

Report to	North Wales Fire and Rescue Authority
Date	19 October 2026
Lead Officer	Dawn Docx Chief Fire Officer
Contact Officer	Chris Dinwoodie Organisational Development Manager
Subject	Annual Gender Pay Gap Report 2026



PURPOSE OF REPORT

- 1 To present the Annual Gender Pay Gap Report 2026 to Members of the North Wales Fire and Rescue Authority, based on the statutory snapshot date of 31 March 2026.

EXECUTIVE SUMMARY

- 2 The Equality Act 2010 (Gender Pay Gap Information) Regulations require relevant employers to publish prescribed gender pay gap information annually. The attached report sets out North Wales Fire and Rescue Service's (the Service) gender pay gap data as at 31 March 2026.
- 3 The Service's mean gender pay gap was 7.32% and its median gender pay gap was 11.70%. Both results are below the UK comparative figures referenced in the report.
- 4 The analysis indicates that the gap is mainly influenced by workforce structure and composition, with men more highly represented in higher-paid operational roles. Women remain underrepresented across the workforce, although their representation is higher in the upper pay quartile.
- 5 The report also sets out the Service's mean and median Development to Competent (DTC) bonus pay gaps and the proportion of women and men receiving a DTC payment, together with the actions the Service will continue to take to improve representation, development and progression all of which are intended to contribute towards reducing the gender pay gap over time.

OBSERVATIONS FROM SERVICE LEADERSHIP TEAM

- 6 The Annual Gender Pay Gap Report was considered and approved by the Service Leadership Team, with amendments incorporated into the final report.

RECOMMENDATIONS

- 7 It is recommended that Members:
- i) note the contents of the Annual Gender Pay Gap Report 2026; and**
 - ii) approve the publication of Annual Gender Pay Gap 2026 Report in line with legal requirements.**

BACKGROUND

- 8 Gender pay gap reporting measures the difference between the average hourly earnings of women and men across an organisation. It is distinct from equal pay, which concerns differences in pay between women and men carrying out equal work.
- 9 The report uses the sex recorded for employees in the Service's HR/payroll records at the statutory snapshot date of 31 March 2026 and presents the prescribed measures for hourly pay, pay quartiles and bonus pay.
- 10 At the snapshot date, the Service employed 895 employees across 989 roles, including multiple roles held by some employees. Of these roles, 210 (21.2%) were held by women and 779 (78.8%) by men.

INFORMATION

- 11 The mean gender pay gap was 7.32%, with average hourly pay of £19.15 for women and £20.66 for men. The median gender pay gap was 11.70%, with median hourly pay of £17.86 for women and £20.22 for men.

- 12 Women accounted for 17% of the lower pay quartile, 14% of the lower-middle quartile, 23% of the upper-middle quartile and 34% of the upper quartile. This shows that women remain underrepresented at all pay levels, although representation is strongest in the upper quartile.
- 13 The mean DTC bonus gender pay gap was -9.23% in favour of women, and the median DTC bonus gender pay gap was 0%. During the reporting period, 13.9% of women and 26.3% of men received a DTC payment. The report explains that this reflects workforce composition and the distribution of DTC payments rather than differences in pay arrangements or treatment.
- 14 The report identifies a range of actions to continue addressing the Service's gender pay gap. These include promoting firefighter opportunities to women, monitoring DTC completion by gender, exploring barriers to promotion, improving development and progression pathways for corporate staff, supporting an inclusive culture, developing a menopause action plan, increasing the visibility of female role models and continuing to develop the Women in the Fire Service network.

IMPLICATIONS

Well-being Objectives	Well-being Objectives: The report supports the Service's well-being objectives and contributes particularly to the national well-being goal of A More Equal Wales, by supporting action to improve equality, workforce representation, development and progression.
Budget	2027/28 budget requests have been submitted to support this work.
Legal	Supports compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations.
Staffing	Supports the Service's work to create a diverse, inclusive workplace in line with "Our Core Values."
Equalities/ Human Rights/ Welsh Language	The report will be published in both Welsh and English.
Risks	Failure to publish the required information would create legal, governance and reputational risk. Continuing to monitor the gap also supports identification of workforce representation and progression issues.