

Appendix two

Employer Comparison Data 2021 (Fire Services)

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 upper pay quartile	% Who received bonus pay (Female)	% Who received bonus pay (Male)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
London Fire Brigade	-10.3	-4.4	17.2	10.4	10.8	28	0	0	0	0
Lancashire Fire and Rescue Service	-9.9	2	4.9	34.1	18.5	12.6	0	0	0	0
Greater Manchester Combined Authority	-7.7	-7.5	35.8	8.3	16.1	37.1	0	0	0	0
Kent Fire & Rescue Service	-5.1	2	25.9	13.6	7.6	24.9	0	0	0	0
Avon Fire & Rescue Service	0.7	0	32.7	6.2	10.2	20.4	0	0	0	0
Royal Berkshire Fire & Rescue Service	0.8	9.6	30	15	26	27	0	0	0	0
North Wales Fire and Rescue Service	2.3	7.2	33.7	11.2	12.2	20.2	0	0	0	0
Essex County Fire & Rescue Service	3.1	8.4	32.9	11.9	12.5	19.5	98.1	99.6	0	0
Shropshire & Wrekin Fire Authority	4	0	36	4	16	14	0	0	0	0
Hereford & Worcester Fire & Rescue Service	6	3	28	15	11	15	0	0	0	0

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County Durham and Darlington Fire and Rescue Service	6.1	2.8	35.1	5.8	14.1	15.4	0	0	0	0
Bedfordshire Fire & Rescue Service	6.2	0	45	10	15	28	11	89	0	0
Derbyshire Fire & Rescue Service	6.3	2	47	4	17	20	0	0	0	0
North Yorkshire Fire and Rescue Service	6.5	5	22.3	7.8	8.8	13	12	32.5	-1.9	0
Devon & Somerset Fire & Rescue Service	6.8	8.2	27	9	8	12	0	0	0	0
Cleveland Fire Brigade	6.9	4.8	37.3	10.4	22.4	12.7	0	0	0	0
Staffordshire Fire & Rescue Services	7.9	5.8	37	11	9	18	0	0	0	0
West Midlands Fire Service	8.9	4	49.2	10.1	17.9	20.5	0	0	0	0
Northamptonshire Fire & Rescue Service	9.2	0	27	22	12	7	0	0	0	0

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Dorset & Wiltshire Fire & Rescue Service	9.7	13.1	12.4	12.4	12.4	12.4	0	0	0	0
Mid & West Wales Fire & Rescue Service	10.5	7.2	37	7	8	13	0	0	0	0
West Yorkshire Fire and Rescue Service	11.3	6	40	7	16	12	0	0	0	0
Merseyside Fire and Rescue Service	11.4	5.2	46.4	22.5	20.8	17.1	0	0	0	0
Tyne & Wear Fire and Rescue Service	13	1	43	20	15	16	0	0	0	0
South Yorkshire Fire & Rescue	13.5	7.3	37.1	9.5	15.1	15.1	21.5	58.4	8.1	0
Humberside Fire & Rescue Service	13.5	14.5	50	8	10	14	0	0	0	0
East Sussex Fire and Rescue Service	13.6	13.6	39	12.9	20.6	12.4	0	0	0	0
Buckinghamshire & Milton Keynes Fire Authority	13.8	9	33.9	17.2	13.8	14.7	0	0.7	100	100
Cambridgeshire Fire & Rescue Service	14.6	11.5	36.5	21.3	16.4	17.1	35.7	63.9	-6.8	-2.9

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Nottinghamshire Fire and Rescue Service	15.3	8.2	30.5	16.8	14.2	10.6	0	0	0	0
South Wales Fire & Rescue Service	15.3	15.5	27.8	9.7	6.1	10.6	0	0	0	0
Hampshire Fire & Rescue Service	15.5	5.8	14.2	11.9	20.9	21.9	0	0	0	0
Cheshire Fire Authority	19.6	13.5	44	14	11	7	20	67	-10.1	7.2
Leicestershire Fire and Rescue Service	20.9	18.1	59	12	13	12	0	0	0	0