

Overall BAME Pay Gap Summary

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
ALL STAFF				
BAME	£16.51	£17.94	£17.44	£18.14
White	£16.51	£18.85	£17.87	£22.30
Pay Gap	0.00%	4.83%	2.41%	18.64%

By occupational group

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Operational				
BAME	£16.51	£16.51	£16.83	£16.99
White	£16.51	£16.51	£17.25	£16.81
Pay Gap	0.00%	0.00%	2.47%	-1.06%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
FRS				
BAME	£18.81	£18.85	£19.22	£18.34
White	£21.46	£20.78	£22.72	£24.52
Pay Gap	12.35%	9.29%	15.40%	25.19%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Control				
BAME	£16.47	£19.31	£17.25	£19.31
White	£19.31	£19.31	£19.64	£19.12
Pay Gap	14.71%	0.00%	12.14%	-0.98%

All staff	Median Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£16.51	851	£16.51	4550	0.00%

All staff	Mean Hourly Pay				
	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.46	851	£17.98	4550	2.89%

Mean Hourly Pay

Mean Hourly Pay					
ALL STAFF	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.80	282	£14.92	1068	0.77%
Quartile 2	£16.51	187	£16.51	1163	0.00%
Quartile 3	£17.01	173	£17.09	1177	0.47%
Quartile 4	£22.28	209	£23.27	1142	4.26%

Mean Hourly Pay					
OPERATIONAL	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.75	189	£14.90	940	0.96%
Quartile 2	£16.51	155	£16.51	974	0.00%
Quartile 3	£16.64	150	£16.65	980	0.09%
Quartile 4	£20.98	113	£20.70	1017	-1.32%

Mean Hourly Pay					
FRS	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.87	86	£15.09	108	1.48%
Quartile 2	£18.51	66	£18.82	128	1.63%
Quartile 3	£21.84	51	£21.98	144	0.63%
Quartile 4	£28.44	29	£32.19	166	11.67%

Mean Hourly Pay					
CONTROL	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.04	5	£15.21	21	1.11%
Quartile 2	£18.14	3	£18.27	23	0.72%
Quartile 3	£19.47	3	£19.49	24	0.11%
Quartile 4	£21.10	1	£24.54	25	14.02%

MEDIAN HOURLY RATE

Median Hourly Pay					
ALL STAFF	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.70	282	£15.90	1068	1.26%
Quartile 2	£16.51	187	£16.51	1163	0.00%
Quartile 3	£16.52	173	£16.65	1177	0.78%
Quartile 4	£20.84	209	£20.92	1142	0.38%

Median Hourly Pay					
OPERATIONAL	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.06	189	£16.03	940	-0.19%
Quartile 2	£16.51	155	£16.51	974	0.00%
Quartile 3	£16.51	150	£16.51	980	0.00%
Quartile 4	£18.47	113	£18.75	1017	1.49%

Median Hourly Pay					
FRS	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.70	86	£15.70	108	0.00%
Quartile 2	£18.85	66	£18.85	128	0.00%
Quartile 3	£21.46	51	£21.46	144	0.00%
Quartile 4	£26.68	29	£29.77	166	10.38%

Median Hourly Pay					
CONTROL	BAME		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.53	5	£15.40	21	-0.84%
Quartile 2	£18.63	3	£19.22	23	3.07%
Quartile 3	£19.31	3	£19.31	24	0.00%
Quartile 4	£21.10	1	£22.47	25	6.10%

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay					Pay Gap
	BAME		White			
	Hourly Rate	No	Hourly Rate	No		
Commissioner			£92.17	1		N/A
Deputy Commissioner			£67.03	2		N/A
Asst Commissioner	£62.64	1	£56.44	4		-10.99%
Deputy Asst Comm	£38.51	3	£37.92	13		-1.56%
Group Manager	£30.25	4	£30.29	51		0.13%
Station Manager	£26.62	18	£26.62	121		0.00%
Watch Manager B	£20.29	12	£19.78	224		-2.58%
Watch Manager A	£18.47	37	£18.75	284		1.49%
Crew Manager	£18.00	64	£18.00	520		0.00%
Firefighter	£16.51	460	£16.51	2662		0.00%
Trainee Firefighter	£10.35	8	£10.42	29		0.67%
All Operational Staff	£16.51	607	£16.51	3,911		0.00%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay					Pay Gap
	BAME		White			
	Hourly Rate	No	Hourly Rate	No		
Director			£91.82	1		N/A
TMG A			£62.90	5		N/A
TMG B			£52.47	5		N/A
TMG C	£44.27	1	£44.46	12		0.42%
All TMG	£44.27	1	£46.78	23		5.36%
FRS G	£33.62	3	£37.11	27		9.40%
FRS F	£27.75	13	£27.43	75		-1.17%
FRS D/E/F			£25.46	1		N/A
FRS E	£23.86	24	£24.09	86		0.95%
FRS D	£21.24	24	£21.09	65		-0.71%
FRS C/D	£21.46	32	£21.46	78		0.00%
FRS C	£18.85	49	£18.80	67		-0.27%
FRS B/C	£18.85	1	£18.85	24		0.02%
FRS B	£15.70	85	£15.70	99		0.00%
BAA			£9.88	1		N/A
All FRS Staff	£18.85	232	£21.46	546		12.16%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay					Pay Gap
	BAME		White			
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£44.63	1		N/A
Senior Ops Mgr			£28.90	2		N/A
Operations Mgr			£24.98	5		N/A
Asst Operations Mgr	£21.10	1	£22.41	20		5.86%
Control Room Officer	£16.47	11	£19.31	65		14.71%
All Control Staff	£17.55	12	£19.31	93		9.11%

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay					Pay Gap
	BAME		White			
	Hourly Rate	No	Hourly Rate	No		
All Staff	£16.51	851	£16.51	4550		0.00%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay					Pay Gap
	BAME		White			
	Hourly Rate	No	Hourly Rate	No		
Commissioner			£92.17	1		N/A
Deputy Commissioner			£67.03	2		N/A
Asst Commissioner	£62.64	1	£56.46	4		-10.96%
Deputy Asst Comm	£38.28	3	£38.80	13		1.34%
Group Manager	£29.83	4	£29.72	51		-0.39%
Station Manager	£25.71	18	£25.78	121		0.27%
Watch Manager B	£20.00	12	£19.93	224		-0.37%
Watch Manager A	£18.54	37	£18.55	284		0.06%
Crew Manager	£17.55	64	£17.65	520		0.55%
Firefighter	£15.92	460	£16.02	2662		0.67%
Trainee Firefighter	£10.41	8	£10.46	29		0.45%
All Operational Staff	£16.83	607	£17.25	3,911		2.45%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay					Pay Gap
	BAME		White			
	Hourly Rate	No	Hourly Rate	No		
Director			£91.82	1		N/A
TMG A			£64.94	5		N/A
TMG B			£50.53	5		N/A
TMG C	£44.27	1	£44.26	12		-0.03%
All TMG	£44.27	1	£50.39	23		12.13%
FRS G	£35.66	3	£36.65	27		2.69%
FRS F	£28.55	13	£28.42	75		-0.45%
FRS D/E/F			£25.46	1		N/A
FRS E	£23.34	24	£23.73	86		1.64%
FRS D	£20.71	24	£20.71	65		0.02%
FRS C/D	£21.13	32	£20.76	78		-1.83%
FRS C	£18.13	49	£18.33	67		1.12%
FRS B/C	£18.85	1	£18.07	24		-4.32%
FRS B	£15.01	85	£15.39	99		2.44%
BAA			£9.88	1		N/A
All FRS Staff	£19.13	232	£22.98	546		16.75%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay					Pay Gap
	BAME		White			
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£44.63	1		N/A
Senior Ops Mgr			£28.90	2		N/A
Operations Mgr			£25.52	5		N/A
Asst Operations Mgr	£21.10	1	£21.94	20		3.84%
Control Room Officer	£17.09	11	£17.72	65		3.56%
All Control Staff	£17.43	12	£19.58	93		10.99%

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay					Pay Gap
	BAME		White			
	Hourly Rate	No	Hourly Rate	No		
All Staff	£17.46	851	£17.98	4550		2.89%

Distribution by £10,000 increments

All Staff			
Salary	BAME	White	Total
<=£20,000		1	1
£20,001 to £30,000	147	370	517
£30,001 to £40,000	582	3266	3848
£40,001 to £50,000	84	629	713
£50,001 to £60,000	27	170	197
£60,001 to £70,000	5	61	66
£70,001 to £80,000	1	14	15
£80,001 to £90,000	4	21	25
£90,001 to £100,000		4	4
£100,001 >	1	14	15

Operational Staff			
Salary	BAME	White	Total
<=£20,000			
£20,001 to £30,000	59	254	313
£30,001 to £40,000	472	2983	3455
£40,001 to £50,000	50	488	538
£50,001 to £60,000	19	122	141
£60,001 to £70,000	3	43	46
£70,001 to £80,000		1	1
£80,001 to £90,000	3	12	15
£90,001 to £100,000			
£100,001 >	1	8	9

FRS Staff			
Salary	BAME	White	Total
<=£20,000		1	1
£20,001 to £30,000	86	105	191
£30,001 to £40,000	101	227	328
£40,001 to £50,000	33	118	151
£50,001 to £60,000	8	47	55
£60,001 to £70,000	2	17	19
£70,001 to £80,000	1	13	14
£80,001 to £90,000	1	8	9
£90,001 to £100,000		4	4
£100,001 >		6	6

Control Staff			
Salary	BAME	White	Total
<=£20,000			
£20,001 to £30,000	2	11	13
£30,001 to £40,000	9	56	65
£40,001 to £50,000	1	23	24
£50,001 to £60,000		1	1
£60,001 to £70,000		1	1
£70,001 to £80,000			
£80,001 to £90,000		1	1
£90,001 to £100,000			
£100,001 >			

Overall Black or Black British Pay Gap Summary

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
ALL STAFF				
Black or Black British	£16.51	£18.24	£17.49	£18.22
White	£16.51	£18.85	£17.87	£22.30
Pay Gap	0.00%	3.24%	2.14%	18.30%

By occupational group

Operational	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Black or Black British	£16.51	£16.51	£16.82	£16.83
White	£16.51	£16.51	£17.25	£16.81
Pay Gap	0.00%	0.00%	2.49%	-0.10%

FRS	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Black or Black British	£18.52	£18.85	£18.98	£18.44
White	£21.46	£20.78	£22.72	£24.52
Pay Gap	13.70%	9.29%	16.45%	24.80%

Control	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Black or Black British	£15.77	£19.31	£16.64	£19.31
White	£19.31	£19.31	£19.64	£19.12
Pay Gap	18.33%	0.00%	15.28%	-0.98%

Median hourly pay rates

All Staff

All staff	Median Hourly Pay				
	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£16.51	380	£16.51	4550	0.00%

Mean hourly pay rates

All Staff

All staff	Mean Hourly Pay				
	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.52	380	£17.98	4550	2.56%

Mean Hourly Pay

Mean Hourly Pay					
ALL STAFF	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.04	130	£14.97	1103	-0.47%
Quartile 2	£16.51	81	£16.51	1151	0.00%
Quartile 3	£17.00	74	£17.11	1159	0.61%
Quartile 4	£22.19	95	£23.29	1137	4.76%

Mean Hourly Pay					
OPERATIONAL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.06	74	£14.94	965	-0.83%
Quartile 2	£16.51	69	£16.51	971	0.00%
Quartile 3	£16.65	64	£16.68	976	0.20%
Quartile 4	£20.80	41	£20.75	999	-0.23%

Mean Hourly Pay					
FRS	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.07	55	£15.16	113	0.57%
Quartile 2	£18.85	32	£19.06	136	1.08%
Quartile 3	£22.03	26	£22.28	142	1.14%
Quartile 4	£29.15	13	£32.77	155	11.04%

Mean Hourly Pay					
CONTROL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.08	3	£15.21	21	0.82%
Quartile 2	£18.97	2	£18.27	23	-3.84%
Quartile 3	£19.31	1	£19.49	24	0.91%
Quartile 4			£24.54	25	N/A

Median Hourly Pay

Median Hourly Pay					
ALL STAFF	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.73	130	£15.95	1103	1.38%
Quartile 2	£16.51	81	£16.51	1151	0.00%
Quartile 3	£16.56	74	£16.70	1159	0.84%
Quartile 4	£21.26	95	£20.93	1137	-1.58%

Median Hourly Pay					
OPERATIONAL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.09	74	£16.07	965	-0.12%
Quartile 2	£16.51	69	£16.51	971	0.00%
Quartile 3	£16.51	64	£16.51	976	0.00%
Quartile 4	£18.47	41	£18.75	999	1.49%

Median Hourly Pay					
FRS	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.70	55	£15.70	113	0.00%
Quartile 2	£18.85	32	£18.91	136	0.32%
Quartile 3	£21.53	26	£21.56	142	0.14%
Quartile 4	£27.94	13	£30.36	155	7.97%

Median Hourly Pay					
CONTROL	Black or Black British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.53	3	£15.46	21	-0.45%
Quartile 2	£18.97	2	£19.22	23	1.30%
Quartile 3	£19.31	1	£19.31	24	-0.01%
Quartile 4			£22.47	25	N/A

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Commissioner			£92.17	1		N/A
Deputy Commissioner			£67.03	2		N/A
Asst Commissioner			£56.44	4		N/A
Deputy Asst Comm	£38.51	1	£37.92	13		-1.57%
Group Manager	£31.53	1	£30.29	51		-4.09%
Station Manager	£26.64	9	£26.62	121		-0.08%
Watch Manager B	£20.35	2	£19.78	224		-2.91%
Watch Manager A	£18.60	14	£18.75	284		0.80%
Crew Manager	£18.00	25	£18.00	520		0.00%
Firefighter	£16.51	192	£16.51	2662		0.00%
Trainee Firefighter	£10.35	4	£10.42	29		0.67%
All Operational Staff	£16.51	248	£16.51	3,911		0.00%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Director			£91.82	1		N/A
TMG A			£62.90	5		N/A
TMG B			£52.47	5		N/A
TMG C	£44.27	1	£44.46	12		0.42%
All TMG	£44.27	1	£46.78	23		5.36%
FRS G	£33.62	2	£37.11	27		9.40%
FRS F	£27.94	6	£27.43	75		-1.86%
FRS D/E/F			£25.46	1		N/A
FRS E	£24.09	12	£24.09	86		0.00%
FRS D	£21.29	16	£21.09	65		-0.95%
FRS C/D	£21.46	11	£21.46	78		0.00%
FRS C	£18.85	31	£18.80	67		-0.27%
FRS B/C			£18.85	24		N/A
FRS B	£15.70	47	£15.70	99		0.00%
BAA			£9.88	1		N/A
All FRS Staff	£18.66	126	£21.46	546		13.05%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£44.63	1		N/A
Senior Ops Mgr			£28.90	2		N/A
Operations Mgr			£24.98	5		N/A
Asst Operations Mgr			£22.41	20		N/A
Control Room Officer	£17.20	6	£19.31	65		10.93%
All Control Staff	£17.20	6	£19.31	93		10.93%

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
All Staff	£16.51	380	£16.51	4550		0.00%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Commissioner			£92.17	1		N/A
Deputy Commissioner			£67.03	2		N/A
Asst Commissioner			£56.46	4		N/A
Deputy Asst Comm	£38.51	1	£38.80	13		0.74%
Group Manager	£31.53	1	£29.72	51		-6.09%
Station Manager	£25.63	9	£25.78	121		0.58%
Watch Manager B	£20.35	2	£19.93	224		-2.13%
Watch Manager A	£18.51	14	£18.55	284		0.23%
Crew Manager	£17.50	25	£17.65	520		0.85%
Firefighter	£16.11	192	£16.02	2662		-0.54%
Trainee Firefighter	£10.39	4	£10.46	29		0.66%
All Operational Staff	£16.82	248	£17.25	3,911		2.48%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Director			£91.82	1		N/A
TMG A			£64.94	5		N/A
TMG B			£50.53	5		N/A
TMG C	£44.27	1	£44.26	12		-0.03%
All TMG	£44.27	1	£50.39	23		12.14%
FRS G	£33.62	2	£36.65	27		8.26%
FRS F	£28.40	6	£28.42	75		0.06%
FRS D/E/F			£25.46	1		N/A
FRS E	£23.40	12	£23.73	86		1.39%
FRS D	£20.69	16	£20.71	65		0.10%
FRS C/D	£20.37	11	£20.76	78		1.90%
FRS C	£18.21	31	£18.33	67		0.68%
FRS B/C			£18.07	24		N/A
FRS B	£14.93	47	£15.39	99		2.98%
BAA			£9.88	1		N/A
All FRS Staff	£18.92	126	£22.98	546		17.67%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£44.63	1		N/A
Senior Ops Mgr			£28.90	2		N/A
Operations Mgr			£25.52	5		N/A
Asst Operations Mgr			£21.94	20		N/A
Control Room Officer	£17.08	6	£17.72	65		3.59%
All Control Staff	£17.08	6	£19.58	93		12.75%

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay					Pay Gap
	Black or Black British		White			
	Hourly Rate	No	Hourly Rate	No		
All Staff	£17.52	380	£17.98	4550		2.56%

Distribution by £10,000 increments

All Staff			
Salary	Black or Black British	White	Total
<=£20,000		1	1
£20,001 to £30,000	68	370	438
£30,001 to £40,000	265	3266	3531
£40,001 to £50,000	30	629	659
£50,001 to £60,000	12	170	182
£60,001 to £70,000	3	61	64
£70,001 to £80,000		14	14
£80,001 to £90,000	2	21	23
£90,001 to £100,000		4	4
£100,001 >		14	14

Operational Staff			
Salary	Black or Black British	White	Total
<=£20,000			
£20,001 to £30,000	17	254	271
£30,001 to £40,000	205	2983	3188
£40,001 to £50,000	15	488	503
£50,001 to £60,000	9	122	131
£60,001 to £70,000	1	43	44
£70,001 to £80,000		1	1
£80,001 to £90,000	1	12	13
£90,001 to £100,000			
£100,001 >		8	8

FRS Staff			
Salary	Black or Black British	White	Total
<=£20,000		1	1
£20,001 to £30,000	50	105	155
£30,001 to £40,000	55	227	282
£40,001 to £50,000	15	118	133
£50,001 to £60,000	3	47	50
£60,001 to £70,000	2	17	19
£70,001 to £80,000		13	13
£80,001 to £90,000	1	8	9
£90,001 to £100,000		4	4
£100,001 >		6	6

Control Staff			
Salary	Black or Black British	White	Total
<=£20,000			
£20,001 to £30,000	1	11	12
£30,001 to £40,000	5	56	61
£40,001 to £50,000		23	23
£50,001 to £60,000		1	1
£60,001 to £70,000		1	1
£70,001 to £80,000			
£80,001 to £90,000		1	1
£90,001 to £100,000			
£100,001 >			

Overall Asian or Asian British Pay Gap Summary

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
ALL STAFF				
Asian or Asian British	£16.51	£16.11	£17.58	£17.09
White	£16.51	£18.85	£17.87	£22.30
Pay Gap	0.00%	14.54%	1.61%	23.35%

By occupational group

Operational	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Asian or Asian British	£16.51	£16.51	£16.41	£16.51
White	£16.51	£16.51	£17.25	£16.81
Pay Gap	0.00%	0.00%	4.91%	1.76%

FRS	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Asian or Asian British	£18.83	£15.70	£19.43	£17.21
White	£21.46	£20.78	£22.72	£24.52
Pay Gap	12.26%	24.45%	14.47%	29.82%

Control	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Asian or Asian British				
White	£19.31	£19.31	£19.64	£19.12
Pay Gap	N/A	N/A	N/A	N/A

All staff	Median Hourly Pay				
	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£16.51	155	£16.51	4550	0.00%

All staff	Mean Hourly Pay				
	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.56	155	£17.98	4550	2.36%

Mean Hourly Pay

Mean Hourly Pay					
ALL STAFF	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.84	51	£15.00	1125	1.08%
Quartile 2	£16.51	32	£16.51	1144	0.00%
Quartile 3	£16.96	28	£17.12	1149	0.95%
Quartile 4	£21.88	44	£23.32	1132	6.18%

Mean Hourly Pay					
OPERATIONAL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.70	29	£14.95	971	1.67%
Quartile 2	£16.51	27	£16.51	974	0.00%
Quartile 3	£16.66	25	£16.69	976	0.22%
Quartile 4	£20.08	11	£20.78	990	3.35%

Mean Hourly Pay					
FRS	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.25	25	£15.39	128	0.89%
Quartile 2	£19.33	20	£19.45	132	0.60%
Quartile 3	£21.98	11	£22.50	141	2.34%
Quartile 4	£29.06	7	£33.37	145	12.91%

Mean Hourly Pay					
CONTROL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1			£15.31		N/A
Quartile 2			£18.55		N/A
Quartile 3			£19.72		N/A
Quartile 4			£24.77		N/A

Median Hourly Pay

Median Hourly Pay					
ALL STAFF	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.70	51	£15.96	1125	1.63%
Quartile 2	£16.51	32	£16.51	1144	0.00%
Quartile 3	£16.51	28	£16.84	1149	1.96%
Quartile 4	£21.02	44	£20.95	1132	-0.33%

Median Hourly Pay					
OPERATIONAL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£16.07	29	£16.07	971	0.00%
Quartile 2	£16.51	27	£16.51	974	0.00%
Quartile 3	£16.51	25	£16.51	976	0.00%
Quartile 4	£18.47	11	£18.75	990	1.49%

Median Hourly Pay					
FRS	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.70	25	£15.70	128	0.00%
Quartile 2	£18.89	20	£19.17	132	1.46%
Quartile 3	£21.79	11	£21.82	141	0.13%
Quartile 4	£25.92	7	£31.22	145	16.98%

Median Hourly Pay					
CONTROL	Asian or Asian British		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1			£15.51	23	N/A
Quartile 2			£19.31	24	N/A
Quartile 3			£19.31	23	N/A
Quartile 4			£22.50	23	N/A

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay					Pay Gap
	Asian or Asian British		White		Pay Gap	
	Hourly Rate	No	Hourly Rate	No		
Commissioner			£92.17	1	N/A	
Deputy Commissioner			£67.03	2	N/A	
Asst Commissioner			£56.44	4	N/A	
Deputy Asst Comm			£37.92	13	N/A	
Group Manager			£30.29	51	N/A	
Station Manager	£26.66	2	£26.62	121	-0.16%	
Watch Manager B	£21.00	1	£19.78	224	-6.15%	
Watch Manager A	£18.47	5	£18.75	284	1.49%	
Crew Manager	£17.58	9	£18.00	520	2.33%	
Firefighter	£16.51	73	£16.51	2662	0.00%	
Trainee Firefighter	£10.44	2	£10.42	29	-0.17%	
All Operational Staff	£16.51	92	£16.51	3,911	0.00%	

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay					Pay Gap
	Asian or Asian British		White		Pay Gap	
	Hourly Rate	No	Hourly Rate	No		
Director			£91.82	1	N/A	
TMG A			£62.90	5	N/A	
TMG B			£52.47	5	N/A	
TMG C			£44.46	12	N/A	
All TMG			£46.78	23	N/A	
FRS G	£39.75	1	£37.11	27	-7.11%	
FRS F	£31.28	3	£27.43	75	-14.04%	
FRS D/E/F			£25.46	1	N/A	
FRS E	£23.11	6	£24.09	86	4.07%	
FRS D	£20.28	5	£21.09	65	3.84%	
FRS C/D	£21.17	15	£21.46	78	1.35%	
FRS C	£18.55	9	£18.80	67	1.33%	
FRS B/C			£18.85	24	N/A	
FRS B	£15.70	24	£15.70	99	0.00%	
BAA			£9.88	1	N/A	
All FRS Staff	£18.81	63	£21.46	546	12.35%	

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay					Pay Gap
	Asian or Asian British		White		Pay Gap	
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£44.63	1	N/A	
Senior Ops Mgr			£28.90	2	N/A	
Operations Mgr			£24.98	5	N/A	
Asst Operations Mgr			£22.41	20	N/A	
Control Room Officer			£19.31	65	N/A	
All Control Staff			£19.31	93	N/A	

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay					Pay Gap
	Asian or Asian British		White		Pay Gap	
	Hourly Rate	No	Hourly Rate	No		
All Staff	£16.51	155	£16.51	4550	0.00%	

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay					Pay Gap
	Asian or Asian British		White		Pay Gap	
	Hourly Rate	No	Hourly Rate	No		
Commissioner			£92.17	1	N/A	
Deputy Commissioner			£67.03	2	N/A	
Asst Commissioner			£56.46	4	N/A	
Deputy Asst Comm			£38.80	13	N/A	
Group Manager			£29.72	51	N/A	
Station Manager	£26.66	2	£25.78	121	-3.42%	
Watch Manager B	£21.00	1	£19.93	224	-5.35%	
Watch Manager A	£18.43	5	£18.55	284	0.64%	
Crew Manager	£17.33	9	£17.65	520	1.79%	
Firefighter	£15.97	73	£16.02	2662	0.29%	
Trainee Firefighter	£10.44	2	£10.46	29	0.22%	
All Operational Staff	£16.41	92	£17.25	3,911	4.89%	

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay					Pay Gap
	Asian or Asian British		White		Pay Gap	
	Hourly Rate	No	Hourly Rate	No		
Director			£91.82	1	N/A	
TMG A			£64.94	5	N/A	
TMG B			£50.53	5	N/A	
TMG C			£44.26	12	N/A	
All TMG			£50.39	23	N/A	
FRS G	£39.75	1	£36.65	27	-8.46%	
FRS F	£29.49	3	£28.42	75	-3.76%	
FRS D/E/F			£25.46	1	N/A	
FRS E	£23.07	6	£23.73	86	2.77%	
FRS D	£20.59	5	£20.71	65	0.60%	
FRS C/D	£20.82	15	£20.76	78	-0.29%	
FRS C	£17.92	9	£18.33	67	2.23%	
FRS B/C			£18.07	24	N/A	
FRS B	£15.41	24	£15.39	99	-0.18%	
BAA			£9.88	1	N/A	
All FRS Staff	£19.26	63	£22.98	546	16.21%	

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay					Pay Gap
	Asian or Asian British		White		Pay Gap	
	Hourly Rate	No	Hourly Rate	No		
Principal Ops Mgr			£44.63	1	N/A	
Senior Ops Mgr			£28.90	2	N/A	
Operations Mgr			£25.52	5	N/A	
Asst Operations Mgr			£21.94	20	N/A	
Control Room Officer			£17.72	65	N/A	
All Control Staff			£19.58	93	N/A	

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay					Pay Gap
	Asian or Asian British		White		Pay Gap	
	Hourly Rate	No	Hourly Rate	No		
All Staff	£17.56	155	£17.98	4550	2.36%	

Distribution by £10,000 increments

All Staff			
Salary	Asian or Asian British	White	Total
<=£20,000		1	1
£20,001 to £30,000	30	370	400
£30,001 to £40,000	104	3266	3370
£40,001 to £50,000	16	629	645
£50,001 to £60,000	4	170	174
£60,001 to £70,000		61	61
£70,001 to £80,000	1	14	15
£80,001 to £90,000		21	21
£90,001 to £100,000		4	4
£100,001 >		14	14

Operational Staff			
Salary	Asian or Asian British	White	Total
<=£20,000			
£20,001 to £30,000	9	254	263
£30,001 to £40,000	74	2983	3057
£40,001 to £50,000	7	488	495
£50,001 to £60,000	2	122	124
£60,001 to £70,000		43	43
£70,001 to £80,000		1	1
£80,001 to £90,000		12	12
£90,001 to £100,000			
£100,001 >		8	8

FRS Staff			
Salary	Asian or Asian British	White	Total
<=£20,000		1	1
£20,001 to £30,000	21	105	126
£30,001 to £40,000	30	227	257
£40,001 to £50,000	9	118	127
£50,001 to £60,000	2	47	49
£60,001 to £70,000		17	17
£70,001 to £80,000	1	13	14
£80,001 to £90,000		8	8
£90,001 to £100,000		4	4
£100,001 >		6	6

Control Staff			
Salary	Asian or Asian British	White	Total
<=£20,000			
£20,001 to £30,000		11	11
£30,001 to £40,000		56	56
£40,001 to £50,000		23	23
£50,001 to £60,000		1	1
£60,001 to £70,000		1	1
£70,001 to £80,000			
£80,001 to £90,000		1	1
£90,001 to £100,000			
£100,001 >			

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

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
ALL STAFF				
Any other ethnic group (other ethnic groups and dual / mixed heritage)	£16.51	£18.85	£17.32	£19.12
White	£16.51	£18.85	£17.87	£22.30
Pay Gap	0.00%	0.00%	3.11%	14.23%

By occupational group

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Operational				
Any other ethnic group (other ethnic groups and dual / mixed heritage)	£16.51	£17.94	£16.97	£17.94
White	£16.51	£16.51	£17.25	£16.81
Pay Gap	0.00%	-8.66%	1.63%	-6.73%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
FRS				
Any other ethnic group (other ethnic groups and dual / mixed heritage)	£18.85	£18.85	£19.59	£19.42
White	£21.46	£20.78	£22.72	£24.52
Pay Gap	12.16%	9.29%	13.75%	20.79%

	Median Hourly Pay Rate (Full Time)	Median Hourly Pay Rate (Part Time)	Mean Hourly Pay Rate (Full Time)	Mean Hourly Pay Rate (Part Time)
Control				
Any other ethnic group (other ethnic groups and dual / mixed heritage)	£17.89		£17.77	
White	£19.31	£19.31	£19.64	£19.12
Pay Gap	7.35%	N/A	9.53%	N/A

All staff	Median Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£16.51	316	£16.51	4550	0.00%

All staff	Mean Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.34	316	£17.98	4550	3.56%

Mean Hourly Pay

Mean Hourly Pay					
ALL STAFF	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.65	110	£14.97	1106	2.17%
Quartile 2	£16.51	69	£16.51	1147	0.00%
Quartile 3	£17.09	68	£17.09	1149	0.04%
Quartile 4	£22.72	69	£23.25	1148	2.25%

Mean Hourly Pay					
OPERATIONAL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.61	91	£14.92	954	2.04%
Quartile 2	£16.51	59	£16.51	985	0.00%
Quartile 3	£16.65	57	£16.70	987	0.26%
Quartile 4	£21.31	60	£20.79	985	-2.49%

Mean Hourly Pay					
FRS	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.88	17	£15.42	130	3.50%
Quartile 2	£19.42	11	£19.58	137	0.82%
Quartile 3	£22.81	9	£22.60	138	-0.92%
Quartile 4	£28.33	6	£33.63	141	15.75%

Mean Hourly Pay					
CONTROL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.97	2	£15.26	22	1.89%
Quartile 2	£16.47	1	£18.44	24	10.66%
Quartile 3	£20.06	3	£19.50	22	-2.86%
Quartile 4			£24.54	25	N/A

Median Hourly Rate

Median Hourly Pay					
ALL STAFF	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.70	110	£15.95	1106	1.57%
Quartile 2	£16.51	69	£16.51	1147	0.00%
Quartile 3	£16.60	68	£16.67	1149	0.40%
Quartile 4	£20.42	69	£20.83	1148	1.97%

Median Hourly Pay					
OPERATIONAL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.76	91	£16.06	954	1.87%
Quartile 2	£16.51	59	£16.51	985	0.00%
Quartile 3	£16.51	57	£16.51	987	0.00%
Quartile 4	£18.54	60	£18.75	985	1.12%

Median Hourly Pay					
FRS	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£15.70	17	£15.70	130	0.00%
Quartile 2	£18.85	11	£19.39	137	2.78%
Quartile 3	£23.09	9	£22.10	138	-4.48%
Quartile 4	£27.08	6	£31.28	141	13.43%

Median Hourly Pay					
CONTROL	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Quartile 1	£14.97	2	£15.40	22	2.78%
Quartile 2	£16.47	1	£19.31	24	14.71%
Quartile 3	£19.78	3	£19.31	22	-2.43%
Quartile 4			£22.47	25	N/A

**Median hourly pay rates
Operational Staff**

Operational staff	Median Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£92.17	1	N/A
Deputy Commissioner			£67.03	2	N/A
Asst Commissioner	£62.64	1	£56.44	4	-10.99%
Deputy Asst Comm	£38.16	2	£37.92	13	-0.63%
Group Manager	£30.21	3	£30.29	51	0.26%
Station Manager	£26.21	7	£26.62	121	1.54%
Watch Manager B	£20.22	9	£19.78	224	-2.22%
Watch Manager A	£18.68	18	£18.75	284	0.37%
Crew Manager	£18.00	30	£18.00	520	0.00%
Firefighter	£16.51	195	£16.51	2662	0.00%
Trainee Firefighter	£10.44	2	£10.42	29	-0.17%
All Operational Staff	£16.51	267	£16.51	3,911	0.00%

**Median hourly pay rates
FRS Staff**

FRS Staff	Median Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£91.82	1	N/A
TMG A			£62.90	5	N/A
TMG B			£52.47	5	N/A
TMG C			£44.46	12	N/A
All TMG			£46.78	23	N/A
FRS G			£37.11	27	N/A
FRS F	£27.22	4	£27.43	75	0.77%
FRS D/E/F			£25.46	1	N/A
FRS E	£23.71	6	£24.09	86	1.58%
FRS D	£21.22	3	£21.09	65	-0.62%
FRS C/D	£21.46	6	£21.46	78	0.00%
FRS C	£18.85	9	£18.80	67	-0.27%
FRS B/C	£18.85	1	£18.85	24	0.02%
FRS B	£14.46	14	£15.70	99	7.90%
BAA			£9.88	1	N/A
All FRS Staff	£18.85	43	£21.46	546	12.16%

**Median hourly pay rates
Control Staff**

Control Staff	Median Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£44.63	1	N/A
Senior Ops Mgr			£28.90	2	N/A
Operations Mgr			£24.98	5	N/A
Asst Operations Mgr	£21.10	1	£22.41	20	5.85%
Control Room Officer	£16.47	5	£19.31	65	14.71%
All Control Staff	£17.89	6	£19.31	93	7.35%

**Median hourly pay rates
All Staff**

All staff	Median Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£16.51	316	£16.51	4550	0.00%

**Mean hourly pay rates
Operational Staff**

Operational staff	Mean Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Commissioner			£92.17	1	N/A
Deputy Commissioner			£67.03	2	N/A
Asst Commissioner	£62.64	1	£56.46	4	-10.96%
Deputy Asst Comm	£38.16	2	£38.80	13	1.65%
Group Manager	£29.27	3	£29.72	51	1.51%
Station Manager	£25.53	7	£25.78	121	0.94%
Watch Manager B	£19.82	9	£19.93	224	0.57%
Watch Manager A	£18.59	18	£18.55	284	-0.23%
Crew Manager	£17.65	30	£17.65	520	-0.05%
Firefighter	£15.71	195	£16.02	2662	1.97%
Trainee Firefighter	£10.44	2	£10.46	29	0.23%
All Operational Staff	£16.97	267	£17.25	3,911	1.59%

**Mean hourly pay rates
FRS Staff**

FRS Staff	Mean Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Director			£91.82	1	N/A
TMG A			£64.94	5	N/A
TMG B			£50.53	5	N/A
TMG C			£44.26	12	N/A
All TMG			£50.39	23	N/A
FRS G			£36.65	27	N/A
FRS F	£28.07	4	£28.42	75	1.23%
FRS D/E/F			£25.46	1	N/A
FRS E	£23.49	6	£23.73	86	1.02%
FRS D	£21.02	3	£20.71	65	-1.51%
FRS C/D	£23.34	6	£20.76	78	-12.43%
FRS C	£18.05	9	£18.33	67	1.54%
FRS B/C	£18.85	1	£18.07	24	-4.30%
FRS B	£14.59	14	£15.39	99	5.19%
BAA			£9.88	1	N/A
All FRS Staff	£19.58	43	£22.98	546	14.80%

**Mean hourly pay rates
Control Staff**

Control Staff	Mean Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
Principal Ops Mgr			£44.63	1	N/A
Senior Ops Mgr			£28.90	2	N/A
Operations Mgr			£25.52	5	N/A
Asst Operations Mgr	£21.10	1	£21.94	20	3.84%
Control Room Officer	£17.10	5	£17.72	65	3.49%
All Control Staff	£17.77	6	£19.58	93	9.26%

**Mean hourly pay rates
All Staff**

All staff	Mean Hourly Pay				
	Any Other Ethnic Group		White		Pay Gap
	Hourly Rate	No	Hourly Rate	No	
All Staff	£17.34	316	£17.98	4550	3.56%

Distribution by £10,000 increments

All Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000		1	1
£20,001 to £30,000	49	370	419
£30,001 to £40,000	213	3266	3479
£40,001 to £50,000	38	629	667
£50,001 to £60,000	11	170	181
£60,001 to £70,000	2	61	63
£70,001 to £80,000		14	14
£80,001 to £90,000	2	21	23
£90,001 to £100,000		4	4
£100,001 >	1	14	15

Operational Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000			
£20,001 to £30,000	33	254	287
£30,001 to £40,000	193	2983	3176
£40,001 to £50,000	28	488	516
£50,001 to £60,000	8	122	130
£60,001 to £70,000	2	43	45
£70,001 to £80,000		1	1
£80,001 to £90,000	2	12	14
£90,001 to £100,000			
£100,001 >	1	8	9

FRS Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000		1	1
£20,001 to £30,000	15	105	120
£30,001 to £40,000	16	227	243
£40,001 to £50,000	9	118	127
£50,001 to £60,000	3	47	50
£60,001 to £70,000		17	17
£70,001 to £80,000		13	13
£80,001 to £90,000		8	8
£90,001 to £100,000		4	4
£100,001 >		6	6

Control Staff			
Salary	Any Other Ethnic Group	White	Total
<=£20,000			
£20,001 to £30,000	1	11	12
£30,001 to £40,000	4	56	60
£40,001 to £50,000	1	23	24
£50,001 to £60,000		1	1
£60,001 to £70,000		1	1
£70,001 to £80,000			
£80,001 to £90,000		1	1
£90,001 to £100,000			
£100,001 >			