

Report to	North Wales Fire and Rescue Authority
Date	19 January 2026
Lead Officer	ACFO Justin Evans
Contact Officer	Chris Dinwoodie, Organisational Development Manager
Subject	Gender Pay Gap Report 2024/25



PURPOSE OF REPORT

- 1 To present the Gender Pay Gap Report for 2024/25 and seek approval for its publication in accordance with statutory requirements.

EXECUTIVE SUMMARY

- 2 The Gender Pay Gap Report 2024/25 provides a snapshot of pay data as at 31 March 2025, in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The report demonstrates continued progress in reducing the gender pay gap across North Wales Fire and Rescue Service (the Service).
- 3 Mean hourly pay gap reduced from 9.30% in 2024 to 5.27% in 2025, well below the national average of 11.2%.
- 4 Median hourly pay gap reduced from 13.72% to 8.31%, slightly below the national average of 8.6%.
- 5 Female representation increased to 22% of the workforce, with positive trends in operational and corporate roles.
- 6 The report outlines ongoing commitments under the Service's Equality, Diversity and Inclusion Strategy (2024–2029) to further reduce the gap and promote gender equality.

RECOMMENDATION

- 7 It is recommended that Members:
 - i) **Approve the publication of the Gender Pay Gap Report 2024/25 on the Service's website, as required by legislation.**

BACKGROUND

- 8 Public sector organisations with 250 or more employees must publish annual gender pay gap data. The report covers six statutory measures, including mean and median pay gaps, bonus gaps, and quartile distribution. The Service employs 887 staff, with gender representation continuing to improve year-on-year.

INFORMATION

- 9 The Gender Pay Gap Report 2025 provides a comprehensive analysis of pay data across the Service as at 31 March 2025. It explains the statutory requirement for organisations with 250 or more employees to publish annual gender pay gap data and outlines the six measures used to calculate the gap, including mean and median hourly pay, bonus pay, and quartile distribution.
- 10 The report confirms that the Service continues to make progress in reducing its gender pay gap. The mean hourly pay gap has decreased significantly from 9.30% in 2024 to 5.27% in 2025, which is well below the national average of 11.2%. Similarly, the median hourly pay gap has reduced from 13.72% to 8.31%, placing the Service slightly below the national average of 8.6%. These improvements demonstrate a positive trend and reflect the impact of ongoing efforts to attract, retain and promote women within the organisation.
- 11 Bonus pay analysis shows parity, with the median bonus gap remaining at 0% for the third consecutive year. The mean bonus gap now stands at -16.48%, which is in favour of women. This outcome is largely influenced by the Continuous Professional Development (CPD) payment arrangements applicable to operational staff under Grey Book terms and conditions.
- 12 The report also provides insight into workforce composition. As of March 2025, the Service employed 887 staff, of which 22% were female. Women continue to be well represented in control and corporate roles, but men still dominate operational roles, which attract higher pay.
- 13 Female representation in operational roles has increased slightly to 13%, and there has been positive movement within the middle quartiles, indicating progression through pay scales and successful promotions. However, the upper quartile remains predominantly male, which continues to influence the overall pay gap.

14 The Service acknowledges that the gender pay gap is not related to equal pay but is driven by the distribution of roles across the organisation. To address this, the report highlights a range of actions within the Equality, Diversity and Inclusion Strategy (2024–2029), including targeted recruitment campaigns, visibility of female role models, and support for progression into supervisory and leadership positions. These measures aim to create a more balanced workforce and further reduce the gender pay gap over time.

IMPLICATIONS

Well-being Objectives	Supports a more equal, inclusive workforce aligned with the Well-being of Future Generations (Wales) Act.
Budget	No direct financial implications beyond existing EDI commitments.
Legal	Compliance with Equality Act 2010 and associated regulations.
Staffing	Reinforces commitment to fair recruitment and progression practices.
Equalities/Human Rights/ Welsh Language	Promotes equality and inclusion; report available bilingually.
Risks	Failure to publish would result in non-compliance with statutory duties and reputational risk.