



**DORSET & WILTSHIRE
FIRE AND RESCUE
AUTHORITY**

Item 26/11

| | |
|-----------------------|--|
| MEETING | Dorset & Wiltshire Fire and Rescue Authority |
| DATE OF MEETING | 10 February 2026 |
| SUBJECT OF THE REPORT | Gender Pay Gap report 2025 |
| STATUS OF REPORT | For open publication |
| PURPOSE OF REPORT | For discussion and noting |
| EXECUTIVE SUMMARY | <p>The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. These regulations impose a legal obligation for employers with 250 or more employees to publish gender pay gap details by 30 March each year and to highlight the difference in gross pay and bonus payments made to female, as compared with male employees.</p> <p>Our median pay gap of 9.43% is significantly lower than the national average median pay gap for all staff of 13.1% (ONS 2024).</p> <p>The Service has clear pay structure arrangements which provide for equal pay for both men and women across the roles throughout the organisation, and therefore in this regard does not have a pay issue within the Service.</p> <p>However, it is recognised that, like all fire and rescue services, the Service has an imbalance of male and female staff in some of the different occupational staff groups and at different levels/ranks. This is the main reason for the gender pay gap.</p> <p>The Service has plans in place to address the bridging of this gender imbalance through the Authority’s corporate target on diversity and a range of other initiatives. The Service continues to make good progress in this regard.</p> <p>Whilst it is not a requirement to report at this current time, the Service has also calculated its ethnicity pay gap.</p> |

| | |
|---------------------------------|--|
| RISK ASSESSMENT | Failure to report against these regulations may lead to reputational damage to the Authority. |
| COMMUNITY IMPACT ASSESSMENT | None for the purposes of this report. |
| ENVIRONMENTAL IMPACT ASSESSMENT | None for the purposes of this report. |
| BUDGET IMPLICATIONS | None for the purposes of this report. |
| RECOMMENDATION | Members are asked to: 1. Note the contents of this report. |
| BACKGROUND PAPERS | The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 https://www.legislation.gov.uk/ukxi/2017/353/contents/made |
| APPENDIX | Appendix A - Gender Pay Gap report 2025 |
| REPORT ORIGINATOR AND CONTACT | Name: Jenny Long, Director of People Services Email: jenny.long@dwfire.org.uk Tel no: 01722 691311 |

1. Introduction

- 1.1 This report outlines the Authority's requirements associated with complying with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31 March 2017.
- 1.2 It outlines the factors contributing to the gender pay gap and the key initiatives being taken forward to help bridge this gap.
- 1.3 It is helpful to state from the outset that gender pay reporting is a different requirement to carrying out an equal pay audit - it is not a review of equal pay for equal work, rather it compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance.

2. About the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

- 2.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. The Act requires employers with 250 or more employees to publish gender pay gap details by 30 March each year and highlight the difference in gross pay and bonus payments made to female, as compared with male, employees, and promote gender diversity in the workplace.
- 2.2 Under the regulations, the following calculations are required to be carried out:
 - the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands
 - the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
 - the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
 - the proportions of male and female relevant employees who were paid bonus pay.
- 2.3 The only payment that could be deemed as a bonus in relation to this exercise is the Continuous Professional Development (CPD) payment. As this payment, which is paid to wholetime, on-call and fire control staff, is based on time served after reaching competence in role rather than being gender related no separate analysis has been provided. The CPD payment has been included in the hourly pay calculation.

2.4 The Gender Pay Gap report at appendix A is the document that we will be submitting for publication on the gender pay gap reporting website <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>. The data in the report is based on pay records for qualifying individuals at the 'snapshot' date of 31 March 2025. The figures set out in the report were calculated using the standard methodologies set out in the regulations. The data has been broken down by both full and part time staff and by the four different staff groups employed by the Service.

2.5 The definition of mean and median are set out below:

- The mean is the total amount of the hourly pay divided by the number of employees
- The median is the mid-point value for the individual(s) between the lowest and highest hourly pay.

3. About our workforce

3.1 Like all fire and rescue services, our workforce is predominantly male (80.65%). The operational workforce (excluding Fire Control) is 94.4% male. Operational and control staff are 8.56% female and 91.44% male. Corporate staff are 53.9% female and 46.1% male.

3.2 The Service has the following staff groups:

- *Wholetime staff* – these are full time firefighters and operational managers. Their terms and conditions are negotiated nationally, and their salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic. Firefighters are paid on an incremental firefighter competence-based pay scale, starting as a trainee, progressing to development after their initial training is complete, and then competent once their development has been completed and verified.
- *On-call staff* – these are our firefighters and operational managers whose primary employment is outside of the Service. As above, their terms and conditions are negotiated nationally, and salaries are determined according to the role, with no reference to gender or any other personal characteristics. In October 2020 a new pay scheme was introduced for on-call staff to align the previous salaried and pay as you go pay methods.
- *Fire Control* – these are our emergency call handlers and their managers. Their terms and conditions are also negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristics.

- *Corporate staff* – these are our non-uniformed staff who support those in the other staff groups to provide the effective delivery of our frontline services. They also provide fire safety and prevention support. They are both full time and part time. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristics.

3.3 The nationally agreed terms and conditions ensure that we are paying the same salary to roles of equal value for all our staff regardless of gender.

4. Analysis of our gender pay data

4.1 Overview

4.2 The 2025 gender pay gap continues to reflect the long-standing structural composition of the Service's workforce. The organisation remains predominantly male, particularly within operational roles. As a result, females are disproportionately represented in lower-paid operational positions and in corporate roles where salary ranges are broader and often lower than operational equivalents.

4.3 While the Service's pay structures continue to provide equal pay for equal work under nationally negotiated terms and conditions, the distribution of men and women across staff groups and grades continues to drive the gender pay gap.

4.4 For 2025, the mean gap has increased from 6.17% to 8.55% and the median gap has decreased slightly from 10.55% to 9.43%. This is largely attributable to a higher proportion of males in the upper quartile showing that male employees, particularly those in operational based roles, continue to earn more than female colleagues.

5. Staff Group Analysis

5.1 Wholetime Operational

Mean gap: 11.88%

Median gap: 7.96%

5.2 Men dominate this group (92.9%), and most women are clustered in Firefighter and first-line supervisory roles. Only two women appear in the upper quartile for wholetime staff, compared to 95 males.

5.3 This limited representation at higher ranks has widened the gap this year. The presence of more women in lower wholetime pay points (development and competent firefighter) also contributes to the overall disparity.

5.4 On-call Operational

Mean gap: 10.43%

Median gap: 9.59%

- 5.5 The gap remains comparable to previous years and reflects the same structural issue: 95.6% of the on-call workforce is male. Most females in on-call roles sit in the lower quartiles, while the upper quartile contains 132 men and only two women.

5.6 Fire Control

Mean gap: 2.46%

Median gap: 11.72%

- 5.7 Fire Control remains the most female-dominated group (82.3%). The overall mean gap is small because pay points are tightly structured and females represent the majority.

- 5.8 The higher median gap is driven by the few male employees being positioned at higher pay points within the small cohort.

5.9 Corporate Staff

Mean gap: negative (-3.45%) – females paid more on average

Median gap: 7.67%

- 5.10 The negative mean gap for corporate staff continues a positive multi-year trend that reflects:

- higher numbers of women in mid-level roles
- a greater concentration of men in entry or lower-graded corporate posts
- strong progression and retention of female staff in corporate functions

- 5.11 However, the positive median gap indicates women remain overrepresented in part-time and lower-graded administrative roles, pulling the median figure down even where the mean suggests improvement.

5.12 **Quartile Distribution Analysis**

5.13 All Staff Quartiles

Lower quartile: 34.1% female

Upper quartile: 15.5% female

- 5.14 The upper quartile remains heavily male-dominated, with 272 males compared to 50 females.

- 5.15 The lower quartile contains a disproportionately high number of female corporate staff, reinforcing the structural nature of the gap.

- 5.16 In addition, female representation drops sharply from lower to upper quartiles whereas male representation becomes more dominant as pay increases.
- 5.17 This pattern is consistent across operational staff groups where females remain significantly underrepresented.
- 5.18 Operational Roles
- 5.19 There are no female staff at Station Manager level or above in wholetime roles. Conversely, at firefighter level, there is a small but growing number of women, but they remain a small proportion (16 female firefighters vs 181 male).
- 5.20 This continues to demonstrate:
- limited female representation in senior operational leadership
 - a slow progression pipeline from firefighter to supervisory to middle management
 - These factors directly influence the upper-quartile distribution and the widening mean pay gap.
- 5.21 Corporate Roles
- 5.22 The pattern remains strong for female progression across mid-tier grades (C–G), and women appear in the most senior corporate grades.
- 5.23 The negative mean pay gap reflects:
- a healthy distribution of women in mid and higher-graded corporate roles
 - continued positive impact of progression opportunities and flexible working arrangements

6. Comparison between March 2022 through to March 2025

- 6.1 The table in section 6.2 sets out a comparison between the mean and median hourly pay rate in 2022, 2023, 2024, and 2025.
- 6.2 This data indicates that whilst the number of women working for the Service has very slightly increased, predominantly in corporate roles, they are still in the lower and low mid quartile, whilst male employees, the total number of which have remained constant, dominate the upper mid and upper quartiles. There are less females and more males in the upper quartile compared to last year. All these factors have resulted in the mean pay rate gap increasing from 6.17% to 8.55% and median hourly rate pay gap reducing from 10.55% to 9.43%.

| | Mean Hourly Pay Rate 2022 | Mean Hourly Pay Rate 2023 | Mean Hourly Pay Rate 2024 | Mean Hourly Pay Rate 2025 | Median Hourly Pay Rate 2022 | Median Hourly Pay Rate 2023 | Median Hourly Pay Rate 2024 | Median Hourly Pay Rate 2025 |
|----------------|---------------------------|---------------------------|---------------------------|---------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| All Staff | £17.26 | £18.90 | £19.40 | £20.56 | £16.10 | £17.83 | £18.78 | £19.67 |
| Female | £16.15 | £17.23 | £18.41 | £19.13 | £14.72 | £16.12 | £17.12 | £18.04 |
| Male | £17.51 | £18.92 | £19.62 | £20.92 | £16.32 | £17.99 | £19.14 | £19.92 |
| Pay Gap | 7.77% | 8.93% | 6.17% | 8.55% | 9.80% | 10.39% | 10.55% | 9.43% |

7. Progress against initiatives to address gender pay gap

- 7.1 The data demonstrates that inequality is not the result of unequal pay for equal work, but rather workforce composition. Continued focus on recruitment, retention, progression support and culture change will be essential to narrowing the gap further.
- 7.2 Despite the increase in both mean and median gaps, the Service continues to take active steps to address the underlying causes through:

- *National female networks*

The Service is a corporate member of Women in the Fire Service (WFS), as a member of WFS staff are able to attend national and regional network events aimed at supporting personal and professional development.

- *Female networks*

The Service supports two female networks: the operational woman’s group and the women’s support group both of which encourage involvement from male allies. Regular meetings take place for network group members to identify, discuss and resolve any potential barriers that could prevent females joining and remaining within the Service.

- *Enhanced support when returning from maternity leave*

We have listened to the concerns of our operational women and have enhanced maternity pay for all female staff. In addition to this operational staff benefit from a structured return to work programme enabling our female operational staff to regain their high levels of operational fitness after they return to work as opposed to during their maternity leave when they should be focussed on enjoying parenthood.

As part of our positive allyship, in November 2024 we improved our paternity leave arrangements.

- *Reviewing and improving workplace facilities for women to help provide a welcoming and supportive environment*

The Service is ensuring that stations and workplaces are suitable for female members of staff. The Service has addressed uniform and personal protective equipment needs in the past and continue to do so as they arise. Free sanitary items are provided at all stations and workplaces as well as including fire appliances which demonstrates our continued commitment to ensuring our female staff and visitors appreciate the inclusive and supportive working environment. The Equality, Diversity and Inclusion team and the Operational Women's group work closely with the Assets department to ensure any issues raised are discussed and resolved promptly.

- *Encouraging more female applicants to the Service.*

Some of our community engagement work highlighted that members of the public are not aware of the many diverse career opportunities there are available within the Service. We have strengthened our social media to target underrepresented groups and to attract more females into roles across the Service. Our social media campaigns also include features whereby representatives from all our staff groups talk about their role and how it feels to be part of the fire and rescue service.

As part of our positive action programme of work we are looking to enhance 'buddy scheme' arrangements to encourage and support more female applicants.

Key roles such as on-call support officers and training instructors have increased in diversity and as a result show potential applicants that the workforce is diverse and work in a wide range of operational roles.

- *Supporting the progression of women within the Service.*

We have listened to feedback from our operational woman's network who did not feel self-confident in applying for promotion. We have also listened to members of corporate staff who felt that there were no development opportunities available for them. Following this feedback, supporting resources have been developed and are available on our Learning Hub. We are also working with Women in the Fire Service organisation to enhance our coaching and mentoring arrangements.

In 2025 we introduced a Developing Diverse Leaders course, out of the six attendees, five were female, four of whom have since been permanently promoted.

- *A corporate target to increase the diversity of our workforce.*

At September 2025, the diversity of our workforce as a whole was 24.6% against a target of 22.9%.

- *Apprenticeships.*

We have continued to make good progress on our approach to apprenticeships as a means of providing development and progression opportunities within the Service.

The table below sets out an age and gender breakdown of staff who are undertaking apprenticeships (as of December 2025).

| As of 1st December 2025 | Male | Female | Total |
|--------------------------------|-------------|---------------|--------------|
| 18-24 years old | 2 | 3 | 5 |
| 25-34 years old | 5 | 5 | 10 |
| 35-44 years old | 3 | 6 | 9 |
| 45-54 years old | 5 | 3 | 8 |
| 55 years and over | 0 | 0 | 0 |
| Total | 15 | 17 | 32 |

- *Health and Wellbeing support*

We have dedicated Menopause Champions who can provide support and advice to staff going through the menopause.

Our Maternity procedure and guidance has been strengthened and our Human Resources People Partners (HRPPs) are more closely involved so that they can provide Managers with advice and guidance to ensure staff are better supported.

- *Leadership Development*

Our Leadership Development programmes, include input on female issues such as maternity and menopause to ensure all managers understand and can actively and positively support their team members.

- *‘Not on my Watch’ awareness session.*

Since its inception in 2023, following discussion at the Operational Woman’s group, a ‘Not on my Watch’ awareness session has been delivered to watches and

stations. The session discusses inappropriate behaviours and the mechanisms available to support staff. This is now delivered by our Leadership, Management and Culture (LMC) Trainers as part of our leadership offering.

- *Team Toolkits.*

The Equality, Diversity, and Inclusion (EDI) Manager has developed a number of toolkit resources entitled 'sparking conversations' that watches and teams can work through together facilitating open conversations about equality issues to create greater understanding and cultural cohesion.

- *Learning Hub.*

Our Learning Hub is the repository for all our learning and development materials. The hub has a specific area on EDI resources which houses the team toolkits discussed above.

- *Supporting key dates.*

As part of our awareness raising and positive action, we ensure we celebrate key dates such as 'International Women's Day' (as well as International Man's Day) and 'Menopause Awareness Day'. As part of this we ensure supporting information is available for staff. These events form part of our social media engagement so that our communities and future employees can be confident that we are an inclusive and supportive employer.

- *Service Delivery Plan.*

Our Service Delivery Plan sets out our equality and inclusion priorities. Inclusion activities are mainstreamed and embedded across the work of all directorates and are not viewed as isolated functions.

- *Code of Ethics.*

We have adopted the Local Government Association, National Fire Chiefs Council and Association of Police and Crime Commissioners Core Code of Ethics and have used our manager engagement days and bitesize leader sessions to ensure managers and staff are aware of our ethical principles and the importance of challenging inappropriate behaviours. Our Code of Ethics are set out on our website and our handbook is available on the internal CONNECT site. We sought assurance against this awareness through our most recent staff survey with 98% of all responses (572 total responses) advising that they understood their responsibility to follow the code of ethics.

- *Safe To - Confidence in raising workplace concerns.*

We have developed our Safe To portal so that staff know how to raise concerns and what mechanisms are in place to support them.

Our workplace concerns posters and table toppers are displayed at every work location and have been updated to include information on Safe To alongside a QR code so that it is accessible on personal devices enabling staff to seek out this support at a time and place of their choosing.

- *Increased flexibility.*

We have a positive suite of HR procedures in place and have delivered a programme of smarter working to support the attraction, progression and retention of female staff. We continue to review our procedures to ensure they are person-centred and there is a healthy balance between organisation and individual needs.

- *Culture Action Plan*

The internal delivery of the plan is overseen at the Culture Development Committee (CDC) which is chaired by the Chief Fire Officer, with six monthly highlight reports are provided to the Finance & Audit Committee. The CDC attendees are drawn from across the service and include trade union representatives, staff network leads and members of our leadership consultancy group as well as the managers of teams who will deliver some of the culture improvement work. We have developed an assurance framework to ensure good governance and accountability to ensure this work is embedded and delivering the expected outcomes and benefits.

8. Equality (Race and Disability) Bill

- 8.1 Unlike the gender pay gap there is currently no legal requirement on organisations to report any other pay gaps. Since the introduction of gender pay gap reporting there has been growing support to introducing an ethnicity pay gap and increasing numbers of organisations are voluntarily publishing this information.
- 8.2 More recently, the Equality (Race and Disability) Bill proposes to extend pay gap reporting to ethnicity and disability for employers with more than 250 staff. There is no confirmed date for when this Bill will be enacted.
- 8.3 Whilst it is not yet a legal requirement to report this data the Service has chosen to calculate these pay gaps. There is currently no guidance so the Service have followed the gender pay methodology when calculating these pay gaps.
- 8.4 This is the fifth year the Service has calculated its ethnicity pay gap and the second year the Service has calculated its disability pay gap.

9. Ethnicity Pay Gap

- 9.1 The calculation used in this report is the difference between the mean and median hourly earnings of the reference group (White or White British) and other ethnic groups as a proportion of average hourly earnings of the reference group.

- 9.2 Not taking into account the 45 individuals (out of 1288 staff) that have chosen not to state or prefer not to say their ethnic background (as of 31 March 2025), the Service workforce that are eligible job holders in this year’s report consists of 1.86% black, Asian and minority ethnic staff.
- 9.3 In the ethnicity pay gap calculations, White is treated as one group irrespective of their country of origin. This results in very few staff (24) being included in the group of individuals who are from anything other than a ‘white’ background. This is a very small group even compared to the group of individuals who ‘did not state’ or ‘prefer not to say’ (45).
- 9.4 Individuals may fall into the ‘did not state’ or ‘prefer not to say’ group due to restrictive ethnic background categories. These restrictive, but generally accepted, categories could result in individuals not identifying with a particular one as they do not want to identify with any or they cannot find the one they do want to identify with.
- 9.5 Breaking the non-white group down into specific ethnic backgrounds leads to group sizes with less than five people. The Service has decided that this would not be statistically relevant, and it could also identify individuals. It would also not be in line with data protection legislation. Therefore, only white/non-white figures will be quoted. On this basis the mean and median pay gaps are 0.97% and 2.69% respectively.

| | Mean Hourly Pay Rate | Median Hourly Pay Rate |
|----------------|----------------------|------------------------|
| All staff | £20.56 | £19.67 |
| White | £20.59 | £19.67 |
| Non-White | £20.39 | £19.14 |
| Pay Gap | 0.96% | 2.69% |

10. Progress against initiatives to address ethnicity pay gap

10.1 We have taken several actions to improve the ethnic diversity of our workforce. Some of these initiatives were set out in the action plan referred to earlier. In addition to those actions, we also have: -

- ‘ME’ – our Minority Ethnic Network

This network provides a further opportunity for this under-represented group to share ideas with regards to how we can better engage with communities so that we can continue to achieve a more diverse workforce.

- Community Profiles and Community Engagement

As part of our community engagement work, we have developed community profiles so that we can better target our recruitment activities to increase the diversity of our workforce. We have also developed an ‘Insight into bluelight’ package for staff to use as part of their community engagement work. Engagement work undertaken is monitored through our quarterly reporting processes and ensures that learning from events is routinely captured to ensure we are delivering our services mindful of and tailored to community needs.

- Supporting key dates.

As part of our awareness raising and positive action, we also celebrate key dates such as ‘Black History Month’. Such events form part of our social media engagement so that our communities and future employees can be confident that we are an inclusive and supportive employer.

11. Disability Pay Gap

11.1 We have 66 members of staff that have reported a disability which represents 5.15% of the workforce. Due to the lower number involved this has not been broken down by type.

11.2 As set out in the table below the mean and median pay gaps are 7.17% and 9.31% respectively. Due to the operational nature of the Service and the fitness requirements associated with this, it is not unsurprising that that we have low numbers of staff reporting that they have a disability. That said there is a full appreciation that the definition of disability under the Equality Act 2010 includes both physical and mental impairments with the definition of disability being “a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities.”

| | Mean Hourly Pay Rate | Median Hourly Pay Rate |
|------------------------|----------------------|------------------------|
| All staff | £20.56 | £19.67 |
| No Disability Recorded | £20.64 | £19.76 |
| Disability Recorded | £19.16 | £17.92 |
| Pay Gap | 7.17% | 9.31% |

12. Summary and next steps

12.1 The 2025 gender pay gap continues to be driven by:

- the distribution of men and women across operational vs corporate roles

- the low number of women in senior operational ranks
- the concentration of women in lower-graded corporate roles and part-time positions
- longstanding national structural patterns in UK fire and rescue services

12.2 The mean gender pay gap has increased, and the median pay gap reduced slightly they continue to be below the national average. The reasons for the pay gap changes have been clearly set out.

12.3 Whilst it is not a legal requirement to report at this current time, the Service has also calculated its ethnicity and disability pay gaps.

12.4 The Service is not in a unique position with regards to its workforce composition. A diverse workforce remains a key focus for the Service and there are many initiatives and processes in place to continue to address this imbalance and to better support the retention and attraction of more females and other under-represented groups into the Service.

12.5 The Authority has a clear commitment to supporting a more diverse workforce and our corporate target to increase the diversity of our workforce is showing positive progress.

12.6 Our progress is discussed at monthly Service Delivery Team meetings, quarterly Culture Development Committee meetings and monitored by senior management and Authority Members through the Finance & Audit Committee.

Appendix A

Gender Pay Report 2025

1. Introduction

1.1. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. They require employers with 250 or more employees to publish gender pay gap details highlighting the difference in gross pay and bonus payments made to female, as compared with male, employees. The data in this report for Dorset & Wiltshire Fire and Rescue Service is based on pay records for qualifying individuals as at 31 March 2025. The data has been broken down by both full and part time staff and by the four different staff groups that the Service employs, each with distinctive terms and conditions.

- a) **Wholetime Operational:** These are full time firefighters and operational managers. Their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic. Firefighters are paid on an incremental competence-based pay scale starting as a trainee, progressing to development after the initial training is complete and then competent once the development programme has been successfully completed and verified.
- b) **On-call Operational:** These are on call firefighters and operational managers whose primary employment is outside the organisation. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic.
- c) **Fire Control:** These are the emergency call handlers. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic.
- d) **Corporate Staff:** These are non-uniformed support staff who are both full and part time. Again, their terms and conditions are negotiated nationally, and salaries are determined in accordance with the role, with no reference to gender or any other personal characteristic.

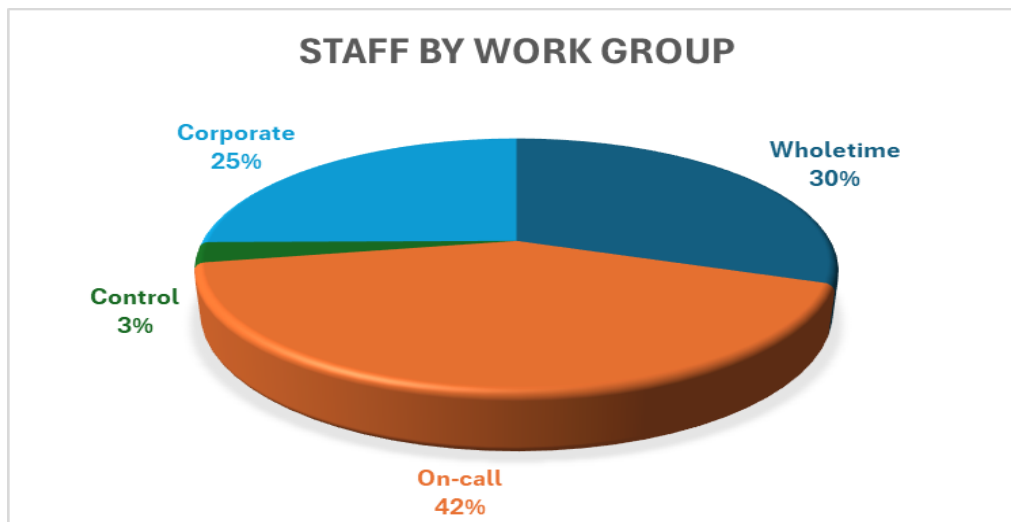
1.2. The nationally agreed terms and conditions ensure that we are paying the same salary to roles of equal value for all our staff however this does not translate when looking at the mean and mode hourly pay rates due to the predominantly male operational workforce.

1.3. The total number of staff included in the calculations was 1288, the breakdown of which is set out at table 1. There were 46 staff not included in the calculation as they did not fulfil the required reporting criteria in that they were not in receipt of full pay (for example they were on sick leave or maternity leave or new starts/ leavers mid-month).

1.4.

| Staff Group | Female Employees | % Female Employees | Male Employees | % Male Employees |
|--------------|------------------|--------------------|----------------|------------------|
| Wholetime | 28 | 7.1 | 363 | 92.9 |
| On-call | 24 | 4.4 | 515 | 95.6 |
| Control | 28 | 82.3 | 6 | 17.6 |
| Corporate | 175 | 54.0 | 149 | 46.0 |
| Total | 255 | 19.8 | 1033 | 80.2 |

Table 1: Gender by staff group



2. Gender pay gap summary

2.1 The requirement is to report the average pay using two calculations, mean and median (tables 2 - 6).

- **The mean** is the total amount of the hourly pay divided by the number of employees
- **The median** is the mid-point value for the individual(s) between the lowest and highest hourly pay

| | Mean Hourly Pay Rate | Median Hourly Pay Rate |
|----------------|----------------------|------------------------|
| All staff | £20.56 | £19.67 |
| Female | £19.13 | £18.04 |
| Male | £20.92 | £19.92 |
| Pay Gap | 8.55% | 9.43% |

Table 2: Mean and median hourly pay rate by gender

| Wholetime | Mean Hourly Pay Rate | Median Hourly Pay Rate |
|-----------------------|----------------------|------------------------|
| Wholetime (all staff) | £21.45 | £19.41 |
| Female | £19.06 | £17.92 |
| Male | £21.63 | £19.47 |
| Pay Gap | 11.88% | 7.96% |

Table 3: Mean and median hourly pay rate (Wholetime)

| On-call | Mean Hourly Pay Rate | Median Hourly Pay Rate |
|---------------------|----------------------|------------------------|
| On-call (all staff) | £20.70 | £20.52 |
| Female | £18.63 | £18.67 |
| Male | £20.80 | £20.65 |
| Pay Gap | 10.43% | 9.59% |

Table 4: Mean and median hourly pay rate (on-call)

2.2 Due to the way on-call personnel are paid, the retaining fee element and additional hours cover provided element have been discounted for the hourly pay calculations as this would not give a true reflection of the actual pay for duties performed. As this element of pay is not gender specific, the removal from the calculation had no bearing on the final results. Disturbance fees, CPD, and other allowances have been included along with the standard hourly paid duties.

2.3

| Fire Control | Mean Hourly Pay Rate | Median Hourly Pay Rate |
|---------------------|----------------------|------------------------|
| Control (all staff) | £17.51 | £16.74 |
| Female | £17.44 | £16.34 |
| Male | £17.88 | £18.51 |
| Pay Gap | 2.46% | 11.72% |

Table 5: Mean and median pay hourly rate (Fire Control)

2.4

| Corporate | Mean Hourly Pay Rate Overall | Mean Hourly Pay Rate Full Time | Mean Hourly Pay Rate Part Time | Median Hourly Pay Rate Overall | Median Hourly Pay Rate Full Time | Median Hourly Pay Rate Part Time |
|----------------|------------------------------|--------------------------------|--------------------------------|--------------------------------|----------------------------------|----------------------------------|
| Corporate | £19.58 | £19.92 | £18.20 | £18.73 | £19.20 | £16.37 |
| Female | £19.48 | £19.88 | £18.31 | £18.16 | £18.26 | £16.37 |
| Male | £18.83 | £19.96 | £17.93 | £19.67 | £19.88 | £16.37 |
| Pay Gap | -3.45% | 0.40% | -2.12% | 7.67% | 8.14% | - |

Table 6: Mean and median pay hourly rate (Corporate)

3. Quartile summary

3.1 The quartile data has been calculated in accordance with the methodology as set out in the Mandatory Gender Pay Gap Reporting document (tables 7 - 10). It recommends that employers need to calculate their quartile data by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from the lowest paid to the highest.

| All Staff | Mean Hourly Pay | | | | |
|--------------------|-----------------|--------|-------------|--------|---------|
| | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £15.28 | 110 | £15.96 | 212 | 4.26% |
| Lower Mid Quartile | £18.49 | 57 | £18.42 | 265 | -0.38% |
| Upper Mid Quartile | £20.68 | 38 | £20.95 | 284 | 1.29% |
| Upper Quartile | £27.13 | 50 | £27.17 | 272 | 0.15% |

Table 7: Mean hourly pay by quartile by gender

| Wholetime | Mean Hourly Pay | | | | |
|--------------------|-----------------|--------|-------------|--------|---------|
| | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £17.40 | 7 | £17.17 | 91 | -1.34% |
| Lower Mid Quartile | £17.74 | 10 | £18.07 | 88 | 1.82% |
| Upper Mid Quartile | £20.89 | 9 | £20.69 | 89 | -0.97% |
| Upper Quartile | £23.21 | 2 | £30.90 | 95 | 24.88% |
| On-call | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| | Lower Quartile | £15.59 | 8 | £16.10 | 127 |
| Lower Mid Quartile | £19.02 | 10 | £19.51 | 125 | 2.51% |
| Upper Mid Quartile | £21.19 | 4 | £21.52 | 131 | 1.54% |
| Upper Quartile | £23.74 | 2 | £25.81 | 132 | 8.02% |
| Fire Control | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| | Lower Quartile | £13.30 | 7 | £14.56 | 2 |
| Lower Mid Quartile | £16.46 | 9 | N/A | 0 | -- |
| Upper Mid Quartile | £18.36 | 5 | £19.17 | 3 | 4.22% |
| Upper Quartile | £22.16 | 7 | £20.66 | 1 | -7.26% |
| Corporate | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| | Lower Quartile | £14.61 | 56 | £14.90 | 25 |
| Lower Mid Quartile | £17.09 | 41 | £16.90 | 40 | -1.12% |
| Upper Mid Quartile | £19.90 | 33 | £20.13 | 48 | 1.14% |
| Upper Quartile | £27.39 | 45 | £25.62 | 36 | -6.91% |

Table 8: Mean hourly pay by quartile by staff group

| All Staff | Median Hourly Pay | | | | |
|--------------------|-------------------|--------|-------------|--------|---------|
| | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £15.08 | 110 | £16.37 | 212 | 7.88% |
| Lower Mid Quartile | £18.26 | 57 | £18.26 | 265 | - |
| Upper Mid Quartile | £20.08 | 38 | £21.10 | 284 | 4.83% |
| Upper Quartile | £24.09 | 50 | £24.74 | 272 | 2.62% |

Table 9: Median hourly pay by quartile by gender

| Median Hourly Pay | | | | | |
|--------------------|-------------|--------|-------------|--------|---------|
| Wholetime | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £17.52 | 7 | £17.33 | 91 | -1.09% |
| Lower Mid Quartile | £17.60 | 10 | £17.92 | 88 | 1.78% |
| Upper Mid Quartile | £21.72 | 9 | £21.32 | 89 | -1.87% |
| Upper Quartile | £23.21 | 2 | £29.76 | 95 | 22.00% |
| On-call | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £16.13 | 8 | £16.35 | 127 | 1.35% |
| Lower Mid Quartile | £18.86 | 10 | £19.48 | 125 | 3.18% |
| Upper Mid Quartile | £20.96 | 4 | £21.52 | 131 | 2.60% |
| Upper Quartile | £23.74 | 2 | £23.76 | 132 | 0.08% |
| Fire Control | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £12.77 | 7 | £14.56 | 2 | 12.29% |
| Lower Mid Quartile | £16.34 | 9 | N/A | 0 | - |
| Upper Mid Quartile | £18.51 | 5 | £18.51 | 3 | - |
| Upper Quartile | £22.19 | 7 | £20.66 | 1 | -7.40% |
| Corporate | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Lower Quartile | £14.84 | 56 | £15.00 | 25 | 1.07% |
| Lower Mid Quartile | £16.56 | 41 | £16.37 | 40 | -1.16% |
| Upper Mid Quartile | £20.02 | 33 | £20.02 | 48 | - |
| Upper Quartile | £24.55 | 45 | £23.78 | 36 | -3.23% |

Table 10: Median hourly pay by quartile by staff group

4. Grade Summary

4.1 Gender pay is analysed below in relation to the Service’s grading structure. The level of analysis can provide a more in depth look at the distribution of pay across the organisation.

| Wholetime | Mean Hourly Pay by Role | | | | |
|-------------------------|-------------------------|--------|-------------|--------|---------|
| | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Firefighter Trainee | - | 0 | £0.00 | 0 | - |
| Firefighter Development | - | 0 | £13.44 | 5 | - |
| Firefighter | £17.57 | 16 | £17.84 | 181 | 1.51% |
| Crew Manager | £19.89 | 6 | £20.25 | 54 | 3.20% |
| Watch Manager | £22.19 | 6 | £22.78 | 65 | 2.59% |
| Station Manager | - | 0 | £28.96 | 37 | - |
| Group Manager | - | 0 | £35.15 | 12 | - |
| Area Manager | - | 0 | £42.64 | 4 | - |

| On-Call | Mean Hourly Rate by Role | | | | |
|-------------------------|--------------------------|--------|-------------|--------|---------|
| | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| Firefighter Trainee | £12.91 | 3 | £13.12 | 5 | 1.60% |
| Firefighter Development | £17.70 | 5 | £15.97 | 101 | -10.83% |
| Firefighter | £19.25 | 13 | £20.29 | 246 | 5.12% |
| Crew Manager | £23.03 | 1 | £22.42 | 108 | -2.72% |
| Watch Manager A | £23.35 | 2 | £24.20 | 8 | 4.83% |
| Watch Manager B | - | 0 | £30.32 | 47 | - |
| Fire Control | Female | | Male | | Pay Gap |
| | Hourly Rate | Number | Hourly Rate | Number | |
| | Firefighter Trainee | - | 0 | - | 0 |
| Firefighter Development | £12.77 | 4 | £12.77 | 1 | - |
| Firefighter | £16.34 | 11 | £16.34 | 1 | - |
| Crew Manager | £18.14 | 6 | £18.51 | 2 | 2.00% |
| Watch Manager | £21.04 | 4 | £20.57 | 2 | -2.28% |
| Station Manager | £23.65 | 3 | - | 0 | - |

Table 11: Mean hourly pay by role

| Corporate | Female | | Male | | Pay Gap |
|-----------|-------------|--------|-------------|--------|---------|
| | Hourly Rate | Number | Hourly Rate | Number | |
| Grade A | - | - | - | - | - |
| Grade B | £13.33 | 7 | £13.26 | 2 | -0.52% |
| Grade C | £14.57 | 31 | £14.70 | 12 | 0.88% |
| Grade D | £15.95 | 39 | £16.15 | 36 | 1.23% |
| Grade E | £17.94 | 24 | £18.97 | 33 | 5.42% |
| Grade F | £19.78 | 25 | £20.52 | 33 | 3.60% |
| Grade G | £22.43 | 27 | £22.56 | 17 | 0.58% |
| Grade H | £25.48 | 9 | £25.25 | 6 | -0.91% |
| Grade I | £28.84 | 7 | £28.53 | 8 | -1.08% |
| Grade J | £34.35 | 3 | £34.18 | 1 | -0.50% |
| Director | £58.74 | 3 | £52.09 | 1 | -12.76% |

Table 11 ctd: Mean hourly pay by role

5. Bonuses

5.1 The only payments deemed as a bonus in relation to this exercise is for Continuous Professional Development (CPD). As this payment is based on time served after reaching competence in role rather than being gender related, no separate analysis is provided as the amount has been included in the hourly pay calculation.