilities.

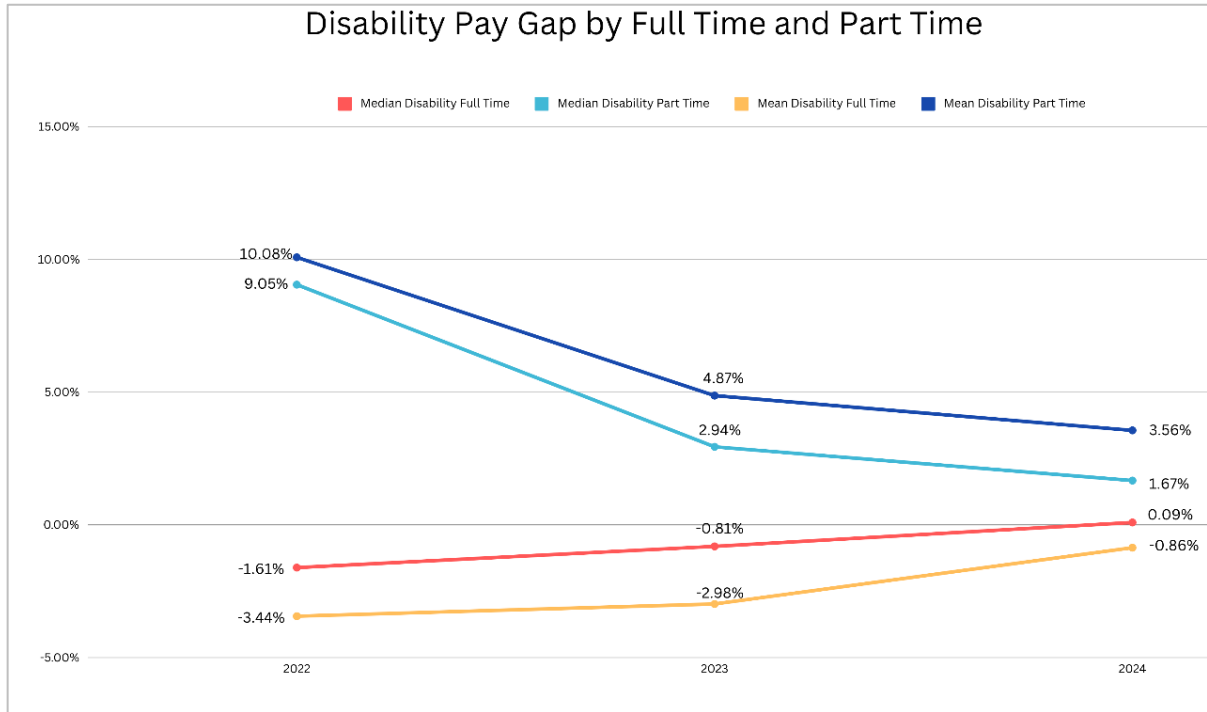


Figure 44

## 4.3 Earning quartile

4.3.1 To better show how the pay of staff with disabilities are distributed, the table below (figures 45 and 47) shows all salaries divided into four equal groups (quartile 1 is the lowest pay and quartile 4 the highest). As each quartile represents 25% of the workforce, it helps to show the representation and thus the distribution of pay for this group of staff.

4.3.2 A positive pay gap for a quartile indicates staff without disabilities earn more, and negative number shows that conversely, staff with disabilities earn more.

Median Quartile	Without Disability		With Disability			Pay gap (%)	
	Employees (%)	Hourly pay (£)	Employees (%)	Hourly pay (£)	Hourly pay (£)		
Quartile 4	1238	89.13%	£25.59	151	10.87%	£25.92	-1.30%
Quartile 3	1285	92.51%	£21.88	104	7.49%	£22.05	-0.78%
Quartile 2	1284	92.44%	£20.27	105	7.56%	£20.27	-0.02%
Quartile 1	1245	89.63%	£19.68	144	10.37%	£19.04	3.24%

Figure 45

### Median Disability Pay Gap by Quartile

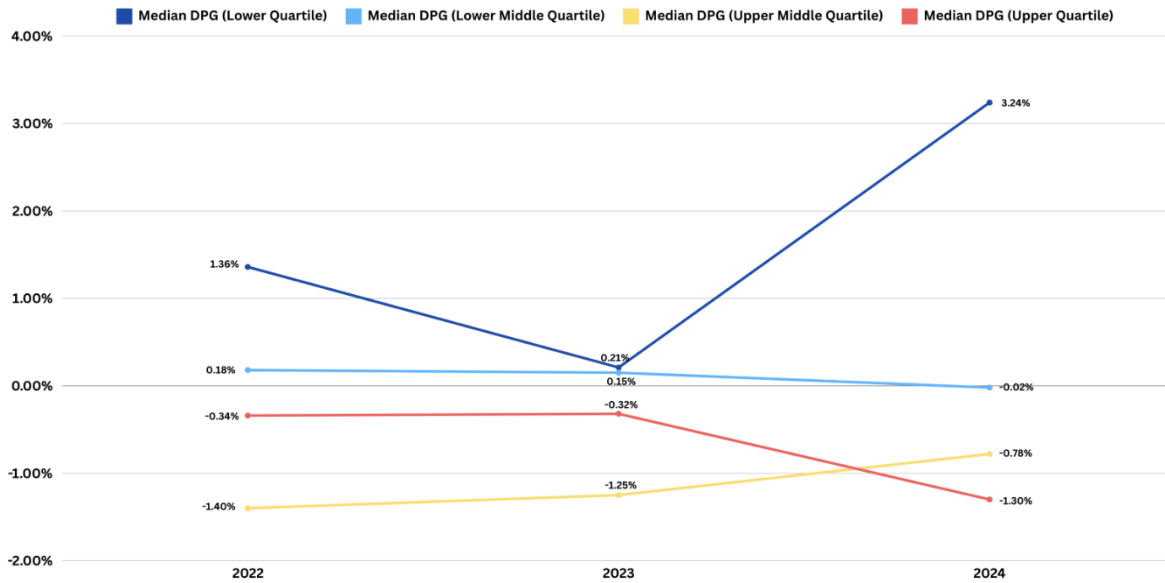


Figure 46

4.3.3 The pay gap in the Median Lower Quartile has increased by 3.03 percentage points in favour of staff without disabilities who, on average are now earning £1.47 more per hour than their peers.

- Quartile 4: (highest salaried) staff with disabilities earn, on average, earn £0.33 more per hour
- Quartile 3: staff with disabilities earn slightly more, on average £0.17 per hour.
- Quartile 2: staff with and with and without disabilities have the same pay
- Quartile 1 (lowest salaried) staff with disabilities, on average, earn £0.64 less than staff without disabilities.

Mean Quartile	Without Disability		With Disability		Pay gap (%)
	Employees (%)	Hourly pay (£)	Employees (%)	Hourly pay (£)	
Quartile 4	1238 89.13%	£29.42	151 10.87%	£28.95	1.60%
Quartile 3	1285 92.51%	£21.64	104 7.49%	£21.76	-0.53%
Quartile 2	1284 92.44%	£20.27	105 7.56%	£20.27	0.03%
Quartile 1	1245 89.63%	£18.36	144 10.37%	£18.17	1.01%

Figure 47

### Mean Disability Pay Gap by Quartile

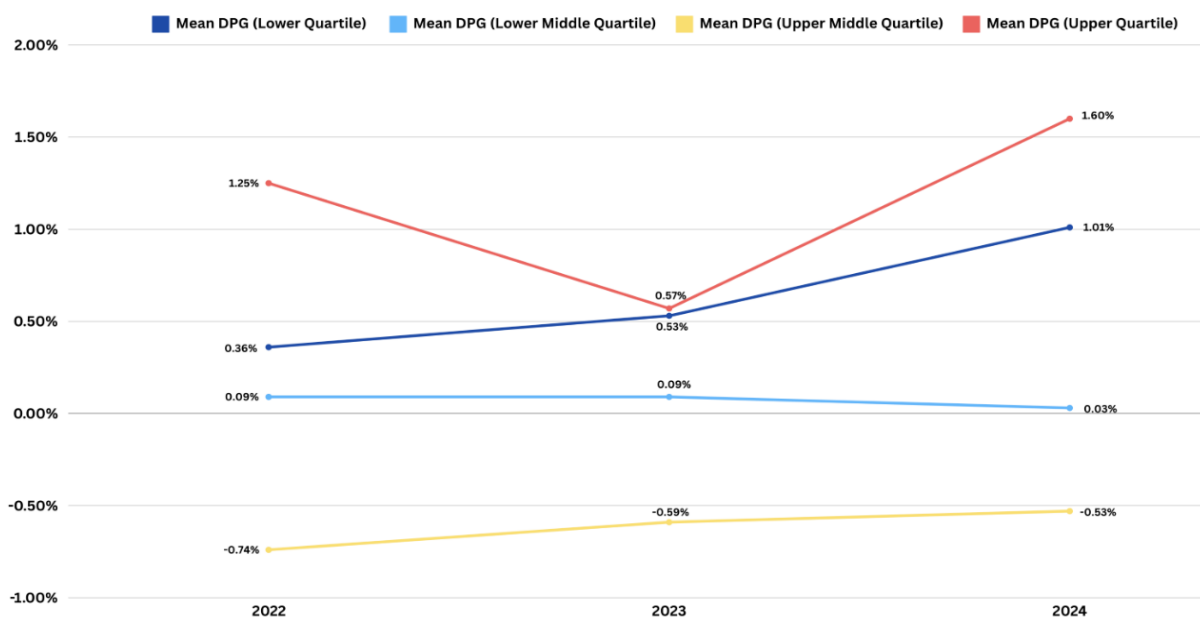


Figure 48

4.3.4 As with the median, the mean analysis given in figures 47 and 48 has similarities to last year, with quartiles 2 and 3 showing narrowing pay gap between staff with disabilities and those without. The pay gap in the lowest and highest quartiles have both slightly widened in favour of staff without disabilities.

- Quartile 4: (highest salaried) staff without disabilities earn, on average, earn £0.47 per hour more than their peers
- Quartile 3: staff with and without disabilities have practically no pay gap, with the former earning £0.12 more per hour
- Quartile 2: staff with and with and without disabilities have the same pay
- Quartile 1 (lowest salaried) staff with disabilities, on average, earn £0.19 less per hour than staff without disabilities

4.3.5 To further examine any disparities in pay for staff with disabilities, we break our analysis down even further to identify where there may be an over or under-representation in an area of pay. To do so, salaries are broken down into £10,000 increments up to £100,000, with those earning more than £100,000 placed into a single group.

4.3.6 The table below (Figure 49) represents the percentage of staff with disabilities at each pay band, which varies each year due to staff movement. These figures are not representative of the total number of staff, which has increased by 30 over the past year. The overall number of staff with disabilities has risen from 474 last year to 504 this year, showing a positive trend, especially considering it was 431 in 2020/2021.

Payband	2022	2023	2024
<=£20,000	All roles at LFB attract salaries above £20,000		
£20,001 to £30,000	8.3%	10.0%	5.4%
£30,001 to £40,000	7.8%	12.71%	13.4%

£40,001 to £50,000	7.9%	7.4%	8.3%
£50,001 to £60,000	12.8%	13.3%	9.1%
£60,001 to £70,000	8.5%	10.6%	10.5%
£70,001 to £80,000	14.1%	12.60%	10.8%
£80,001 to £90,000	6.9%	13.51%	11.8 %
£90,001 to £100,000	25.0%	20.0%	11.1%
£100,001 >	5.3%	0.0%	2.7%

Figure 49

#### 4.4 Workforce composition

4.4.1 Our HR data indicates there are 504 staff (9.07%) working across the organisation who have declared a disability. This figure has increased from 2023, where 8.47% of staff (474) were recorded as having a disability. This is further broken down across our three staff groups as follows:

- 112 Control: 15 (13.39%) - in 2023 this figure was 11 (10.07%)
- 935 FRS: 127 (13.58%) - in 2023 this figure was 125 (13.20%)
- 4509 Operational: 362 (8.03%) - in 2023 this figure was 338 (7.37%)

	2022	2023	2024
Disabled	442	474	504
Not Disabled	4998	4975	5052

Figure 50

4.4.2 In comparison, 9.07% LFB staff (504 out of 5,556) have declared disabilities.

#### Control

4.4.3 There are 112 staff eligible for reporting under disabilities in Control. Fifteen staff have declared disabilities, which represents 13.39% of the eligible group, with a relatively proportionate distribution across all roles. These figures are similar to 2023, and a further breakdown of their composition is shown in the table below (Figure 51).

Control Staff	Disability	No Disability	All staff	% of staff with disabilities at each grade
Assistant Operations Manager and above	46.66% (7 out of 15)	34.02% (33 out of 97)	345.71% (40 out of 112)	17.5% (disabilities) 82.5% (non-disabilities)
Control Room Officer	53.33% (8 out of 15)	65.97% (64 out of 97)	64.28% (72 out of 112)	11.11% (disabilities) 88.88% (non-disabilities)
<b>All Control Staff</b>	<b>15</b>	<b>97</b>	<b>112</b>	<b>13.39%</b> (disabilities) <b>86.60%</b> (non-disabilities)

Figure 51

#### FRS staff

4.4.4 There is a total of 935 eligible staff for reporting under disabilities in FRS in 2023/24. There are 127 staff who declared disabilities (which represents 13.58% of the eligible group), with a relatively proportionate distribution across all roles, with fewer staff with disabilities at the most senior positions at LFB. A further breakdown of their composition is shown in the table below (figure 52).

FRS Staff	Disability	No Disability	All staff	% of staff with disabilities at each grade
TMG and above	Number too low to report	2.97% (24 out of 808)	Number too low to report	Number too low to report
FRS G	Number too low to report	6.31% (51 out of 808)	Number too low to report	Number too low to report
FRS F	9.44% (12 out of 127)	11.75% (95 out of 808)	11.44% (107 out of 935)	12.21% (disabilities) 88.78% (non-disabilities)
FRS E	14.96% (19 out of 127)	16.33% (132 out of 808)	16.14% (151 out of 935)	12.58% (disabilities) 87.41% (non-disabilities)
FRS D	25.19% (32 out of 127)	23.88% (193 out of 808)	24.06% (225 out of 935)	14.22% (disabilities) 85.77% (non-disabilities)
FRS C/D	Number too low to report	Number too low to report)	Number too low to report	Number too low to report
FRS C	24.40% (31 out of 127)	21.28% (172 out of 808)	21.71% (203 out of 935)	15.27% (disabilities) 84.72% (non-disabilities)
FRS B/C	Number too low to report	2.72% (22 out of 808)	Number too low to report	Number too low to report
FRS B	18.89% (24 out of 127)	14.10% (114 out of 808)	14.75% (138 out of 935)	17.39% (disabilities) 82.60% (non-disabilities)
<b>All FRS Staff</b>	<b>127</b>	<b>808</b>	<b>935</b>	<b>13.58%</b> (disabilities) <b>86.41%</b> (non-disabilities)

Figure 52

#### Operational staff

4.4.5 There is a total of 4,509 operational staff eligible for reporting under disability in operations. Of these, 362 staff have declared disabilities, which represents 8.02% of the eligible group. There is a higher distribution at the level of Leading Firefighter (36) and a very high distribution at the level of Firefighter (235). Across all roles, the number of staff with disabilities increases at the most senior operational positions at LFB, which is the opposite of the trend in FRS roles. A further breakdown of their composition is shown in the table below (Figure 53).

Operational Staff	Disability	No Disability	All staff	% of staff with disabilities at each grade
Group Commander And above	3.31% (12 out of 362)	1.92% (80 out of 4,147)	2.04% (92 out of 4,509)	13.04% (disabilities) 86.95% (non-disabilities)
Station Commander	4.14% (15 out of 362)	2.79% (116 out of 4,147)	2.90% (131 out of 4,509)	11.45% (disabilities) 88.54% (non-disabilities)
Station Officer	8.28% (30 out of 362)	5.76% (239 out of 4,147)	5.96% (269 out of 4,509)	11.15% (disabilities) 88.84% (non-disabilities)
Sub Officer	7.73% (28 out of 362)	10.48% (435 out of 4,147)	10.26% (463 out of 4,509)	6.04% (disabilities) 93.95% (non-disabilities)
Leading Firefighter	9.94% (36 out of 362)	11.83% (491 out of 4,147)	11.68% (527 out of 4,509)	6.83% (disabilities) 93.16% (non-disabilities)
Firefighter	64.91% (235 out of 362)	65.61% (2721 out of 4,147)	65.55% (2956 out of 4,509)	7.94% (disabilities) 92.05% (non-disabilities)
Trainee Firefighter	1.65% (6 out of 362)	1.56% (65 out of 4,147)	1.57% (71 out of 4,509)	8.45% (disabilities) 91.54% (non-disabilities)
<b>All Operational Staff</b>	<b>(362)</b>	<b>(4,147)</b>	<b>(4,509)</b>	<b>8.02% (disabilities)</b> <b>91.97% (non-disabilities)</b>

Figure 53

## 5 Intersectional and other analysis

In completing our report, we have also undertaken intersectionality analysis which examines whether staff experience additional disadvantage if they hold more than one protected characteristic. This shows how people's identities can overlap, which can sometimes create compounding experiences of disadvantage. Please note that due to the overall lower numbers of staff with intersecting characteristics, all results should be viewed with caution, and considered against the main findings of the whole report. This section looks at pay gaps by:

- gender and ethnicity;
- gender and disability; and,
- ethnicity and disability.

### 5.1 Gender and ethnicity

5.1.1 As of 31st March 2024, the table below (Figure 54) shows that the median ethnicity-gender pay gap is -9.36% and the mean is -6.3%, both in favour of women from ethnically underrepresented groups. For men, the median is 0.83% and the mean is 5.06%, both in favour of White men.

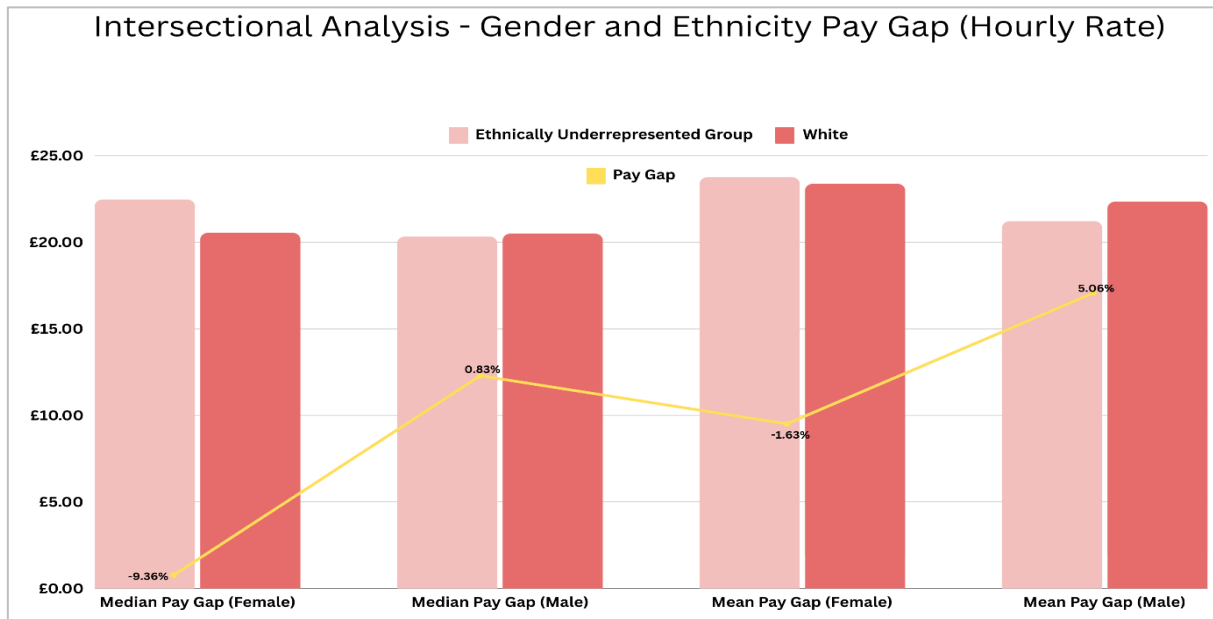


Figure 54

	Median Pay Gap (Female)	Mean Pay Gap (Female)	Median Pay Gap (Male)	Mean Pay Gap (Male)
Ethnically Underrepresented Group Hourly Pay	£22.47	£23.76	£20.33	£21.22
White Hourly Pay	£20.55	£23.38	£20.50	£22.35
<b>Pay Gap</b>	<b>-9.36%</b>	<b>-1.63%</b>	<b>0.83%</b>	<b>5.06%</b>

Figure 55

Women

5.1.2 When broken down further for women from the categories of Asian or Asian British, Black or Black British or Mixed and Other, the graph below (figure 56) shows that women from Asian or Asian British, Black or Black British backgrounds have the most pronounced pay gap across the group, which is in their favour.

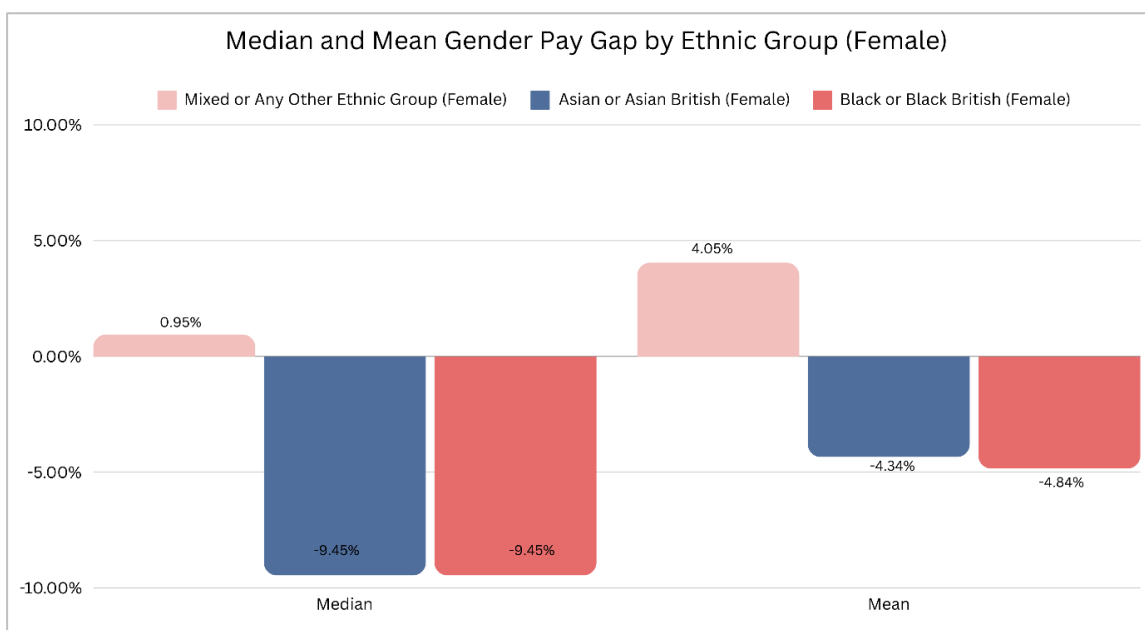


Figure 56

5.1.2 The table below (figure 57) shows that women from Asian or Asian British, Black or Black British backgrounds have the most pronounced pay gap across the group which is in their favour, earning a mean average of £1.13 and £1.02 more than their White peers, respectively. For women that are from Mixed and Other backgrounds, this is the opposite and they earn £0.95.

	Median Pay Gap (Female)	Mean Pay Gap (Female)
Black or Black British Hourly Pay	£22.49	£24.51
White Hourly Pay	£20.55	£23.38
<b>Pay Gap</b>	<b>-9.45%</b>	<b>-4.84%</b>
Asian or Asian British Hourly Pay	£22.49	£24.40
White Hourly Pay	£20.55	£23.38
<b>Pay Gap</b>	<b>-9.45%</b>	<b>-4.34%</b>
Mixed or Any Other Ethnic Group Pay	£20.36	£22.43
White Hourly Pay	£20.55	£23.38
<b>Pay Gap</b>	<b>0.95%</b>	<b>4.05%</b>

Figure 57

Men

5.1.3 Likewise, when broken down further for men from the categories of Asian or Asian British, Black or Black British or Mixed and Other, the graph below (figure 58) shows that men from Black or Black British, and Mixed and Other backgrounds have the most pronounced mean pay gap across the group, which is not in their favour. These results are similar to the results of the 2023 pay gap analysis and apply across both LFB Operational and FRS staff groups.

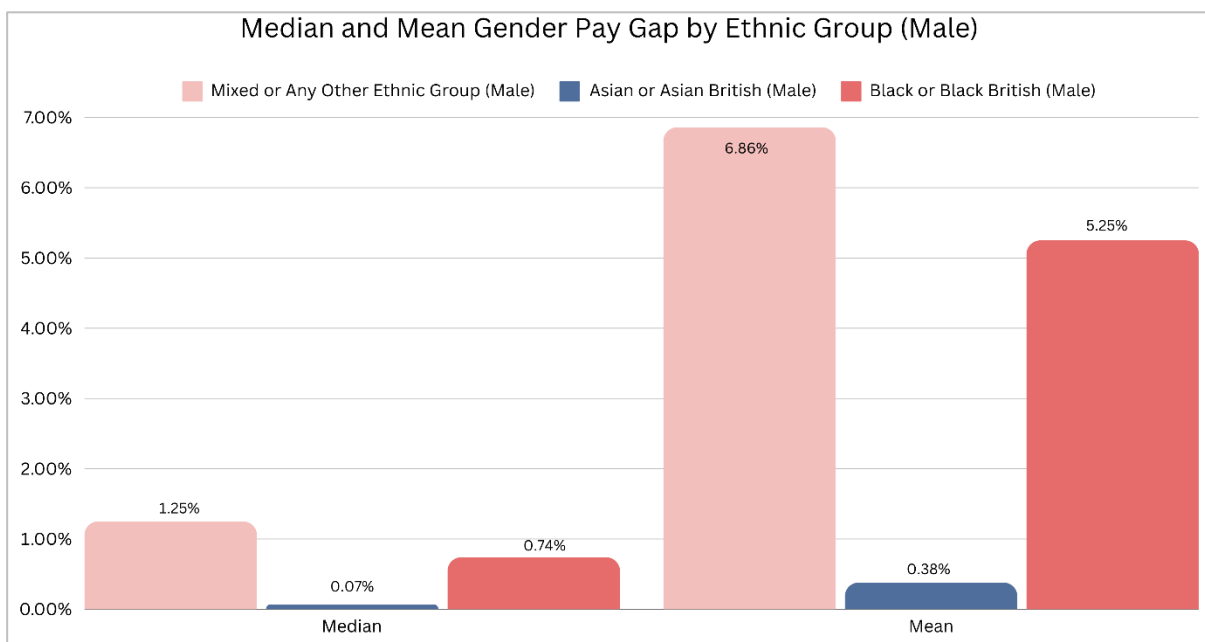


Figure 58

5.1.4 The table below (figure 59) shows that men from British, Black or Black British and Mixed and Other backgrounds have the most pronounced pay gap across the group, earning a mean average of £1.17 and £1.53 less than their White peers, respectively. For men that are from Asian or Asian backgrounds, there is a minimal pay gap of only 0.38% in favour of White peers.

	Median Pay Gap (Male)	Mean Pay Gap (Male)
Black or Black British Hourly Pay	£20.35	£21.18
White Hourly Pay	£20.50	£22.35
<b>Pay Gap</b>	<b>0.74%</b>	<b>5.25%</b>
Asian or Asian British Hourly Pay	£20.48	£22.27
White Hourly Pay	£20.50	£22.35
<b>Pay Gap</b>	<b>0.07%</b>	<b>0.38%</b>
Mixed or Any Other Ethnic Group Pay	£20.24	£20.82
White Hourly Pay	£20.50	£22.35
<b>Pay Gap</b>	<b>1.25%</b>	<b>6.86%</b>

Figure 59

## 5.2 Ethnicity and disability

5.2.1 As of 31 March 2024, the graph below (figure 60) shows the overall median disability pay gap for staff from underrepresented ethnic backgrounds is -0.30%, and -0.05% for White staff. The mean disability pay gap for staff from underrepresented ethnic backgrounds is -2.15%, and -0.59% for White staff. This indicates only minimal pay gaps across this group.

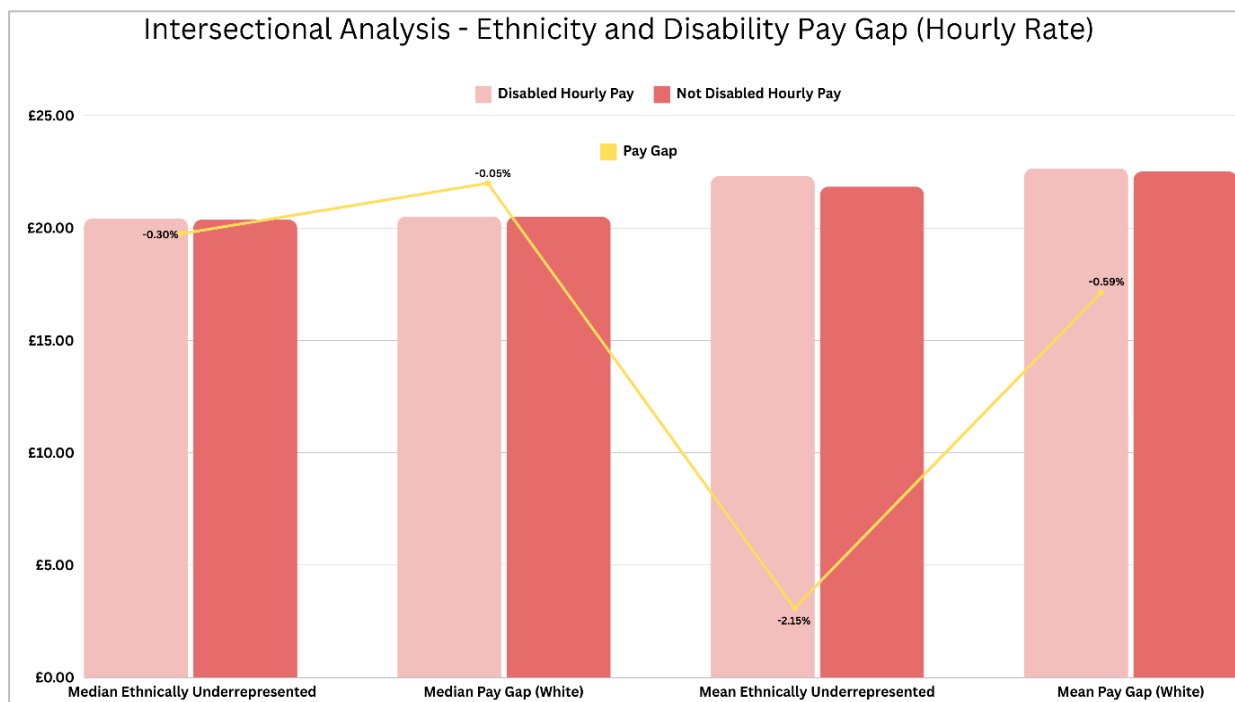


Figure 60

5.1.2 The table below (figure 61) shows that staff with disabilities from an underrepresented ethnic group earn a mean average of £0.34 less than their White peers.

	Median (Ethnically Underrepresented Group)	Median (White)	Mean (Ethnically Underrepresented Group)	Mean (White)
Disability Hourly Pay	£20.43	£20.51	£22.31	£22.65
Without Disabled Hourly Pay	£20.37	£20.50	£21.84	£22.51
<b>Pay Gap</b>	<b>-0.30%</b>	<b>-0.05%</b>	<b>-2.15%</b>	<b>-0.59%</b>

Figure 61

### 5.3 Gender and disability

5.3.1 As of 31 March, the table below (Figure 62) shows that the median pay gap for women with disabilities is -5.23%, meaning the gap is in favour of women with disabilities, while the mean pay gap is 2.10%, in favour of women without disabilities. For men with disabilities, the median pay gap is 0.32%, in favour of men without disabilities, and the mean pay gap is -1.12%, in favour of men with disabilities.

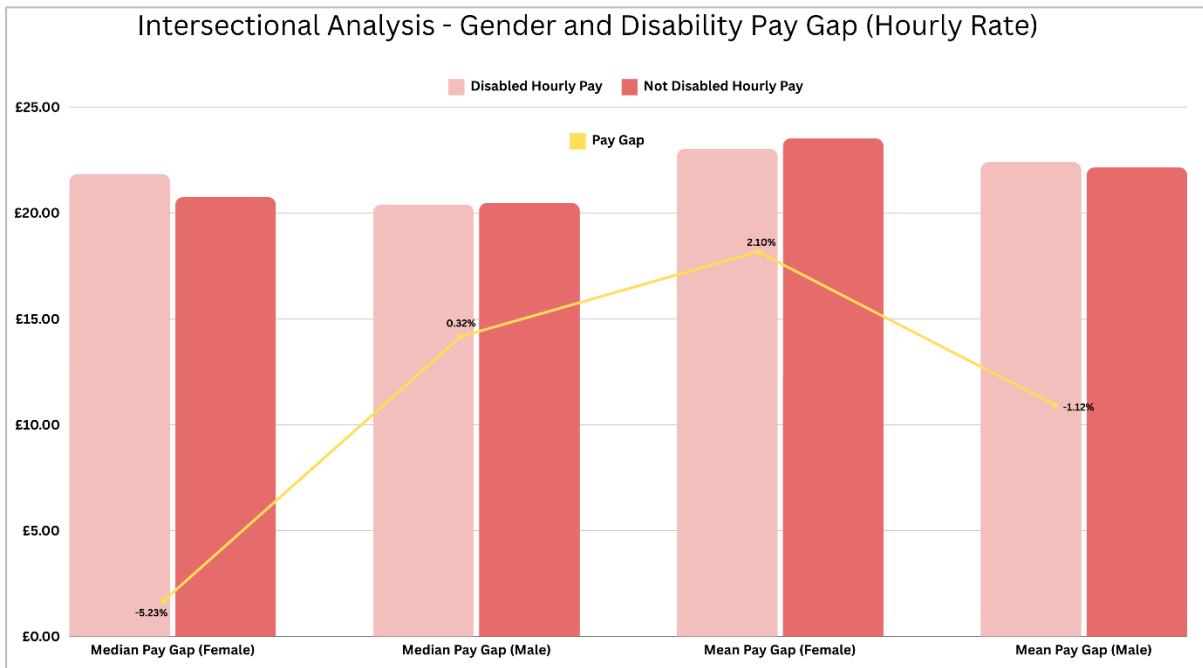


Figure 62

5.3.2 The table below (figure 63) shows that on average women with disabilities earn a mean average of £0.49 and £0.25 less than men with disabilities.

	Median Pay Gap (Female)	Mean Pay Gap (Female)	Median Pay Gap (Male)	Mean Pay Gap (Male)
Disability Hourly Pay	£21.83	£23.03	£20.40	£22.40
Without Disability Hourly Pay	£20.75	£23.52	£20.47	£22.15
<b>Pay Gap</b>	<b>-5.23%</b>	<b>2.10%</b>	<b>0.32%</b>	<b>-1.12%</b>

Figure 63

## 6 Conclusion

The results of this report show that at LFB, the gender, ethnicity and disability pay gaps are narrow and compare favourably to both the national (UK) and London position. According to the ONS,<sup>8</sup> in 2023 the national gender pay gap was 14.3%, and in 2022 the mean disability pay gap was 13.8%.

Due to the nature of staff changes resulting from recruitment, exits, and similar factors, fluctuations in pay gaps of up to 5% should always be expected. However, where the pay gap is as narrow as in the case of LFB, focusing solely on percentage changes may not always reveal underlying issues or be of statistical relevance.

Therefore, it remains important at LFB that longer-term trends, beyond the statutory annual pay gap report, are actively monitored to identify any potential risks of widening pay gaps.

The primary challenge in pay gap reporting for LFB lies in the fact that, despite minimal pay gaps and,

<sup>8</sup> [Employment and labour market - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

in many cases, favorable outcomes for women, ethnically underrepresented groups, and staff with disabilities, a significant disproportion in composition remains. This issue is distinct from the pay system itself and requires a comprehensive, organisation-wide effort to implement coordinated actions aimed at achieving a more proportionate representation of underrepresented groups.

### **Gender**

- In summary, overall, analysis shows that the gender pay gap has increased slightly since 2023, in favour of women who are currently earning on average an hourly salary of £1.41 more than men. This aligns with the trend over the last six years of a narrowing gender pay gap.
- This overall increase in the gender pay gap in 2024 may be due to a small increase in the number of women in roles attracting a higher salary than in 2023, especially in the Control and FRS staff groups.

### **Ethnicity**

- In summary, overall, analysis shows that, the ethnicity pay gap has decreased since 2023, with staff from underrepresented ethnic groups currently earning a mean hourly salary of £0.68 less than White staff. This is contrary to the overall trend over the last six years which shows a steadily increase in the ethnicity pay gap in favour of White staff.
- This overall increase in the ethnicity pay gap in 2024 may be due to a notable statistical increase in the number of staff from underrepresented ethnic groups in roles across the organisation that attract a higher salary than in 2023. It should be noted however, that this group still remains underrepresented at higher grades across LFB, In comparison to their White peers.

### **Disability**

- In summary, overall, analysis shows that, the disability pay gap has decreased since 2023, with staff with disabilities currently earning a mean hourly salary of £0.19 less than staff without. This aligns with the trend over the last three years of a narrowing disability pay gap.

## Appendix 2: LFB Pay Gap 2024 Action Plan

Improving pay gaps is not always a simple issue and goes beyond simply looking at pay. This action plan seeks to address the root causes to tackle disparities in pay, including issues of over or under representation, and improve the employee experience for all staff across the entire organisation.

The refreshed LFB Diversity, Equity and Inclusion Strategy (2024-2029)<sup>9</sup> is underpinned by the strategic aim of embedding equality across the organisation, in all LFB business areas, processes, policies and practices, through ensuring all staff understand their obligations under the Public Sector Equality Duty, and the need to have due regard to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and,
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This action plan will contribute to achieving this by improving LFB’s data gathering and analysis processes, diligently addressing issues with composition and progression where there are issues of under or over representation and also improving culture through embedding diversity, equity and inclusion across the organisation. Delivering the activities is a big programme of work with multiple interdependencies, and as such will be subject to continuous review and reporting of progress against the NFCC maturity model<sup>10</sup> and GLA Action Standard<sup>11</sup>.

### • Issue a - Improve disclosure rates

While this report shows that disclosure rates for Ethnicity and Disability groups remain high, at above 95%, and consistently 100% for Gender, the data indicates that declaration rates for both ethnicity and disability are the lowest they’ve been in three years, suggesting that more people are choosing not to disclose these aspects of their identity to the organisation. The reason for this may be the limited options in the monitoring questions for protected characteristics.

This issue has been recognised, and new monitoring questions have already been created and approved, with implementation planned for the beginning of 2025 across the entire organisation. A communication campaign is planned to familiarise the workforce with these new questions.

Action	Activity	Outcomes
i) Changes to ethnicity categories	Following consultation with staff, additional race and disability	Increased participation rates with fewer staff

<sup>9</sup> [Diversity and inclusion | London Fire Brigade](#)

<sup>10</sup> [NFCC Maturity-Model Interactive-PDF](#)

<sup>11</sup> [Date \(london.gov.uk\)](#)

<b>ii) Changes to disability categories</b>	categories will be provided to provide individuals with greater choices to identify with, this will include neurodiversity options.	recorded as 'not known' or 'prefer not to say' in relation to race and disabilities.
<b>iii) Create a communications plan, including a toolkit, for roll out across LFB and</b>	Staff will be actively encouraged to complete disclosures through explaining to them its uses, dispelling myths and helping them to understand the important role it plays in driving improvements for all staff.	
<b>iv) Introduction of a 'DEI employee life cycle' dashboard</b>	<p>A data dashboard will be developed to cover the employee lifecycle from outreach to exit to identify disparities in opportunities, experience and outcomes.</p> <p>Even though excluded from the pay gap analysis, it aims to also include information about agency and voluntary staff.</p>	<p>Quarterly reporting will be provided with specific focus on gender, ethnicity and disability.</p> <p>The dashboard should provide useful insights into specific issues that are affecting the different staff groups. This will direct interventions and allow deeper analysis in subsequent pay gap reports.</p>

• **Issue b – Improving composition and progression of underrepresented staff groups**

While this report shows gender, ethnicity and disability pay gaps that compare favourably to both the national (UK) and London position, it also uncovers issues with low representation of staff belonging to these groups at senior levels of the organisation, owing to a poor rate of progression and recruitment.		
<b>Action</b>	<b>Activity</b>	<b>Outcomes</b>
<b>i) Composition targets</b>	<p>To increase representation to align with the London population, LFB has an ambition to have a representative workforce which would reflect London as below. Currently we are working to CRMP (Community Risk Management Plan) targets which has the following composition targets in place and which will be reviewed annually:</p> <ul style="list-style-type: none"> <li>• Women – 50% (London), current CRMP target 20%</li> </ul>	Increased representation of staff from the three protected characteristics subject to this pay report across all levels of the organisation.

	<ul style="list-style-type: none"> <li>• Underrepresented ethnic groups – 40% (London), current CRMP target 19%</li> <li>• Disability – 13% (London), current CRMP target 10%</li> <li>• LGBTQ+ - 6% (London), current CRMP target 4.6%</li> </ul>	
<b>ii) Improve transparency of recruitment practices</b>	Introduce new oversight of appointments throughout promotional recruitment to identify and report on areas of disproportionality and identify actions	
<b>iii) Improve promotion and development processes</b>	Launch an accelerated development scheme for all staff, specifically targeting women, staff from underrepresented ethnic groups, LGBT+ staff and those with disabilities.	
<b>iii) Improve development and progress for staff at lower grades</b>	Map skill gaps across the organisation and match staff from underrepresented groups accordingly to enable their development and promotion against specific organisational needs.	

• **Issue c – Improving LFB culture and embedding Diversity, Equity and Inclusion (DEI) across the organisation**

Following the completion of the independent review into the culture of LFB in November 2022, the organisation continues to actively review all policies, processes and practices to make sure any potential biases that can result in disparities in opportunities, experiences and outcomes for different staff groups are eliminated.		
<b>Action</b>	<b>Activity</b>	<b>Outcomes</b>
<b>i) Roll-out of DEI training to all staff</b>	A new three-tiered DEI educational model that consists of a two-day classroom-based foundational learning package which is supported by mandatory computer-based training (CBT) will be delivered to all staff.	Improve the organisation knowledge, practice and awareness of DEI with all staff understanding their individual responsibilities to eliminate biases which result in inequality in pay, opportunities, experiences and outcomes.
<b>ii) Introduce a DEI competency framework</b>	A new DEI competency framework will be introduced to provide a consistent structure, and a golden thread, for all DEI related learning needs across the organisation.	

<b>iii) Review of all policies and pay</b>	To specifically tackle pay gaps across the organisation, a full review of LFB pay and rewards processes will be completed, alongside all HR related policies.	<p>Progress on how successfully the equality metrics have been embedded across all teams and the organisation as a whole will be captured regularly and reported on an annual basis.</p> <p>The report will include an assessment of the degree to which LFB is meeting its obligations under the Equality Act 2010.</p>
<b>iv) seek accreditations from credible bodies for all staff groups subject to pay gap reporting</b>	To achieve best practice across policies, processes and practices, LFB will participate in appropriate accreditation and benchmarking standards seeking to receive external endorsement and support. This may include, but is not limited to, external diversity and inclusion standards, frameworks, accreditations and/or awards. Where feedback is received from external organisations, they will be published.	
<b>v) Introduce equality-based performance measures across the organisation</b>	The GLA Group Diversity and Inclusion Action Standard will be adopted to measure outcomes and evaluate the progress we are making in delivering this strategy.	
<b>vi) Use the GLA Action Standard<sup>12</sup> and NFCC maturity model<sup>13</sup> to assess performance</b>	This will be the primary benchmarking tool that will be used to develop meaningful equality metrics help to properly sequence activities across LFB and ensure the correct foundations are in place, upon which meaningful growth can be demonstrated and measured.	

<sup>12</sup> [Date \(london.gov.uk\)](http://london.gov.uk)

<sup>13</sup> [NFCC\\_Maturity-Model\\_Interactive-PDF](#)

## Appendix 3: LFB Staff Composition 2024

The table below shows the number of staff across all grades and ranks in each area according to gender, ethnicity, and disability.

All LFB staff	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
	5769	5821	5600	5686	5827
Men	4855	4839	4611	4647	4738
Women	914	982	989	1039	1089
Underrepresented Ethnic Groups	910	963	964	1000	1053
Staff with disabilities	n/a	431	442	474	505

Control staff	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Men	24	24	26	27	29
Women	82	79	86	83	87
White	91	89	94	88	90
Ethnically Underrepresented Groups	14	13	16	19	26
Leadership Roles (AOM and above)					
Men	11	11	8	9	8
Women	26	27	27	26	33
White	Number too low to report	Number too low to report	Number too low to report	30	30
Ethnically Underrepresented Groups	Number too low to report	Number too low to report	Number too low to report	5	8

FRS staff	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	427	440	436	460	461	473	463	479	493	516
Ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
White	332	271	326	281	337	288	326	298	334	313
Black or Black British	43	85	44	84	46	87	47	86	49	85
Asian or Asian British	24	38	29	39	32	40	35	39	45	50
Mixed or Other Ethnicity	21	38	22	40	26	43	28	40	33	45
Leadership roles	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
(FRS F and above)	85	77	99	91	97	92	101	94	106	97
White	Number too low to report	56	Number too low to report	68	87	66	88	69	88	63
Ethnically Underrepresented Groups	Number too low to report	18	Number too low to report	20	7	23	9	21	12	26

Operational staff	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	4350	366	4340	416	4085	423	4115	465	4194	480
Ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
White	3701	326	3622	367	3371	366	3330	395	3373	402
Ethnically Underrepresented Groups	588	39	631	42	624	48	643	56	652	63
Leadership roles	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women

<b>(SC and above)</b>	236	17	222	18	224	18	213	16	215	15
White	211	Number too low to report	200	Number too low to report	204	Number too low to report	193	Number too low to report	190	Number too low to report
Ethnically Underrepresented Groups	21	Number too low to report	17	Number too low to report	16	Number too low to report	15	Number too low to report	18	Number too low to report

## Appendix 4: Average Length of Service (Years) Per Grades/Rank

The table below shows the Average Length of Service for staff across all grades and ranks in each area, categorised by gender, ethnicity, and disability.

### Operational Staff

Average Length of Service (years): Gender Pay Gap Analysis

Rank	Female	Male	Total
SC & above	17.60	18.47	18.42
StnO & below	8.65	13.14	12.67
<b>Total</b>	<b>8.93</b>	<b>13.41</b>	<b>12.95</b>

Average Length of Service (years): Ethnicity Pay Gap Analysis

Rank	White or White British	Under-represented Ethnic Minority	Asian or Asian British	Black or Black British	Mixed / Other Ethnic Origin	Total
SC & above	18.74	17.76	21.33	19.38	15.40	18.65
StnO & below	13.13	11.74	12.44	12.37	11.03	12.09
<b>Total</b>	<b>13.43</b>	<b>11.92</b>	<b>12.70</b>	<b>12.58</b>	<b>11.16</b>	<b>13.19</b>

Average Length of Service (years): Disability Pay Gap Analysis

Rank	Disabled	Not Disabled	Total
SC & above	20.15	18.74	18.91
StnO & below	11.41	13.12	12.99
<b>Total</b>	<b>12.07</b>	<b>13.39</b>	<b>13.28</b>

### FRS Staff

Average Length of Service (years): Gender Pay Gap Analysis

Rank	Female	Male	Total
FRS F & above	9.77	12.29	11.09
FRS E & below	10.41	8.47	9.47
<b>Total</b>	<b>10.29</b>	<b>9.28</b>	<b>9.80</b>

Average Length of Service (years): Ethnicity Pay Gap Analysis

Rank	White or White British	Under-represented Ethnic Minority	Asian or Asian British	Black or Black British	Mixed / Other Ethnic Origin	Total
FRS F & above	12.23	8.61	7.67	7.82	11.33	11.50
FRS E & below	9.08	10.77	10.17	13.29	7.23	9.68
<b>Total</b>	<b>9.83</b>	<b>10.50</b>	<b>9.85</b>	<b>12.60</b>	<b>7.71</b>	<b>10.05</b>

Average Length of Service (years): Disability Pay Gap Analysis

Rank	Disabled	Not Disabled	Total
FRS F & above	13.56	11.61	11.77
FRS E & below	14.37	9.19	9.95
<b>Total</b>	<b>14.27</b>	<b>9.70</b>	<b>10.32</b>

## Control Staff

Average Length of Service (years): Gender Pay Gap Analysis

Rank	Female	Male	Total
AOM & above	16.73	10.85	15.70
Control Room Officer	10.44	4.60	8.86
<b>Total</b>	<b>12.83</b>	<b>6.22</b>	<b>11.26</b>

Average Length of Service (years): Ethnicity Pay Gap Analysis

Rank	White or White British	Under-represented Ethnic Minority	Asian or Asian British	Black or Black British	Mixed / Other Ethnic Origin	Total
AOM & above	16.28	10.29		7.00	10.83	15.21
Control Room Officer	10.49	3.50		5.33	1.14	8.96
<b>Total</b>	<b>12.57</b>	<b>5.57</b>		<b>5.50</b>	<b>5.62</b>	<b>11.13</b>

Average Length of Service (years): Disability Pay Gap Analysis

Rank	Disabled	Not Disabled	Total
AOM & above	17.71	15.27	15.70
Control Room Officer	10.25	8.92	9.07
<b>Total</b>	<b>13.73</b>	<b>11.08</b>	<b>11.44</b>