



Gwasanaeth Tân ac Achub
Fire and Rescue Service

Gender Pay Gap Report 2026

ATAL AMDDIFFYŶN YMATEB
PREVENTING PROTECTING RESPONDING

www.tangogleddcymru.llyw.cymru
www.northwalesfire.gov.wales



Introduction

This report sets out North Wales Fire and Rescue Service’s gender pay gap data as of 31 March 2026, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations.

Definition used for reporting

For the purposes of statutory gender pay gap reporting, calculations are based on the sex recorded for employees in the Service’s HR/payroll records at the snapshot date.

What are pay gaps?

Pay gaps are a measure used to assess the difference in average earnings between different groups of people in an organisation, for example men and women. The gender pay gap measures the gap between the hourly rate of women and the hourly rate of men.

Our workforce profile

As of 31 March 2026, we employed 895 employees across 989 roles (including multiple roles held by some employees):

Total Staff:	Female:	Male:
989	210 (21.2%)	779 (78.8%)

Our mean and median gender pay gaps

Our MEAN gender pay gap was 7.32%		Our MEDIAN gender pay gap was 11.70%	
The MEAN shows the difference between the average hourly pay for men and women.		The MEDIAN is the midpoint in the pay range.	
Our MEAN average hourly pay was:		Our MEDIAN average hourly pay was:	
Women £19.15	Men £20.66	Women £17.86	Men £20.22
When comparing MEAN hourly wages, men make £1.08 for every £1 that women make.		When comparing MEDIAN hourly wages, men make £1.13 for every £1 that women make.	

Our quartile pay bands

These quartiles are calculated by listing salaries of men and women from lowest to highest and splitting the list into four equal segments, known as quartiles.

The proportion of male and female employees in the lower, lower-middle, upper-middle and upper quartile pay bands is as follows:

17%	83%	14%	86%	23%	77%	34%	66%
Female	Male	Female	Male	Female	Male	Female	Male
Lower quartile salaries up to £16.85ph		Lower middle quartile salaries £16.86ph - £19.89ph		Upper middle quartile salaries £19.90ph - £22.55ph		Upper quartile salaries £22.56ph and above	

Our mean and median gender bonus pay gaps

The Bonus Pay Gaps reflect the Development to Competent (DTC) payments made to all eligible firefighters as part of their nationally negotiated terms and conditions of employment.

Our MEAN (DTC) bonus gender pay gap was: -9.23%	Our MEDIAN (DTC) bonus gender pay gap was: 0%	The proportion of staff in receipt of a (DTC) bonus payment was: Women 13.9% Men 26.3%
Compares the average DTC payment received by eligible men and women during the relevant 12-month period.	Compares the middle DTC payment received by eligible men and women when all payments are ranked from lowest to highest.	Compares the percentage of men and women who received a DTC payment during the reporting period.

What do our results mean?

Our mean and median gender pay gaps are lower than the UK average*:

- UK median gap (all employees): approximately **12.8%**
- UK mean gap (all employees): approximately **13%**

This means the difference in pay is smaller in our Service than across the UK.

However, a gap still exists. We will continue to take action to reduce it.

*Office for National Statistics Annual Survey of Hours and Earnings, published October 2025. These national figures are based on part-time and full-time roles, providing a consistent comparison with our own data.

Our pay quartile information indicates women are underrepresented across all pay levels. However, their representation increases in the higher paid quartiles. This is a positive sign. It shows more women are moving into senior roles. However, men are still the majority at all levels.

Our Development to Competent (DTC) payments are nationally agreed and paid equally regardless of gender. Although a higher proportion of men received DTC payments due to their greater representation within firefighter roles, a smaller number of women received higher-value DTC payments, which had a greater influence on the average payment received by women.

This resulted in a mean bonus pay gap of -9.23% in favour of women, while the median bonus pay gap remained 0%. This indicates that the difference is driven by workforce composition and the distribution of DTC payments, rather than any difference in pay arrangements, pay practices or treatment.

What do our results show?

- Our gender pay gap is mainly influenced by workforce structure and composition.
- More men work in higher-paid operational roles, which increases the overall average pay for men.
- This does not mean men and women are paid differently for doing the same job.
- While more women are working in senior roles, they remain underrepresented across the workforce.

Our commitment and next steps

We will continue to take action to reduce our gender pay gap by:

- Promoting wholetime and retained firefighter roles to women through targeted advertising and experience days
- Monitoring completion of the firefighter Development to Competence programme by gender
- Exploring barriers to promotion for current firefighters
- Improving development and progression pathways for corporate staff
- Strengthening our approach to bullying, harassment, victimisation and third party harassment to support an inclusive culture
- Developing a menopause action plan to better support female staff
- Increasing the visibility of female role models at public events and outreach activities
- Continuing to grow our Women in the Fire Service network and support mentoring, advice, and peer support

Summary

Our gender pay gap is lower than the UK average. However, it remains an area of focus.

The gender pay gap is mainly a reflection of workforce structure and composition, with men currently more represented in higher-paid roles. We will continue to improve representation, support progression and ensure fair opportunities for all.

If you require this report in large print or alternative format, please contact us via email: enquiries@northwalesfire.gov.wales or Telephone: 01745 535250.



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