

Overall Gender Pay Gap Summary at 31 March 2019

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
ALL STAFF				
Female	£17.04	£19.22	£19.32	£20.14
Male	£16.79	£19.22	£17.71	£22.48
Pay Gap	-1.48%	0.00%	-9.12%	10.40%

By occupational group

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Operational staff				
Female	£16.79	£16.79	£16.98	£17.26
Male	£16.79	£16.79	£17.24	£17.12
Pay Gap	0.00%	-0.01%	1.50%	-0.82%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Fire and Rescue Service staff (non-uniformed)				
Female	£20.19	£20.57	£21.57	£20.62
Male	£21.89	£21.89	£23.00	£25.42
Pay Gap	7.79%	6.04%	6.22%	18.86%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Control staff				
Female	£19.93	£19.93	£19.41	£20.71
Male	£19.69	£19.69	£20.55	£19.69
Pay Gap	-1.23%	-1.21%	5.54%	-5.23%

Median hourly pay rates

All staff	Median Hourly Pay				Pay Gap
	Female		Male		
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.27	836	£16.79	4844	-2.84%

Mean hourly pay rates

All staff	Mean Hourly Pay				Pay Gap
	Female		Male		
	Hourly Rate	No	Hourly Rate	No	
All Staff	£19.41	836	£17.77	4844	-8.44%

Mean Hourly Pay

Mean Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.66	260	£14.18	1160	-3.39%
Quartile 2	£16.78	82	£16.79	1338	0.04%
Quartile 3	£17.34	123	£17.34	1297	0.02%
Quartile 4	£24.00	371	£23.52	1049	-2.04%

Mean Hourly Pay					
OPERATIONAL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.07	131	£14.05	1058	-0.12%
Quartile 2	£16.78	70	£16.79	1119	0.06%
Quartile 3	£16.94	75	£16.89	1114	-0.25%
Quartile 4	£22.51	73	£21.07	1115	-6.82%

Mean Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.22	112	£15.51	93	1.92%
Quartile 2	£19.05	115	£19.16	90	0.54%
Quartile 3	£22.21	95	£22.45	110	1.04%
Quartile 4	£31.70	87	£33.11	119	4.26%

Mean Hourly Pay					
CONTROL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.69	18	£15.89	8	1.22%
Quartile 2	£18.25	19	£18.27	7	0.15%
Quartile 3	£20.26	23	£20.68	3	2.05%
Quartile 4	£24.15	18	£27.06	8	10.72%

MEDIAN HOURLY RATE

Median Hourly Pay					
ALL STAFF	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.83	260	£15.17	1160	-4.37%
Quartile 2	£16.79	82	£16.79	1338	0.00%
Quartile 3	£17.11	123	£16.81	1297	-1.75%
Quartile 4	£21.89	371	£21.06	1049	-3.97%

Median Hourly Pay					
OPERATIONAL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.46	131	£12.78	1058	-20.97%
Quartile 2	£16.79	70	£16.79	1119	0.00%
Quartile 3	£16.79	75	£16.79	1114	0.00%
Quartile 4	£19.08	73	£19.08	1115	0.00%

Median Hourly Pay					
FRS	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.01	112	£16.01	93	0.00%
Quartile 2	£19.22	115	£19.27	90	0.22%
Quartile 3	£21.89	95	£21.89	110	0.00%
Quartile 4	£31.90	87	£29.50	119	-8.15%

Median Hourly Pay					
CONTROL	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.83	18	£16.19	8	2.20%
Quartile 2	£18.22	19	£17.98	7	-1.35%
Quartile 3	£19.71	23	£20.96	3	5.97%
Quartile 4	£24.69	18	£25.02	8	1.32%

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner	£92.17	1			N/A
Deputy Commissioner			£70.25	2	N/A
Asst Commissioner			£58.79	5	N/A
Deputy Asst Comm	£39.28	3	£38.84	14	-1.11%
Group Manager	£29.75	4	£30.87	58	3.61%
Station Manager	£27.13	9	£27.13	137	0.02%
Watch Manager B	£19.71	11	£20.13	241	2.10%
Watch Manager A	£18.78	31	£18.78	364	0.00%
Crew Manager	£17.24	26	£18.31	424	5.81%
Firefighter	£16.74	248	£16.79	3072	0.30%
Trainee Firefighter	£10.74	16	£10.70	89	-0.35%
All Operational Staff	£16.79	349	£16.79	4,406	0.00%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director	£93.66	1			N/A
TMG A	£60.36	2	£71.68	6	15.79%
TMG B	£45.89	1	£52.60	7	12.75%
TMG C	£43.22	1	£47.37	5	8.76%
All TMG	£46.32	4	£51.68	18	10.37%
FRS G	£35.58	20	£35.02	20	-1.59%
FRS F	£31.25	43	£28.63	46	-9.13%
FRS D/E/F			£25.94	1	N/A
FRS E	£23.48	62	£24.57	57	4.43%
FRS D	£21.42	56	£21.73	51	1.44%
FRS C/D	£21.89	28	£21.89	71	0.00%
FRS C	£18.71	101	£18.37	46	-1.88%
FRS B/C	£19.22	1	£19.22	26	0.00%
FRS B	£16.01	88	£16.01	75	0.00%
BAA	£10.55	5	£10.55	1	0.00%
All FRS Staff	£20.13	409	£21.89	412	8.03%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner	£92.17	1			N/A
Deputy Commissioner			£70.25	2	N/A
Asst Commissioner			£59.15	5	N/A
Deputy Asst Comm	£42.47	3	£39.74	14	-6.85%
Group Manager	£29.95	4	£30.19	58	0.79%
Station Manager	£26.82	9	£26.34	137	-1.82%
Watch Manager B	£20.02	11	£20.34	241	1.57%
Watch Manager A	£18.72	31	£18.81	364	0.47%
Crew Manager	£17.50	26	£18.02	424	2.93%
Firefighter	£15.81	248	£16.04	3072	1.40%
Trainee Firefighter	£10.78	16	£10.71	89	-0.68%
All Operational Staff	£16.99	349	£17.24	4,406	1.44%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director	£93.66	1			N/A
TMG A	£60.36	2	£69.57	6	13.24%
TMG B	£45.89	1	£50.23	7	8.64%
TMG C	£43.22	1	£46.55	5	7.14%
All TMG	£48.17	4	£54.37	18	11.40%
FRS G	£35.74	20	£36.45	20	1.93%
FRS F	£29.76	43	£29.12	46	-2.20%
FRS D/E/F			£25.94	1	N/A
FRS E	£23.21	62	£24.17	57	3.99%
FRS D	£21.05	56	£21.27	51	1.02%
FRS C/D	£21.06	28	£21.70	71	2.94%
FRS C	£18.22	101	£18.03	46	-1.07%
FRS B/C	£19.22	1	£18.23	26	-5.44%
FRS B	£15.49	88	£15.82	75	2.08%
BAA	£10.55	5	£10.55	1	0.00%
All FRS Staff	£21.43	409	£23.24	412	7.82%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£46.43	1	N/A
Senior Ops Mgr	£32.38	1	£25.31	1	-27.97%
Operations Mgr	£25.47	4	£25.47	2	0.00%
Asst Operations Mgr	£22.82	22	£22.10	8	-3.25%
Control Room Officer	£17.30	51	£16.56	14	-4.43%
All Control Staff	£19.69	78	£18.54	26	-6.21%

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.27	836	£16.79	4844	-2.84%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£46.43	1	N/A
Senior Ops Mgr	£32.38	1	£25.31	1	-27.97%
Operations Mgr	£25.37	4	£25.47	2	0.42%
Asst Operations Mgr	£21.80	22	£21.60	8	-0.92%
Control Room Officer	£17.97	51	£17.00	14	-5.70%
All Control Staff	£19.61	78	£20.52	26	4.41%

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay				
	Female		Male		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£19.41	836	£17.77	4844	-8.44%

Distribution by £10,000 increments

All Staff			
Salary	Female	Male	Total
<=£20,000	5	1	6
£20,001 to £30,000	170	625	795
£30,001 to £40,000	442	2977	3419
£40,001 to £50,000	148	961	1109
£50,001 to £60,000	39	141	180
£60,001 to £70,000	19	86	105
£70,001 to £80,000	5	14	19
£80,001 to £90,000	4	19	23
£90,001 to £100,000		7	7
£100,001 >	4	13	17

Operational Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	63	535	598
£30,001 to £40,000	221	2809	3030
£40,001 to £50,000	48	851	899
£50,001 to £60,000	8	108	116
£60,001 to £70,000	5	77	82
£70,001 to £80,000		4	4
£80,001 to £90,000	2	13	15
£90,001 to £100,000		1	1
£100,001 >	2	8	10

FRS Staff			
Salary	Female	Male	Total
<=£20,000	5	1	6
£20,001 to £30,000	103	88	191
£30,001 to £40,000	172	154	326
£40,001 to £50,000	76	101	177
£50,001 to £60,000	31	33	64
£60,001 to £70,000	13	9	22
£70,001 to £80,000	5	10	15
£80,001 to £90,000	2	6	8
£90,001 to £100,000		5	5
£100,001 >	2	5	7

Control Staff			
Salary	Female	Male	Total
<=£20,000			
£20,001 to £30,000	4	2	6
£30,001 to £40,000	49	14	63
£40,001 to £50,000	24	9	33
£50,001 to £60,000			
£60,001 to £70,000	1		1
£70,001 to £80,000			
£80,001 to £90,000			
£90,001 to £100,000		1	1
£100,001 >			

Salary Breakdowns (Equal Salary Bands)

All Staff	Group 1 £19,267.00 - £64,950.24	Group 2 £64,950.25 - £110,633.49	Group 3 £110,633.50 - £156,316.74	Group 4 £156,316.75 - £202,000.00	Total
Male	4756	76	12		4844
Female	814	19	1	2	836
Total	5570	95	13	2	5680

Operational Staff	Group 1 £23,057.66 - £67,793.16	Group 2 £67,793.17 - £112,528.77	Group 3 £112,528.78 - £157,264.38	Group 4 £157,264.39 - £202,000.00	Total
Male	4368	31	7		4406
Female	344	3	1	1	349
Total	4712	34	8	1	4755

FRS Staff	Group 1 £19,267.00 - £57,213.99	Group 2 £57,214.00 - £95,160.99	Group 3 £95,161.00 - £133,107.99	Group 4 £133,108.00 - £171,055.00	Total
Male	358	45	7	2	412
Female	363	44	1	1	409
Total	721	89	8	3	821

Control Staff	Group 1 £27,931.57 - £43,577.65	Group 2 £43,577.66 - £59,183.73	Group 3 £59,183.74 - £77,809.82	Group 4 £77,809.83 - £90,435.91	Total
Male	18	7		1	26
Female	60	17	1		78
Total	78	24	1	1	104