

Employer	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
London Fire Brigade	-7.7	-4.6	19.2	5.2	7.6	25.7	0	0	0	0
East Sussex Fire & Rescue Service	-7.3	1.9	5	39	14	17	0	0	0	0
Staffordshire Fire & Rescue Services	-5.4	-9	36	12	9	21	0	0	0	0
Securitas Security Services (UK) Ltd	-4.8	-7.5	9.1	10.7	16.4	18.1	18.4	15.3	36.7	0
Kent Fire & Rescue Service	-2.4	2.6	19.2	7	12.3	23.1	0	0	0	0
Greater Manchester Combined Authority	1.9	1.3	40.4	4.1	13.3	24.9	0	0	0	0
Avon Fire & Rescue Service	2.6	0	25	3.2	11.6	15.7	0	0	0	0
Royal Berkshire Fire & Rescue Service	2.7	2.2	27	10	21	18	0	0	0	0
Lancashire Fire & Rescue Service	3.2	17	5.4	36.9	12.2	9.7	0	0	0	0
Hampshire Fire & Rescue Service	4.8	5.1	12.5	8.9	15.9	15.7	0	0	0	0
Essex County Fire & Rescue Service	7.1	8.8	30.1	9	8.5	13	0	0	0	0
Derbyshire Fire & Rescue Service	7.4	3	39	2	11	18	0	0	0	0
Nottinghamshire Fire & Rescue Service	7.7	6.3	27.1	12.2	9	14	0	0	0	0
Shropshire & Wrekin Fire Authority	8	8	33	3	13	9	0	0	0	0
North Wales Fire & Rescue Service	8.9	11.1	30.8	15.4	10.4	14.5	0	0	0	0
County Durham & Darlington FRS	9	2.4	28	5	10	15	0	0	0	0

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North Yorkshire Fire & Rescue Service	10.2	3.2	21.2	6.8	10.5	9.5	16.5	40.1	-17.1	0
Dorset & Wiltshire Fire & Rescue Service	10.4	7.1	35.3	6.9	15.2	12.8	0	0	0	0
West Midlands Fire Service	10.4	5	44.5	6.1	12.4	17	0	0	0	0
Bedfordshire Fire & Rescue Service	10.6	5.3	53	8	12	23	11.8	88.2	2.6	0
West Yorkshire Fire & Rescue Service	10.7	7.5	37	10	13	10	0	0	0	0
Merseyside Fire & Rescue Service	11.7	3.9	50.2	14.5	16.2	16.2	0	0	0	0
Devon & Somerset Fire & Rescue Service	13	13.6	29	8	6	10	0	0	0	0
Mid & West Wales Fire & Rescue Service	13.8	14.1	36	3	11	10	0	0	0	0
Cambridgeshire Fire & Rescue Service	15.4	11.3	33.3	26	9.9	13.2	19.1	57.5	-3	0
South Wales Fire & Rescue Service	16.3	14.4	34	9	5	10	0	0	0	0
Tyne & Wear Fire & Rescue Service	16.5	10.2	49	8	14	13	0	0	0	0
Buckinghamshire & Milton Keynes Fire Authority	16.6	11.8	31	17	9	12	27.2	9.7	-38.8	25
Humberside Fire & Rescue Service	17	23	44	12	5	12	0	0	0	0
South Yorkshire Fire & Rescue	19.9	10.3	39.3	5.2	16.2	9	21.8	72.1	8.3	0
Cheshire Fire Authority	20.9	17	43.2	14.6	7.8	8.7	15.9	58.8	-32.1	0

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Leicestershire Fire & Rescue Service	21.8	23.8	52.3	10.8	10	11.5	0	0	0	0
Hereford & Worcester FRS	32.2	29.4	35.6	13.3	3.3	5.5	0	0	0	0
Chubb Fire & Security Ltd	38	41.3	64	27	7	10	28.9	63.3	32.7	7.8