

LFB Ethnicity pay gap data report - commentary

Overall BAME/White pay gap data

For the overall LFB workforce there is no pay gap for full time median hourly rates, with small pay gaps in favour of White staff for both median hourly rate, part time, and mean hourly rate, full time. There is a pay gap of 17.10% for mean hourly rate, part time, although the relatively small number of BME staff (25) in this group make it more difficult to draw significant inference from this figure.

In the operational staff group (84% of the total workforce) there is no pay gap for full time staff by median hourly rate. The majority of this workforce (65%) are in the firefighter role and paid at the same spot rate. The median and mean hourly rate for part time staff have pay gaps in favour of BAME staff. There is a small pay gap for mean hourly rate, full time.

For the FRS (Fire and Rescue Service) staff group (non uniformed support staff) there are pay gaps across all measures. Although, for the part time measures, it is worth noting that there are only 18 part time BAME staff compared to 209 BAME staff in the FRS workforce as a whole.

Control staff have a median hourly rate pay gap for both full time staff (17.19%) and part-time staff (13.30%). The number of BAME staff in Control is 13 out of a total workforce of 100.

When looking at the distribution by £10,000 increments there are very few BAME staff in the higher salary ranges.

In line with the £10,000 increment data the quartile data shows the same trends with pay gaps in the top quartile for both FRS and Control staff of 10.42% and 7.06% respectively (median) and 10.55% and 13.46% (mean) and with some small pay gaps in the lower quartiles.

Conclusion

Operational and control staff pay is role-based and determined with reference to national agreements.

FRS staff pay is determined locally by the grade of post occupied. The grade is assessed using a job evaluation system.

The main issues identified are pay gaps within the FRS occupational group and the lack of BAME representation at senior roles across all three occupational groups. It is these areas that LFB will be focussing on going forward. Initiatives include:

- Development of a network of coaches and mentors to provide support for staff seeking progression
- Ensuring our appointment processes are transparent and closely monitor for any adverse impact
- Design career pathways which prepare BAME staff for promotion
- Establishment of a dedicated Talent and Succession Planning function

Overall BAME vs White Pay Gap Summary

ALL STAFF	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
BAME	£16.36	£18.22	£17.38	£17.80
White	£16.36	£18.74	£17.82	£21.47
Pay Gap	0.00%	2.78%	2.45%	17.10%

By occupational group

Operational	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
BAME	£16.36	£16.80	£16.80	£17.29
White	£16.36	£16.36	£17.21	£16.97
Pay Gap	0.00%	-2.67%	2.39%	-1.87%

FRS	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
BAME	£18.67	£17.60	£19.20	£17.70
White	£21.27	£20.99	£22.46	£23.40
Pay Gap	12.19%	16.14%	14.50%	24.37%

Control	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
BAME	£15.84	£19.95	£16.98	£19.95
White	£19.13	£19.13	£19.58	£19.62
Pay Gap	17.19%	-4.29%	13.30%	-1.71%

Mean Hourly Pay: BAME vs White Pay Gap

Mean Hourly Pay					
ALL STAFF	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.12	273	£15.38	1078	1.69%
Quartile 2	£16.36	176	£16.36	1174	0.00%
Quartile 3	£16.90	174	£16.95	1177	0.31%
Quartile 4	£21.86	199	£22.82	1152	4.18%

Mean Hourly Pay					
OPERATIONAL	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.21	191	£15.42	945	1.34%
Quartile 2	£16.36	148	£16.36	988	0.00%
Quartile 3	£16.54	148	£16.53	987	-0.04%
Quartile 4	£20.45	113	£20.36	1023	-0.46%

Mean Hourly Pay					
FRS	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.92	76	£15.12	114	1.32%
Quartile 2	£18.41	61	£18.64	129	1.21%
Quartile 3	£21.83	47	£21.84	143	0.04%
Quartile 4	£28.15	25	£31.47	165	10.55%

Mean Hourly Pay					
CONTROL	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.48	5	£15.08	20	3.99%
Quartile 2	£18.63	4	£18.88	21	1.33%
Quartile 3	£19.59	3	£19.26	22	-1.67%
Quartile 4	£20.99	1	£24.25	24	13.46%

Median Hourly Pay: BAME vs White

Median Hourly Pay					
ALL STAFF	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.94	273	£15.94	1078	0.00%
Quartile 2	£16.36	176	£16.36	1174	0.00%
Quartile 3	£16.36	174	£16.36	1177	0.01%
Quartile 4	£20.58	199	£20.56	1152	-0.13%

Median Hourly Pay					
OPERATIONAL	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.94	191	£15.94	945	0.00%
Quartile 2	£16.36	148	£16.36	988	0.00%
Quartile 3	£16.36	148	£16.36	987	0.00%
Quartile 4	£18.30	113	£18.58	1023	1.49%

Median Hourly Pay					
FRS	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.55	76	£15.55	114	0.00%
Quartile 2	£18.67	61	£18.67	129	0.00%
Quartile 3	£21.36	47	£21.27	143	-0.45%
Quartile 4	£26.25	25	£29.30	165	10.42%

Median Hourly Pay					
CONTROL	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.89	5	£15.38	20	3.24%
Quartile 2	£18.73	4	£19.13	21	2.10%
Quartile 3	£19.13	3	£19.13	22	0.00%
Quartile 4	£20.99	1	£22.58	24	7.06%

Grade Summary: BAME vs White Pay Gap

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£83.67	1	N/A
Director (Op)			£73.96	1	N/A
Asst Commissioner			£54.88	5	N/A
Deputy Asst Comm	£37.41	3	£36.50	9	-2.50%
Group Manager	£29.69	5	£29.66	51	-0.10%
Station Manager	£25.98	17	£25.97	118	-0.03%
Watch Manager B	£19.50	16	£19.82	227	1.62%
Watch Manager A	£18.30	34	£18.58	291	1.49%
Crew Manager	£17.83	66	£17.83	536	0.00%
Firefighter	£16.36	449	£16.36	2678	0.00%
Trainee Firefighter	£10.32	10	£10.32	26	0.00%
All Operational Staff	£16.36	600	£16.36	3943	0.00%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£90.12	1	N/A
TMG A			£61.49	4	N/A
TMG B			£51.08	6	N/A
TMG C	£43.00	1	£44.12	10	2.54%
All TMG	£43.00	1	£45.95	20	6.42%
FRS G	£32.50	3	£35.87	27	9.39%
FRS F	£29.17	10	£27.85	74	-4.71%
FRS D/E/F			£27.89	2	N/A
FRS E	£23.94	23	£23.87	92	-0.32%
FRS D	£20.55	21	£20.44	70	-0.50%
FRS C/D	£21.27	33	£21.27	82	0.00%
FRS C	£17.93	50	£18.28	69	1.92%
FRS B/C	£16.39	2	£18.67	22	12.20%
FRS B	£15.55	65	£15.55	90	0.00%
BAA	£9.76	1	£9.76	2	0.00%
All FRS Staff	£18.67	209	£21.27	551	12.19%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£39.38	1	N/A
Senior Ops Mgr			£30.78	2	N/A
Operations Mgr			£24.75	6	N/A
Asst Operations Mgr	£20.50	1	£22.23	21	7.77%
Control Room Officer	£18.23	12	£19.13	57	4.72%
All Control Staff	£18.54	13	£19.13	87	3.12%

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£16.36	822	£16.36	4501	0.00%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£83.67	1	N/A
Director (Op)			£73.96	1	N/A
Asst Commissioner			£55.43	5	N/A
Deputy Asst Comm	£37.42	3	£37.06	9	-0.98%
Group Manager	£29.80	5	£29.20	51	-2.02%
Station Manager	£25.47	17	£25.48	118	0.05%
Watch Manager B	£19.63	16	£19.78	227	0.78%
Watch Manager A	£18.30	34	£18.40	291	0.53%
Crew Manager	£17.54	66	£17.55	536	0.05%
Firefighter	£16.02	449	£16.09	2678	0.43%
Trainee Firefighter	£10.34	10	£10.34	26	0.00%
All Operational Staff	£16.81	600	£17.21	3943	2.36%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£90.12	1	N/A
TMG A			£62.57	4	N/A
TMG B			£49.57	6	N/A
TMG C	£43.00	1	£43.31	10	0.72%
All TMG	£43.00	1	£49.04	20	12.31%
FRS G	£34.79	3	£35.87	27	3.00%
FRS F	£28.36	10	£28.26	74	-0.36%
FRS D/E/F			£27.89	2	N/A
FRS E	£23.32	23	£23.33	92	0.05%
FRS D	£20.58	21	£20.29	70	-1.41%
FRS C/D	£20.63	33	£20.25	82	-1.89%
FRS C	£17.87	50	£17.97	69	0.54%
FRS B/C	£16.39	2	£18.00	22	8.90%
FRS B	£14.92	65	£15.27	90	2.26%
BAA	£9.76	1	£9.76	2	0.00%
All FRS Staff	£19.07	209	£22.58	551	15.54%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£39.38	1	N/A
Senior Ops Mgr			£30.78	2	N/A
Operations Mgr			£24.16	6	N/A
Asst Operations Mgr	£20.50	1	£21.50	21	4.66%
Control Room Officer	£17.18	12	£17.66	57	2.71%
All Control Staff	£17.43	13	£19.59	87	10.98%

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.39	822	£17.90	4501	2.85%

Distribution by £10,000 increments: BAME vs White Pay Gap

All Staff			
Salary	BME	White	Total
<=£20,000	1	2	3
£20,001 to £30,000	118	280	398
£30,001 to £40,000	597	3430	4027
£40,001 to £50,000	71	591	662
£50,001 to £60,000	25	179	204
£60,001 to £70,000	5	54	59
£70,001 to £80,000	3	18	21
£80,001 to £90,000	2	11	13
£90,001 to £100,000		4	4
£100,001 >		12	12

Operational Staff			
Salary	BME	White	Total
<=£20,000			
£20,001 to £30,000	38	152	190
£30,001 to £40,000	498	3156	3654
£40,001 to £50,000	39	451	490
£50,001 to £60,000	17	128	145
£60,001 to £70,000	5	40	45
£70,001 to £80,000	1	5	6
£80,001 to £90,000	2	4	6
£90,001 to £100,000			
£100,001 >		7	7

FRS Staff			
Salary	BME	White	Total
<=£20,000	1	2	3
£20,001 to £30,000	76	115	191
£30,001 to £40,000	91	224	315
£40,001 to £50,000	31	119	150
£50,001 to £60,000	8	50	58
£60,001 to £70,000		13	13
£70,001 to £80,000	2	12	14
£80,001 to £90,000		7	7
£90,001 to £100,000		4	4
£100,001 >		5	5

Control Staff			
Salary	BME	White	Total
<=£20,000			
£20,001 to £30,000	4	13	17
£30,001 to £40,000	8	50	58
£40,001 to £50,000	1	21	22
£50,001 to £60,000		1	1
£60,001 to £70,000		1	1
£70,001 to £80,000		1	1
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			

Overall Black or Black British vs White Pay Gap Summary

ALL STAFF	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Black or Black British	£16.36	£16.45	£17.52	£18.05
White	£16.36	£18.74	£17.82	£21.47
Pay Gap	0.00%	12.24%	1.68%	15.89%

By occupational group

Operational	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Black or Black British	£16.36	£16.36	£16.85	£16.36
White	£16.36	£16.36	£17.21	£16.97
Pay Gap	0.00%	0.00%	2.09%	3.60%

FRS	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Black or Black British	£18.67	£18.67	£19.20	£18.10
White	£21.27	£20.99	£22.46	£23.40
Pay Gap	12.19%	11.05%	14.50%	22.66%

Control	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Black or Black British	£16.40	£20.99	£16.46	£20.99
White	£19.13	£19.13	£19.58	£19.62
Pay Gap	14.26%	-9.69%	15.92%	-6.98%

Mean Hourly Pay - Black British vs White Pay Gap

Mean Hourly Pay					
ALL STAFF	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.38	117	£15.42	1122	0.27%
Quartile 2	£16.36	85	£16.36	1155	0.00%
Quartile 3	£16.92	82	£16.97	1157	0.28%
Quartile 4	£21.93	92	£22.84	1147	3.96%

Mean Hourly Pay					
OPERATIONAL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.51	72	£15.45	978	-0.42%
Quartile 2	£16.36	72	£16.36	978	0.00%
Quartile 3	£16.55	69	£16.56	981	0.02%
Quartile 4	£20.31	44	£20.40	1006	0.42%

Mean Hourly Pay					
FRS	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.29	46	£15.20	121	-0.59%
Quartile 2	£18.87	33	£18.91	133	0.22%
Quartile 3	£22.09	24	£22.08	142	-0.05%
Quartile 4	£29.19	11	£31.96	155	8.69%

Mean Hourly Pay					
CONTROL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.40	2	£15.19	21	5.22%
Quartile 2	£18.53	2	£18.95	21	2.27%
Quartile 3	£20.99	1	£19.37	22	-8.36%
Quartile 4			£24.38	23	N/A

Median Hourly Pay - Black British vs White Pay Gap

Median Hourly Pay					
ALL STAFF	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.94	117	£15.94	1122	0.00%
Quartile 2	£16.36	85	£16.36	1155	0.00%
Quartile 3	£16.36	82	£16.79	1157	2.60%
Quartile 4	£20.89	92	£20.73	1147	-0.79%

Median Hourly Pay					
OPERATIONAL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.94	72	£15.94	978	0.00%
Quartile 2	£16.36	72	£16.36	978	0.00%
Quartile 3	£16.36	69	£16.36	981	0.00%
Quartile 4	£18.44	44	£18.58	1006	0.75%

Median Hourly Pay					
FRS	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.55	46	£15.55	121	0.00%
Quartile 2	£18.67	33	£18.72	133	0.26%
Quartile 3	£21.42	24	£21.36	142	-0.28%
Quartile 4	£27.76	11	£30.92	155	10.23%

Median Hourly Pay					
CONTROL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.40	2	£15.94	21	9.68%
Quartile 2	£18.53	2	£19.13	21	3.17%
Quartile 3	£20.99	1	£19.13	22	-9.69%
Quartile 4			£22.58	23	N/A

Grade Summary - Black British vs White Pay Gap

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Commissioner			£83.67	1		N/A
Director (Op)			£73.96	1		N/A
Asst Commissioner			£54.88	5		N/A
Deputy Asst Comm	£37.41	1	£36.50	9		-2.50%
Group Manager	£29.69	1	£29.66	51		-0.10%
Station Manager	£25.94	8	£25.97	118		0.11%
Watch Manager B	£19.29	4	£19.82	227		2.67%
Watch Manager A	£18.30	15	£18.58	291		1.49%
Crew Manager	£17.83	27	£17.83	536		0.00%
Firefighter	£16.36	198	£16.36	2678		0.00%
Trainee Firefighter	£10.25	3	£10.32	26		0.71%
All Operational Staff	£16.36	257	£16.36	3943		0.00%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Director			£90.12	1		N/A
TMG A			£61.49	4		N/A
TMG B			£51.08	6		N/A
TMG C	£43.00	1	£44.12	10		2.53%
All TMG	£43.00	1	£45.95	20		6.41%
FRS G	£32.50	2	£35.87	27		9.40%
FRS F	£29.37	4	£27.85	74		-5.48%
FRS D/E/F			£27.89	2		N/A
FRS E	£23.87	14	£23.87	92		0.00%
FRS D	£20.55	13	£20.44	70		-0.52%
FRS C/D	£21.27	11	£21.27	82		0.00%
FRS C	£18.67	34	£18.28	69		-2.15%
FRS B/C			£18.67	22		N/A
FRS B	£15.55	35	£15.55	90		0.00%
BAA			£9.76	2		N/A
All FRS Staff	£18.67	114	£21.27	551		12.21%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£39.38	1		N/A
Senior Ops Mgr			£30.78	2		N/A
Operations Mgr			£24.75	6		N/A
Asst Operations Mgr			£22.23	21		N/A
Control Room Officer	£17.92	5	£19.13	57		6.32%
All Control Staff	£17.92	5	£19.13	87		6.32%

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
All Staff	£16.36	376	£16.36	4501		0.00%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Commissioner			£83.67	1		N/A
Director (Op)			£73.96	1		N/A
Asst Commissioner			£55.43	5		N/A
Deputy Asst Comm	£37.41	1	£37.06	9		-0.95%
Group Manager	£29.69	1	£29.20	51		-1.67%
Station Manager	£25.81	8	£25.48	118		-1.28%
Watch Manager B	£19.64	4	£19.78	227		0.69%
Watch Manager A	£18.19	15	£18.40	291		1.13%
Crew Manager	£17.64	27	£17.55	536		-0.50%
Firefighter	£16.15	198	£16.09	2678		-0.40%
Trainee Firefighter	£10.27	3	£10.34	26		0.68%
All Operational Staff	£16.85	257	£17.21	3943		2.09%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Director			£90.12	1		N/A
TMG A			£62.57	4		N/A
TMG B			£49.57	6		N/A
TMG C	£43.00	1	£43.31	10		0.71%
All TMG	£43.00	1	£49.04	20		12.31%
FRS G	£32.50	2	£35.87	27		9.40%
FRS F	£28.78	4	£28.26	74		-1.83%
FRS D/E/F			£27.89	2		N/A
FRS E	£23.31	14	£23.33	92		0.07%
FRS D	£20.67	13	£20.29	70		-1.85%
FRS C/D	£20.32	11	£20.25	82		-0.35%
FRS C	£17.87	34	£17.97	69		0.53%
FRS B/C			£18.00	22		N/A
FRS B	£15.08	35	£15.27	90		1.26%
BAA			£9.76	2		N/A
All FRS Staff	£19.10	114	£22.58	551		15.42%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£39.38	1		N/A
Senior Ops Mgr			£30.78	2		N/A
Operations Mgr			£24.16	6		N/A
Asst Operations Mgr			£21.50	21		N/A
Control Room Officer	£17.37	5	£17.66	57		1.65%
All Control Staff	£17.37	5	£19.59	87		11.34%

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
All Staff	£17.54	376	£17.90	4501		2.02%

Distribution by £10,000 increments - Black British vs White Pay Gap

All Staff			
Salary	Black or Black British	White	Total
<=£20,000		2	2
£20,001 to £30,000	54	280	334
£30,001 to £40,000	278	3430	3708
£40,001 to £50,000	28	591	619
£50,001 to £60,000	13	179	192
£60,001 to £70,000	1	54	55
£70,001 to £80,000	1	18	19
£80,001 to £90,000	1	11	12
£90,001 to £100,000		4	4
£100,001 >		12	12

Operational Staff			
Salary	Black or Black British	White	Total
<=£20,000			
£20,001 to £30,000	10	152	162
£30,001 to £40,000	224	3156	3380
£40,001 to £50,000	13	451	464
£50,001 to £60,000	8	128	136
£60,001 to £70,000	1	40	41
£70,001 to £80,000		5	5
£80,001 to £90,000	1	4	5
£90,001 to £100,000			
£100,001 >		7	7

FRS Staff			
Salary	Black or Black British	White	Total
<=£20,000		2	2
£20,001 to £30,000	42	115	157
£30,001 to £40,000	52	224	276
£40,001 to £50,000	14	119	133
£50,001 to £60,000	5	50	55
£60,001 to £70,000		13	13
£70,001 to £80,000	1	12	13
£80,001 to £90,000		7	7
£90,001 to £100,000		4	4
£100,001 >		5	5

Control Staff			
Salary	Black or Black British	White	Total
<=£20,000			
£20,001 to £30,000	2	13	15
£30,001 to £40,000	2	50	52
£40,001 to £50,000	1	21	22
£50,001 to £60,000		1	1
£60,001 to £70,000		1	1
£70,001 to £80,000		1	1
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			

Overall Asian or Asian British vs White Pay Gap Summary

ALL STAFF	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Asian or Asian British	£16.36	£18.22	£17.71	£18.56
White	£16.36	£18.74	£17.82	£21.47
Pay Gap	0.00%	2.78%	0.62%	13.53%

By occupational group

Operational	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Asian or Asian British	£16.36	£18.22	£16.76	£18.22
White	£16.36	£16.36	£17.21	£16.97
Pay Gap	0.00%	-11.38%	2.67%	-7.38%

FRS	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Asian or Asian British	£18.67	£18.65	£19.14	£18.65
White	£21.27	£20.99	£22.46	£23.40
Pay Gap	12.19%	11.18%	14.79%	20.31%

Control	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Asian or Asian British	N/A	N/A	N/A	N/A
White	£19.13	£19.13	£19.58	£19.62
Pay Gap	N/A	N/A	N/A	N/A

Mean Hourly Pay - Asian or Asian British vs White Pay Gap

Mean Hourly Pay					
ALL STAFF	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.23	53	£15.42	1128	1.24%
Quartile 2	£16.36	22	£16.36	1159	0.00%
Quartile 3	£16.79	24	£16.98	1157	1.12%
Quartile 4	£21.96	44	£22.88	1137	4.03%

Mean Hourly Pay					
OPERATIONAL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.40	30	£15.45	976	0.34%
Quartile 2	£16.36	19	£16.36	988	0.00%
Quartile 3	£16.59	22	£16.57	985	-0.12%
Quartile 4	£20.14	13	£20.43	994	1.44%

Mean Hourly Pay					
FRS	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.15	25	£15.28	127	0.83%
Quartile 2	£19.14	16	£19.15	137	0.06%
Quartile 3	£22.21	12	£22.25	140	0.19%
Quartile 4	£29.26	6	£32.40	147	9.69%

Mean Hourly Pay					
CONTROL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1			£15.19	21	N/A
Quartile 2			£18.96	22	N/A
Quartile 3			£19.48	22	N/A
Quartile 4			£24.50	22	N/A

Median Hourly Pay - Asian or Asian British vs White Pay Gap

Median Hourly Pay					
ALL STAFF	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.94	53	£15.94	1128	0.00%
Quartile 2	£16.36	22	£16.36	1159	0.00%
Quartile 3	£16.65	24	£16.79	1157	0.86%
Quartile 4	£20.80	44	£20.80	1137	0.00%

Median Hourly Pay					
OPERATIONAL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.94	30	£15.94	976	0.00%
Quartile 2	£16.36	19	£16.36	988	0.00%
Quartile 3	£16.36	22	£16.36	985	0.00%
Quartile 4	£18.30	13	£18.58	994	1.49%

Median Hourly Pay					
FRS	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.55	25	£15.55	127	0.00%
Quartile 2	£18.72	16	£18.95	137	1.19%
Quartile 3	£21.72	12	£21.47	140	-1.15%
Quartile 4	£28.04	6	£30.99	147	9.52%

Median Hourly Pay					
CONTROL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1			£15.38	21	N/A
Quartile 2			£19.13	22	N/A
Quartile 3			£19.13	22	N/A
Quartile 4			£22.80	22	N/A

Grade Summary - Asian or Asian British vs White Pay Gap

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay				Pay Gap
	Asian or Asian British		White		
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£83.67	1	N/A
Director (Op)			£73.96	1	N/A
Asst Commissioner			£54.88	5	N/A
Deputy Asst Comm			£36.50	9	N/A
Group Manager	£29.62	1	£29.66	51	0.15%
Station Manager	£23.82	3	£25.97	118	8.26%
Watch Manager B	£20.80	3	£19.82	227	-4.95%
Watch Manager A	£18.30	3	£18.58	291	1.49%
Crew Manager	£16.79	10	£17.83	536	5.81%
Firefighter	£16.36	63	£16.36	2678	0.00%
Trainee Firefighter	£10.25	1	£10.32	26	0.71%
All Operational Staff	£16.36	84	£16.36	3943	0.00%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay				Pay Gap
	Asian or Asian British		White		
	Hourly Rate	No	Hourly Rate	No	
Director			£90.12	1	N/A
TMG A			£61.49	4	N/A
TMG B			£51.08	6	N/A
TMG C			£44.12	10	N/A
All TMG			£45.95	20	N/A
FRS G	£39.38	1	£35.87	27	-9.79%
FRS F	£30.57	3	£27.85	74	-9.77%
FRS D/E/F			£27.89	2	N/A
FRS E	£23.87	5	£23.87	92	0.00%
FRS D	£20.44	4	£20.44	70	0.00%
FRS C/D	£20.64	16	£21.27	82	2.96%
FRS C	£18.67	10	£18.28	69	-2.15%
FRS B/C			£18.67	22	N/A
FRS B	£15.55	20	£15.55	90	0.00%
BAA			£9.76	2	N/A
All FRS Staff	£18.67	59	£21.27	551	12.21%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay				Pay Gap
	Asian or Asian British		White		
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£39.38	1	N/A
Senior Ops Mgr			£30.78	2	N/A
Operations Mgr			£24.75	6	N/A
Asst Operations Mgr			£22.23	21	N/A
Control Room Officer			£19.13	57	N/A
All Control Staff		0	£19.13	87	N/A

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay				Pay Gap
	Asian or Asian British		White		
	Hourly Rate	No	Hourly Rate	No	
All Staff	£16.36	143	£16.36	4501	0.00%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay				Pay Gap
	Asian or Asian British		White		
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£83.67	1	N/A
Director (Op)			£73.96	1	N/A
Asst Commissioner			£55.43	5	N/A
Deputy Asst Comm			£37.06	9	N/A
Group Manager	£29.62	1	£29.20	51	-1.43%
Station Manager	£24.38	3	£25.48	118	4.34%
Watch Manager B	£19.97	3	£19.78	227	-0.95%
Watch Manager A	£18.24	3	£18.40	291	0.86%
Crew Manager	£17.17	10	£17.55	536	2.19%
Firefighter	£16.03	63	£16.09	2678	0.40%
Trainee Firefighter	£10.25	1	£10.34	26	0.90%
All Operational Staff	£16.77	84	£17.21	3943	2.54%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay				Pay Gap
	Asian or Asian British		White		
	Hourly Rate	No	Hourly Rate	No	
Director			£90.12	1	N/A
TMG A			£62.57	4	N/A
TMG B			£49.57	6	N/A
TMG C			£43.31	10	N/A
All TMG			£49.04	20	N/A
FRS G	£39.38	1	£35.87	27	-9.79%
FRS F	£28.91	3	£28.26	74	-2.29%
FRS D/E/F			£27.89	2	N/A
FRS E	£23.57	5	£23.33	92	-1.04%
FRS D	£20.61	4	£20.29	70	-1.58%
FRS C/D	£20.23	16	£20.25	82	0.10%
FRS C	£18.03	10	£17.97	69	-0.31%
FRS B/C			£18.00	22	N/A
FRS B	£14.85	20	£15.27	90	2.77%
BAA			£9.76	2	N/A
All FRS Staff	£19.11	59	£22.58	551	15.38%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay				Pay Gap
	Asian or Asian British		White		
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£39.38	1	N/A
Senior Ops Mgr			£30.78	2	N/A
Operations Mgr			£24.16	6	N/A
Asst Operations Mgr			£21.50	21	N/A
Control Room Officer			£17.66	57	N/A
All Control Staff		0	£19.59	87	N/A

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay				Pay Gap
	Asian or Asian British		White		
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.74	143	£17.90	4501	0.94%

Distribution by £10,000 increments - Asian or Asian British vs White Pay Gap

All Staff			
Salary	Asian or Asian British	White	Total
<=£20,000		2	2
£20,001 to £30,000	28	280	308
£30,001 to £40,000	94	3430	3524
£40,001 to £50,000	14	591	605
£50,001 to £60,000	5	179	184
£60,001 to £70,000	1	54	55
£70,001 to £80,000	1	18	19
£80,001 to £90,000		11	11
£90,001 to £100,000		4	4
£100,001 >		12	12

Operational Staff			
Salary	Asian or Asian British	White	Total
<=£20,000			
£20,001 to £30,000	5	152	157
£30,001 to £40,000	70	3156	3226
£40,001 to £50,000	5	451	456
£50,001 to £60,000	3	128	131
£60,001 to £70,000	1	40	41
£70,001 to £80,000		5	5
£80,001 to £90,000		4	4
£90,001 to £100,000			
£100,001 >		7	7

FRS Staff			
Salary	Asian or Asian British	White	Total
<=£20,000		2	2
£20,001 to £30,000	23	115	138
£30,001 to £40,000	24	224	248
£40,001 to £50,000	9	119	128
£50,001 to £60,000	2	50	52
£60,001 to £70,000		13	13
£70,001 to £80,000	1	12	13
£80,001 to £90,000		7	7
£90,001 to £100,000		4	4
£100,001 >		5	5

Control Staff			
Salary	Asian or Asian British	White	Total
<=£20,000			
£20,001 to £30,000		13	13
£30,001 to £40,000		50	50
£40,001 to £50,000		21	21
£50,001 to £60,000		1	1
£60,001 to £70,000		1	1
£70,001 to £80,000		1	1
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			

Any other ethnic group (other ethnic groups and dual/mixed heritage) v White Pay Gap

ALL STAFF	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Any other ethnic group (other ethnic groups and dual/mixed heritage)	£16.36	£17.73	£17.06	£16.56
White	£16.36	£18.74	£17.82	£21.47
Pay Gap	0.00%	5.37%	4.24%	22.88%

By occupational group

Operational	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Any other ethnic group (other ethnic groups and dual/mixed heritage)	£16.36	£17.75	£16.77	£17.75
White	£16.36	£16.36	£17.21	£16.97
Pay Gap	0.00%	-8.50%	2.60%	-4.60%

FRS	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Any other ethnic group (other ethnic groups and dual/mixed heritage)	£18.67	£13.12	£19.31	£14.97
White	£21.27	£20.99	£22.46	£23.40
Pay Gap	12.19%	37.49%	14.02%	36.01%

Control	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Any other ethnic group (other ethnic groups and dual/mixed heritage)	£18.53	£18.92	£17.27	£18.92
White	£19.13	£19.13	£19.58	£19.62
Pay Gap	3.12%	1.12%	11.80%	3.56%

Mean Hourly Pay - Any other ethnic group (other ethnic groups and dual/mixed heritage) v White Pay Gap

Mean Hourly Pay					
ALL STAFF	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.85	108	£15.41	1113	3.66%
Quartile 2	£16.36	67	£16.36	1154	0.00%
Quartile 3	£16.94	65	£16.95	1156	0.10%
Quartile 4	£21.69	63	£22.79	1158	4.82%

Mean Hourly Pay					
OPERATIONAL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.95	92	£15.43	958	3.11%
Quartile 2	£16.36	57	£16.36	994	0.00%
Quartile 3	£16.55	56	£16.57	994	0.10%
Quartile 4	£20.56	54	£20.42	997	-0.66%

Mean Hourly Pay					
FRS	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.40	14	£15.35	132	6.17%
Quartile 2	£18.86	10	£19.31	137	2.35%
Quartile 3	£22.36	7	£22.35	140	-0.09%
Quartile 4	£27.11	5	£32.70	142	17.11%

Mean Hourly Pay					
CONTROL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.53	3	£15.08	20	3.65%
Quartile 2	£18.86	3	£18.88	21	0.08%
Quartile 3	£19.81	2	£19.26	22	-2.85%
Quartile 4			£24.25	24	N/A

Median Hourly Pay - Any other ethnic group (other ethnic groups and dual/mixed heritage) v White Pay Gap

Median Hourly Pay					
ALL STAFF	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.94	108	£15.94	1113	0.00%
Quartile 2	£16.36	67	£16.36	1154	0.00%
Quartile 3	£16.74	65	£16.38	1156	-2.17%
Quartile 4	£19.39	63	£20.52	1158	5.49%

Median Hourly Pay					
OPERATIONAL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.94	92	£15.94	958	0.00%
Quartile 2	£16.36	57	£16.36	994	0.00%
Quartile 3	£16.36	56	£16.36	994	0.00%
Quartile 4	£18.58	54	£18.58	997	0.00%

Median Hourly Pay					
FRS	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.84	14	£15.55	132	4.59%
Quartile 2	£18.67	10	£18.95	137	1.44%
Quartile 3	£22.41	7	£21.68	140	-3.35%
Quartile 4	£26.89	5	£30.99	142	13.24%

Median Hourly Pay					
CONTROL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.99	3	£15.38	20	2.54%
Quartile 2	£18.92	3	£19.13	21	1.12%
Quartile 3	£19.81	2	£19.13	22	-3.55%
Quartile 4			£22.58	24	N/A

Grade Summary - Any other ethnic group (other ethnic groups and dual/mixed heritage) v White Pay Gap

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay					Pay Gap
	Any Other Ethnic Group		White			
	Hourly Rate	No	Hourly Rate	No		
Commissioner			£83.67	1		N/A
Director (Op)			£73.96	1		N/A
Asst Commissioner			£54.88	5		N/A
Deputy Asst Comm	£37.42	2	£36.50	9		-2.53%
Group Manager	£30.03	3	£29.66	51		-1.24%
Station Manager	£26.00	6	£25.97	118		-0.10%
Watch Manager B	£19.60	9	£19.82	227		1.11%
Watch Manager A	£18.44	16	£18.58	291		0.75%
Crew Manager	£17.83	29	£17.83	536		0.00%
Firefighter	£16.36	188	£16.36	2678		0.00%
Trainee Firefighter	£10.35	6	£10.32	26		-0.33%
All Operational Staff	£16.36	259	£16.36	3943		0.00%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay					Pay Gap
	Any Other Ethnic Group		White			
	Hourly Rate	No	Hourly Rate	No		
Director			£90.12	1		N/A
TMG A			£61.49	4		N/A
TMG B			£51.08	6		N/A
TMG C			£44.12	10		N/A
All TMG			£45.95	20		N/A
FRS G			£35.87	27		N/A
FRS F	£25.69	3	£27.85	74		7.77%
FRS D/E/F			£27.89	2		N/A
FRS E	£22.91	4	£23.87	92		4.02%
FRS D	£20.50	4	£20.44	70		-0.29%
FRS C/D	£21.08	6	£21.27	82		0.92%
FRS C	£18.00	6	£18.28	69		1.55%
FRS B/C	£16.39	2	£18.67	22		12.19%
FRS B	£14.60	10	£15.55	90		6.11%
BAA	£9.76	1	£9.76	2		0.00%
All FRS Staff	£18.67	36	£21.27	551		12.21%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay					Pay Gap
	Any Other Ethnic Group		White			
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£39.38	1		N/A
Senior Ops Mgr			£30.78	2		N/A
Operations Mgr			£24.75	6		N/A
Asst Operations Mgr	£20.50	1	£22.23	21		7.79%
Control Room Officer	£18.54	7	£19.13	57		3.10%
All Control Staff	£18.73	8	£19.13	87		2.10%

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay					Pay Gap
	Any Other Ethnic Group		White			
	Hourly Rate	No	Hourly Rate	No		
All Staff	£16.36	303	£16.36	4501		0.00%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay					Pay Gap
	Any Other Ethnic Group		White			
	Hourly Rate	No	Hourly Rate	No		
Commissioner			£83.67	1		N/A
Director (Op)			£73.96	1		N/A
Asst Commissioner			£55.43	5		N/A
Deputy Asst Comm	£37.42	2	£37.06	9		-0.98%
Group Manager	£29.89	3	£29.20	51		-2.36%
Station Manager	£25.56	6	£25.48	118		-0.33%
Watch Manager B	£19.51	9	£19.78	227		1.38%
Watch Manager A	£18.42	16	£18.40	291		-0.11%
Crew Manager	£17.58	29	£17.55	536		-0.15%
Firefighter	£15.87	188	£16.09	2678		1.34%
Trainee Firefighter	£10.38	6	£10.34	26		-0.42%
All Operational Staff	£16.77	259	£17.21	3943		2.53%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay					Pay Gap
	Any Other Ethnic Group		White			
	Hourly Rate	No	Hourly Rate	No		
Director			£90.12	1		N/A
TMG A			£62.57	4		N/A
TMG B			£49.57	6		N/A
TMG C			£43.31	10		N/A
All TMG			£49.04	20		N/A
FRS G			£35.87	27		N/A
FRS F	£27.25	3	£28.26	74		3.57%
FRS D/E/F			£27.89	2		N/A
FRS E	£23.02	4	£23.33	92		1.31%
FRS D	£20.27	4	£20.29	70		0.09%
FRS C/D	£22.28	6	£20.25	82		-10.04%
FRS C	£17.60	6	£17.97	69		2.03%
FRS B/C	£16.39	2	£18.00	22		8.92%
FRS B	£14.54	10	£15.27	90		4.76%
BAA	£9.76	1	£9.76	2		0.00%
All FRS Staff	£18.95	36	£22.58	551		16.07%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay					Pay Gap
	Any Other Ethnic Group		White			
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£39.38	1		N/A
Senior Ops Mgr			£30.78	2		N/A
Operations Mgr			£24.16	6		N/A
Asst Operations Mgr	£20.50	1	£21.50	21		4.66%
Control Room Officer	£17.04	7	£17.66	57		3.49%
All Control Staff	£17.48	8	£19.59	87		10.79%

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay					Pay Gap
	Any Other Ethnic Group		White			
	Hourly Rate	No	Hourly Rate	No		
All Staff	£17.05	303	£17.90	4501		4.74%

Distribution by £10,000 increments - Any other ethnic group (other ethnic groups and dual/mixed heritage) v White Pay Gap

All Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000	1	2	3
£20,001 to £30,000	36	280	316
£30,001 to £40,000	225	3430	3655
£40,001 to £50,000	29	591	620
£50,001 to £60,000	7	179	186
£60,001 to £70,000	3	54	57
£70,001 to £80,000	1	18	19
£80,001 to £90,000	1	11	12
£90,001 to £100,000		4	4
£100,001 >		12	12

Operational Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000			
£20,001 to £30,000	23	152	175
£30,001 to £40,000	204	3156	3360
£40,001 to £50,000	21	451	472
£50,001 to £60,000	6	128	134
£60,001 to £70,000	3	40	43
£70,001 to £80,000	1	5	6
£80,001 to £90,000	1	4	5
£90,001 to £100,000			
£100,001 >		7	7

FRS Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000	1	2	3
£20,001 to £30,000	11	115	126
£30,001 to £40,000	15	224	239
£40,001 to £50,000	8	119	127
£50,001 to £60,000	1	50	51
£60,001 to £70,000		13	13
£70,001 to £80,000		12	12
£80,001 to £90,000		7	7
£90,001 to £100,000		4	4
£100,001 >		5	5

Control Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000			
£20,001 to £30,000	2	13	15
£30,001 to £40,000	6	50	56
£40,001 to £50,000		21	21
£50,001 to £60,000		1	1
£60,001 to £70,000		1	1
£70,001 to £80,000		1	1
£80,001 to £90,000			
£90,001 to £100,000			
£100,001 >			