



Gwasanaeth Tân ac Achub
Fire and Rescue Service

Gender Pay Gap Report 2025

Mae'r ddogfen yma ar gael yn Gymraeg

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About this report

In the UK, all public, private and voluntary sector organisations with 250 or more employees must report annually on their gender pay gap. All employers are legally obliged to give men and women equal pay for work of equal value. However, for lots of reasons, in many organisations there is a difference between the average earnings of male and female employees.

This is known as a gender pay gap (GPG) and it indicates that men might be occupying higher-paying positions in the workplace than women. It does not mean employers have breached equal pay provisions or that women are paid less than men to do the same job.

All organisations that are required to submit and publish their GPG must do so against six different measures. This information is based on a snapshot of pay data on a set date identified within Schedule 1 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

1

Mean Gender Pay Gap

The difference between the mean hourly rate of pay of male full-time relevant employees and that of female full-pay relevant employees.

2

Median Gender Pay Gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

3

Median Bonus Gap

The difference between the median bonus pay paid to eligible male employees and that paid to eligible female employees.

4

Mean Bonus Gap

The difference between the mean bonus pay paid to eligible male employees and that paid to female relevant employees.

5

Bonus Proportions

The proportion of eligible male and female employees who were paid bonus pay during the relevant period.

6

Quartile Pay Bands

The proportion of male and female full-pay employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The proportion of male and female full-pay employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

In accordance with the legislation, we have produced and published this report to show North Wales Fire and Rescue Service's GPG as it stood on March 31st 2025. For comparison, we have provided data from the same date in 2024. If you have any questions or comments relating to this report and its contents, please contact us via the [North Wales Fire and Rescue Service Website](#).

Our commitment to Equality, Diversity and Inclusion (EDI)

EDI is an important business imperative for any employer, not least a humanitarian organisation like the fire and rescue service. Our people are central to our core values “Diversity and Inclusivity”, “Striving for excellence” and “People”.

We know that developing as an organisation with diversity of thought, background and experience will make us a better employer and a better provider of public services. We work hard to create a culture where anyone, regardless of gender, age, sexual orientation, ethnicity, ability or faith, can thrive and reach their full potential. In turn, this enables us to better understand and respond to the diverse needs of the communities across North Wales and beyond.

Our Gender Pay Gap

Like other fire and rescue services with a gender-neutral approach to pay across all levels of our organisation, we still have a Gender Pay Gap. The causes are varied and complex, but they are not related to equal pay issues. For firefighter roles, terms and conditions are nationally negotiated, using role maps and nationally agreed pay scales. However, despite an increasing number of women in the workforce, men still occupy a greater number of operational workforce and management roles. Whilst women make up a larger proportion of staff in corporate service roles, there remains a lower number of women in more senior roles across the whole service, which attract higher levels of pay. Furthermore, non-operational roles are graded using an accredited job evaluation scheme and local government pay scales. These differences make it extremely difficult to make like-for-like comparisons. Our Service acknowledges the gender diversity and identity of our staff. All staff in our current workforce identify as either male or female.

As of the 31st March 2025, we employed 887 people. Below you can see a visual representation of our workforce which has been broken down into control staff, operational staff and staff in corporate service roles. In line with GPG criteria and guidance, some staff have not been included in this analysis i.e. staff on maternity, staff taking unpaid leave, secondments to name a few. This helps to ensure the figures presented in the report are a true representative and reflection of our workforce.





| 31/03/2025 Staff - 887 | Control Staff (31) | Operational Staff (708) | FRS Staff (148) |
|-----------------------------------|-------------------------------|------------------------------------|----------------------------|
| Female – 195 (22%) | 25 (81%) | 89 (13%) | 81 (55%) |
| Male – 692 (78%) | 6 (19%) | 619 (87%) | 67 (45%) |

North Wales Fire and Rescue Service (NWFRS) employ more men than women. Women are well represented within control and corporate service roles across the Service, but men still make up most of the operational team. As the operational team is by far the largest team in our service, this can go some way to explain why there is a gender pay gap currently.

Overall, the Service has increased the number of females across the workforce in the past year and there has been a positive shift in the gender balance. 195 (22%) females in 2025, compared to 192 (21.2%) females in 2024. In 2025, our Service has 89 (13%) females in **operational firefighter** roles which is one more than the '88' in 2024 and the overall percentage of females has increased by 1% when compared to 12% in 2024.

The number of employees and gender profile in the **control department** in 2025 is the same as 2024. Amongst a team of 31 employees, Control have 25 women and 6 men. Women have traditionally made up a majority of the control department and there is a track record of good retention with many long serving staff.

There has been a slight increase in the number of employees in **corporate service** roles compared to the previous year. In terms of gender profile, there are 81 (55%) females in 2025, which is a slight increase to the 79 (54.4%) females in 2024. Historically, a large majority of corporate service roles were held by females, but a shift in the past decade has seen more men apply and successfully appointed into various corporate service roles has seen a slight change in the gender profile and pay gap.

Although the number of women in Control remains the same in 2025, the number of women has increased slightly across corporate service and operational roles. Men make up the majority of people leaving the organisation in 2025 and this can have some impact on female representation. Although it should be acknowledged, the Service has continued to perform well in terms of attracting and recruiting new women into the organisation and it has also performed well to retaining talented and skilled women too.









Whilst there are several females in the Service Leadership Team (SLT), there is an acknowledgment that the Service is on a progressive journey to ensure women continue to progress through supervisory and middle management roles. The 2025 GPG report highlights some positive trends where women are progressing through some quartiles. Although there is an overall increased number of female employees in the organisation and some new females have been successfully recruited into supervisory and leadership positions, it is inevitable that the GPG will exist until there are greater numbers of women in the Service, especially in higher levels of the organisation.

We remain committed to eliminating all barriers in relation to the attraction, recruitment and retention practices to achieve an even more diverse workforce in 2025/26. Further details about our attraction, recruitment and retention strategy are provided on pages 9 and 10.



Earnings

Based on a snapshot of data available on March 31st 2025 in relation to earnings of all staff, our Service's GPG is calculated as follows.

| | | |  |  |  |
|---|---|-------------|--|---|---|
|  | Mean Hourly Rate | 2025 | £18.83 | £19.88 | 5.27% |
| | | 2024 | £17.63 | £19.44 | 9.30% |
|  | Median Hourly Rate | 2025 | £18.01 | £19.64 | 8.31% |
| | | 2024 | £16.60 | £19.24 | 13.72% |
|  | Proportion of staff in receipt of a CPD payment (i.e. bonus) | 2025 | 16.1% | 27.7% | N/A |
| | | 2024 | 15% | 26.3% | N/A |
|  | CPD Payment (Mean Bonus) | 2025 | £0.34 | £0.29 | -16.48% |
| | | 2024 | £0.32 | £0.29 | -13.16% |
|  | CPD Payment (Median Bonus) | 2025 | £0.35 | £0.35 | 0% |
| | | 2024 | £0.34 | £0.34 | 0% |

Between 2024 and 2025 the **mean hourly pay** decreased from 8.29% to 5.27%. This figure considers all staff, many of which work part time (or the on-call retained duty system). Considering this, the current gap of 5.27% is well below the national average for mean hourly pay which is 11.2%.

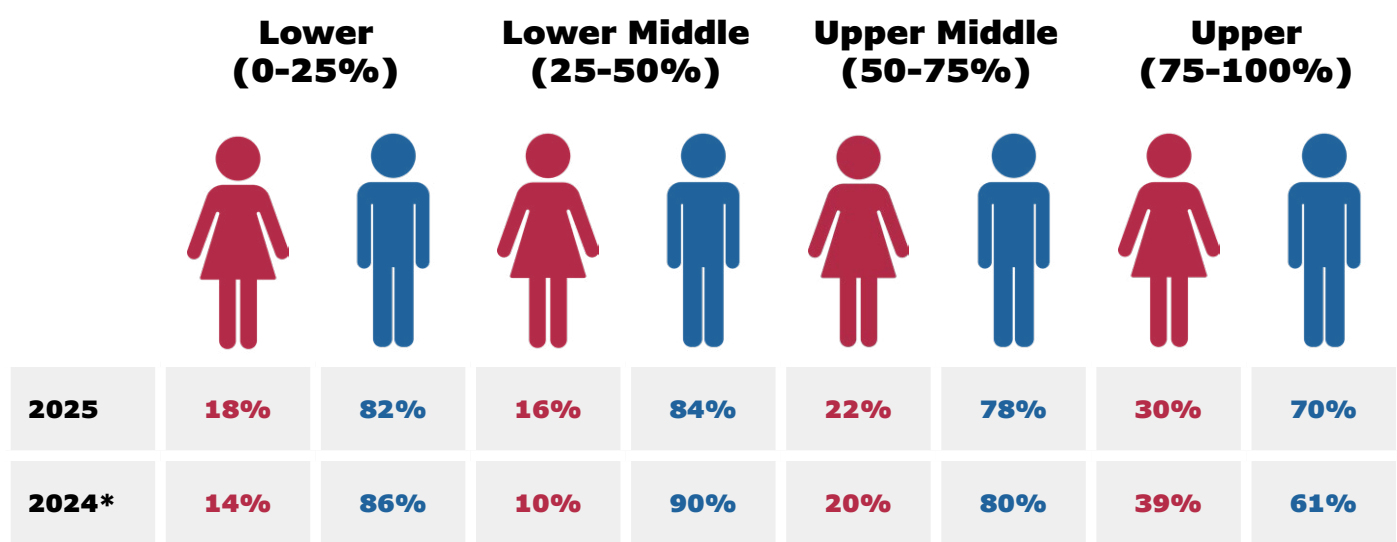
With regards to the **median hourly pay** gap, our Service has seen a reduction between 2024 and 2025 from 13.27% to 8.31%. Our Service is slightly below the national average which is 8.6%.

The Continuous Professional Development (CPD) payment, applicable only to those conditioned to the Grey Book terms and conditions, applies only to operational staff and skews the reporting of bonuses. Analysis of our Services bonus gap suggests the mean bonus is below zero which indicates there is parity between men and women. The median bonus gap figure in 2025 is -16.48%, therefore 16.48% in favour of women. This has reduced even further from -13.16% in 2024.

For the third consecutive year in a row, the median bonus is 0% which is positive trend.



Quartile Pay Bands



When you explore the four quartiles, women occupy 30% of the highest paid jobs and 18% of the lowest paid jobs. Compared to 2024, the gender profile is very similar and in terms of gender pay gap, there is no particular indication that women are progressing through the lower, lower middle, upper middle and upper quartiles.

Overall, the Service has continued to successfully recruit women into its workforce, but the pattern in the previous year has seen a female leave the organisation, to be replaced by a female on similar pay. There have been some new females enter the Service in the **lower** and **lower middle** quartiles, and it has been particularly pleasing to see further women progress through the lower middle quartiles because of increased salaries from time served and various firefighters’ transition from development to competent. Also, there has been some successful females in the promotion process and some transfers which have led to a positive impact on pay.

Female representation has continued to increase slightly in the **middle quartiles**, and this can be explained by existing female employees progressing up the pay

scales, incremental pay increases and various apprentices successfully completing their training, thus progressing on to a full firefighter salary. Employees who leave the Service also play a vital role when we explore our GPG data. The Services employment data indicates many employees who have retired or left the organisation during the 2024/25 reporting period were long serving males in operational roles, often earning top of their respective pay scales. Our Service can be proud of its ability to retain female staff and during 2024/25, there has been a slight shift in terms of the gender pay gap because some women have organically moved up into the middle quartiles when retirees (mostly males) leave the Service.

There has been a small decrease in female representation in the **upper quartile**. Although, our Service continues to benefit hugely from having several females in senior positions including the Chief Fire Officer, Assistant Chief Fire Officer, Head of Corporate Communications, Head of Control and Head of Human Resources. Many females also hold 'Deputy Head' roles across different departments and this goes some way to demonstrate how women have not only been successfully recruited and retained previously but also developed to a point that they have progressed into positions that received higher levels of pay. All females can be positive role models, but those in more senior positions are living proof for those who aspire to become leaders themselves one day. Also, females in senior positions play a vitally important role as they 'increase visibility' in the community when visiting in person and when featuring in different media channels.

Closing the Gender Pay Gap

The Service's EDI Strategy (2024-2029) includes a raft of objectives that will progress our gender equality work to ensure further women are recruited and retained into all roles across the organisation.

Specific objectives include:

- Ensure recruitment, selection and progression processes are fair and transparent and aim to reflect the diversity of the community we serve.
- Engage with women across all age groups through community groups, sports teams, schools, colleges, universities and other suitable forums to promote a wide range of career pathways and roles in the fire and rescue service and aim to breakdown negative stereotypes.
- To continue increasing visibility of female role models at taster days, fire station open days and career fairs to build on the 'see it, to be it' strapline.
- Raise further public awareness of our participation in various direct entry and national leadership programmes as a way of targeting talented and ambitious people who aspire to become future leaders.
- Implement effective redeployment arrangements to ensure any employees facing redundancy or loss of employment (other than for disciplinary reasons) are offered suitable alternative employment and re-training to help retain talented people.
- Continue to modernise our approach to working arrangements, creating a more flexible, agile and inclusive workplace which will be attractive to people with disabilities, health conditions, parental and caring responsibilities.

- To ensure Service policies and procedures promote best practice and inclusion, especially in relation to appearance, reasonable adjustments, grievance, discrimination, anti-bullying and harassment.
- Raise awareness of health and wellbeing among the workforce to reduce the risk of potential negative effects and impacts on employees and the organisation.
- Address cultural barriers to ensure the workplace environment is accessible to a diverse workforce, especially women across different all age groups and backgrounds.
- Collect and analyse personal workforce data to support effective and well-informed people management practices including recruitment priorities, positive action and barriers.
- Commit to supporting women to maintain and improve their skills within an inclusive working environment that promotes lifelong learning, development and progression.
- Ensure that learning environments are both flexible and easily accessible.
- Continue to develop our 'Women in the Fire Service' staff network, and its male allies to provide mentorship, advice and support to all female colleagues through networking, social and formal events.
- Continue to support the development of the other four staff networks which include Firepride; Neurodiversity; Religion, Ethnicity and Cultural Heritage (REACH). Collaboration amongst the staff networks will ensure an intersectional and holistic approach is adopted which will consider women with multiple identities and characteristics.



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