

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	-8.4	-2.8	18.3	5.8	8.7	26.1	0	0	0	0
Kent Fire & Rescue Service	-3.9	2.7	26.2	11	7.7	21.5	0	0	0	0
Greater Manchester Combined Authority	-2.7	0.1	37.9	6	15.2	28.1	0	0	0	0
Lancashire Fire & Rescue Service	-2.6	16.1	6.7	35	15.5	10.2	0	0	0	0
Shropshire & Wrekin Fire Authority	6	0	29	6	14	12	0	0	0	0
Staffordshire Fire & Rescue Services	6.6	14.1	36	16	7	19	0	0	0	0
North Wales Fire & Rescue Service	6.7	9.8	18	19.7	22	13.7	0	0	0	0
Royal Berkshire Fire & Rescue Service	6.7	4.1	36	10	20	20	0	0	0	0
Essex County Fire & Rescue Service	7.3	10.6	31.3	11.6	10.9	12.1	0	0	0	0
County Durham & Darlington Fire & Rescue Service	9.8	4.8	33.3	4.2	9.2	14.8	0	0	0	0

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Dorset & Wiltshire Fire & Rescue Service	10.8	12.5	39	10	11.8	13.7	0	0	0	0
West Midlands Fire Service	11.3	6.3	50.4	6.2	14	17.8	0	0	0	0
Nottinghamshire Fire & Rescue Service	11.4	2.9	28.6	8.3	24.4	10.2	0	0	0	0
Devon & Somerset Fire & Rescue Service	11.6	11.8	30	8	6	11	0	0	0	0
Merseyside Fire & Rescue Service	11.7	3.9	50.2	22.6	16	17	0	0	0	0
Northamptonshire Fire & Rescue Service	12	6	25	17.4	14.5	6.1	0	0	0	0
Hampshire Fire & Rescue Service	12	8.3	13.7	24.9	6.1	13.4	0	0	0	0
South Yorkshire Fire & Rescue	12.4	12	44.7	9.8	12.9	13.3	22	68.6	7.3	0
Bedfordshire Fire & Rescue Service	12.7	8.3	53	12	17	22	11.8	88.2	2.6	0

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Mid & West Wales Fire & Rescue Service	12.8	14.1	32	8	10	9	0	0	0	0
South Wales Fire & Rescue Service	14	17.3	33	8	5	10	0	0	0	0
West Yorkshire Fire & Rescue Service	14.7	7.3	38.7	8.3	13.6	11.1	0	0	0	0
Tyne & Wear Fire & Rescue Service	15	10	48	13	17	13	0	0	0	0
Buckinghamshire & Milton Keynes Fire Authority	15.1	10.4	33	20	13	14	20	8.8	-100.3	10
Humberside Fire & Rescue Service	15.1	23.5	42	12	11	12	0	0	0	0
Cambridgeshire Fire & Rescue Service	15.7	12.2	32.7	24.7	11.3	13.4	26.6	55.2	9.9	0
East Sussex Fire & Rescue Service	15.9	12.2	44.3	8	20.9	10	0	0	0	0
Leicestershire Fire & Rescue Service	21.3	23.7	54.5	9.8	9	13.1	0	0	0	0
Cheshire Fire Authority	24.6	20.1	42.3	14	5.8	5.8	13.3	56.8	-14.3	0

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Hereford & Worcester Fire & Rescue Service	28.4	26.3	31.8	17.5	5.8	4.7	0	0	0	0
Chubb Fire & Security Ltd	36.4	40.5	63	29	8	10	38.1	65.8	46.2	26.2
Hall & Kay Fire Service Ltd	37.2	37.2	38	23.9	8.1	0	0	8.9	0	0