



LONDON FIRE BRIGADE

LFC-25-073

London Fire Brigade, Gender, Ethnicity and Disability Pay Gap report 2025

Report to:

Service Delivery Board
Commissioner's Board
Deputy Mayor's Fire Board.....
Audit Committee.....

Date:

27 August 2025
10 September 2025
5 November 2025
9 December 2025

Report by:

Nadia Bob-Thomas and Ese Efemwen, LFB Diversity, Equity and Inclusion team

Report classification:

For information

For publication

Values met

Equity
Learning

PART ONE

Non-confidential facts and advice to the decision-maker

Recommended decision

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 fourth 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 2024 to 31 March 2025 should be read alongside the detailed analysis and the action plan shown in Appendices 1 and 2.

The purpose of this analysis is to show how far LFB is from the ideal scenario where there is no pay disparity between any of the relevant groups (gender, ethnicity and disability), which would be illustrated with 0% gap. However, where there is a disparity, this is indicated as a negative or positive percentage, meaning that one group with a given protected characteristic is earning more or less than another. For the purposes of this report, a tolerance window of $\pm 3\%$ is accepted as an indicator of pay parity.

Key Findings:

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

While this report highlights positive trends across all categories, there are also areas where further improvements are needed, particularly in increasing representation at higher grades for underrepresented groups.

As of 31 March 2025, LFB had 5948 employees and the number of staff members included in the pay gap reporting for 2025 is as the below:

- Gender pay gap: 5883 (disclosure rate – 100%)
- Ethnicity pay gap: 5582 (disclosure rate – 94.9%)
- Disability pay gap: 5599 (disclosure rate – 95.18%)

It should be noted that not all employees are eligible for reporting: only staff who participated in data collection for reporting and disclosed their demographics are included. In addition, any staff currently on reduced pay (due to unpaid or partially paid leave e.g. maternity, sickness, career breaks) are also excluded from this report, as are all volunteers and agency staff. Of the 5948 staff at LFB, 5883 (99%) are eligible for inclusion in this pay gap report.

	Median 2024	Median 2025	Median change (pp)	Mean 2024	Mean 2025	Mean change (pp)
Ethnicity	0.62%	0.79%	0.17%	3.03%	2.83%	0.20%
Disability	-0.15%	-0.03%	0.18%	-0.83%	-0.11%	0.72%
Gender	-1.55%	-1.39%	0.16%	-6.38%	-5.57%	0.81%

**Cells highlighted green if pay gap has narrowed (closer to zero) compared to 2024. Red cells indicate the gap has widened.*

The purpose of this analysis is to show how far LFB is from the ideal scenario where there is no pay disparity between any of the relevant groups (gender, ethnicity and disability), which would be illustrated with 0% gap. However, where there is a disparity, this is indicated as a negative or positive percentage, meaning that one group with a given protected characteristic is earning more or less than another. Please note that a tolerance window of +-3% is accepted as an indicator of pay parity at LFB.

1. Gender: key findings and contributory factors

The gender pay gap analysis is based on a declaration rate of 100% across the entire workforce.

- As of 31 March 2025, London Fire Brigade had an overall mean gender pay gap of -5.57% and a median gender pay gap of 1.39%.
- Overall, there is a trend in favour of women across the past seven years which is being largely influenced due to a widening disparity within our Control occupational group. However, although women are currently earning a mean average hourly salary of £1.31 more than men, the disparity in pay has narrowed by 0.81% since last year.
- There is a continuing trend of decreases in representation of women across pay bands under £70,000. In the past two years, these bands have typically had the highest concentration of women. At the same time, more women are now represented in higher salary bands, especially in the highest salary range of over £100,000, which is at its highest rate since the last six years.
- For part-time staff there is almost pay parity with a median gender pay gap of -3.78% (decreased from -5.05 in 2024) and a mean pay gap of -2.54% (increase from -2.00 in 2024) in favour of women.

Action plan summary: Gender

- Our recruitment team will be refreshing its approach to positive action and working closer with colleagues in Control to coordinate efforts to monitor and reduce the existing pay disparity across this occupational group.

2. Ethnicity: key findings and contributory factors

The ethnicity pay gap analysis is based on a declaration rate of **94.9%** across the entire workforce.

- As of 31 March 2025, **London Fire Brigade** had an overall mean ethnicity pay gap of **2.83%** and a median ethnicity pay gap of **0.79%**
- Even though there is a trend in favour of White staff over the past seven years, statistically it is minimal and overall, there is pay parity across this category.
- There have not been any significant improvements in composition of ethnically underrepresented staff across any of the lower pay bands, with the majority (21.18%) being clustered in the £30,000 to £40,000 salary ranges where they are significantly overrepresented, and twice as likely to hold roles than their White peers (11%).
- Analysis showed that, overall, staff from underrepresented ethnic groups working part time currently earn on average £1.01 less than their White peers. The median pay gap of this group has shown a very sharp uptick from -1.83% last year (in favour of this group), to 6.98% which has notably widened the pay disparity despite achieving parity in the previous years.

Action plan summary: Ethnicity

- Improve declaration rate through continued efforts and regularly monitoring: Following consultation with staff, additional race categories will be added to our HR IT systems providing individuals with greater choices to identify with.
- In line with our response to HMICFRS Areas for Improvement we are undertaking work to understand barriers for progression for staff from underrepresented groups. This research will feed into the design of a specific leadership development intervention which aims to support progression and will be delivered within the three-year timeframe of the pay gap action plan.
- As part of ongoing work in talent to introduce succession planning, to identify aspiring leaders and high potential staff and introduce clear “performance outcome statements”, consideration be given to how staff from underrepresented backgrounds (including based on ethnicity, gender, disability and sexual orientation) are identified and progressed to ensure there are no disproportionate impacts.

3. Disability: key findings and contributory factors

The disability pay gap analysis is based on a declaration rate of 95.18% across the entire workforce.

- As of 31 March 2025, London Fire Brigade had an overall mean disability pay gap of 0.11% and a median disability pay gap of 0.03%
- Statistically, overall there is parity in pay between staff with disabilities and those without. Over the last three years there has been a positive trend narrowing an already small pay gap which has historically been in favour of staff with disabilities, from -1.54% in 2022 to virtually zero by 2025.
- Our analysis indicates that staff with disabilities are more likely to be employed at higher grades compared with their peer without disabilities and more staff with disabilities are represented in highest salary band of over £100,000, doubling from 2.70% in 2024 to 5.77% this year.
- For part-time staff there has been a steep uptick in both the mean (8.45%) and median (6.99%) pay gap in favour of staff who do not have disabilities. This has widened the disparities in pay between them and their peers which has resulted in staff with disabilities earning, on average, a mean hourly salary of £2.09 less than their peers without disabilities.

Action plan summary: Disability

- Improve declaration rate through continued efforts and regularly monitoring: Following consultation with staff, additional disability categories will be added to our HR IT systems, including neurodiversity, providing individuals with greater choices to identify with.
- A data (quantitative and qualitative) dashboard is being developed to cover the employee lifecycle from outreach to exit to identify disparities in opportunities, experience and outcomes which will help us to better understand the intersectional experiences of various staff groups, including those who work part time. Even though excluded from the pay gap analysis, it aims to also include information about agency and voluntary staff.

Intersectional analysis: key findings and contributory factors

- **Gender and ethnicity:** The overall median ethnicity pay gap for women is -9.01% and 0.89% for men. The overall mean ethnicity pay gap for women is -1.56% and 4.89% for men. This means that, on average, women from underrepresented ethnic groups earn a mean average hourly pay of £0.38 more than White women, while men from underrepresented ethnic groups earn an hourly mean salary of £1.13 less than White men.
- **Gender and disability:** The overall median disability pay gap is -3.29% for women and 0.16% for men and the mean disability pay gap is 5.30% for women and -1.31% for men in comparison with their

peers without disabilities. While women with disabilities earn, on average, an hourly mean salary of £23.45 which is £1.15 more than men with disabilities, they still experience a larger overall pay gap.

- **Ethnicity and disability:** The overall median disability pay gap for staff from underrepresented ethnic backgrounds is -0.82% and mean is -3.82% in their favour, meaning that on average they earn, on average, a mean hourly salary of £1.84 more than their non-disabled peers from underrepresented ethnic backgrounds. However, they still earn slightly less than their White peers both with and without disabilities.

Action plan summary: Intersectional

- A data (quantitative and qualitative) dashboard is being developed to cover the employee lifecycle from outreach to exit to identify disparities in opportunities, experience and outcomes which will help us to better understand the intersectional experiences of various staff groups. Even though excluded from the pay gap analysis, it aims to also include information about agency and voluntary staff.

1 Introduction and background

1.1 This is the fourth 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 2025 pay gap report uses a standardised template and covers a period commencing 1 April 2024 to 31 March 2025 and should be read alongside the pay gap action plan that can be found at Appendix 2 which, highlights activities that will be taken because of the findings of this report.

1.3 As of 31 March 2025, our HR data recorded 5948 employees working at the London Fire Brigade (LFB) which is 122 more than recorded in last year's pay gap report (5826), and an overall growth of 162 since 2023.

1.4 It should be noted that not all employees are eligible for reporting: only staff who participated in data collection for reporting and disclosed their demographics are included. In addition, any staff currently on reduced pay (due to unpaid or partially paid leave e.g. maternity, sickness, career breaks) are also excluded from this report, as are all volunteers and agency staff. Of the 5948 staff at LFB, 5883 (99%) are eligible for inclusion in this pay gap report.

1.5 The disclosure rates at LFB remain high at around 95%, with gender consistently at 100% since 2020. However, there is a marginal and steady decline for both ethnicity at 94.90% (decrease from 96.40% in 2023) and disability at 95.18% (decrease from 96.80% in 2023). This decline in disclosure rates should be considered against the fact that the overall number of staff at LFB has increased.

1.6 The purpose of this analysis is to show how far LFB is from the ideal scenario where there is no pay disparity between any of the relevant groups (gender, ethnicity and disability), which would be illustrated with 0% gap. However, where there is a disparity, this is indicated as a negative or positive percentage, meaning that one group with a given protected characteristic is earning more or less than another. For the purposes of this report, a tolerance window of +-3% is accepted as an indicator of pay parity.

1.7 For example, using the gender pay gap, a positive percentage reflects men are earning more than

women, and a negative percentage illustrates that women earn more than men. For the ethnicity pay gap, a positive percentage reflects higher earnings for White staff, and a negative percentage demonstrates that staff from underrepresented ethnic groups earn more. With the disability pay gap, a positive percentage represents staff without disabilities earn more than their peers with disabilities, and a negative pay gap is in favour of staff with disabilities.

1.8 The pay at LFB is flat at each grade and rank, and overall, the flat pay structure at each level helps keep pay disparities minimal. However, pay gaps arise primarily due to the uneven distribution of staff (belonging to the groups under analysis in this report) across pay bands and can also be affected by the number of leavers, retirees, and new employees each year.

1.9 Since 1 April 2007, LFB has had a local pay agreement in place which enables both Control and FRS staff to progress through their salary scale via the annual salary progression increase (SPI), that is implemented on 1 July each year. This is separate from the annual pay and allowance increase, and all eligible staff who are at the maximum of their scale receive an SPI of up to 1%.

1.10 In 2024 the London Fire Brigade's (LFB) pay gap analysis shows minimal pay gaps across all groups, with consistent progress being made to maintain pay parity across gender, ethnicity, and disability categories.

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

- **Median calculation:** 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 calculation:** 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.

In addition, at LFB, we also show the differences in pay per quartile:

1.12 The table below provides a high-level summary of pay gap figures from the last three years including changes from last year (2024) 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^[1].

	Median pay gap				Mean pay gap			
	2023	2024	2025	% point change	2023	2024	2025	% point change
Gender	-0.40%	-1.55%	-1.39%	0.16% decrease	-5.07%	-6.38%	-5.57%	0.81% decrease
Ethnicity	0.73%	0.62%	0.79%	0.17% increase	4.22%	3.03%	2.83%	0.20% decrease
Asian/ Asian British	0.19%	-0.23%	-0.07%	0.16% decrease	1.31%	-1.51%	-3.54%	2.03% increase
Black/ Black British	0.57%	0.41%	0.60%	-0.19% increase	3.50%	1.99%	2.12%	0.13% increase
Mixed Ethnicity Other Ethnic Group	0.94%	1.23%	1.12%	0.11% decrease	6.22%	6.11%	6.40%	0.29% increase
Disability	-0.78%	-0.15%	0.03%	0.18%	-2.83%	-0.83%	-0.11%	0.72%



Figure 1

^[1] [London Fire Brigade - gender, ethnicity and disability pay gap - London Datastore](#)

2 Objectives and expected outcomes

- 2.1 Due to the routine nature of staff changes such as recruitment, absences, promotion and exits, fluctuations in pay gaps of up to 5% are not unusual. In addition, owing to the comparatively 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.
- 2.2 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.
- 2.3 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 so it is therefore important to actively monitor longer-term trends, beyond the statutory annual pay gap reporting which only provides a snapshot, which may identify potential risks of growing disparities. In addition, it is also important to continue to understand the impact that staff composition and under representation has on any pay gaps.
- 2.4 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';
 - increase representation across all levels of the organisation of staff from the three protected characteristics reported in the pay report (as opposed to composition which often focuses on recruitment into entry level roles); and,
 - improve 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.

3 Values Comments

- 3.1 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.
- 3.2 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:
- 3.3 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

4 Equality Comments

- 4.1 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.

- 4.2** 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.
- 4.3** 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.
- 4.4** 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 people who do not share it.
 - foster good relations between people who share a relevant protected characteristic and people who do not share it.
- 4.5** Having due regard to the need to advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it involves having due regard, in particular, to the need to:
- remove or minimise disadvantages suffered by people who share a relevant protected characteristic where those disadvantages are connected to that characteristic.
 - take steps to meet the needs of people who share a relevant protected characteristic that are different from the needs of people who do not share it.
 - encourage people who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such people is disproportionately low.
- 4.6** 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.
- 4.7** Having due regard to the need to foster good relations between people 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.
- 4.8** LFB is committed to achieving the goal, where there is zero disparity in pay across its different staff groups and representation across the organisation (as opposed to composition within) is reflective of the population of London. 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.

5 Other Considerations

Workforce 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.
- 5.2 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 Standard¹ and the NFCC Maturity Model².

Sustainability comments

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

Procurement comments

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

Communications comments

- 5.5 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
HR SLT review	7-18 July
Departmental reviews, incl. comms	21-25 July
Initial draft submitted to GLA	1-Aug
GLA review	1-Aug to 19-Sep
Service Delivery Board	27-Aug
Commissioner's Board	10-Sep
Deputy Mayor's Board	23-Sep
Audit Committee	30-Sep
GLA comments completed	19-Sep
Final Edits	31-Oct
GLA final signoff	7-Nov
Publication	21-Nov

- What: the outcomes of the pay gap analysis for the three protected characteristic groups 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 audience for this report are members of the reviewing Boards and the action plan activity owners.

¹ [Date \(london.gov.uk\)](https://www.london.gov.uk)

² [NFCC_Maturity-Model_Interactive-PDF_V2.Feb24-4.pdf](#)

- 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.

6 Financial comments

6.1 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. No new spend will be committed or incurred by LFB. The Financial Advisor has reviewed this report and has no comments.

7 Legal comments

7.1 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.

7.2 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 ensure 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 carrying out the Commissioners' functions. The Mayor must hold the London Fire Commissioner to account for the exercise of the Commissioner's functions.

7.3 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.

7.4 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.

7.5 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)

List of appendices

Appendix	Title	Open or confidential*
1	London Fire Brigade, Gender, Ethnicity and Disability Pay Gap report 2025:	Open
2	LFB Pay Gap 2025: Action Plan	Open
3	LFB Staff Composition 2025	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:

<p>Reporting officer</p> <p>Nadia Bob-Thomas has drafted this report and confirms the following:</p>	
<p>1. Assistant Director/Head of Service Lewis Coakley/Sally Hopper has reviewed the documentation and is satisfied for it to be referred to Board for consideration</p>	x
<p>2. 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). King Man, Financial Advisor, on behalf of the Chief Finance Officer.</p>	x

Appendix 1: London Fire Brigade, Gender, Ethnicity and Disability Pay Gap report 2025

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 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:

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

	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

Figure 2

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 because it is less affected by extreme values (very high or very low salaries) compared to the mean calculation.

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 percentage gender pay gap indicates that men on average earn more than women and a negative percentage gender pay gap indicates that women on average earn more than men.
 - A positive percentage ethnicity pay gap means that white staff on average earn more than ethnically underrepresented staff. On the other hand, a negative percentage ethnicity pay gap means ethnically underrepresented staff on average earn more than white staff.
 - A positive percentage disability pay gap means that on average staff without disabilities earn more than staff who have declared a disability and a negative percentage 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 2025, our HR data recorded 5948 employees working at the London Fire Brigade (LFB) which is 122 more than recorded in last year's pay gap report (5826), and an overall growth of 162 since 2023. Of the 5948 staff, 5883 (99%) are eligible for inclusion in this pay gap report.

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, HR 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 5883 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 around 95%, with gender consistently at 100% since 2020. However, there is a steady decline for ethnicity at 94.90% (decrease from 96.40% in 2023) and disability at 95.18% (decrease from 96.80% in 2023). However, the marginal decline in disclosure rates should be considered against the context that the overall number of staff at LFB has increased.

	2020	2022	2023	2024	2025
Total LFB Employees	5820	5600	5686	5826	5948
Eligible for inclusion in pay gap analysis	5755	5554	5632	5783	5883
Gender	5755 (disclosure rate 100%)	5554 (disclosure rate 100%)	5632 (disclosure rate 100%)	5783 (disclosure rate 100%)	5883 (disclosure rate 100%)
Ethnicity	5629 (disclosure rate 97.8%)	5418 (disclosure rate 97.6%)	5430 (disclosure rate 96.4%)	5546 (disclosure rate 95.9%)	5582 (disclosure rate 94.9%)
Disability	5658 (disclosure rate 98.3%)	5440 (disclosure rate 97.9%)	5449 (disclosure rate 96.8%)	5556 (disclosure rate 96.07%)	5599 (disclosure rate 95.18%)

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. We acknowledge non-binary identities and work with our internal LGBTQ+ staff networks and other partners to assess our HR policies and communications remain fully inclusive.
- 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 a woman against those declaring as a man.
- 2.1.3 As of 31 March 2025, the data show that the median gender pay gap is -1.39% having decreased by -0.16% from 2024, and the mean pay gap is -5.57% which is also a decrease, by 0.81% from 2024. (figure 6).

	Median				Mean			
	Median pay gap (2023)	Median pay gap (2024)	Median pay gap (2025)	Median pay gap (% point change)	Mean pay gap (2023)	Mean pay gap (2024)	Mean pay gap (2025)	Mean pay gap (% point change)
Gender								
Women (vs Men)	-0.40%	-1.55%	-1.39	Decrease of 0.16%	-5.07%	-6.38%	-5.57	Decrease of 0.81%

Figure 6

- 2.1.4 Overall, the graphs below (figures 7 and 8) show a trend in favour of women across the past seven years, with little change compared to last year. 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.

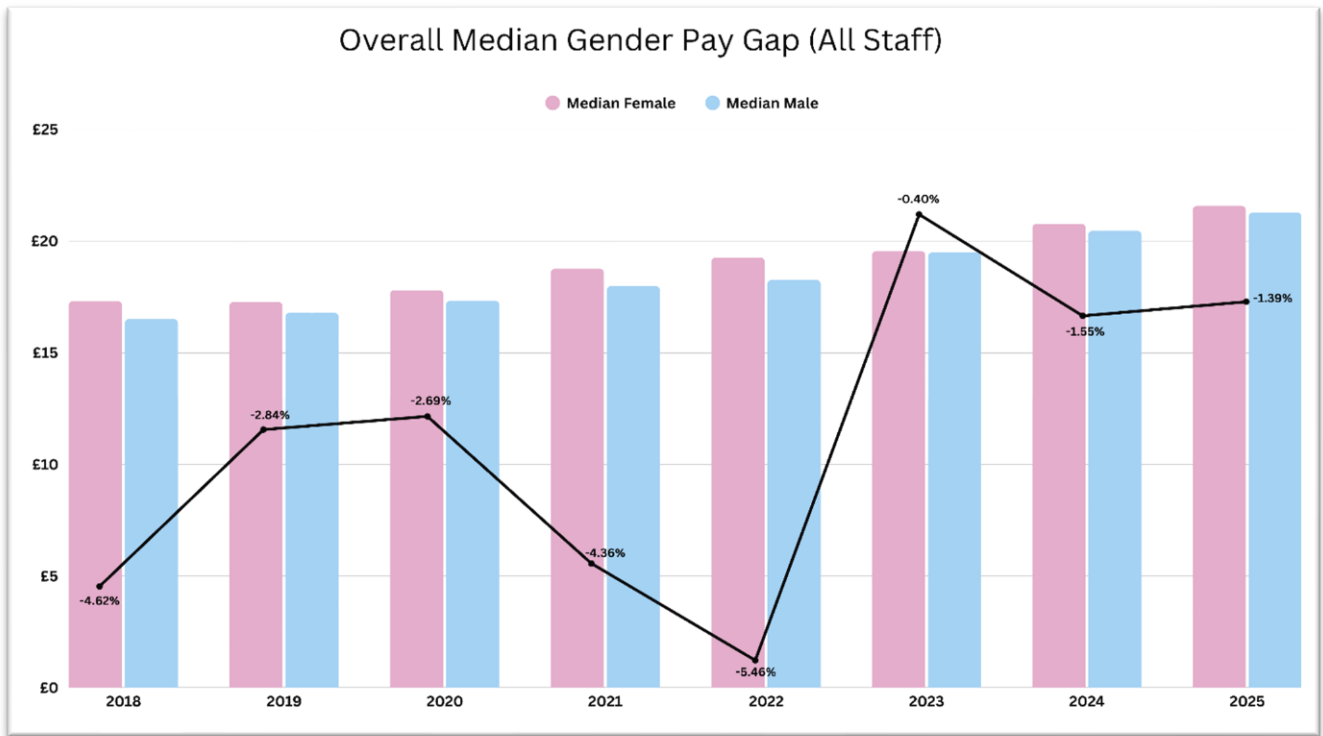


Figure 7

2.1.5 Figures 7 (above) and 8 (below) show that women, on average, are earning more than men, which was the position in 2024. However, it should be noted that the overall gap between the two groups has narrowed since last year, as explained below.

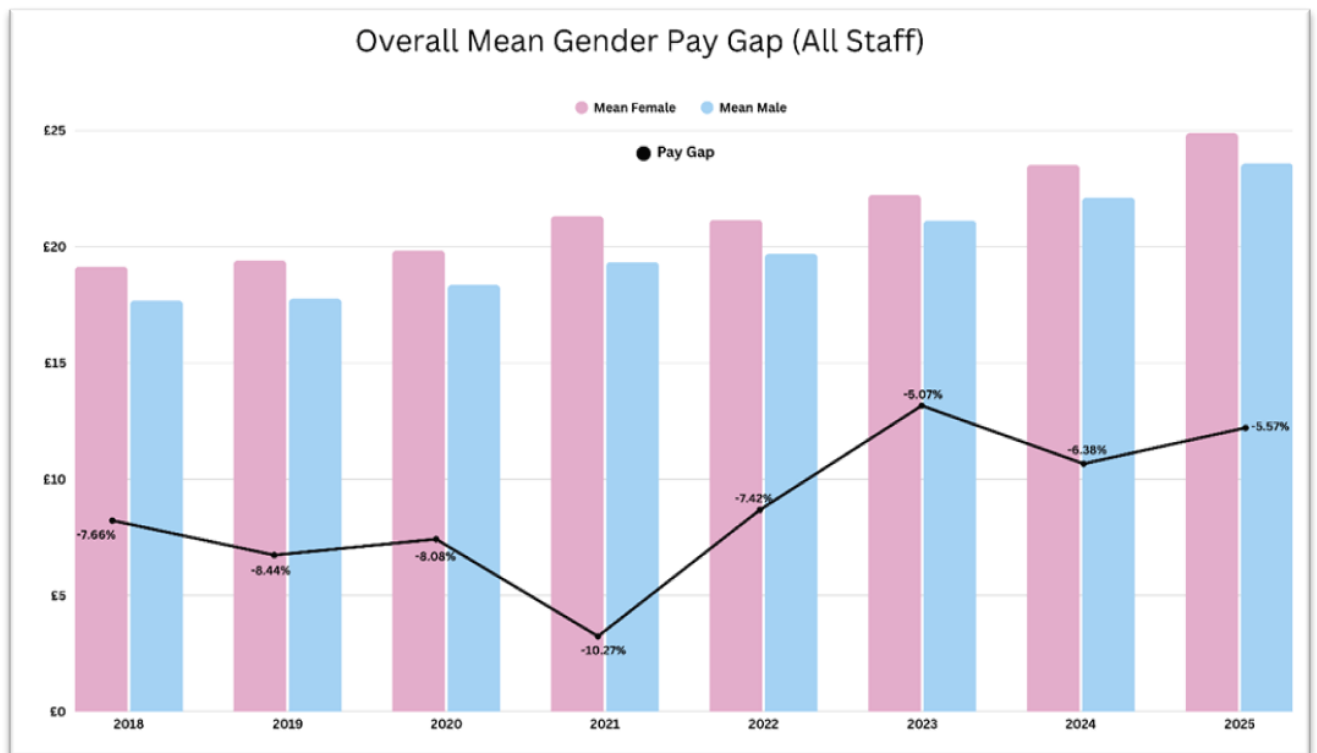


Figure 8

- 2.1.6 The narrowing of the pay gap last year was attributed to the impact of a large cohort of trainee firefighters. Of this intake, 28.07% were women, representing the highest ever annual intake both in terms of percentage and number. This year, the wider pay gap in favour of women may be due to a slight increase in the number of women in higher pay bands and their greater representation in senior positions, where their numbers have risen from 136 to 145 over the past two years.
- 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 in identifying trends in pay across the past seven years

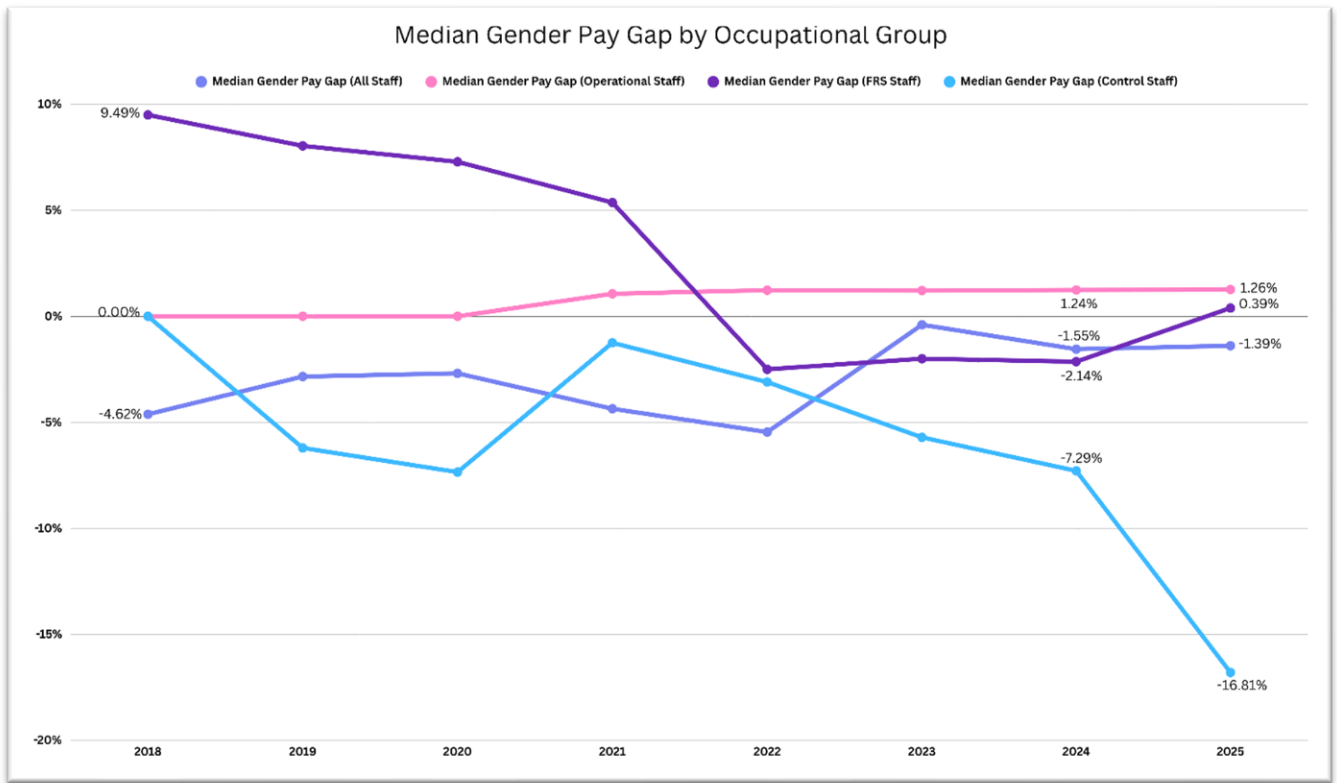


Figure 9

2.1.8 The graph above (figure 9) shows an overall decrease in the median gender pay gap percentage, with it currently standing at -1.39% which while in favour of women is narrowing the slight disparity in pay.

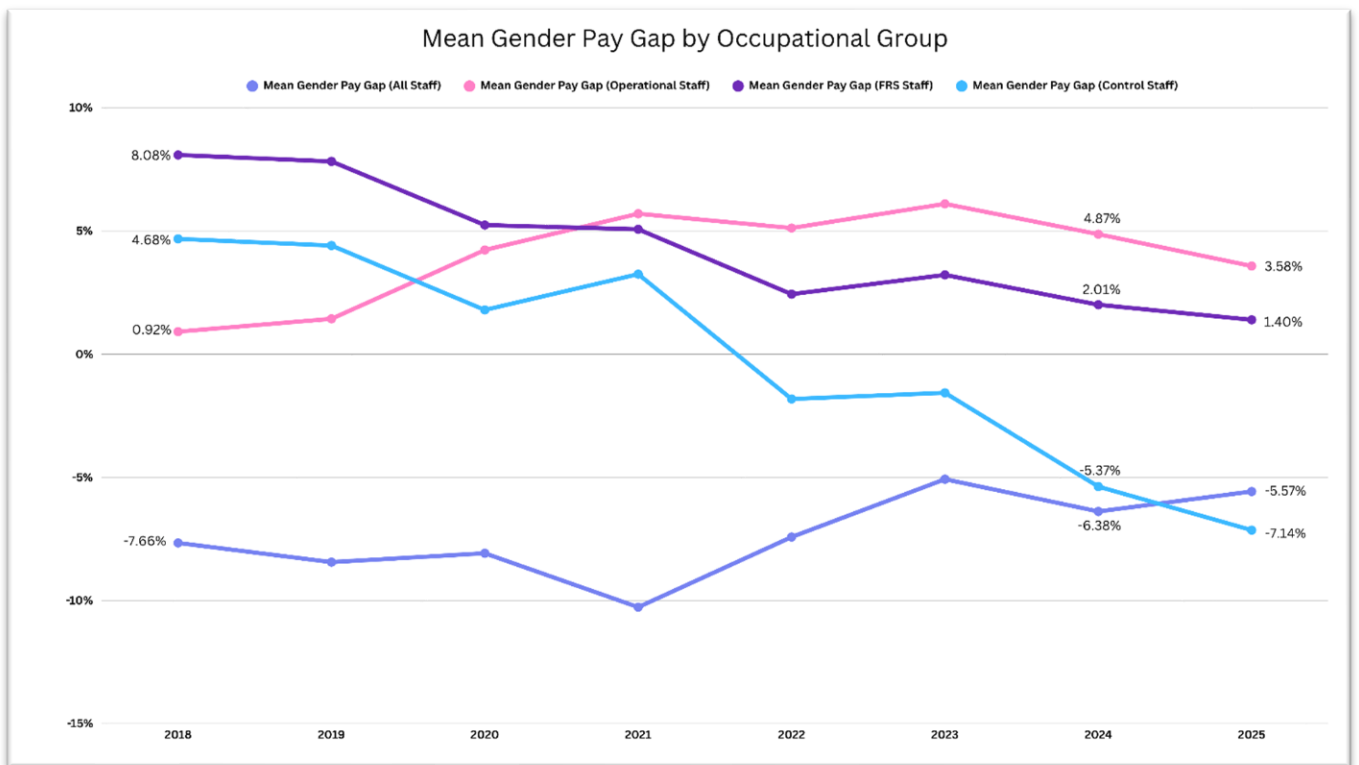


Figure 10

2.1.9 The graph above (figure 10) shows a decrease in the mean gender pay gap percentage, with it currently standing at -5.57 % in favour of women which again, while in favour of women is continuing the trend of narrowing the disparity in pay.

Control staff

2.1.10 For Control staff, the median pay gap percentage has more than doubled over the past year to -16.81% (from -7.29% in 2024), widening the disparity in pay in favour of women. The mean pay gap also increased from -5.37% in 2024 to -7.14%, leading women to now earn, on average, £1.60 more per hour than men in Control roles, which is £0.19 more than last year.

FRS staff

2.1.11 In FRS roles, statistically, there is parity in pay between men and women, with the median pay gap moving from -2.14% last year to 0.39% this year and the mean pay gap remaining relatively stable, changing from 2.01% to 1.40%. While these changes indicate a small shift towards men earning slightly more than women £0.39 (£0.54 in 2024), this remains minimal.

Operational staff

2.1.12 The median gender pay gap for Operational staff has been consistent since 2018 and currently stands at 1.26%, up from 1.24% in 2024, while the mean has narrowed slightly from 4.87% to 3.58%. On average, men earn £1.05 more per hour than women in these roles which has not changed since last year.

2.1.1 Due to LFB's flat 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 (89.65%) and the heavily clustered distribution of salary amongst this occupational group who make up 79.13% of the workforce (4,707).

2.2 Full-time/part time status

2.2.1 Further analysis shows the median gender pay gap for part-time staff has narrowed to -3.78% (from -5.01% in 2024), while the mean pay gap has slightly increased to -2.54% (from -2.00% in 2024) which results in an almost pay parity with women working part earning slightly more than men, with an average difference of 2.5% in their favour (figure 11).

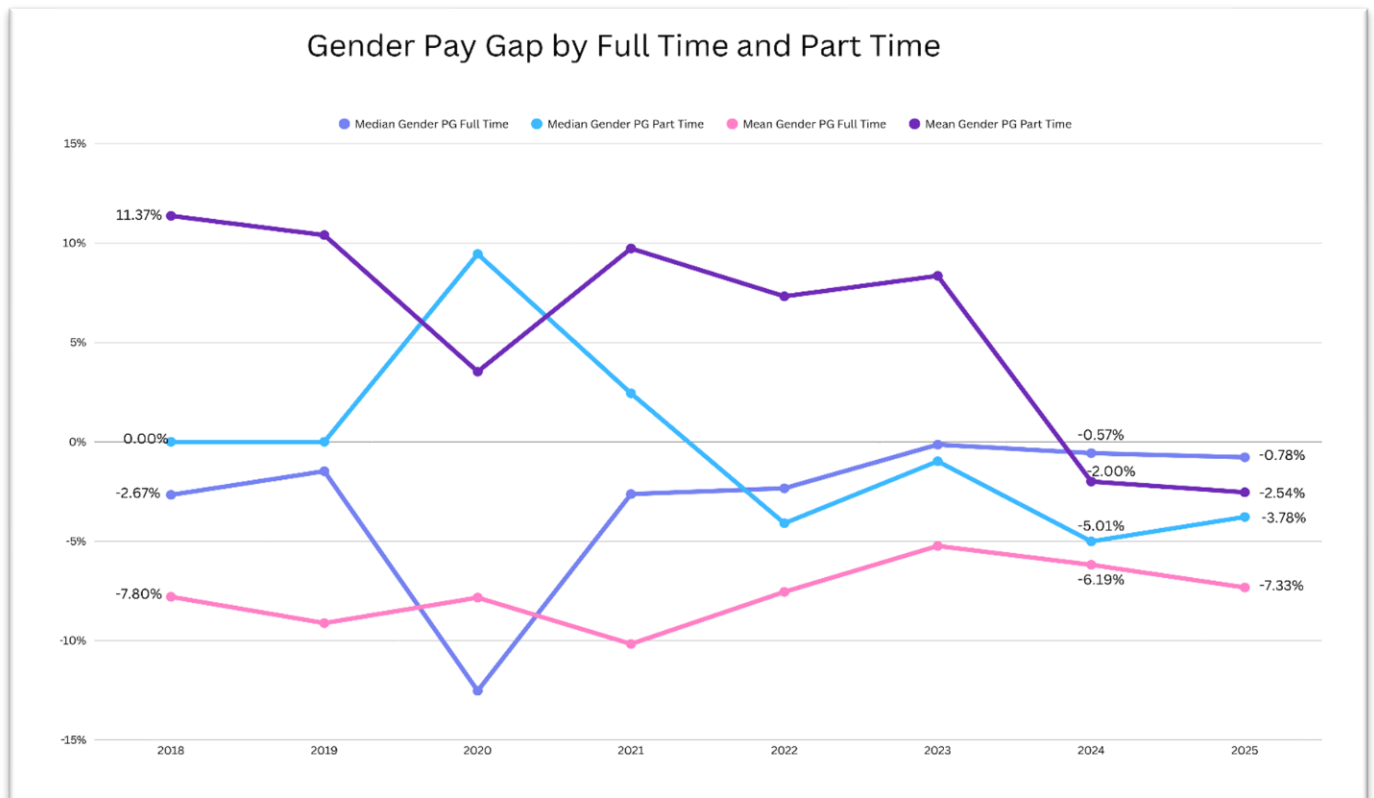


Figure 11

2.3 Earnings quartile

2.3.1 To better show how the pay of men and women's 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 percentage pay gap for a quartile indicates men earn more, and negative percentage number shows that women earn more.

Median Quartile	Men		Women		Pay gap (%)		
	Employees (%)	Hourly pay (£)	Employees (%)	Hourly pay (£)			
Quartile 4	1059	71.99%	£26.51	412	28.01%	£28.15	-6.18%
Quartile 3	1279	86.94%	£22.51	192	13.06%	£22.98	-2.09%
Quartile 2	1323	89.93%	£21.07	148	10.07%	£21.00	0.30%

Quartile 1	1099	74.71%	£20.07	371	25.29%	£19.87	0.99%
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Figure 13

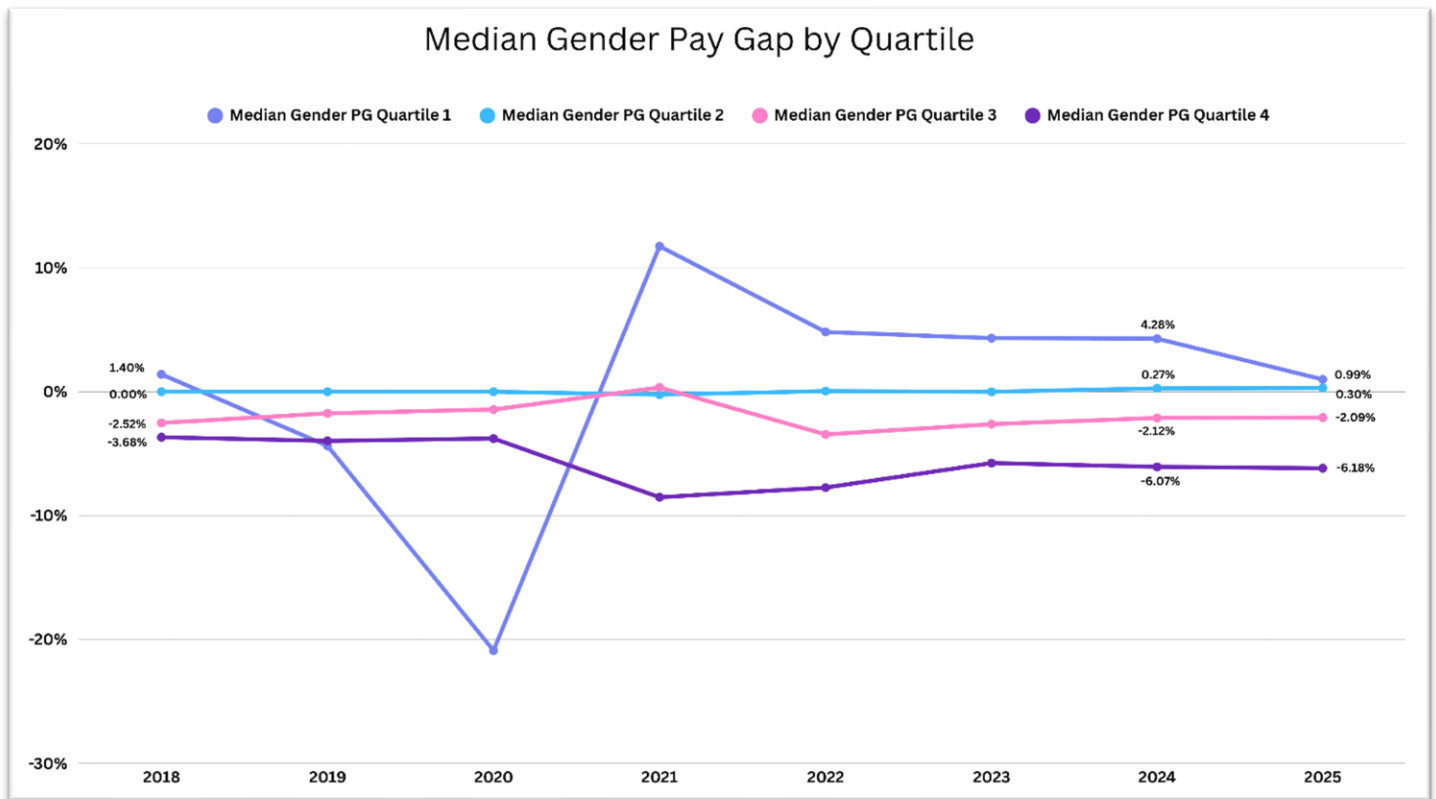


Figure 13

2.3.3 The median outcomes in figures 12 and 13 (above) have similarities to last year, across the top three quartiles. However, the lower quartile shows a notable change of 3.27% reducing the disparity down to 0.99% (from 4.28% in 2024).

2.3.4

- Quartile 4: (highest salaried) women, on average, earn £1.64 more per hour than men
- Quartile 3: women, on average, earn £0.47 more per hour than men
- Quartile 2: men and women have nearly the same pay, with a statistically insignificant difference (0.30%), with a £0.07 hourly difference in pay
- Quartile 1 (lowest salaried) men, on average, earn £0.84 more per hour than women.

Mean Quartile	Men		Women		Pay gap (%)
	Employees (%)	Hourly pay (£)	Employees (%)	Hourly pay (£)	
Quartile 4	1059	71.99%	412	28.01%	-4.56%
Quartile 3	1279	86.94%	192	13.06%	-1.14%
Quartile 2	1323	89.93%	148	10.07%	0.21%
Quartile 1	1099	74.71%	371	25.29%	-2.76%

Figure 14

2.3.5 Figure 14 (above) shows the same data using the mean calculation and depicts minimal changes across all quartiles except the lowest (quartile 1) which shows an increasing pay gap in favour of women earning more (from 0.25% in 2024).

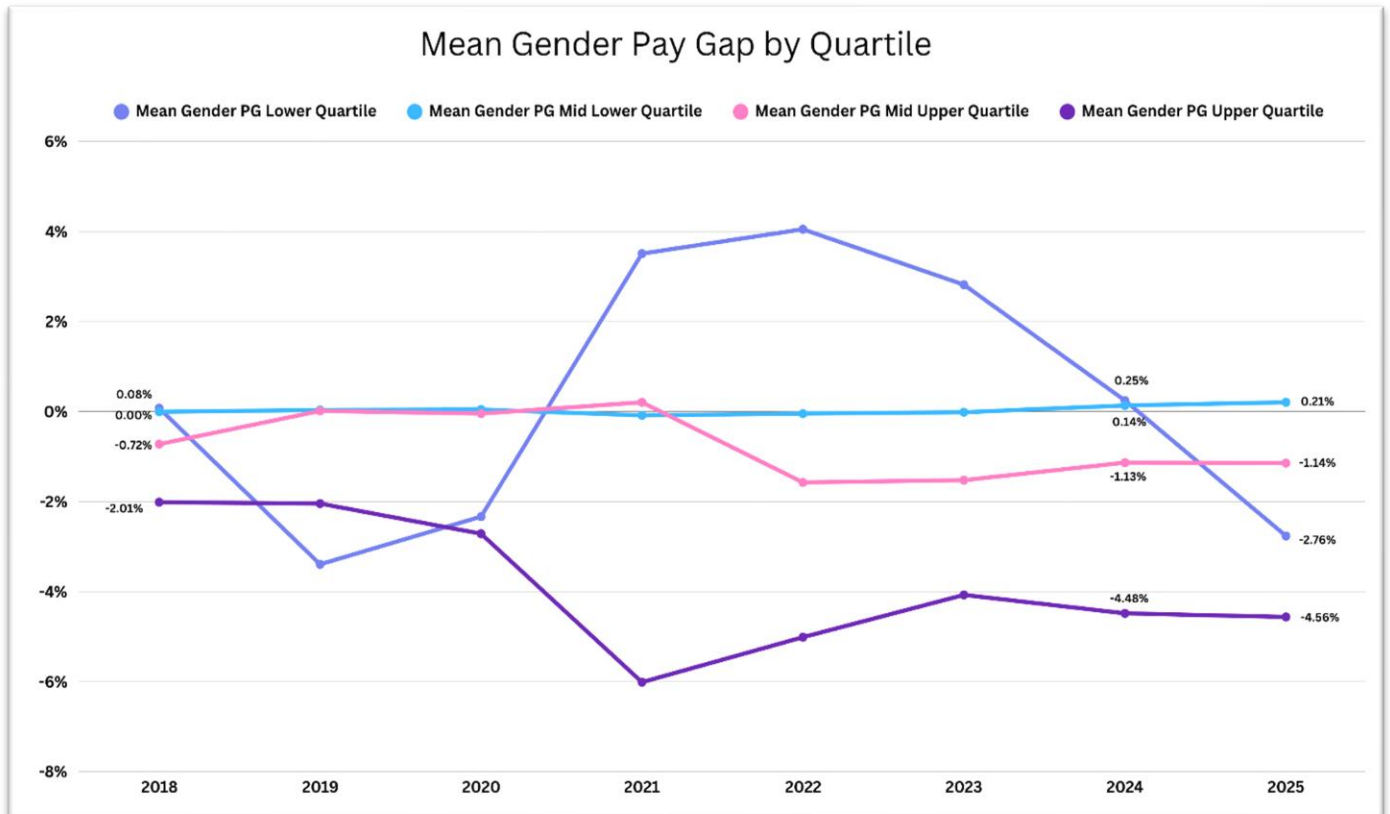


Figure 15

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

2.3.7 However, the lower quartile shows a continuing downwards trajectory, this year resulting in a widening of disparities with a notable change of 2.51% (from 0.25% in 2024) in favour of women.

- Quartile 4: (highest salaried) women, on average, earn 4.56% more
- Quartile 3: women, on average, earn 1.14% more
- Quartile 2: men and women have nearly the same pay, with a statistically insignificant difference (0.21%)
- Quartile 1 (lowest salaried) women, on average, earn 2.76% more than men.

2.3.8 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.

2.3.9 The table below (Figure 16) shows the proportion of women across each salary band of £10,000. It illustrates a continuing trend of decreases in representation of women across the lower pay bands (under £70,000). In the past two years, these bands have typically had the highest concentration of women.

2.4.10 At the same time, more women are now represented in higher salary bands, especially in the highest salary range of over £100,000, which is at its highest rate since the last six years. 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	2025
< £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%	nil
£30,000 - £39,999	11.47%	12.93%	13.95%	14.76%	17.24%	40.17%	31.97%	29.10%
£40,000 - £49,999	16.37%	13.35%	13.80%	14.83%	14.26%	13.45%	15.48%	17.20%
£50,000 - £59,999	18.00%	21.67%	28.26%	32.12%	34.44%	20.06%	16.56%	15.50%
£60,000 - £69,999	23.88%	18.10%	20.00%	20.71%	23.98%	23.95%	33.92%	31.07%
£70,000 - £79,999	33.33%	26.32%	25.58%	22.37%	24.05%	22.50%	16.77%	24.82%
£80,000 - £89,999	20.00%	17.39%	14.29%	25.81%	24.14%	21.50%	21.27%	19.70%
£90,000 - £100,000	0.00%	0.00%	0.00%	23.08%	0.00%	19.05%	25.92%	20.00%
£100,001 >	20.00%	23.53%	26.67%	30.43%	28.57%	21.88%	24.39%	30.36%

Figure 16

2.4 Workforce composition

2.4.1 Our HR data below (figure 17), indicate there are 5,948 staff working across the organisation, with 5,883 eligible for inclusion in this 2025 pay gap analysis. Of those eligible, 19.08% are women (1,123), and this is further broken down across our three staff groups as follows:

- 134 Control: 97 (72.38%) - in 2024 this figure was 87 (76.31%)
- 1042 FRS: 539 (51.72%) - in 2024 this figure was 506 (50.85%)
- 4707 Operational: 487 (10.34%) - in 2024 this figure was 408 (10.26%)

	2018	2019	2020	2021	2022	2023	2024	2025
Women	806	851	914	982	989	1039	1073	1139
Men	4729	4888	4855	4839	4611	4647	4710	4809
Total LFB Staff	5535	5739	5769	5821	5600	5686	5783	5948
% Women	14.56%	14.83%	15.84%	16.87%	17.66%	18.27%	18.69%	19.15%

Figure 17

Control staff

2.4.2 There are a total of 134 Control staff at LFB (which is a 17.54% increase from 2024) and women represent 76.31% of this occupation 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 continue to be underrepresented at leadership positions of Assistant Operations Manager and above, compared to men. 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	
	2024	2025	2024	2025	2024	2025	2024	2025
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		number too low to report	
Assistant Operations Manager	32.94% (28 out of 87)	29.89% (29 out of 97)	number too low to report		number too low to report	24.62% (33 out of 134)	number too low to report	87.87%
Control Room Officer	63.52% (54 out of 87)	64.94% (63 out of 97)	74.07% (20 out of 27)	78.37% (29 out of 37)	64.91% (74 out of 114)	68.65% (92 out of 134)	72.97%	68.47%
All Control Staff	87	97	27	37	114	134	76.31%	72.38%
%	76.31%	72.38%	23.68%	27.62%	100%		76.31%	72.38%

Figure 18

FRS staff

- 2.4.4 There are a total of 1042 FRS staff at LFB (which is a 4.72% increase from 2024). Overall, this group is split equitably between men (48.27%) and women (51.72%), and further breakdown is shown in the table below (figure 19).
- 2.4.5 Of this staff group 18.73% of women (101 out of 539) hold leadership positions at or above the grade of FRS F, compared with 21.66% of men (109 out of 503). Overall, even though this is a slight percentage decrease from last year (18.97%), there are 7 more women holding these roles which is a continuing upward trend from 2023. The figures also indicate greater gender equity across the TMG (and above) bands which are the most senior leadership roles at LFB. Currently, the TMG (and above) group consists of 51.35% women (19 out of 37) and 48.64% men (18 out of 37) 2024, compared with 46.43% (women) and 53.57% (men) last year.
- 2.4.6 The greatest gender disparity is evident at the FRS E grade where women are overrepresented at 61.90% across different departments within LFB. This is similar to the 2024 and 2023 figures at 63.22% and 60.68% respectively. Since we do not have a clear understanding as to why this is a continuing trend, we have added a commitment to our action plan to undertake analysis and present the findings in next year's pay gap report.

FRS Grade	Women		Men		All staff		% of women at each grade	
	2024	2025	2024	2025	2024	2025	2024	2025
TMG (and above)	2.56% (13 out of 506)	3.52% (19 out of 539)	3.06% (15 out of 489)	3.57% (18 out of 503)	2.81% (28 out of 995)	3.55% (37 out of 1042)	46.42%	51.35%
FRS G	5.33% (27 out of 506)	4.63% (25 out of 539)	5.72% (28 out of 489)	5.56% (28 out of 503)	5.52% (55 out of 995)	5.08% (53 out of 1042)	49.09%	47.16%
FRS F	11.06% (56 out of 506)	10.57% (57 out of 539)	12.47% (61 out of 489)	12.52% (63 out of 503)	11.75% (117 out of 995)	11.51% (120 out of 1042)	47.86%	47.5%
FRS E	19.36%	19.29%	11.65%	12.72%	15.57%	16.12%	63.22%	61.90%

	(98 out of 506)	(104 out of 539)	(57 out of 489)	(64 out of 503)	(155 out of 995)	(168 out of 1042)		
FRS D	21.93% (111 out of 506)	20.77% (112 out of 539)	28.42% (139 out of 489)	26.64% (134 out of 503)	25.12% (250 out of 995)	23.60% (246 out of 1042)	44.40%	45.52%
FRS C	23.71% (120 out of 506)	25.23% (136 out of 539)	24.94% (122 out of 489)	25.84% (130 out of 503)	24.31% (242 out of 995)	25.52% (266 out of 1042)	49.58%	51.12%
FRS B	16% (81 out of 506)	15.95% (86 out of 539)	13.70% (67 out of 489)	13.12% (66 out of 503)	14.87% (148 out of 995)	14.58% (152 out of 1042)	54.72%	56.57%
Total FRS staff	506	539	489	503	995	1042	50.85%	51.72%
%	50.85%	51.72%	49.12%	48.27%	100%			

Figure 19

Operational staff

- 2.4.7 There are a total of 4,707 Operational staff at LFB however, women only represent 10.34% of this staff group. Further breakdown of the composition of this group is shown in the table below (figure 20).
- 2.4.8 Amongst the Operational occupational group eligible for pay gap analysis, the table below (figure 20) shows that 3.28% of women (16 out of 487) hold leadership positions at or above the ranks of Station Commander, compared with 4.66% of men (197 out of 4,220) at the same rank. This marks a slight decrease in female representation at senior levels from 3.75% (18 women in 2024) and occurs despite an overall increase in the total operational workforce (from 4,674 in 2024 to 4,707 in 2025).
- 2.4.9 The data shows a downwards trend over the last two years of women in senior positions indicating that men are continuing to progress into these roles at a higher rate, and women remain underrepresented at the top, with fewer than ten women holding roles at Group Commander level or above.
- 2.4.10 While it should be noted that there are signs of some progression below these ranks with 3 more women in Station Officer, Sub Officer and Leading firefighter roles, almost 80% of women remain in firefighter or trainee positions.
- 2.4.11 Overall, the figures point to a need for more sustained progression opportunities for women across operational roles, particularly into senior levels.

Operational Rank	Women		Men		All staff		% of women at each grade	
	2024	2025	2024	2025	2024	2025	2024	2025
Group Commander and above	1.45% (7 out of 480)	1.64% (8 out of 487)	2.09% (88 out of 4,194)	2.13% (90 out of 4,220)	2.03% (95 out of 4,674)	2.08% (98 out of 4,707)	7.36%	8.16%
Station Commander	1.66% (8 out of 480)	1.64% (8 out of 487)	3.02% (127 out of 4,194)	2.53% (107 out of 4,220)	2.88% (135 out of 4,674)	2.44% (115 out of 4,707)	5.92%	6.95%

	of 480)	487)	of 4,194)	of 4,220)	4,674)	of 4,707)		
Station Officer	3.54% (17 out of 480)	2.66% (13 out of 487)	6.10% (256 out of 4,194)	6.01% (254 out of 4,220)	5.84% (273 out of 4,674)	5.67% (267 out of 4,707)	6.22%	4.86%
Sub Officer	7.08% (34 out of 480)	7.80% (38 out of 487)	10.44% (438 out of 4,194)	10.33% (436 out of 4,220)	10.09% (472 out of 4,674)	10.07% (474 out of 4,707)	7.20%	8.01%
Leading Firefighter	7.08% (34 out of 480)	6.36% (31 out of 487)	12.11% (508 out of 4,194)	10.58% (489 out of 4,220)	11.59% (542 out of 4,674)	11.04% (520 out of 4,707)	6.27%	5.96%
Firefighter	77.70% (373 out of 480)	78.02% (380 out of 487)	64.44% (2703 out of 4,194)	65.82% (2778 out of 4,220)	65.81% (3,076 out of 4,674)	67.09% (3158 out of 4,707)	12.12%	12.03%
Trainee Firefighter	1.45% (7 out of 480)	1.84% (9 out of 487)	1.76% (74 out of 4,194)	1.56% (66 out of 4,220)	1.73% (81 out of 4,674)	1.59% (75 out of 4,707)	8.64%	12%
Total Operational Staff	480	487	4,194	4,220	4,674	4,707	10.26%	10.34%
%	10.26%	10.34%	89.73%	89.65%	100%			

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 description of this group of staff across LFB (shortened to 'underrepresented ethnic groups' in the report) and nowhere else. 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 2025, the table below (figure 21) shows that the median ethnicity pay gap is 0.79%, which is marginal increase of 0.17% compared to last year (2024) and the mean is 2.83%, down by 0.20% from 2024.

Ethnicity	Median				Mean			
	Median pay gap (2023)	Median pay gap (2024)	Median pay gap (2025)	Median pay gap (% point change)	Mean pay gap (2023)	Mean pay gap (2024)	Mean pay gap (2025)	Mean pay gap (% point change)
Under-represented Ethnic Groups	0.73%	0.62%	0.79%	Increase of 0.17%	4.22%	3.03%	2.83%	Decrease of 0.20%
Further breakdown								
Asian / Asian British	0.19%	-0.23%	-0.07%	Decrease of 0.16%	1.31%	-1.51%	-3.54%	Increase of 2.03%
Black / Black British	0.57%	0.41%	0.60%	Increase of 0.19%	3.50%	1.99%	2.12%	Increase of 0.13%
Mixed Ethnicity Other Ethnic Group	0.94%	1.23%	1.12%	Decrease of 0.11%	6.22%	6.11%	6.40%	Increase of 0.29%

Figure 21

3.1.4 Overall, the graphs below (figures 22 and 23) show a trend in favour of White staff over the past seven years, with little change compared to last year. On the face of it, the data suggests that on average, collectively staff belonging to an underrepresented ethnic group 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.

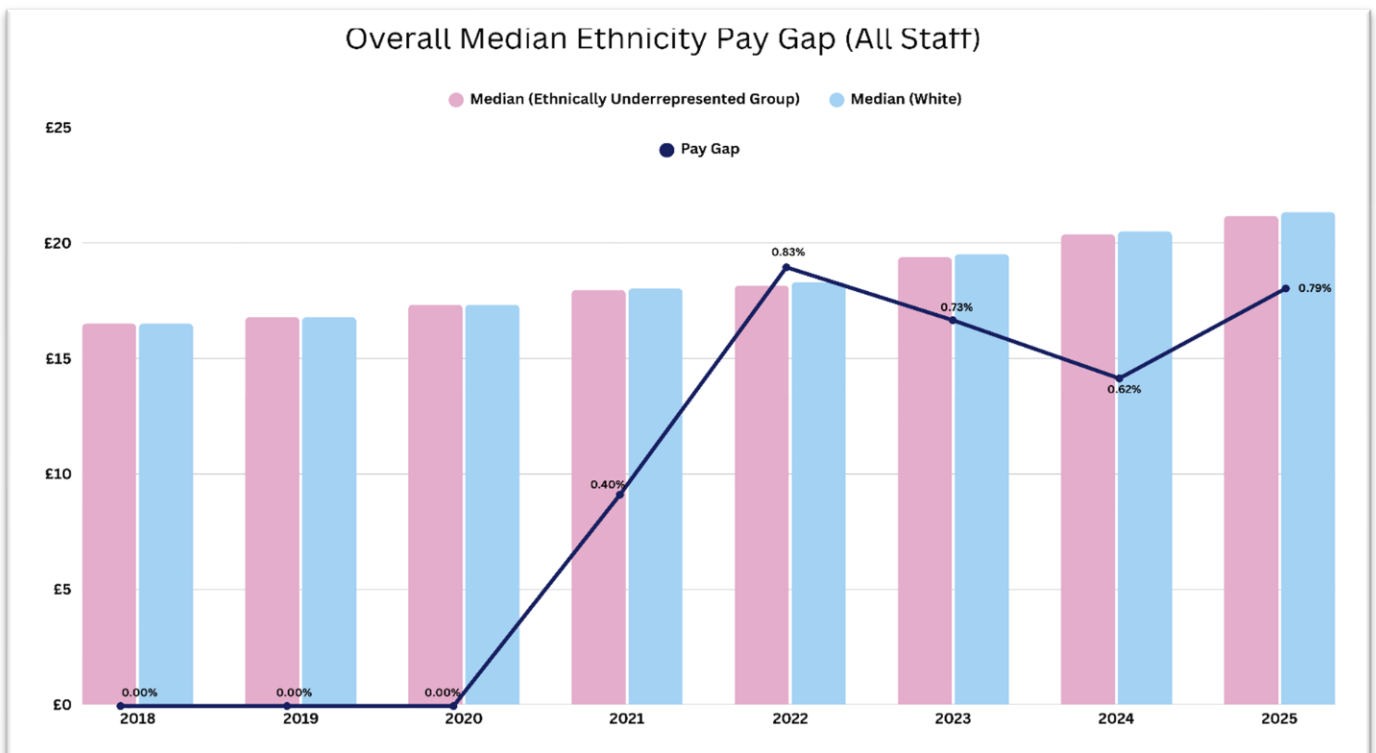


Figure 22

3.1.5 Figures 22 (above) and 23 (below) show that White staff, on average, are earning slightly more than their peers from underrepresented ethnic groups however, it should be noted that while the overall gap between the two groups has narrowed since last year, the difference is marginal and not statistically significant, suggesting no meaningful shift in pay distribution.

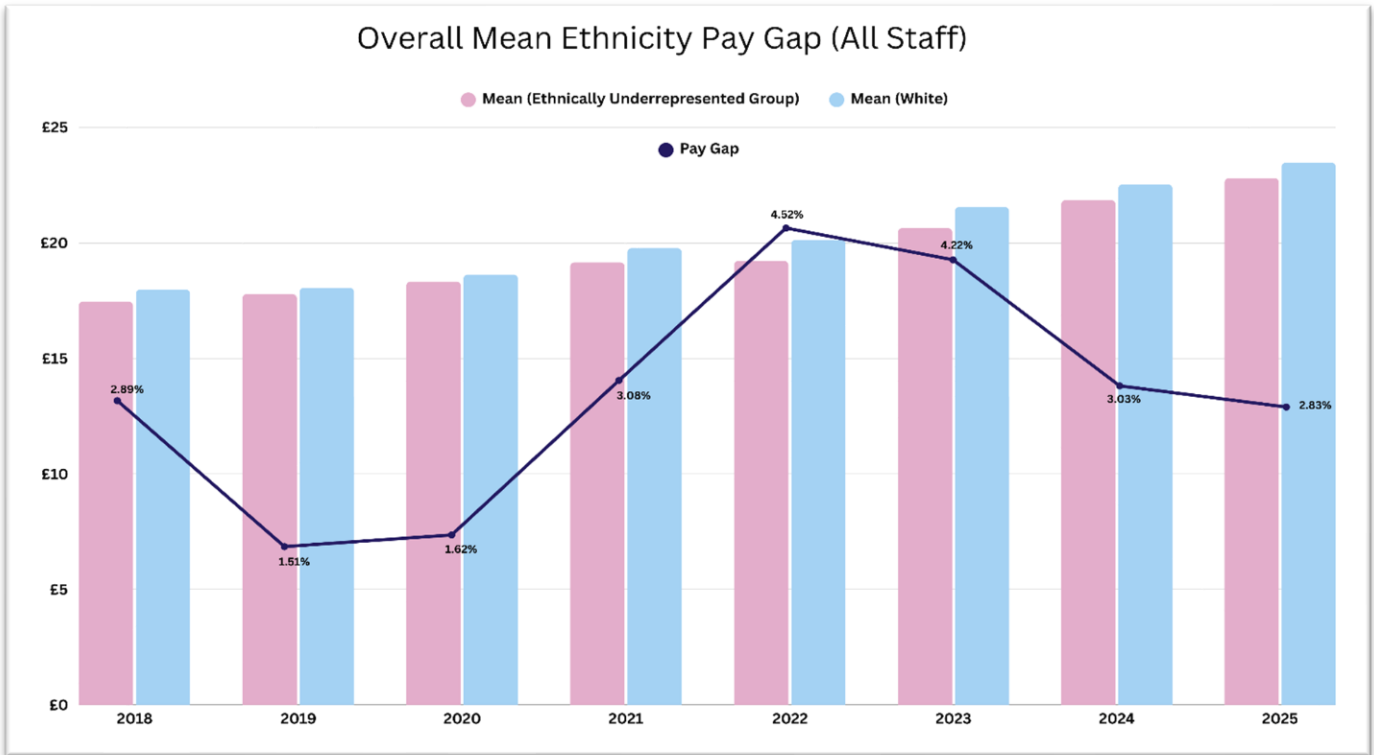


Figure 23

3.1.6 The graphs below (figures 24 and 25) show the median and mean gender pay gaps across our three occupational groups. They are helpful in identifying trends in pay across the past seven years.

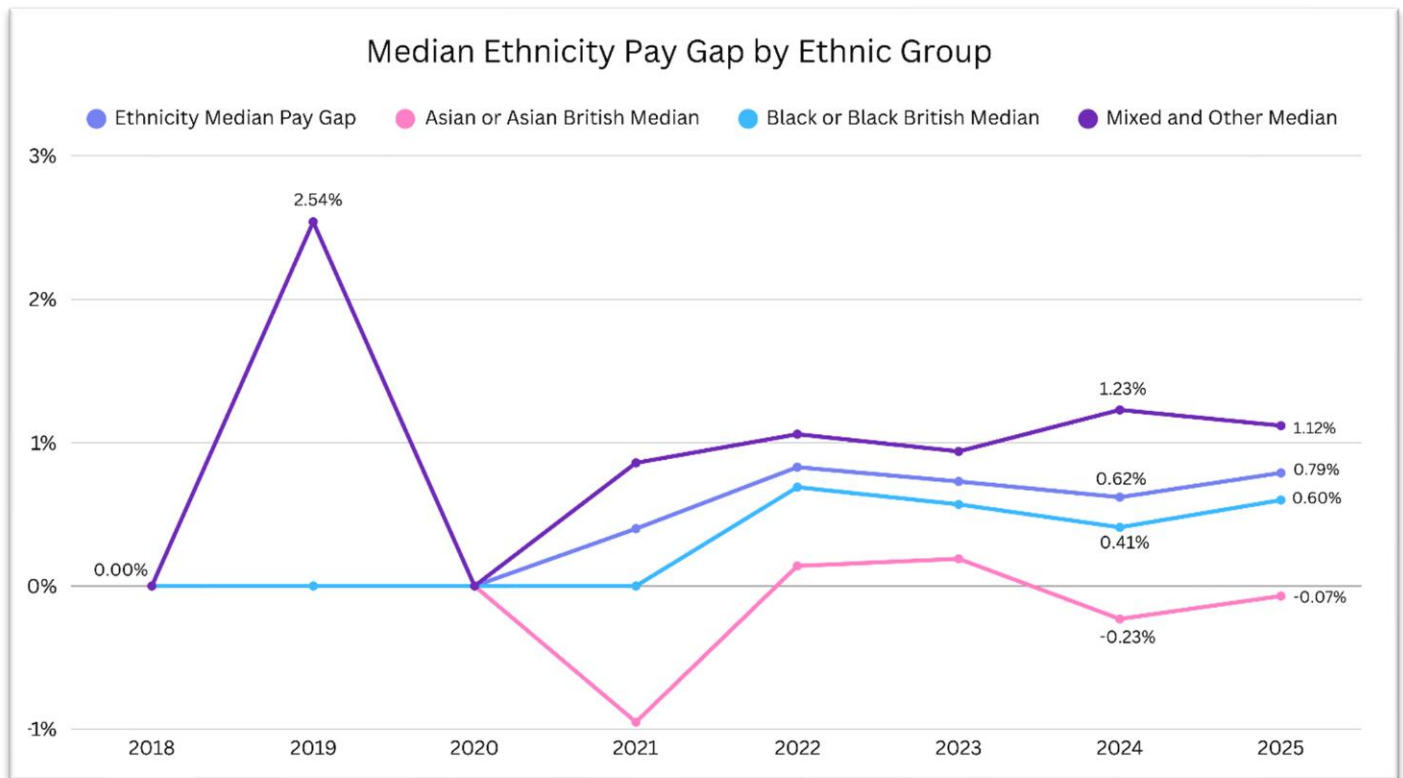


Figure 24

3.1.7 The graph above (figure 24) shows an overall decrease in the median ethnicity pay gap percentage, with it currently standing at 0.79% which while in favour of White staff, is narrow and demonstrates pay parity over the past seven years.

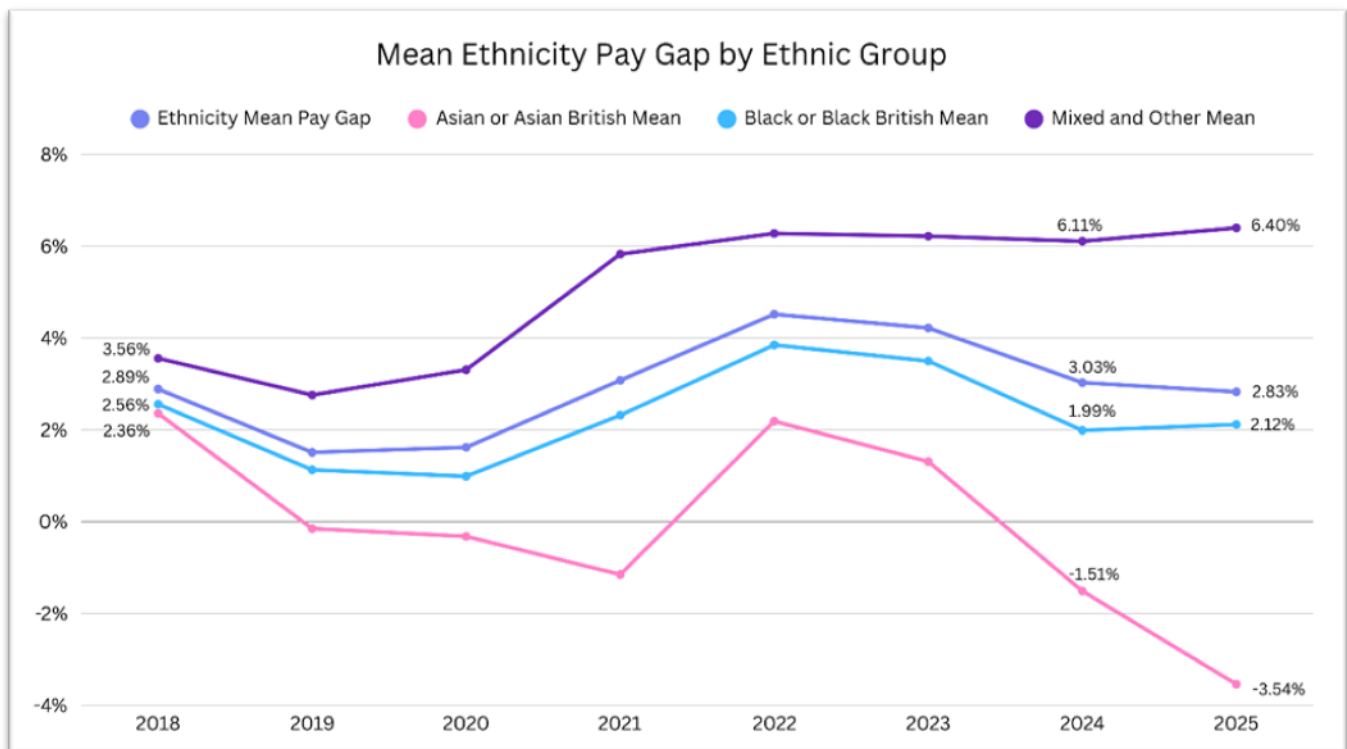


Figure 25

3.1.8 The graph above (figure 25) shows a decreasing trend in the mean ethnicity pay gap percentage, with it currently standing at 2.83% in favour of White staff who last year, on average, were earning 3.03% more than staff from underrepresented ethnic groups. While the change is minimal, it reflects a favourable direction of travel and pay parity.

Asian/ Asian British staff

3.1.9 For Asian or Asian British staff, there is a continuing widening in the pay gap in favour of this group in comparison to their White peers however, overall there is still near pay parity. The median currently stands at -0.07% and the mean -3.54%, which has increased their mean hourly earnings from £0.34 last year to £0.84 more than their White peers.

Black/ Black British staff

3.1.10 For Black or Black British staff, there is a very slight widening of mean pay gap by 0.13% and the median by 0.19%, however statistically there remains parity in pay with this group and their White peers, which has been consistent over the past seven years. This group earns less than their White peers, whose mean hourly earnings, on average, is £0.50 more, which is £0.05³ than last year.

Mixed and Other staff

3.1.11 The greatest disparity in pay exists for staff identifying as Mixed or belonging to another ethnic group, where they currently earn on average, a mean hourly salary of £1.50 less than their White peers, which is £0.13 less than last year.

³ Correction: this figure was incorrect in the 2024 report and should have read £0.45 instead of £0.68.

3.2 Full-time/part time status

3.2.1 Further analysis showed that overall, staff from underrepresented ethnic groups working part time currently earn on average £1.01 less than their White peers (figure 26). The median pay gap of this group has experienced a very sharp uptick from -1.83% last year (in favour of this group), to 6.98% which has notably widened the pay disparity despite achieving parity in the previous years.

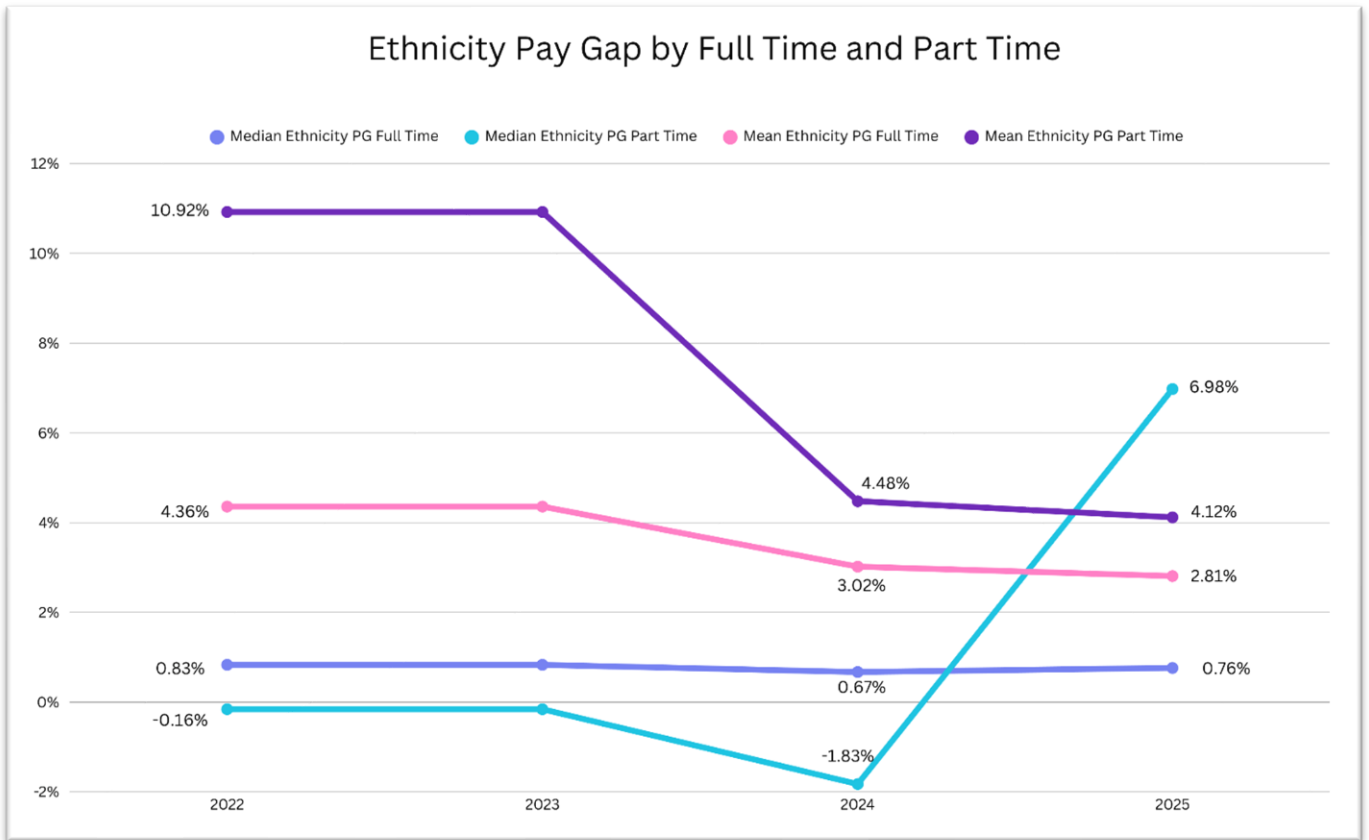


Figure 26

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

Median Quartile	White staff		Ethnically Under-represented Groups		Pay gap (%)	
	Employees (%)	Hourly pay (£)	Employees (%)	Hourly pay (£)		
Quartile 4	1138	81.52%	258	18.48%	£26.61	0.00%
Quartile 3	1169	83.74%	227	16.26%	£22.70	-0.62%

Quartile 2	1150	82.45%	£21.07	245	17.55%	£21.10	-0.11%
Quartile 1	1030	73.86%	£20.44	365	26.14%	£19.68	3.73%

Figure 27

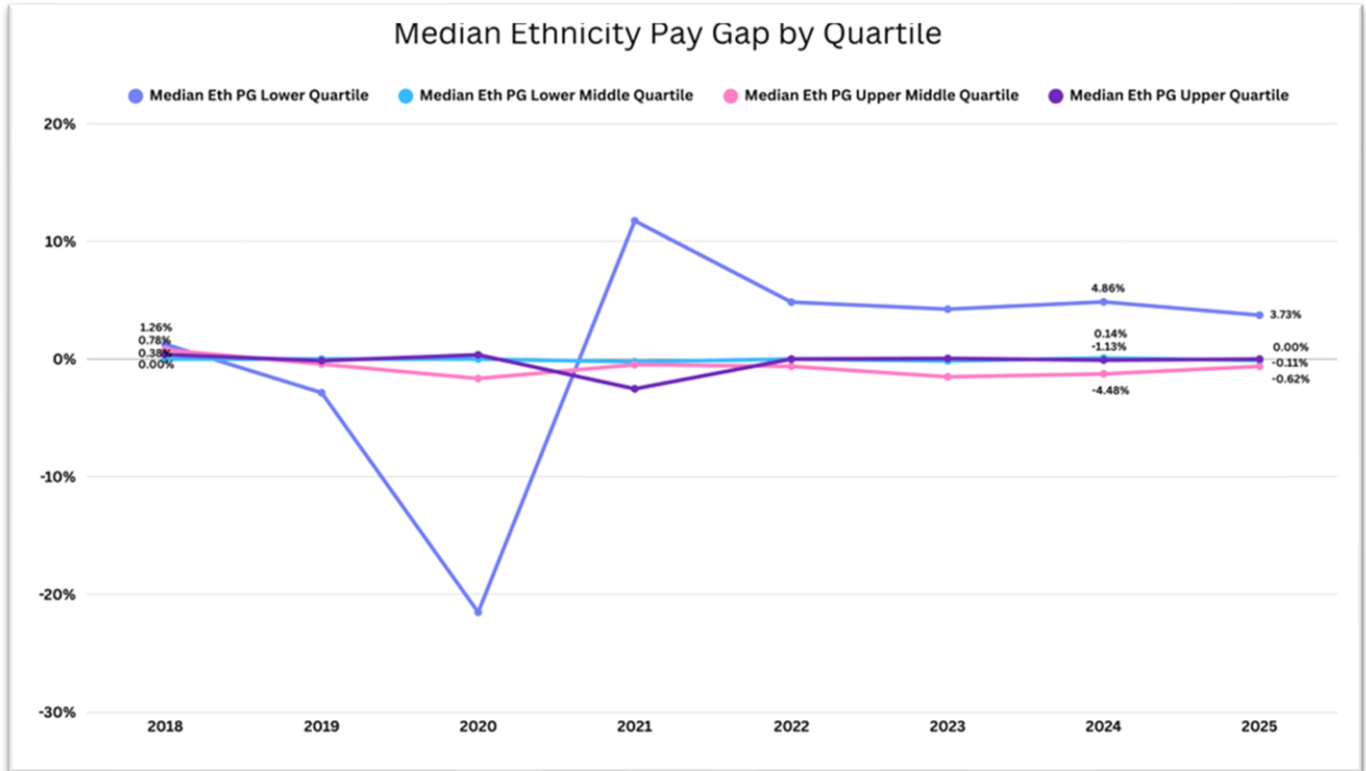


Figure 28

3.3.3 The median analysis in figures 27 and 28 (above) has similarities to last year, with very little change across the quartiles resulting in a small pay gap between staff from underrepresented ethnic groups and their White peers. This is with the exception of quartile 3 which has reduced the pay gap by 3.86% to achieving better parity in pay.

- Quartile 4: (highest salaried) staff across all race groups have complete parity in pay.
- Quartile 3: staff from underrepresented ethnic groups, on average, earn slightly more than their White counterparts, with a -0.62% pay gap, equating to a £0.14 advantage for underrepresented groups.
- Quartile 2: staff across all race groups have nearly the same hourly pay, with a statistically insignificant difference (0.11%), and a difference of £0.03
- Quartile 1 (lowest salaried) White staff, on average, earn £0.76 more than staff from ethnically underrepresented groups.

Mean Quartile	White staff			Ethnically Under-represented Groups			Pay gap (%)
	Employees (%)	Hourly pay (£)	Employees (%)	Hourly pay (£)			
Quartile 4	1130	81.52%	£30.94	258	18.48%	£30.31	2.04%
Quartile 3	1169	83.74%	£22.47	227	16.26%	£22.55	-0.34%
Quartile 2	1150	82.45%	£21.08	245	17.55%	£21.08	0.01%
Quartile 1	1030	73.86%	£19.00	365	26.14%	£18.81	0.99%

Figure 29

3.3.4 Figure 29 (above) shows the same data using the mean calculation and depicts a narrowing of pay gaps across all quartiles except the lowest (quartile 1) which shows a slight increase pay gap in favour of White staff earning more (from 1.14% in 2024).

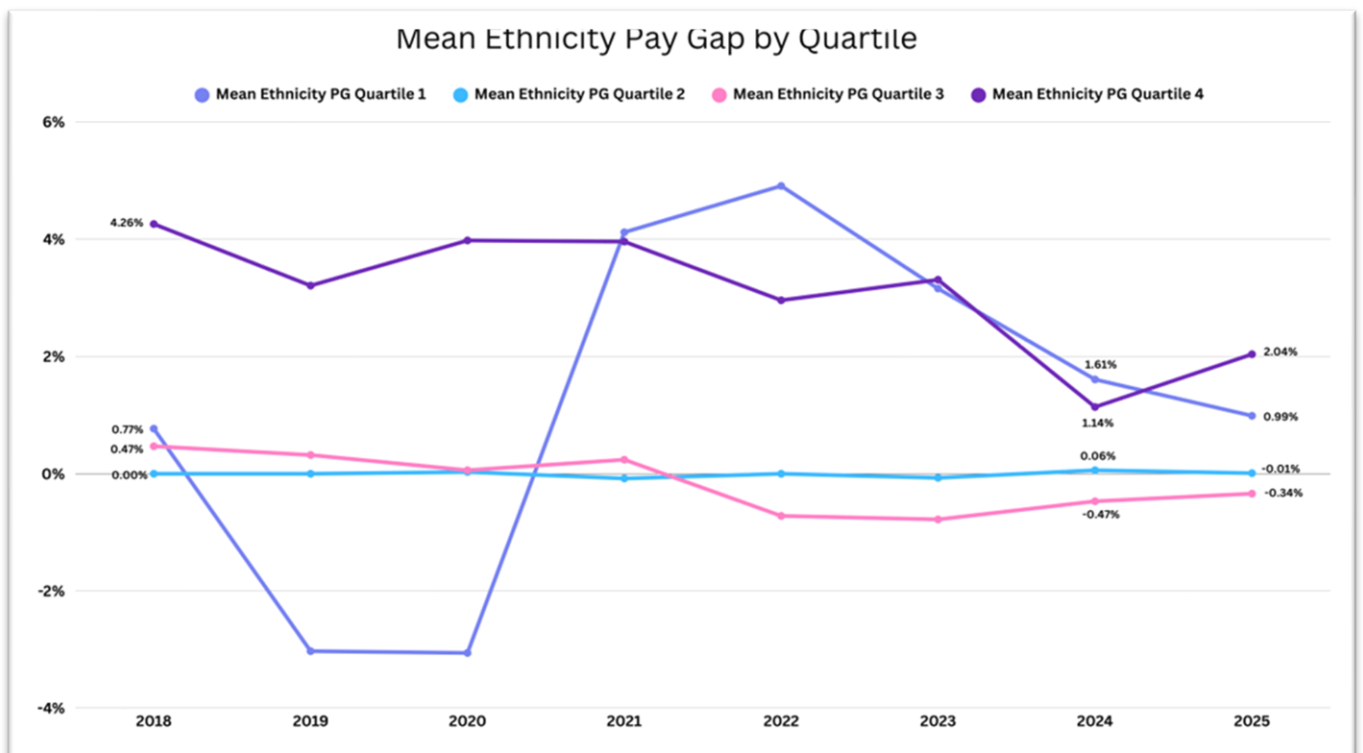


Figure 30

3.3.5 As with the median, the mean analysis (figures 29 and 30) show similarities to last year, with the top three quartiles indicating narrowing pay gap between staff from underrepresented ethnic groups and their White peers, resulting in pay parity statistically. Even though still in favour of White staff at 2.04%, it is still a minimal pay gap that is lower than the average over the past seven years.

- Quartile 4: (highest salaried) White staff, on average, earn £0.63 more per hour
- Quartile 3: staff from underrepresented ethnic groups, on average, earn £0.08 more per

hour

- Quartile 2: staff across all race groups have the same pay, with a statistically insignificant difference (0.01%)
- Quartile 1 (lowest salaried) White staff, on average, earn £0.19 per hour more than staff from ethnically underrepresented groups.

3.3.6 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.

3.3.7 The table below (figure 31) shows the proportion of staff from ethnically underrepresented groups across each salary band of £10,000. Unlike the positive trend seen for women over the past years, there have not been any significant improvements in composition of ethnically underrepresented staff across any of the lower pay bands, with the majority being clustered in the £30,000 to £40,000 salary ranges where they are significantly overrepresented, and twice as likely to hold roles than their White peers.

3.3.8 However, it should be noted that although staff may be receiving higher pay, which will also be linked to annual salary progression increases, this should not automatically be conflated with staff progression which is has not been supported by the data shown below (figures 33, 35 and 37), which, in fact, shows the exact opposite.

All Staff Groups	Ethnically Underrepresented Groups			White staff			All staff		
	2023 (993)	2024 (1045)	2025 (1095)	2023 (4437)	2024 (4501)	2025 (4487)	2023	2024	2025
<£20,000	All roles at LFB attract salaries above £20,000								
£20,001 - £30,000	2.0% (20 out of 993)	1.81% (19 out of 1045)	nil	0.5% (25 out of 4437)	0.42% (19 out of 4501)	nil	44.4% (20 out of 45)	50% (19 out of 38)	nil
£30,001 - £40,000	22.4% (223 out of 993)	18.94% (198 out of 1045)	21.18% (232 out of 1095)	9.6% (427 out of 4437)	10.24% (461 out of 4501)	11% (494 out of 4487)	34.3% (223 out of 650)	30.04% (198 out of 659)	31.95% (232 out of 726)
£40,001 - £50,000	67.4% (670 out of 993)	62.21% (671 out of 1045)	55.52% (608 out of 1095)	75.8% (3366 out of 4437)	66.58% (2997 out of 4501)	57.83% (2595 out of 4487)	16.6% (670 out of 4036)	18.29% (671 out of 3668)	18.98% (608 out of 3203)
£50,001 - £60,000	3.9% (39 out of 993)	9.66% (101 out of 1045)	17.53% (192 out of 1095)	6.5% (292 out of 4437)	14.73% (663 out of 4501)	22.59% (1014 out of 4487)	11.5% (39 out of 331)	13.21% (101 out of 764)	15.92% (192 out of 1206)
£60,001 - £70,000	2.1% (21 out of 993)	1.81% (19 out of 1045)	1.27% (14 out of 1095)	3.1% (141 out of 4437)	1.93% (87 out of 4501)	1.84% (83 out of 4487)	12.9% (21 out of 162)	17.92% (19 out of 106)	14.43% (14 out of 97)
£70,001 - £80,000	1.3% (13 out of 993)	1.53% (16 out of 1045)	1.55% (17 out of 1095)	2.3% (105 out of 4437)	3.06% (138 out of 4501)	2.58% (116 out of 4487)	12.3% (13 out of 105)	10.38% (16 out of 154)	12.78% (17 out of 133)
> £80,000	0.7% (7 out of 993)	2% (21 out of 1045)	2.92% (32 out of 1095)	1.8% (81 out of 4437)	3.02% (136 out of 4501)	4.12% (185 out of 4487)	8.6% (7 out of 81)	13.37% (21 out of 157)	14.74% (32 out of 217)

Figure 31

3.4 Workforce composition

3.4.1 The HR data shown in the table below (figure 32) indicates there are 5,948 staff working across

the organisation, with 5,883 eligible for inclusion in this 2025 pay gap analysis. From this, 94.9% staff (5,582) have declared their ethnicity, and of those 19.6% (1,095) belong to an ethnically underrepresented group. This is further broken down across our three staff groups as follows:

- 128 Control: 27 (21.09%) - in 2024 this figure was 23 (20.53%)
- 971 FRS: 324 (33.36%) - in 2024 this figure was 307 (32.52%)
- 4483 Operational: 744 (16.59%) - in 2024 this figure was 715 (15.92%)

	2018	2019	2020	2021	2022	2023	2024	2025
Ethnically Underrepresented Group	863	891	910	963	964	1000	1045	1110
Further breakdown								
Asian/Asian British	158	162	167	174	177	183	203	212
Black/Black British	384	386	384	406	404	411	415	433
Mixed ethnicity	252	264	270	288	295	313	332	454
Other ethnic group	69	79	89	95	88	93	104	111
White	4600	4766	4781	4733	4502	4484	4534	4533
Not Known	72	82	76	109	107	164	181	233
Prefer not to say	0	0	2	16	27	38	56	72
Total	5535	5739	5769	5821	5600	5686	5826	5948
%	15.6%	15.5%	16.0%	16.5%	17.2%	17.6%	18.8%	18.7%

Figure 32

3.4.2 The table above (figure 32) shows that the actual 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 128 Control staff at LFB with a makeup of 21.09% of staff who have declared themselves to belong to an ethnically underrepresented group. The table below (figure 33) provides a breakdown showing an overrepresentation in the more junior role of Control Room Officer and underrepresentation in the more senior roles.

Control Rank / Grade	Ethnically unrepresented groups		White staff		All staff		% of ethnically underrepresented staff at each grade	
	2024	2025	2024	2025	2024	2025	2024	2025
Operations Manager and above	Number too low to report	Number too low to report	7.86% (7 out of 89)	7.92% (8 out of 101)	6.25% (7 out of 112)	6.25% (8 out of 128)	Number too low to report	Number too low to report
Assistant Operations Manager	30.43% (7 out of 24)	25.92% (7 out of 27)	28.09% (25 out of 89)	25.74% (26 out of 101)	28.57% (32 out of 112)	25.78% (33 out of 128)	21.07%	21.21%

Control Room Officer	69.56% (16 out of 24)	74.07% (20 out of 27)	64.04% (57 out of 89)	66.33% (67 out of 101)	65.17% (73 out of 112)	67.96% (87 out of 128)	21.91%	22.98%
All Control Staff	23	27	89	101	112⁴	128⁵	20.53%	21.09%
%	20.53%	21.09%	79.46%	78.91%	100%	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 an increase in numbers of Control staff since 2023. Proportionately more ethnically underrepresented staff (48.17%) are in roles that attract the lowest pay band below £40,000, in comparison to their White peers (22.77%). This is in comparison to White staff in Control who proportionately have seen increases in representation in the higher pay band, with 72.22% in roles attracting pay of above £40,001, and only 22.77% in roles attracting pay below 40,000, which is a reduction from 36.36% in 2023. Whereas for staff belonging to an ethnically underrepresented group, the opposite is true, with them twice as likely to hold these roles than their White peers.

Control Staff	Ethnically Underrepresented Groups			White staff			All staff		
	2023 (19)	2024 (23)	2025 (27)	2023 (88)	2024 (89)	2025 (101)	2023	2024	2025
< £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)	48.14% (13 out of 27)	36.36% (32 out of 88)	25.04% (23 out of 89)	22.77% (23 out of 101)	42	35	36
> £40,001	52.63% (10 out of 19)	47.82% (11 out of 23)	51.85% (14 out of 27)	63.64% (58 out of 88)	74.15% (66 out of 89)	77.22% (78 out of 101)	68	77	92
Total	19 (17.75%)	23 (20.53%)	27 (21.10%)	88 (82.24%)	89 (79.46%)	101 (78.90%)	110	112	128

Figure 34

FRS staff

3.4.6 There are a total of 971 FRS staff, and just under a third (33.36%) have declared as belonging to an underrepresented ethnic group, with the remaining (66.64%), 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 (2.16%) at TMG level and above.

⁴ Differences in figures may indicate that not all Control staff have declared their ethnicity (circa 2).

⁵ 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	
	2024	2025	2024	2025	2024	2025	2024	2025
TMG (and above)	Number too low to report	2.16% (7 out of 324)	3.45% (22 out of 637)	4.32% (28 out of 647)	Number too low to report	3.60% (35 out of 971)	Number too low to report	20%
FRS G	3.25% (10 out of 307)	2.77% (9 out of 324)	6.90% (44 out of 637)	6.49% (42 out of 647)	5.72% (54 out of 944)	5.25% (51 out of 971)	18.51%	17.64%
FRS F	7.81% (24 out of 307)	8.64% (28 out of 324)	13.34% (85 out of 637)	12.67% (82 out of 647)	11.54% (109 out of 944)	11.32% (110 out of 971)	22.01%	25.45%
FRS E	13.68% (42 out of 307)	15.43% (50 out of 324)	16.79% (107 out of 637)	17.46% (113 out of 647)	15.78% (149 out of 944)	16.78% (163 out of 971)	28.18%	30.67%
FRS D	27.03% (83 out of 307)	25.30% (82 out of 324)	24.17% (154 out of 637)	23.49% (152 out of 647)	25.10% (237 out of 944)	24.09% (234 out of 971)	35.02%	35.04%
FRS C	23.45% (72 out of 307)	24.38% (79 out of 324)	24.64% (157 out of 637)	24.72% (160 out of 647)	21.50% (229 out of 944)	24.61% (239 out of 971)	31.44%	33.05%
FRS B	23.45% (72 out of 307)	21.29% (69 out of 324)	10.67% (68 out of 637)	10.81% (70 out of 647)	14.83% (140 out of 944)	14.31% (139 out of 971)	51.42%	49.64%
Total	307	324	637	647	944⁶	971	32.52%	33.36%
%	32.52%	33.36%	67.47%	66.64%	100%	100%		

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 It shows that no FRS staff currently earns below £30,000 at LFB, which is likely the outcome of an enhanced pay award issued in 2023. It is assumed that this pay award has had a ripple effect across all pay bands as there are changes across the board for both ethnically underrepresented groups as well as White staff.

FRS Staff	Ethnically Underrepresented Groups			White staff			All staff		
	2023 (275)	2024 (307)	2025 (324)	2023 (624)	2024 (637)	2025 (647)	2023	2024	2025
< £20,000	All roles at LFB attract salaries above £20,000								
£20,001 -	7.27% (20 out of	6.18% (19 out of	nil	4.00% (25 out of	2.98% (19 out of	nil	45	38	0

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

£30,000	275)	307)		624)	637)				
£30,001 -£40,000	45.09% (124 out of 275)	32.57% (100 out of 307)	37.34% (121 out of 324)	33.81% (211 out of 624)	24.48% (156 out of 637)	26.27% (170 out of 647)	335	256	291
£40,001 -£50,000	33.81% (93 out of 275)	38.43% (118 out of 307)	33.95% (110 out of 324)	32.05% (200 out of 624)	36.57% (233 out of 637)	33.38% (216 out of 647)	293	351	326
£50,001 -£60,000	5.09% (14 out of 275)	11.40% (35 out of 307)	16.35% (53 out of 324)	10.41% (65 out of 624)	12.55% (80 out of 637)	16.69% (108 out of 647)	79	115	161
£60,001 -£70,000	5.09% (14 out of 275)	5.86% (18 out of 307)	4.01% (13 out of 324)	8.33% (52 out of 624)	9.89% (63 out of 637)	6.80% (44 out of 647)	66	81	57
> £70,001	3.63% (10 out of 275)	5.53% (17 out of 307)	8.33% (27 out of 324)	11.37% (71 out of 624)	13.50% (86 out of 637)	16.84% (109 out of 647)	81	103	136

Figure 36

Operational Staff

3.4.9 There are a total of 4,483 Operational staff at LFB of which, 16.59% have declared as belonging to an underrepresented ethnic group, with the remaining (83.41%), identifying as White. The table below (figure 37) provides a breakdown showing the former is over represented at the rank of firefighter where three quarters (74.32%) of the group is clustered. This is similar to last year, as is the under representation of this group at all other more senior ranks.

Operational Ranks	Ethnically Underrepresented staff		White		All staff		% of ethnically underrepresented staff at each grade	
	2024	2025	2024	2025	2024	2025	2024	2025
Group Commander (and above)	1.53% (11 out of 715)	1.61% (12 out of 744)	2.17% (82 out of 3,775)	2.27% (85 out of 3,739)	2.07% (93 out of 4490)	2.16% (97 out of 4,483)	11.82%	12.37%
Station Commander	1.39% (10 out of 715)	1.34% (10 out of 744)	3.15% (119 out of 3,775)	2.64% (99 out of 3,739)	2.87% (129 out of 4490)	2.43% (109 out of 4,483)	7.75%	9.177%
Station Officer	3.35% (24 out of 715)	3.36% (25 out of 744)	6.33% (239 out of 3,775)	6.12% (229 out of 3,739)	5.86% (263 out of 4490)	5.66% (254 out of 4,483)	9.12%	9.84%
Sub Officer	9.79% (70 out of 715)	9.27% (69 out of 744)	10.30% (389 out of 3,775)	10.53% (394 out of 3,739)	10.22% (459 out of 4490)	10.32% (463 out of 4,483)	15.25%	14.90%
Leading Firefighter	8.53% (61 out of 715)	7.93% (59 out of 744)	12.26% (463 out of 3,775)	11.79% (441 out of 3,739)	11.67% (524 out of 4490)	11.15% (500 out of 4,483)	11.64%	11.79%

Firefighter	73.70% (527 out of 715)	74.32% (553 out of 744)	64.15% (2422 out of 3,775)	65.39% (2445 out of 3,739)	65.68% (2949 out of 4490)	66.87% (2,998 out of 4,483)	17.87%	18.44%
Trainee Firefighter	1.67% (12 out of 715)	2.15% (16 out of 744)	1.61% (61 out of 3,775)	1.23% (46 out of 3,739)	1.63% (73 out of 4490)	1.38% (62 out of 4,483)	17.80%	25.80%
Total	715	744	3,775	3,739	4,490	4,483	15.92%	16.59%
%	15.92%	16.59%	84.07%	84.41%	100%	100%		

Figure 37

3.4.10 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.

3.4.11 Overall, the distribution across the pay bands reflect the composition make up across each rank, with staff from ethnically underrepresented groups 50% more likely to be in the lowest pay band of £30,00 to £40, 000 than their White peers, who conversely are 60% more likely to be in the higher pay band.

Operational Staff	Ethnically Underrepresented Groups			White staff			All staff		
	2023 (699)	2024 (715)	2025 (744)	2023 (3,725)	2024 (3,775)	2025 (3,739)	2023	2024	2025
< £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)	13.17% (98 out of 744)	4.93% (184 out of 3,725)	7.47% (282 out of 3,775)	8.05% (301 out of 3,739)	274	368	399
£40,001 to £50,000	81.54% (570 out of 699)	75.94% (543 out of 715)	65.86% (490 out of 744)	83.94% (3127 out of 3,725)	72% (2718 out of 3,775)	62.28% (2329 out of 3,739)	3697	3261	2819
£50,001 to £60,000	3.14% (22 out of 699)	9.09% (65 out of 715)	17.87% (133 out of 744)	5.71% (213 out of 3,725)	14.99% (566 out of 3,775)	23.66% (885 out of 3,739)	235	631	1018
£60,001 to £70,000	1.00% (7 out of 699)	Number too low to report	Number too low to report	2.38% (89 out of 3,725)	0.63% (24 out of 3,775)	0.93% (35 out of 3,739)	96	25	36
> £70,001	1.43% (10 out of 699)	2.79% (20 out of 715)	2.95% (22 out of 744)	3.01% (112 out of 3,725)	4.90% (185 out of 3,775)	5.05% (189 out of 3,739)	122	205	75

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.
- 4.1.3 As of 31 March 2025, the data shows (figure 39) that statistically there is no median or mean disability pay gap, and our staff with disabilities receive pay parity with their peers.

	Median				Mean			
	Median pay gap (2023)	Median pay gap (2024)	Median pay gap (2025)	Median pay gap (% point change)	Mean pay gap (2023)	Mean pay gap (2024)	Mean pay gap (2025)	Mean pay gap (% point change)
Disability								
With disabilities vs without	-0.78%	-0.15%	0.03%	Change by 0.18%	-2.83%	-0.83%	-0.11%	Decreased by 0.72%

Figure 39

- 4.1.4 Over the last three years there has been a positive trend (figures 40 and 41) to narrow and already small pay gap which has historically been in favour of staff with disabilities, from -1.54% in 2022 to virtually zero by 2025. On the face of it this is encouraging however, when broken down further there are disparities which are explained in the section below that discusses workforce composition.

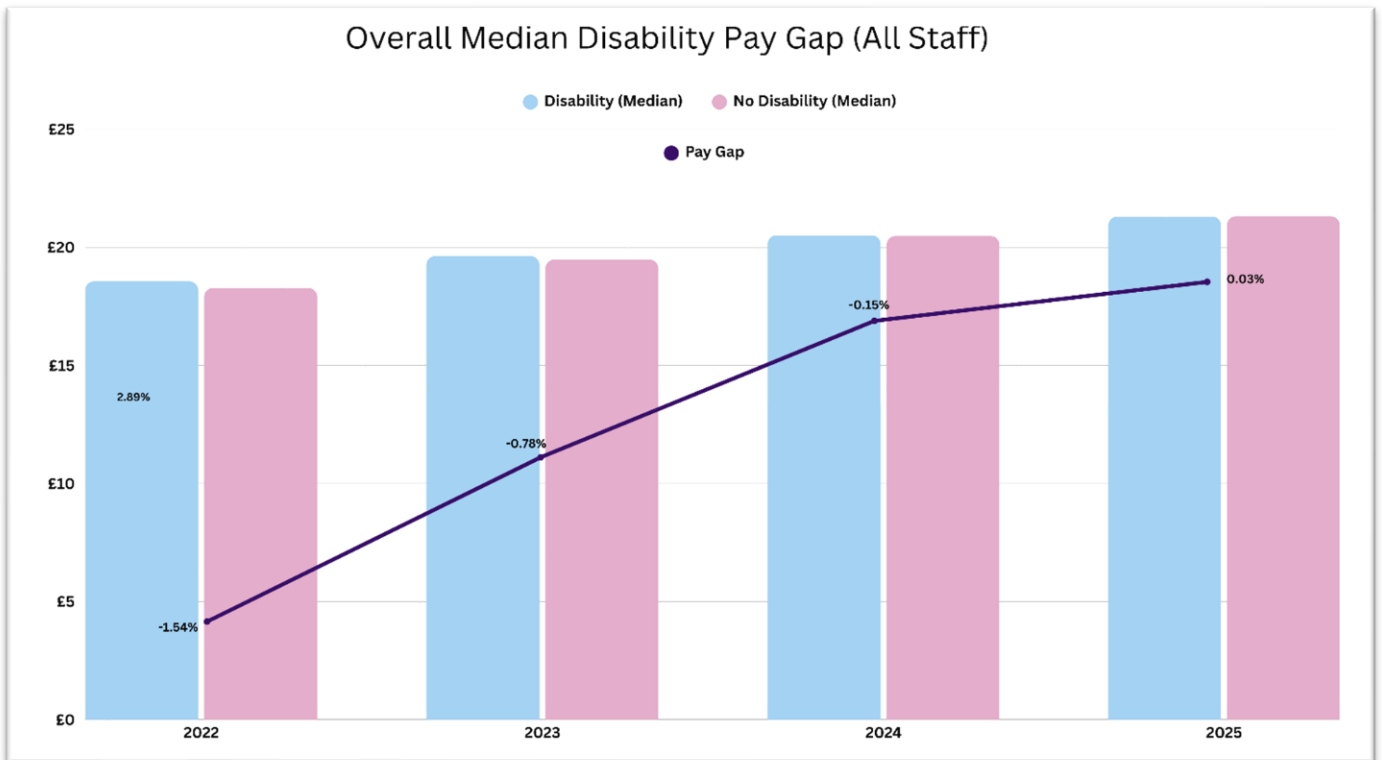


Figure 40

4.1.5 Figures 40 (above) and 41 (below) show a continuous decrease in the disability pay gap across the last three years to achieve pay parity in 2025.

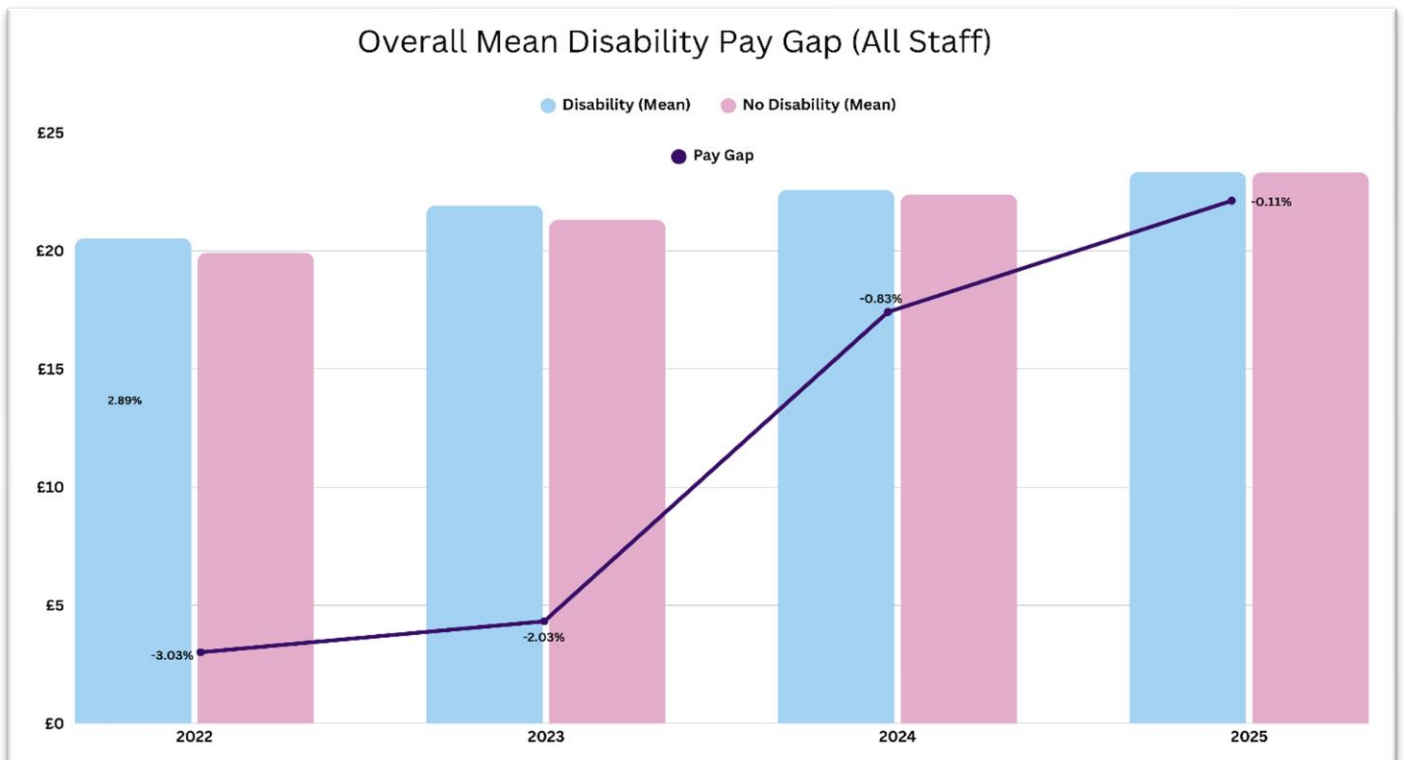


Figure 41

4.1.6 An analysis of trends for each staff group across the past four years is provided below (figures 42

and 43). They show the median and mean disability pay gaps for staff across our three occupational groups, and are helpful in identifying trends in pay.

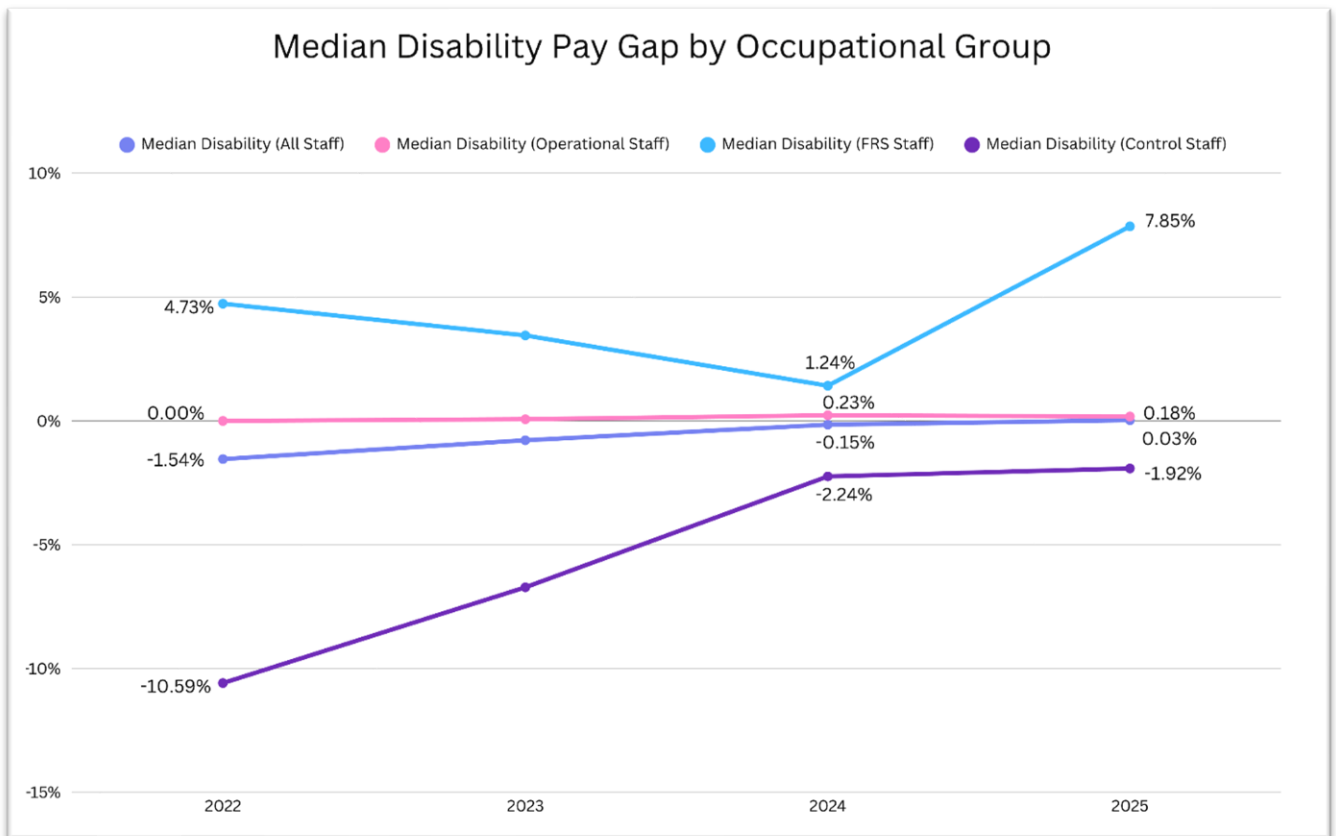


Figure 42

- 4.1.7 The graph above (figure 42) shows consistent improvements in the median disability pay gap, with disparities widening only across FRS occupational group.
- 4.1.8 The graph below (figure 43) shows reflects the same trends across the mean disability pay gap, with the outlier being FRS staff which has both an increasing and widest disparity in favour of staff without disabilities.

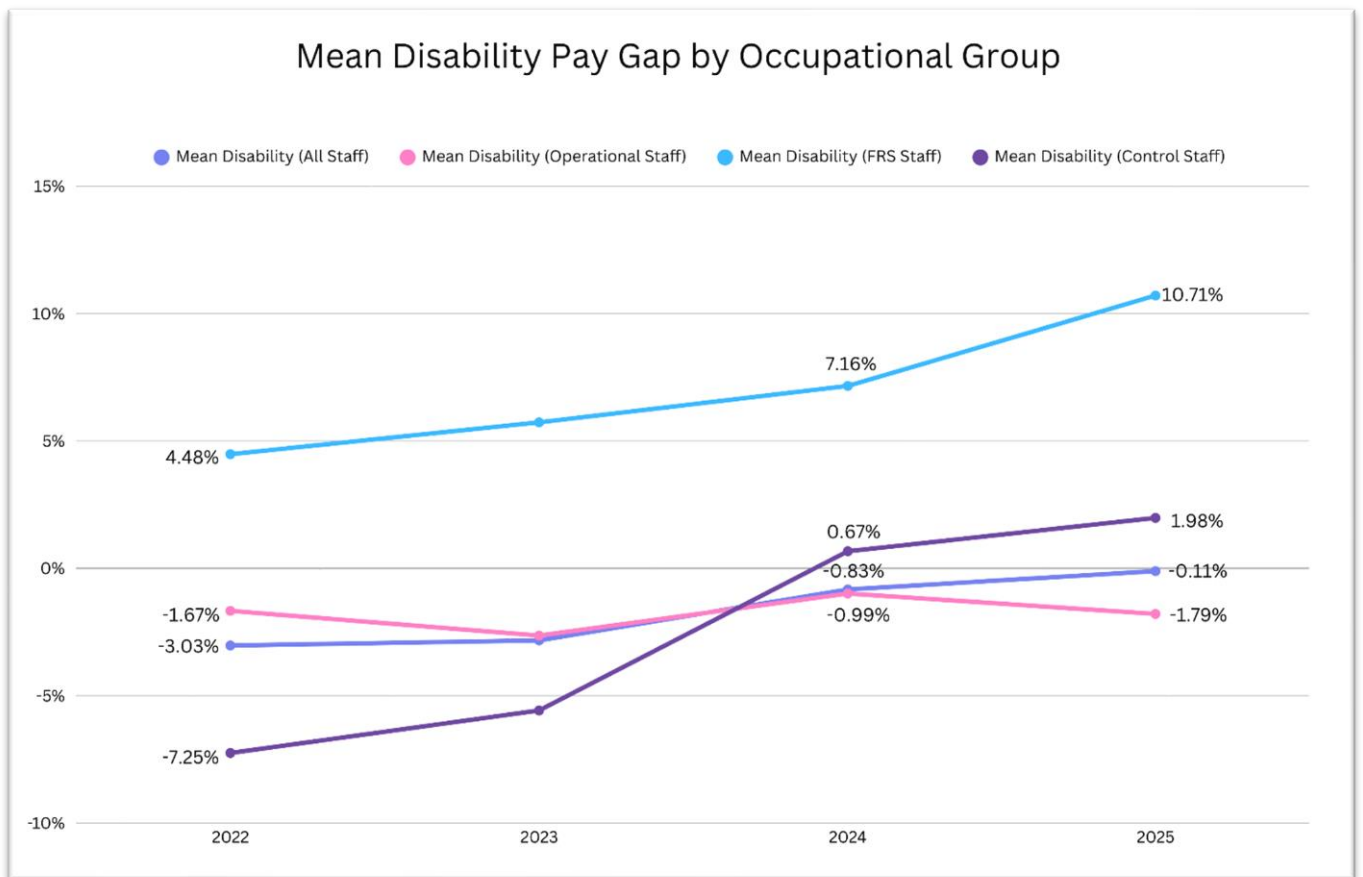


Figure 43

Control staff

4.1.9 For Control staff, the disability pay gap has continued to move in a positive direction. In 2024, the median gap was -2.24%, meaning staff with disabilities earned slightly more than their peers. By 2025, this improved to -1.92%. The mean gap also rose from 0.67% in 2024 to 1.98% in 2025, showing that, on average, staff with disabilities are now earning £0.47 less than those without disabilities.

FRS staff

4.1.10 In FRS roles, there has been a notable uptick that has increased the pay gap to its widest disparity in three years in favour of staff without disabilities whose mean hourly wage, on average, now stands at £3.02 more than their peers, which has grown by £1.09 since last year. The increase in FRS disability mean pay gap is due to fewer senior disabled FRS staff being employed compared to the previous year. 8.7% disabled staff were FRS F and above in 2024/25, compared with 12.6% in 2023/24. Conversely, there has been an increase in non-disabled TMG staff compared to the previous year (from 21 to 29). There were no disabled TMG staff in the 2024/25 analysis. The shift in profile of the two groups accounts for the increase in the mean disability pay gap figure for FRS staff.

Operational staff

4.1.11 The median gender pay gap for Operational staff has been relatively stable over the past three years with changes of less than 1% in both the median and mean paygaps. That being said, a slight increase this year has resulted in a pay gap in favour of staff with disabilities who on average are earning £0.40 more per hour than their peers.

4.1.12 In 2023, the latest year for which data has been published, the national (UK) median disability

pay gap for all workers was 12.7%. The median disability pay gap for workers in London in 2023 was 7.4%. Therefore, our median disability pay gap aligns with the most recently published national and London averages.

4.2 Full-time/part time status

4.2.1 Further analysis (figure 44) shows a steep uptick in both the mean (8.45%) and median (6.99%) pay gap in favour of staff working part-time who do not have disabilities. This has widened the disparities in pay between them and their peers which has resulted in staff with disabilities earning, a mean average of £2.09 less per hour, which is £1.23 lower than last year.

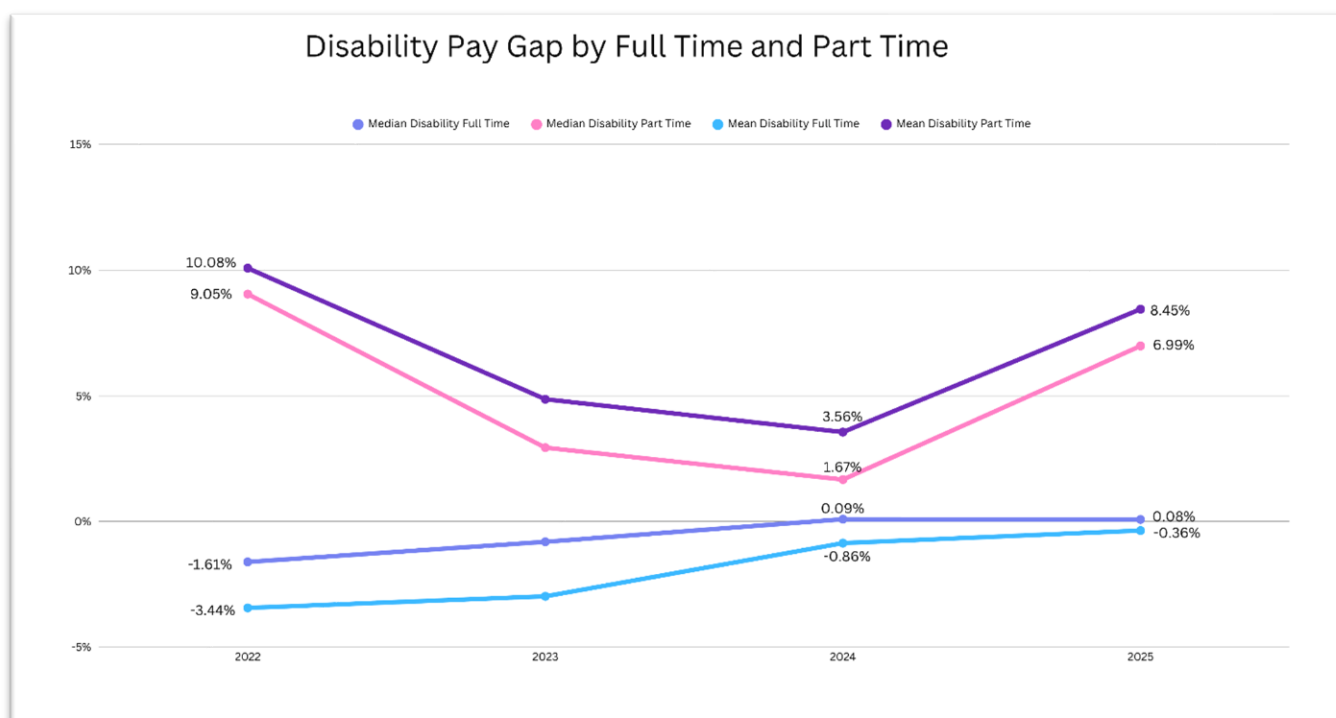


Figure 44

4.3 Earning quartile

4.3.1 To better show how the pay of staff with disabilities is 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 (£)	
Quartile 4	152	10.86%	1248	89.14%	-0.93%
Quartile 3	113	8.07%	1287	91.93%	-1.23%
Quartile 2	113	8.07%	1287	91.93%	-0.13%

Quartile 1	153	10.93%	£19.87	1247	89.07%	£20.44	2.78%
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Figure 45

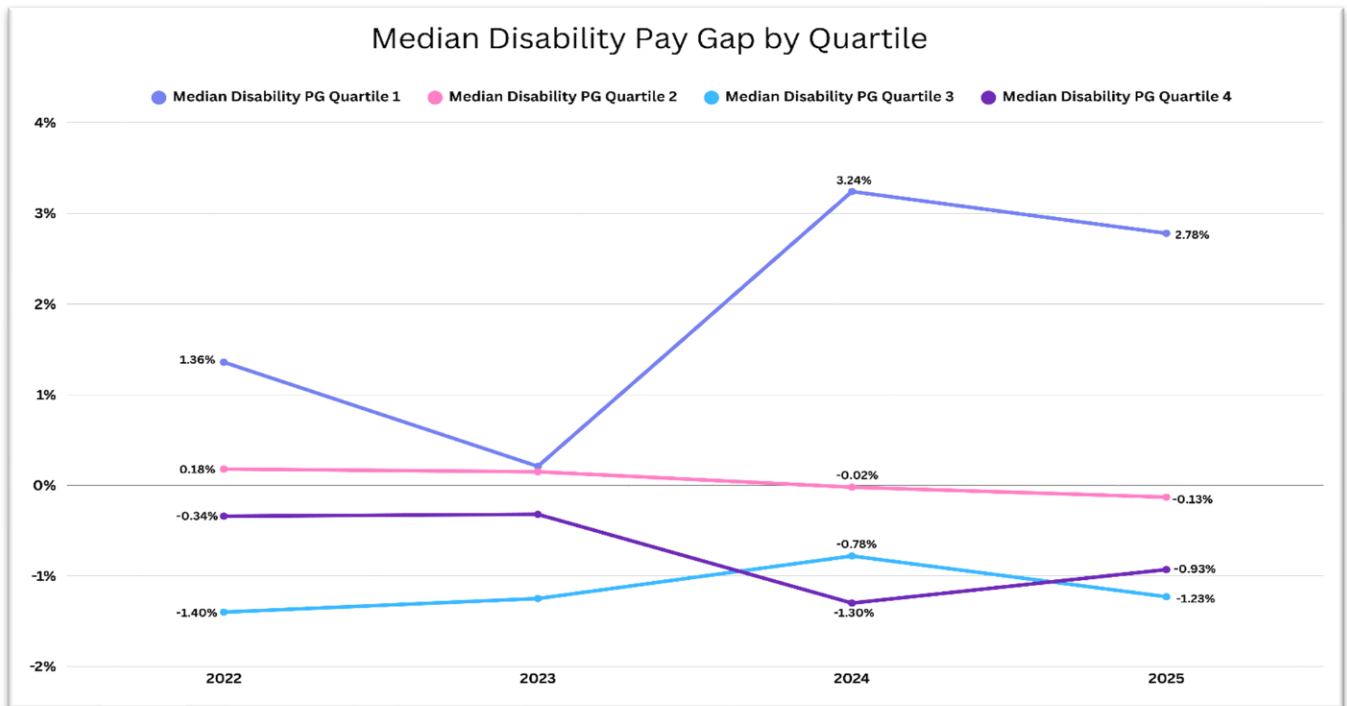


Figure 46

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 have near parity in salary with those with disabilities earning, on average, £0.33 more per hour
- Quartile 3: staff with disabilities earn slightly more this year than in 2024 due to the pay gap slightly widening by 0.15%, which has increased their hourly wage to £0.28 than their peers.
- Quartile 2: statistically staff with and with and without disabilities have the pay parity
- Quartile 1 (lowest salaried) while the pay gap has reduced slightly, staff with disabilities, on average, are still earning £0.57 less per hour than their peers without disabilities.

Mean Quartile	Without Disability			With Disability		Pay gap (%)	
	Employees (%)	Hourly pay (£)	Employees (%)	Hourly pay (£)			
Quartile 4	152	10.86%	£29.98	1248	89.14%	£30.82	2.72%
Quartile 3	113	8.07%	£22.62	1287	91.93%	£22.47	-0.69%
Quartile 2	113	8.07%	£21.09	1287	91.93%	£21.08	-0.05%
Quartile 1	153	10.93%	£18.94	1247	89.07%	£18.99	0.25%

Figure 47

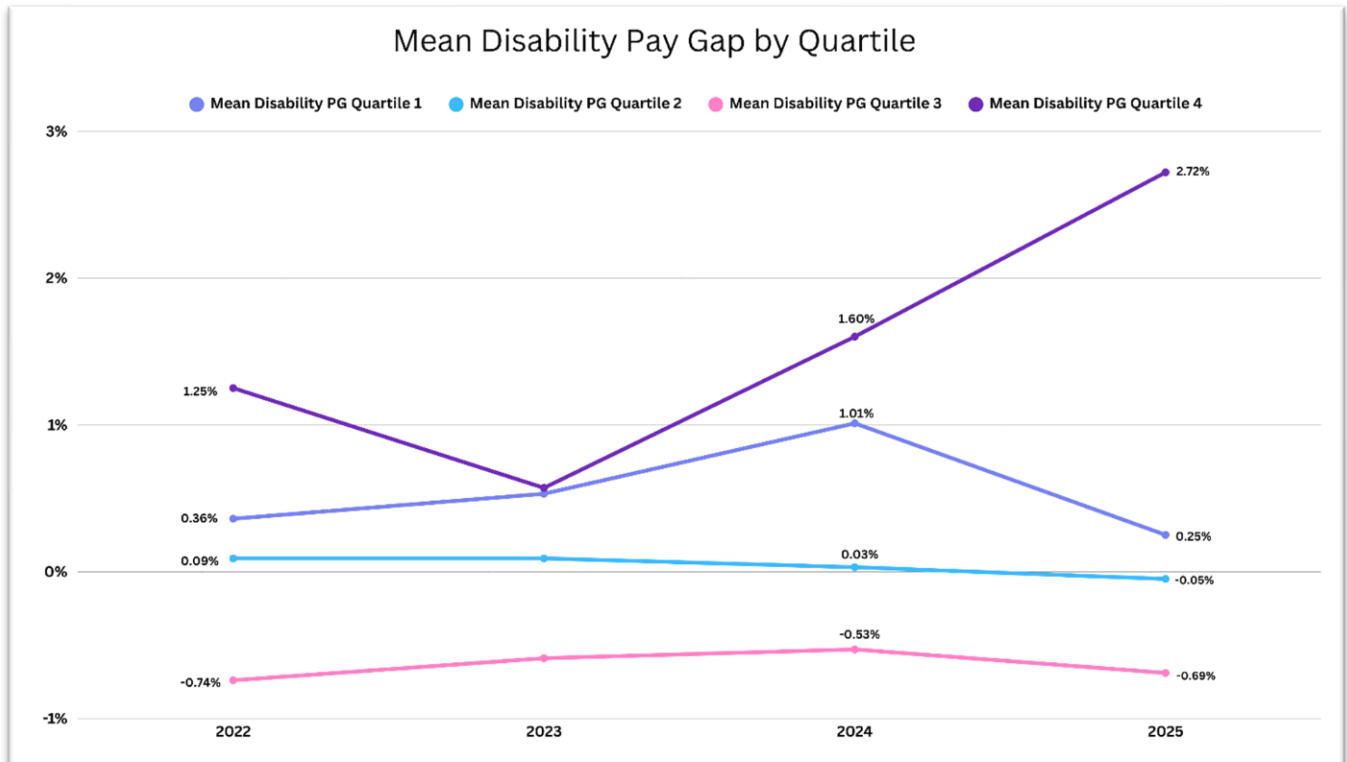


Figure 48

4.3.4 As with the median, the mean analysis (figure 48) shows a narrowing of pay gap across quartile 1 and shows parity in pay for all but those in the highest earning quartile, where the pay gap has increased by 1.12% in favour of staff without disabilities.

- Quartile 4: (highest salaried) the difference in the average hourly wage for staff without disabilities has almost doubled from last year, increasing to £0.84 from £0.47 last year.
- Quartile 3: staff with and without disabilities have practically no pay gap, with the former earning £0.15 more per hour
- Quartile 2: statistically, staff with and with and without disabilities have the same pay
- Quartile 1 (lowest salaried) staff with disabilities, on average, earn £0.25 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 overall number of LFB staff, which has increased by 122 over the past year. Therefore, increases in staff with disabilities must be viewed in context of an increase in number of our overall workforce during the same period. The overall number of staff with disabilities has risen year on year from 474 in 2023 to 531 this year (27 more than in 2024), which demonstrates a positive trend in recruitment, retention and declaration.

4.3.7 The data illustrates a positive trend of an almost equitable distribution of staff with disabilities across all paybands with significant improvement in the highest, over £100,000, where the representation has almost doubled since last year. It should be noted however, that although staff may receive higher pay, this is likely linked to annual salary progression increases, and should not automatically be conflated with staff progression which has not been supported by the data shown below (figures 51, 52 and 53), which, in fact, shows the exact opposite.

Payband	2022	2023	2024	2025
<=£20,000	All roles at LFB attract salaries above £20,000			
£20,001 to £30,000	8.3%	10.0%	5.4%	nil
£30,001 to £40,000	7.8%	12.71%	13.4%	12.41%
£40,001 to £50,000	7.9%	7.4%	8.3%	8.76%
£50,001 to £60,000	12.8%	13.3%	9.1%	9.51%
£60,001 to £70,000	8.5%	10.6%	10.5%	9.09%
£70,001 to £80,000	14.1%	12.60%	10.8%	10.61%
£80,001 to £90,000	6.9%	13.51%	11.8%	11.72%
£90,001 to £100,000	25.0%	20.0%	11.1%	8.82%
£100,001 >	5.3%	0.0%	2.7%	5.77%

Figure 49

4.4 Workforce composition

4.4.1 Our HR data indicates there are 531 staff (9.02%) working across the organisation who have declared a disability. This figure has increased from 2024, where 474 were recorded as having a disability. This is further broken down across our three staff groups as follows:

- 127 Control: 25 (13.39%) - in 2024 this figure was 15 (13.39%)
- 960 FRS: 127 (13.22%) - in 2024 this figure was 127 (13.58%)
- 4513 Operational: 379 (8.39%) - in 2024 this figure was 362 (8.72%)

	2022	2023	2024	2025
Disabled	442	474	504	531
Not Disabled	4998	4975	5052	5069
%	8.12%	8.47%	9.07%	9.48%

Figure 50

4.4.2 According to Gov.UK⁷ in 2023, the employment rate for the UK working population with disabilities stands at 53.6% (with the disability unemployment rate of 7.1%, 370,000 out of 4.7 million). This is in contrast with an employment rate for those without disabilities at 82.5% (with an unemployment rate of 3.5%). It's important to note that there is considerable variation in disability employment rates across different types of disabilities.

4.4.3 In comparison, 9.07% of LFB staff (531 out of 5,883) have declared disabilities in 2025.

4.4.4 In 2023, the latest year for which data has been published, the national (UK) median disability pay gap for all workers was 12.7%. The median disability pay gap for workers in London in 2023 was 7.4%. Therefore, LFB's median disability pay gap aligns with the most recently published national and London averages.

⁷ [Employment of disabled people 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Control

4.4.5 The number of Control staff has increased over the year and therefore any increases in staff with disabilities must be viewed in this context. In addition, last year due to low numbers of staff in the positions of Assistant Operations Manager and above the data was amalgamated to protect their anonymity. However, this year these ranks have been disaggregated and a higher percentage of staff have declared disabilities in 2025. A further breakdown of the composition of staff with disabilities is shown in the table below (Figure 51).

Control Rank / Grade	Disability		No Disability		All staff		% of staff with disabilities at each grade	
	2024	2025	2024	2025	2024	2025	2024	2025
Operations Manager and above	46.66% (7 out of 15)	Number too low to report	34.02% (33 out of 97)	5.88% (6 out of 102)	345.71% (40 out of 112)	7.08% (9 out of 127)	17.5%	33.33%
Assistant Operations Manager		24% (6 out of 25)		26.47% (27 out of 102)		25.98% (33 out of 127)		18.18%
Control Room Officer	53.33% (8 out of 15)	64% (16 out of 25)	65.97% (64 out of 97)	67.64% (69 out of 102)	64.28% (72 out of 112)	66.92% (85 out of 127)	11.11%	18.82%
All Control Staff	15	25	97	102	112	127	13.39%	19.68%
%	13.39%	19.68%	86.60%	80.32%	64.28%	100%		

Figure 51

FRS staff

4.4.6 There are a total of 960 eligible staff for reporting under disabilities in the FRS occupational group. Of them, 127 have declared a disability (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	
	2024	2025	2024	2025	2024	2025	2024	2025
TMG and above	Number too low to report	nil	2.97% (24 out of 808)	3.96% (33 out of 833)	Number too low to report	0% (33 out of 960)	Number too low to report	nil
FRS G	Number too low to report	Number too low to report	6.31% (51 out of 808)	6% (50 out of 833)	Number too low to report	3.84% (52 out of 960)	Number too low to report	3.84%
FRS F	9.44% (12 out of 127)	7.08% (9 out of 127)	11.75% (95 out of 808)	11.64% (97 out of 833)	11.44% (107 out of 935)	8.49% (106 out of 960)	12.21%	8.49%
FRS E	14.96% (19 out of 127)	14.17% (18 out of 127)	16.33% (132 out of 808)	17.64% (147 out of 833)	16.14% (151 out of 935)	10.90% (165 out of 960)	12.58%	10.90%

	of 127)		of 808)		of 935)			
FRS D	25.19% (32 out of 127)	28.34% (36 out of 127)	23.88% (193 out of 808)	22.20% (185 out of 833)	24.06% (225 out of 935)	16.28% (221 out of 960)	14.22%	16.28%
FRS C/D	Number too low to report	n/a	Number too low to report)	n/a	Number too low to report	n/a	Number too low to report	n/a
FRS C	24.40% (31 out of 127)	23.62% (30 out of 127)	21.28% (172 out of 808)	23.04% (192 out of 833)	21.71% (203 out of 935)	13.51% (222 out of 960)	15.27%	13.51%
FRS B/C	Number too low to report	n/a	2.72% (22 out of 808)	n/a	Number too low to report	n/a	Number too low to report	n/a
FRS B	18.89% (24 out of 127)	25.19% (32 out of 127)	14.10% (114 out of 808)	15.48% (129 out of 833)	14.75% (138 out of 935)	19.87% (161 out of 960)	17.39%	19.87%
All FRS Staff	127	127	808	833	935	960	13.58%	13.22%
%	(12.76%)	(13.22%)	(81.21%)	(86.78%)	(93.97%)	(93.97%)		

Figure 52

Operational staff

4.4.7 There are a total of 4,513 Operational staff eligible for reporting under disability in operations. Of these, 379 staff have declared disabilities, which represents 8.39% of the eligible group. There is a notable peak in numbers at the level of firefighter and a notable increase in the number of staff with disabilities at more senior grades (Group Commander and above: 16.66%, Station Commander: 11.91%) a full breakdown of the overall disability composition is shown in the table below (Figure 53).

Operational Staff	Disability		No Disability		All staff		% of staff with disabilities at each grade	
	2024	2025	2024	2025	2024	2025	2024	2025
Group Commander and above	3.31% (12 out of 362)	3.95% (15 out of 379)	1.92% (80 out of 4,147)	1.93% (80 out of 4,134)	2.04% (92 out of 4,509)	2.10% (95 out of 4,513)	13.04%	16.66%
Station Commander	4.14% (15 out of 362)	3.43% (13 out of 379)	2.79% (116 out of 4,147)	2.34% (97 out of 4,134)	2.90% (131 out of 4,509)	2.43% (110 out of 4,513)	11.45%	11.81%
Station Officer	8.28% (30 out of 362)	7.91% (30 out of 379)	5.76% (239 out of 4,147)	5.58% (231 out of 4,134)	5.96% (269 out of 4,509)	5.78% (261 out of 4,513)	11.15%	11.49%
Sub Officer	7.73% (28 out of 362)	7.91% (30 out of 379)	10.48% (435 out of 4,147)	10.57% (437 out of 4,134)	10.26% (463 out of 4,509)	10.34% (467 out of 4,513)	6.04%	6.42%
8.15 Leading Firefighter	9.94% (36 out of 362)	9.76% (37 out of 379)	11.83% (491 out of 4,147)	11.29% (467 out of 4,134)	11.68% (527 out of 4,509)	11.16% (504 out of 4,513)	6.83%	7.34%
Firefighter	64.91% (235 out of 362)	64.90% (246 out of 379)	65.61% (2721 out of 4,147)	67.02% (2771 out of 4,134)	65.55% (2956 out of 4,509)	66.85% (3017 out of 4,513)	7.94%	8.15%

	of 362)	of 379)	of 4,147)	of 4,134)	of 4,509)	of 4,513)		
Trainee Firefighter	1.65% (6 out of 362)	2.11% (8 out of 379)	1.56% (65 out of 4,147)	1.23% (51 out of 4,134)	1.57% (71 out of 4,509)	1.30% (59 out of 4,513)	8.45%	13.55%
All Operational Staff	362	379	4,147	4,134	4,509	(4,513)	8.02%	8.39%
%	8.06%	8.39%	88.10	91.61%	100%	100%		

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 31 March 2025, the graphs below (figures 54 and 55) shows the overall median ethnicity pay gap for women is -9.01% and 0.89% for men. The overall mean ethnicity pay gap for women is -1.56% and 4.89% for men. This means that, on average, women from underrepresented ethnic groups earn slightly more than White women, while men from underrepresented ethnic groups earn less than White men.

Intersectional Analysis - Gender and Ethnicity Pay Gap (Hourly Rate)

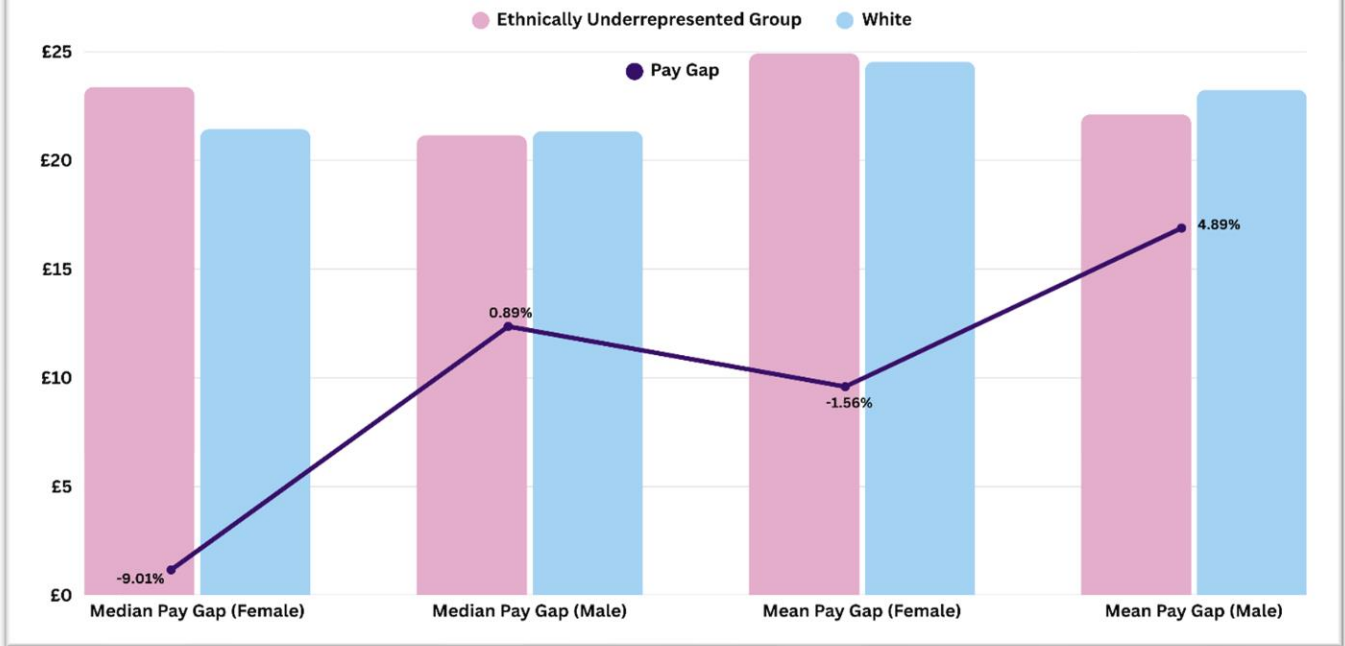


Figure 54

	Median Pay Gap (Female)	Mean Pay Gap (Female)	Median Pay Gap (Male)	Mean Pay Gap (Male)
Ethnically Underrepresented Group Hourly Pay	£23.36	£24.91	£21.14	£22.10
White Hourly Pay	£21.43	£24.53	£21.33	£23.23
Pay Gap	-9.01%	-1.56%	0.89%	4.89%

Figure 55

Women

- 5.1.2 When broken down further, 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. While this trend reflects last year's report, the pay gap across these two groups has narrowed, while that of staff from mixed backgrounds has remained stable with this groups earning less than their White peers.

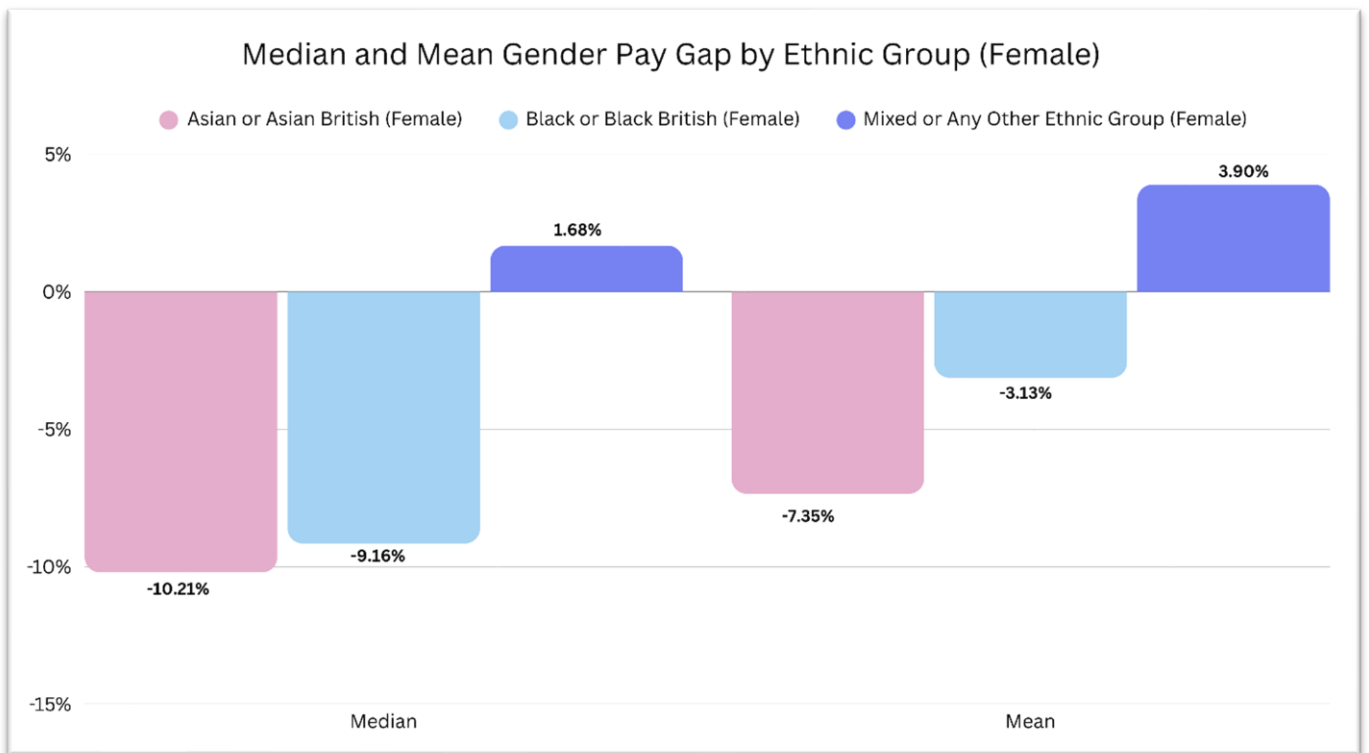


Figure 56

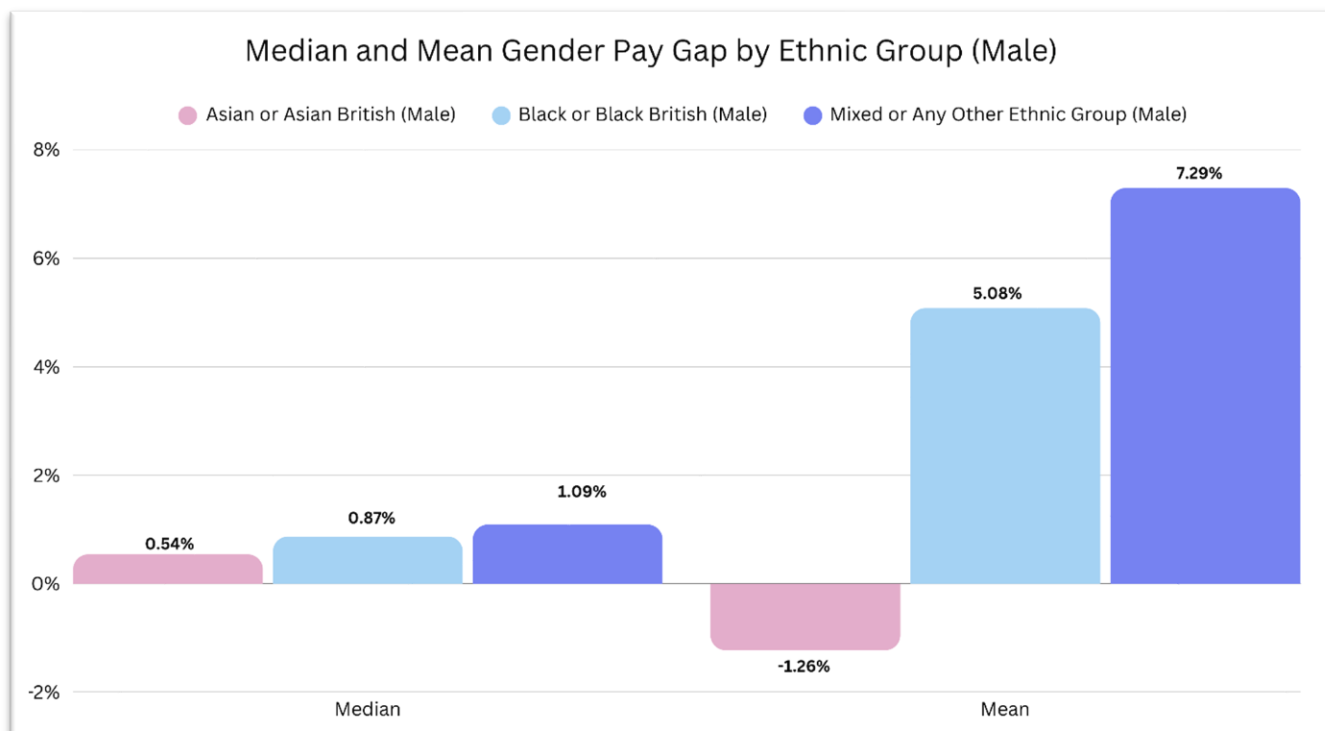
5.1.2 The table below (figure 57) offers a further breakdown to illustrate the disparities in pay through providing the average hourly wage of women from underrepresented ethnic groups in comparison to their White peers.

	Median Pay Gap (Women)		Mean Pay Gap (Women)	
	2024	2025	2024	2025
White Hourly Pay	£20.55	£21.43	£23.38	£24.53
Black or Black British Hourly Pay	£22.49	£23.39	£24.51	£25.30
Pay Gap	-9.45%	-9.16%	-4.84%	-3.13%
Asian or Asian British Hourly Pay	£22.49	£23.62	£24.40	£26.33
Pay Gap	-9.45%	-10.21%	-4.34%	-7.35%
Mixed or Any Other Ethnic Group Pay	£20.36	£21.07	£22.43	£23.57
Pay Gap	0.95%	1.68%	4.05%	3.90%

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 disparity



of pay, which is not in their favour. This is a continuing trend that is reflected in the pay gap analysis of the past two years, and apply across both Operational and FRS occupational groups.
Figure 58

5.1.4 The table below (figure 59) offers a further breakdown to illustrate the disparities in pay through providing the average hourly wage of men from underrepresented ethnic groups in comparison to their White peers.

	Median Pay Gap (Men)		Mean Pay Gap (Men)	
	2024	2025	2024	2025
White Hourly Pay	£20.50	£21.33	£22.35	£23.23
Black or Black British Hourly Pay	£20.35	£21.14	£21.18	£22.05
Pay Gap	0.74%	0.87%	5.25%	5.08%
Asian or Asian British Hourly Pay	£20.48	£21.21	£22.27	£23.52
Pay Gap	0.07%	0.54%	0.38%	-1.23%
Mixed or Any Other Ethnic Group Pay	£20.24	£21.10	£20.82	£21.54
Pay Gap	1.25%	1.09%	6.86%	7.29%

Figure 59

5.2 Ethnicity and disability

5.2.1 As of 31 March 2025, the graph below (figure 60) shows the overall median and mean disability pay gaps for staff from underrepresented ethnic backgrounds compared to White staff. Disabled staff from underrepresented ethnic backgrounds earned slightly more than their non-disabled peers, with a median pay gap of -0.82% and a mean pay gap of -3.82%. Among White staff, non-disabled employees earned slightly more, with a median pay gap of 0.15% and a mean pay gap of 0.18%.

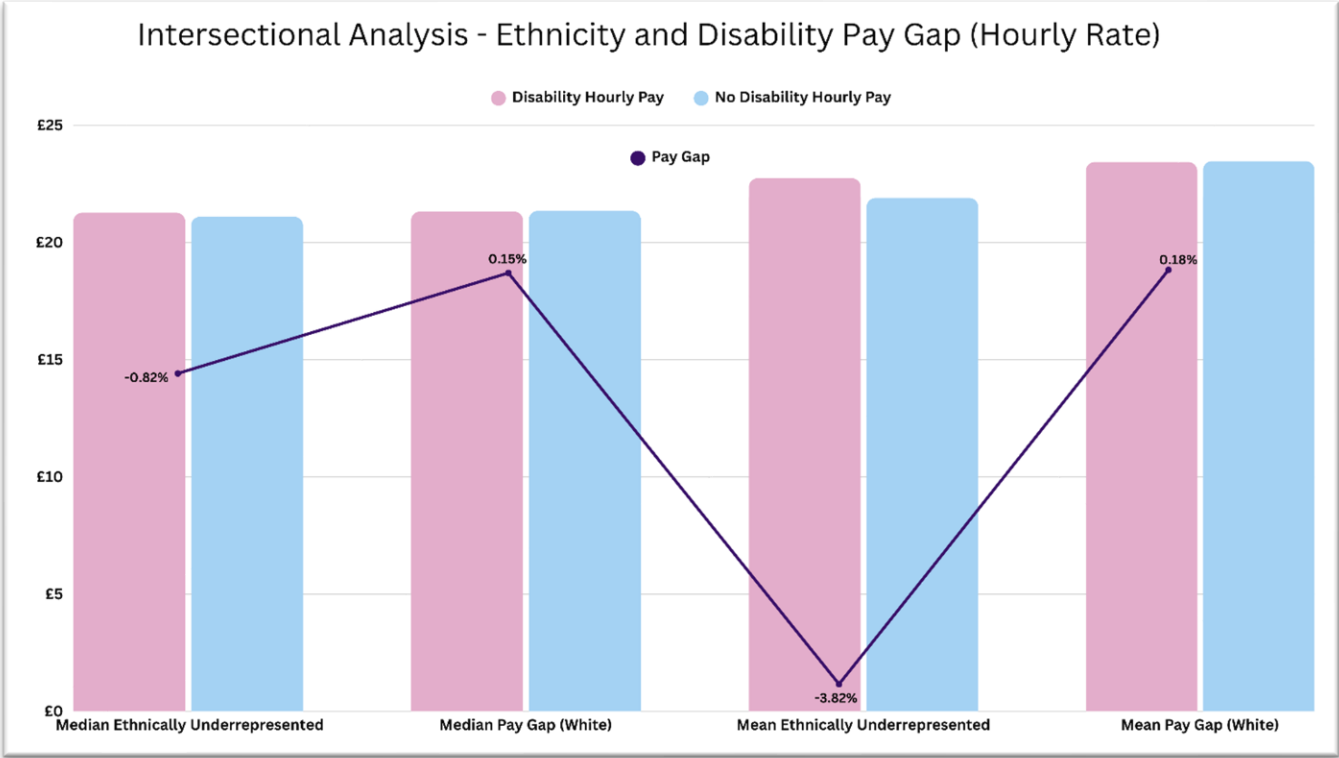


Figure 60

5.2.2 The table below (figure 61) offers a further breakdown to illustrate the disparities in pay through providing the average hourly wage of staff with disabilities from underrepresented ethnic groups in comparison to their White peers.

	Median (Ethnically Underrepresented Group)		Median (White)		Mean (Ethnically Underrepresented Group)		Mean (White)	
	2024	2025	2024	2025	2024	2025	2024	2025
Disability Hourly Pay	£20.43	£21.26	£20.51	£21.31	£22.31	£22.73	£22.65	£23.42
Without Disability Hourly Pay	£20.37	£21.09	£20.50	£21.34	£21.84	£21.89	£22.51	£23.46
Pay Gap	-0.30%	-0.82%	-0.05%	0.15%	-2.15%	-3.82%	-0.59%	0.18%

Figure 61

5.3 Gender and disability

5.3.1 As of 31 March 2025, the table below (figure 62) shows the overall median disability pay gap is -3.29% for women and 0.16% for men. The mean disability pay gap is 5.30% for women and -1.31% for men. This indicates that women with disabilities experience a larger overall pay gap compared to men with disabilities, though the direction of that gap depends on whether you use the mean or median figure.

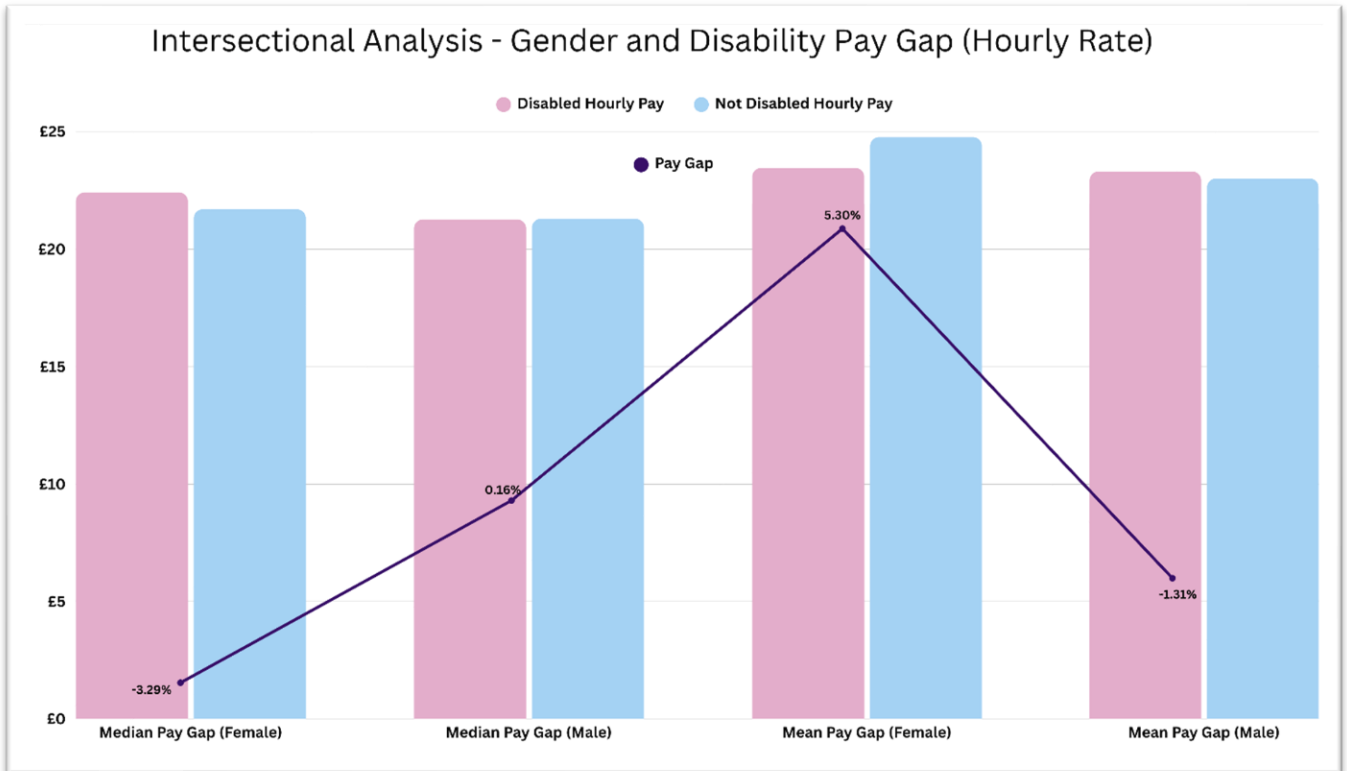


Figure 62

5.3.2 The table below (figure 63) offers a further breakdown to illustrate the disparities in pay through providing the average hourly wage of women with disabilities in comparison to their peers without.

	Median (Women)		Mean (Women)		Median (Men)		Mean (Men)	
	2024	2025	2024	2025	2024	2025	2024	2025
Disability Hourly Pay	£21.83	£22.41	£23.03	£23.45	£20.40	£21.26	£22.40	£23.30
Without Disability Hourly Pay	£20.75	£21.69	£23.52	£24.76	£20.47	£21.29	£22.15	£23.00
Pay Gap	-5.23%	-3.29%	2.10%	5.30%	0.32%	0.16%	-1.12%	-1.31%

Figure 63

6 Conclusion

6.1.1 The results of this report show that at LFB, the gender, ethnicity and disability pay gaps remain

narrow and compare favourably to both the national (UK) and London position. According to the ONS,⁸ in 2023 the national gender pay gap was 14.3%, and in 2022 the mean disability pay gap was 13.8%.

- 6.1.2 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.
- 6.1.3 Therefore, it remains important at LFB that longer-term trends, beyond the statutory annual pay gap report, are actively monitored to identify any potential activities that will contribute to any disparities in pay.
- 6.1.4 The primary challenge in pay gap reporting for LFB lies in the fact that, despite minimal pay gaps and, in some cases, favourable outcomes for women, ethnically underrepresented groups, and staff with disabilities, there is disproportion in representation across the organisation. 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 across all levels of the organisation, which will mean a shift in focus away from just recruitment, to prioritising progression also.

6.2 Gender

- 6.2.1 In summary, overall, analysis shows that the gender pay gap has decreased slightly since 2024 but remains in favour of women who are currently earning on average an hourly salary of £1.31 more than men. This aligns with the trend over the last six years of a narrowing gender pay gap and 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.
- 6.2.2 The gender pay gap analysis is based on a declaration rate of 100%. The key findings are as follows:
 - Overall, there is a trend in favour of women across the past seven years, which is reflected this year with a median gender pay gap of -1.39%, and a mean of -5.57%.
 - However, although women are currently earning a mean average hourly salary of £1.31 more than men, the disparity in pay has narrowed by 0.81% since last year.
 - Occupation group breakdown:
 - Control: the gender pay gap for this group stands at -16.81% (median) and -7.14% (mean), in favour of women. These are notable increases from last year, which continues a consistent trend of widening of pay disparity in this staff group where women currently earn an average hourly mean salary of £1.60 more than their male peers.
 - FRS: the gender pay gap for this group stands at -0.39% (median) and 1.40% (mean), which demonstrates pay parity as a result of a consistent trend of a narrowing of pay disparity for this staff group.

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

- Operations: the gender pay gap for this group stands at -1.26% (median) and 3.58% (mean), which demonstrates an almost pay parity as a result of a two-year trend narrowing the mean pay gap for this staff group.
- For part-time staff there is almost pay parity with a median gender pay gap of -3.78% (decreased from -5.05% in 2024) and a mean pay gap of -2.54% (increase from -2.00% in 2024) in favour of women.
- Pay gaps across earnings quartiles remain similar to 2024, with very slight increase in both the median and mean pay disparities, resulting in pay gaps reflecting those of last year's levels. In the upper quartile, the median and mean pay gaps have risen slightly in favour of women, who earn a mean average of £1.38 per hour compared to £1.30 last year.
- There is a continuing trend of decreases in representation of women across pay bands under £70,000. In the past two years, these bands have typically had the highest concentration of women. At the same time, more women are now represented in higher salary bands, especially in the highest salary range of over £100,000, which is at its highest rate since the last six years. 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.

6.3 Ethnicity

- 6.3.1 In summary, overall analysis shows that the ethnicity pay gap has remained stable to last year with staff from underrepresented ethnic groups currently earning a mean hourly salary of £0.67 less than White staff.
- 6.3.2 The ethnicity pay gap analysis is based on a declaration rate of 94.90%. The key findings are as follows:
- Even though there is a trend in favour of White staff over the past seven years, statistically it is minimal and overall, there is pay parity across this category. The median ethnicity pay gap is 0.79%, which is a marginal increase of 0.17% compared to last year (2024) and a mean of 2.83%, down by 0.20% from 2024.
 - On average, staff from underrepresented ethnic groups earn an average mean hourly salary that is £0.67 less than their White peers. However, there are disparities broken down further.
 - Ethnicity group breakdown:
 - Asian: the ethnicity pay gap for this group stands at -0.07% (median) and -7.14% (mean), while slightly in their favour it is near pay parity, with this group on average earning a mean hourly salary of £0.83 more than their White peers.
 - Black: the ethnicity pay gap for this group is 0.60% (median) and 2.12% (mean) which, statistically reflects parity in pay between this group and their White peers. This has been a consistent trend over the past seven years, and on average, with this group earning an average mean hourly salary of £0.50 less than their White peers.
 - Mixed/Other: the ethnicity pay gap for this group is 1.12% (median) and 6.40% (mean) which continues a consistent trend of a widening of pay disparity in this staff group where they currently earn an average hourly mean salary of £1.50 less than their White peers.

- Further analysis showed that, overall, staff from underrepresented ethnic groups working part time currently earn on average £1.01 less than their White peers. The median pay gap of this group has shown a very sharp uptick from -1.83% last year (in favour of this group), to 6.98% which has notably widened the pay disparity despite achieving parity in the previous years.
- There is parity in pay across all earnings quartiles, except for the lowest quartile, where the median is 3.73% (decrease from 4.86% in 2024) and the mean 0.99% (decrease from 1.61%) however, it should be noted that the disparity here is marginal.
- There have not been any significant improvements in composition of ethnically underrepresented staff across any of the lower pay bands, with the majority (21.18%) being clustered in the £30,000 to £40,000 salary ranges where they are significantly overrepresented, and twice as likely to hold roles than their White peers (11%).
- It should be noted that although overall staff may be receiving higher pay, this should not automatically be conflated with staff progression as this has not been supported by the data, and pay increases are likely linked to annual salary progression increases which are awarded to all staff across our FRS and Control occupational groups.

- Occupational group breakdown:

- Control: Proportionately more ethnically underrepresented staff (48.17%) receive salaries in the lowest pay band below £40,000, in comparison to their White peers (22.77%). This is in comparison to White staff in Control who proportionately have seen greater increases in representation in the higher pay band.

74.07% of ethnically underrepresented staff occupy the most junior role of Control Room Officer compared with 67.96% of their White peers. The number of ethnically underrepresented staff in the most senior roles is too small to report.

- FRS: Proportionately more ethnically underrepresented staff (37.34%) receive salaries in the lowest pay band below £40,000, in comparison to their White peers (26.27%). This is in comparison to their White FRS staff peers who are twice as likely (23.64% compared to 12.34%) to attract salaries across the higher pay bands attracting over £60,000.

48.29% of ethnically underrepresented staff occupy the most junior grades of FRS B and FRS C compared with 35.53% of their White peers. White staff are almost twice as likely (3.60%) to hold the most senior grades of TMG and above, than their peers from ethnically underrepresented groups (2.16%).

- Operations: Proportionately more ethnically underrepresented staff (13.17%) receive salaries in the lowest pay band below £40,000, in comparison to their White peers (8.05%). This is in comparison to their White peers who are twice as likely (5.98% compared to 3.08%) to attract salaries across the higher pay bands attracting over £60,000.
- Just over three quarters (76.47%) of ethnically underrepresented staff occupy the most junior ranks of firefighter and trainee firefighter compared with only two thirds (66.62%) of their White peers. White staff are also more likely (2.27%) to hold the most senior ranks of Group Commander and above, than their peers from ethnically underrepresented groups (1.61%).

6.4 Disability

6.4.1 In summary, overall, analysis shows that the disability pay gap has decreased since 2024, in line with the trend over the past three years of a narrowing disability pay gap which has resulted in a parity in pay between staff with disabilities and their peers without.

6.4.2 The disability pay gap analysis is based on a declaration rate of 95.18%. The key findings are as follows:

- Statistically, overall, there is parity in pay between staff with disabilities and those without. Over the last three years there has been a positive trend narrowing an already small pay gap which has historically been in favour of staff with disabilities, from -1.54% in 2022 to virtually zero by 2025. However, there are some disparities within staff groups.
- Occupation group breakdown:
 - Control: there is parity in pay for this group with a small disability pay gap at -1.92% (median) and 1.98% (mean), in favour of staff without disabilities who currently earn an average hourly mean salary of £0.47 more than their peers. This is a result of a consistent trend of narrowing pay disparity which stood at -10.59% (median) and -7.25% (mean) in 2022.
 - FRS: The reverse is true for this group where the disability pay gap stands at 7.85% (median) and 10.71% (mean) in favour of staff without disabilities, who earn an average hourly mean salary of £3.03 more than their peers with disabilities. This is as a result of an uptick that has widened disparities from last year where staff without disabilities earned £1.93 more.
 - Operations: there is parity in pay for this group with a small disability pay gap at 0.18% (median) and -1.79% (mean), which is the result of a stable trend over the past three years and is in favour of staff with disabilities who earn an average mean salary of £0.40 more than their peers without disabilities.
- For part-time staff there has been a steep uptick in both the mean (8.45%) and median (6.99%) pay gap in favour of staff who do not have disabilities. This has widened the disparities in pay between them and their peers which has resulted in staff with disabilities earning, on average, a mean hourly salary of £2.09 less than their peers without disabilities.
- Pay gaps across earnings quartiles remain similar to 2024, reflecting overall pay parity between staff with disabilities and their peers without.
- There have not been any significant changes in composition of staff with disabilities across any of the pay bands, and they do not appear to be clustered in any single salary range. Notably, more staff with disabilities are represented in the highest salary band of over £100,000, doubling from 2.70% in 2024 to 5.77% this year. 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.
- Our analysis indicates that staff with disabilities are more likely to be employed at higher grades compared with their peers without disabilities.
- In 2023, the latest year for which data has been published, the national (UK) median disability pay gap for all workers was 12.7%. The median disability pay gap for workers in London in for that same period was 7.4%. Therefore, our median disability pay gap of 0.03% is far lower than the most recently published national and London averages.

Intersectionality

- Gender and ethnicity

The overall median ethnicity pay gap for women is -9.01% and 0.89% for men. The overall mean ethnicity pay gap for women is -1.56% and 4.89% for men. This means that, on average, women from underrepresented ethnic groups earn a mean average hourly pay of £0.38 more than White women, while men from underrepresented ethnic groups earn an hourly mean salary of £1.13 less than White men.

- Gender and disability

The overall median disability pay gap is -3.29% for women and 0.16% for men and the mean disability pay gap is 5.30% for women and -1.31% for men in comparison with their peers without disabilities. While women with disabilities earn, on average, an hourly mean salary of £23.45 which is £1.15 more than men with disabilities, they still experience a larger overall pay gap.

- Ethnicity and disability

The overall median disability pay gap for staff from underrepresented ethnic backgrounds is -0.82% and mean is -3.82% in their favour, meaning that on average they earn, on average, a mean hourly salary of £1.84 more than their non-disabled peers from underrepresented ethnic backgrounds. However, they still earn slightly less than their White peers both with and without disabilities.

6.5 Next steps

- 6.5.1 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 culture⁹ 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 remain focused on our commitment to be reflective of London's population at all levels of the organisation.
- 6.5.2 The action plan attached to this report (Appendix 2) highlights the activities that will be taken in light of this new data, as well as those actions already under way which will continue to support our overall ambitions.

⁹ [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/)

Appendix 2: LFB Pay Gap 2025 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 (2024-2027)¹⁰ 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 model¹¹ and GLA Action Standard¹².

To allow a sustainable approach to be developed, LFB the action plan will cover a period of three years, This will provide greater transparency and accountability implemented and reported against in a meaningful way that will allow the reader to understand in what ways, if any, the activities are addressing any disparities in pay.

• Issue a - Improve disclosure rates

<p>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.</p> <p>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.</p>		
Action	Activity	Outcomes
i) Changes to ethnicity categories	Following consultation with staff, additional race and disability categories will be provided to provide individuals with greater choices to identify with	Increased participation rates with fewer staff recorded as 'not known' or 'prefer not to
ii) Changes to disability categories		

¹⁰ [LFB DEI Strategy](#)

¹¹ [NFCC Maturity-Model Interactive-PDF](#)

¹² [Date \(london.gov.uk\)](#)

iii) Create a communications plan, including a toolkit, for roll out across LFB and	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.	say' in relation to race and disabilities.
iv) Introduction of a 'DEI employee life cycle' dashboard	<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 undercovers 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.		
Action	Activity	Outcomes
i) Composition targets	<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"> • Women – 50% (London), current CRMP target 20% • Underrepresented ethnic groups – 40% (London), current CRMP target 19% • Disability – 13% (London), current CRMP target 10% • LGBTQ+ - 6% (London), current CRMP target 4.6% 	Increased representation of staff from the three protected characteristics subject to this pay report across all levels of the organisation.
ii) Improve transparency of	Introduce new oversight of appointments throughout promotional	

recruitment practices	recruitment to identify and report on areas of disproportionality and identify actions	
iii) Improve promotion and development processes	In line with our response to HMICFRS Areas for Improvement we are undertaking work to understand barriers for progression for staff from underrepresented groups. This research will feed into the design of a specific leadership development intervention which aims to support progression and will be delivered within the three-year timeframe of the pay gap action plan.	

- **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.

Action	Activity	Outcomes
i) Roll-out of DEI training to all staff	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.
ii) Introduce a DEI competency framework	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.	
iii) seek accreditations from credible bodies for all staff groups subject to pay gap reporting	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.	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. The report will include an assessment of the degree to which LFB is meeting its

iv) Introduce equality-based performance measures across the organisation	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.	obligations under the Equality Act 2010.
v) Use the GLA Action Standard¹³ and NFCC maturity model¹⁴ to assess performance	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.	

¹³ [Date \(london.gov.uk\)](https://www.london.gov.uk)

¹⁴ [NFCC_Maturity-Model_Interactive-PDF](#)

Appendix 3: LFB Staff Composition 2025

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	2020	2021	2022	2023	2024	2025
		5769	5821	5600	5686	5827
Men	4855	4839	4611	4647	4738	4809
Women	914	982	989	1039	1089	1139
Underrepresented Ethnic Groups	910	963	964	1000	1053	1110
Staff with disabilities	n/a	431	442	474	505	538

Control staff	2020	2021	2022	2023	2024	2025
Men	24	24	26	27	29	37
Women	82	79	86	83	87	97
White	91	89	94	88	90	101
Ethnically Underrepresented Groups	14	13	16	19	26	27
Leadership Roles (AOM and above)						
Men	11	11	8	9	8	8
Women	26	27	27	26	33	34
White	Number too low to report	Number too low to report	Number too low to report	30	30	34
Ethnically Underrepresented Groups	Number too low to report	Number too low to report	Number too low to report	5	8	7

FRS staff	2020		2021		2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	427	440	436	460	461	473	463	479	493	516	513	548
Ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
White	332	271	326	281	337	288	326	298	334	313	333	324

Black or Black British	43	85	44	84	46	87	47	86	49	85	51	94
Asian or Asian British	24	38	29	39	32	40	35	39	45	50	52	52
Mixed or Other Ethnicity	21	38	22	40	26	43	28	40	33	45	26	30
Leadership roles	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
(FRS F and above)	85	77	99	91	97	92	101	94	106	97	110	102
White	Number too low to report	56	Number too low to report	68	87	66	88	69	88	63	87	67
Ethnically Underrepresented Groups	Number too low to report	18	Number too low to report	20	7	23	9	21	12	26	16	28

Operational staff	2020		2021		2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	4350	366	4340	416	4085	423	4115	465	4194	480	4263	494
Ethnicity	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women		
White	3701	326	3622	367	3371	366	3330	395	3373	402	3367	409
Ethnically Underrepresented Groups	588	39	631	42	624	48	643	56	652	63	684	70
Leadership roles	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
(SC and above)	236	17	222	18	224	18	213	16	215	15	198	16
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	173	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	19	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	18.06	18.84	18.78
StnO & below	8.89	13.01	12.57
Total	9.19	13.28	12.86

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	19.11	19.36	21.75	20.38	17.60	19.14
StnO & below	13.08	11.50	12.59	12.43	10.48	12.82
Total	13.38	11.73	12.93	12.66	10.68	13.11

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

Rank	Disabled	Not Disabled	Total
SC & above	21.96	18.88	19.30
StnO & below	11.23	13.08	12.93
Total	12.02	13.33	13.22

FRS Staff

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

Rank	Female	Male	Total
FRS F & above	9.80	11.77	10.82
FRS E & below	9.95	8.27	9.15
Total	9.92	9.03	9.49

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	12.06	8.75	6.12	10.00	11.10	11.32
FRS E & below	8.95	10.43	10.20	12.47	7.06	9.49
Total	9.68	10.20	9.52	12.18	7.56	9.86

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

Rank	Disabled	Not Disabled	Total
FRS F & above	16.73	11.37	11.68
FRS E & below	14.13	8.98	9.76
Total	14.35	9.50	10.14

Control Staff

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

Rank	Female	Male	Total
AOM & above	15.21	11.75	14.55
Control Room Officer	9.52	3.31	7.57
Total	11.52	5.14	9.75

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	14.26	12.86			12.86	14.02
Control Room Officer	9.30	3.50		5.09	1.56	7.97
Total	10.97	5.93		5.09	6.50	9.91

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

Rank	Disabled	Not Disabled	Total
AOM & above	17.89	13.64	14.55
Control Room Officer	7.94	8.17	8.13
Total	11.52	9.94	10.25