



West Yorkshire
Fire & Rescue Service

Gender Pay Gap Report

2024



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Statement from the Chief Fire Officer, John Roberts & Chair of West Yorkshire Fire & Rescue Authority, Councillor Darren O'Donovan

West Yorkshire Fire and Rescue Authority tracks and monitors our gender pay gap annually. Despite differences in pay for women and men we continue to deliver equitable treatment for everyone who works with us, regardless of personal circumstances and protected characteristic(s). We are proud of our ongoing commitment to an inclusive workforce and the steps we take, including positive action measures to deliver it.

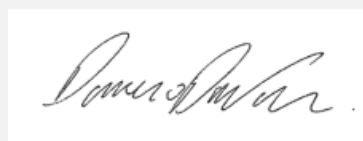
Our salary scales are available for anyone to view as we believe in pay transparency. Pay scales clearly show everyone doing the same job is paid a salary within the same range. Incremental increases are based on experience and never gender, or other protected characteristics.

We continue to take steps to make sure women who share our values and are thinking of a career as a firefighter are encouraged to join us and are making inroads. However, we are not complacent as there are significantly more men than women in operational roles. We continue to invest in measures to enable and encourage women (and people from other underrepresented groups) to join us. We review and improve how we connect with and recruit people from all genders across the communities of West Yorkshire. We deliver positive action measures and other practical steps to shift our gender imbalance in operational firefighting roles. Being a firefighter is a tough but incredibly rewarding career, and your gender or other protected characteristics do not indicate how great you will be at making West Yorkshire Safer from fires and other emergencies. We are proud of our workforce.

We stand up for what is right and work hard to challenge and remove barriers. People with old-fashioned ideas of what or who makes an effective firefighter are not welcome. People of all genders can and do make fantastic Firefighters and we work regionally and nationally to highlight diverse people and roles across fire and rescue services.

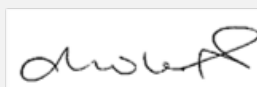
Our gender pay gap is **7.6%**, which is now tracking 5.5% below the ONS all-pay gap which stands at **13.1%** for 2024, (Provisional ONS figures). We always pay people based on salary range for the same job as each job has a specific pay scale/range. People are appointed on their values, experience, and expertise alone; our pay structure is completely transparent and does not favour one gender over another.

We continue to move forward over the longer term and are making progress, but the road ahead is long. Actions continue to help move WYFRA forward to achieve the enormous benefits a diverse workforce and an inclusive organisation bring to our people and communities.



Cllr Darren O'Donovan

Chair of the Fire Authority



John Roberts

Chief Fire Officer

Introduction

West Yorkshire Fire and Rescue Authority (WYFRA) carries out Gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

Gender pay reporting compares pay rates and bonuses by gender. At WYFRA all jobs are evaluated against a consistent pay scheme and allocated to a specific grade range based on the evaluation of the job itself. People recruited are appointed to an agreed pay point for each job. Pay rates are transparent and everyone is appointed based on knowledge, skills, and experience within the range of pay for the role.

The Gender Pay Gap enables WYFRA to understand gender equality in our workplace; the balance of men and women employees at different levels and enables steps to be put in place to address inequalities identified.

Regulatory Requirements

The regulations give a wide definition of who counts as an employee, (e.g. the self-employed & agency workers); for WYFRA this includes all employees of West Yorkshire Fire and Rescue Service (WYFRS) regardless of role and terms and conditions of employment.

To report the Gender Pay Gap there are six calculations organisations must carry out:

- a) Mean pay gap – average hourly pay for men compared with women.
- b) Median pay gap – mid-way point from lowest to highest hourly rates for men compared with women.
- c) Men and women employees in each salary quartile band.

There are a further three calculations required under the regulations, which do not apply to because the organisation does not pay any bonus:

- d) The mean (average) bonus pay gap.
- e) The median bonus pay gap.
- f) The proportion of males and females receiving a bonus payment.

WYFRA voluntarily shares additional pay data in the spirit of transparency. Figures reported are calculated using methodologies from the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 using guidance issued by the Government Equalities Office (GEO) and ACAS.

West Yorkshire Fire and Rescue Service Gender Pay Data

Workforce Information – Total Employees

The report data is from 31 March 2024, for reporting purposes, our workforce is designated into five employee groups.

1. **Fire Staff (FRS):** our enabling and support teams who provide professional services to support the operational (firefighting) workforce.
2. **Operational Whole Time:** our professional firefighting colleagues and people in front-line firefighting operations and operational ranks.
3. **Control:** colleagues who take and prioritise emergency fire calls and carry out initial incident management until crews arrive.
4. **On Call:** Firefighters who provide services within communities where there is no whole-time station.
5. **Community Response:** a new team established in the event of a withdrawal of services by firefighters during strikes (planned strikes were cancelled due to a negotiated pay settlement agreement).

*Includes all roles, not just people included in pay gap reporting.

WYFRS Staff 2024 Data*			
Employee Group	Women	Men	
Fire Staff	172	143	
Operational Whole Time	88	831	
Control	32	15	
Community Response*	0	36	
On Call	12	146	Totals
Totals	304	1171	1475

* Includes all roles, not just people included in pay gap reporting.

A) Mean (Average) Pay Gap

In 2024 average hourly rates for women increased by £1.11 to **£17.70**. In 2023 Average pay was £16.59, and in 2022, £16.95. Men's average hourly rates in 2024 were **£19.15** an increase of £1.06. (£18.09 in 2023; in 2022, £17.29).

The gender pay gap has **decreased to 7.6%** this year, (Dropping by 0.7%), in monetary terms reducing from £1.50 per hour in 2023 to **£1.45** in 2024. This gap equates to women having to work an additional 3 hours and 45 minutes each week (based on 42 hours) to achieve the same mean earnings as men.

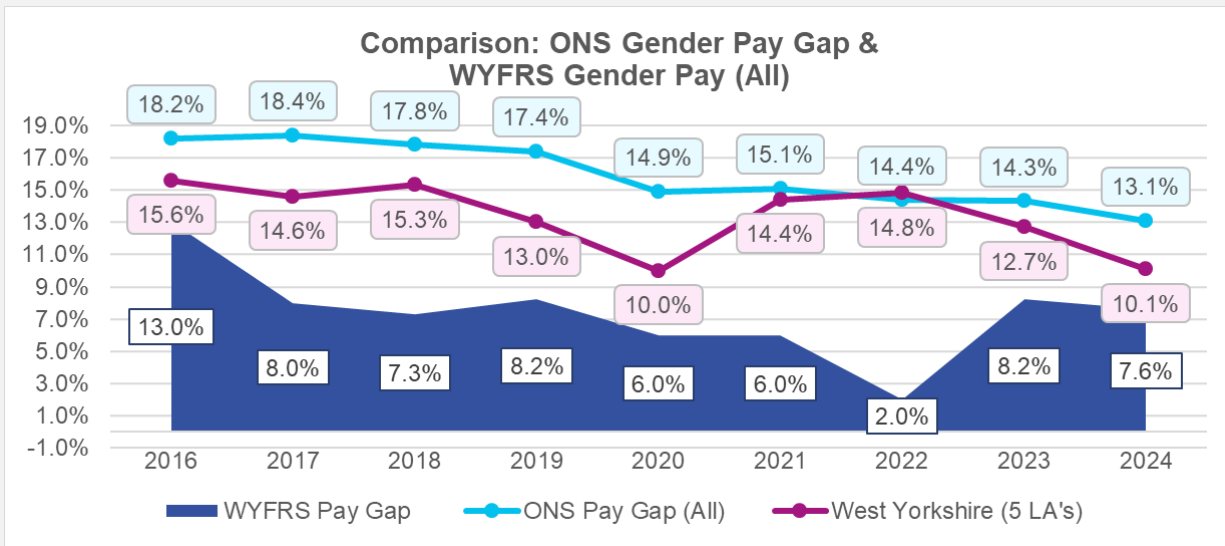
2024	Female	Male	£ Gap	% Gap	Change compared to 2023 pay	Trend ■ Negative ■ Slight change ■ Positive
All - Mean (Average) Hourly Pay	£17.70	£19.15	£1.45	7.6%	-0.7%	↓
FRS Operational (Grey Book)	£17.22	£19.78	£2.56	12.9%	2.4%	↑
FRS Retained	£15.26	£16.35	£1.09	6.7%	-1.2%	↓
FRS Control	£17.35	£16.90	-£0.28	-2.7%	-0.9%	↑
FRS Fire Staff (Green Book)	£18.16	£19.77	£1.77	8.2%	-1.4%	↓
Community Response*	-	£13.82	-£0.00	0.0%	0.0%	

The pay gap for firefighting colleagues stands at **12.9%**, an increased gap compared to 2023 when it stood at 10.5%. This is an impact of successfully recruiting more women into firefighting roles as they join the service at the bottom of the pay range, meaning the gap between new operational women and a greater number of men with more service is wider. On Call has seen a further reduction in the pay gap, now standing at **6.7%**, a significant decrease from 7.9% in 2023.

Fire Staff (Green Book) colleagues have also seen a reduced pay gap of **1.4%** (From 9.6% in 2023) to **8.2%** in 2024.

Pay gap data changes recorded are connected to staff turnover. Where there are narrowing gaps, this is mostly due to leavers, new employees, and the embedding of revised grade boundaries reported last year. Senior Fire Staff roles and senior FRS Operational roles continue to show more males than females in upper quartile roles.

The pay gap continues to change over time. The gender pay gap has reduced for 2024, falling to **7.6%**, which remains significantly below ONS (Office for National Statistics) national pay gap data for 2024 which stands at 13.1%; the WYFRS pay gap is **5.5%** below, a widening (positive) gap compared to 4.8% in 2023. The chart below illustrates organisational pay gap performance overall reporting years. The WYFRS gender pay is consistently lower than the official ONS UK figure and this has been the case each year since reporting began.



Comparing WYFRS with ONS (Provisional) pay gap data for both Yorkshire and the Humber and the five West Yorkshire Local Authority Areas (WY Combined Authority) provides a positive picture as both are higher than WYFRS:

- Yorkshire & Humber - 11.1%, which is 3.5% above WYFRS.
- West Yorks Combined Authority (5 LA's) - 10.1%, 4.6% above WYFRS.

A) Median Pay Gap

2024	Women	Men	Gap	%	Gender Difference from 2023
Median Hourly Pay	£16.54	£17.66	£1.12	6.4%	0.5% ↑
FRS Operational (Grey Book)	£17.17	£18.85	£1.69	8.9%	
FRS On Call	£16.54	£16.54	£0.00	0.0%	
FRS Control	£16.33	£17.16	£0.83	4.8%	
FRS Fire Staff (Green Book)	£16.19	£19.00	£2.81	14.8%	

The median pay gap has grown slightly by 0.5%, standing at **6.4%** overall, from 5.9% in 2023, showing limited movement over the longer term.

Our pay structure is transparent. Jobs are graded, around a nationally determined and fixed grading structure for Firefighters and FRS Staff aligned with appropriate fire / public sector pay, objectively graded on job requirements, not post holder; there is no difference in how men's and women pay is set for equivalent roles.

The median pay gap has increased in cash terms from last year, standing at **£1.12**, up from last year's 99p. The median salary pay rate difference for men and women shows men still earn more per hour than women.

The biggest difference across the organisation occurs in the Fire & Rescue Staff / Green Book group. This is **14.8%** being broadly consistent with 2023 (14.7%).

B) Salary Quartile Bands

A quartile is defined as four equal 'slices' of pay data which is filtered by the proportion of women and men and in each, as a result, there may be people on the same hourly rate showing in two quartiles:

The data is shared in three ways, the whole organisation, Fire & Rescue Staff, and Firefighting colleagues as shown by the tables below.

Whole Organisation

Side by side (where men and women make 100% of **each** quartile).

Salary Quartile Bands – Overview 2024								
Gender	High	Gender Difference from 2023	Mid (Upper)	Gender Difference from 2023	Mid (Lower)	Gender Difference from 2023	Low	Gender Difference from 2023
Women	16%	1%	18%	0%	8%	0%	41%	3%
Men	84%		82%		92%		59%	
1% 				3% 				

The changes across each of the four quartiles are positive. The slight increase in women within the top salary quartile, from 54 in 2023 to 57 in 2024 is positive, as is the change in the distribution of roles between men and women in the low pay quartile moving 3% closer to parity.

Salary Quartile Bands – Breakdown 2024						
Quartile	Hourly Rate Range	Women	% Women	Men	% Men	Total
High	£20.51 - £87.10	57	16%	301	84%	358
Mid Upper	£17.53 - £20.51	65	18%	293	82%	358
Mid Lower	£16.53 - £17.53	29	8%	329	92%	358
Low	£11.98 - £16.53	145	41%	213	59%	358
Total		296		1136		1432

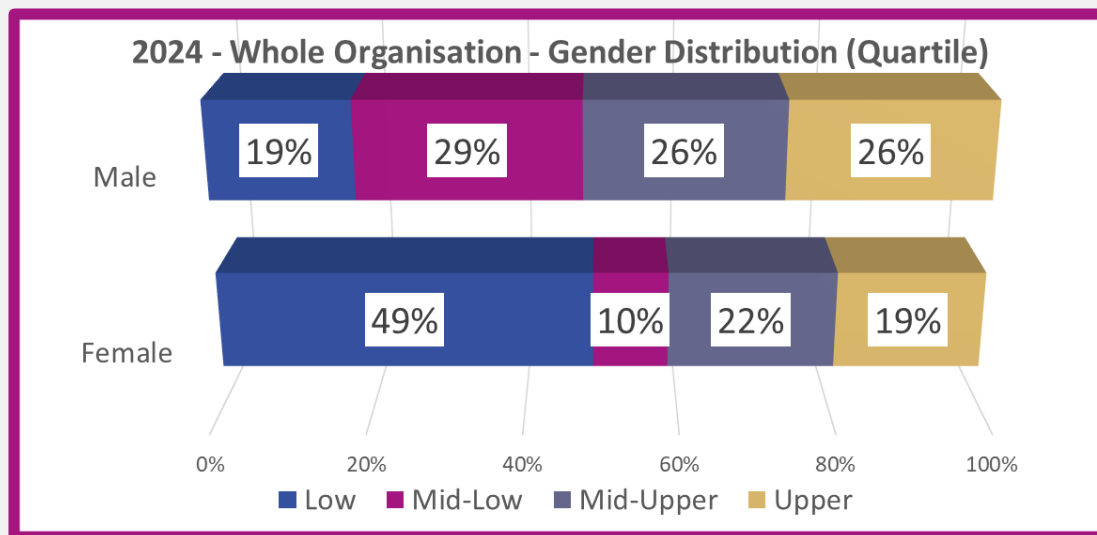
Overall, staff numbers included in the report decreased from 1486 in 2023, to 1432 in 2024; fewer men and an increase in women. The high quartile salary band continues to be underrepresented by women.

There is a slight increase in women in the upper pay band, up by 1% at **16%**, compared with men at 84%; the increase reported last year in mid-upper salaried women has been sustained at **18%**, with men at 82%.

Comparing the bottom half of salary distribution, there are increases in women in the lowest quartile, with women at 41%, and an increase in 2023 which was 38%. Mid-lower has remained static at 8%.

Comparison (Men/Women Distribution – All Quartiles)

Looking at men and women separately highlights a concentration of **49%** of women in the bottom quartile compared with just 19% of men. Women are less well represented in the top quartile, (**19%**), though this has increased by 1% they still trail men by 7%, though this is primarily because there are significantly more top quartile roles in the operational workforce, most of which are occupied by men.



This is an illustration of the jobs occupied by women and men and in no way indicates that men and women are paid differently for the same jobs.

Fire Staff – Green Book

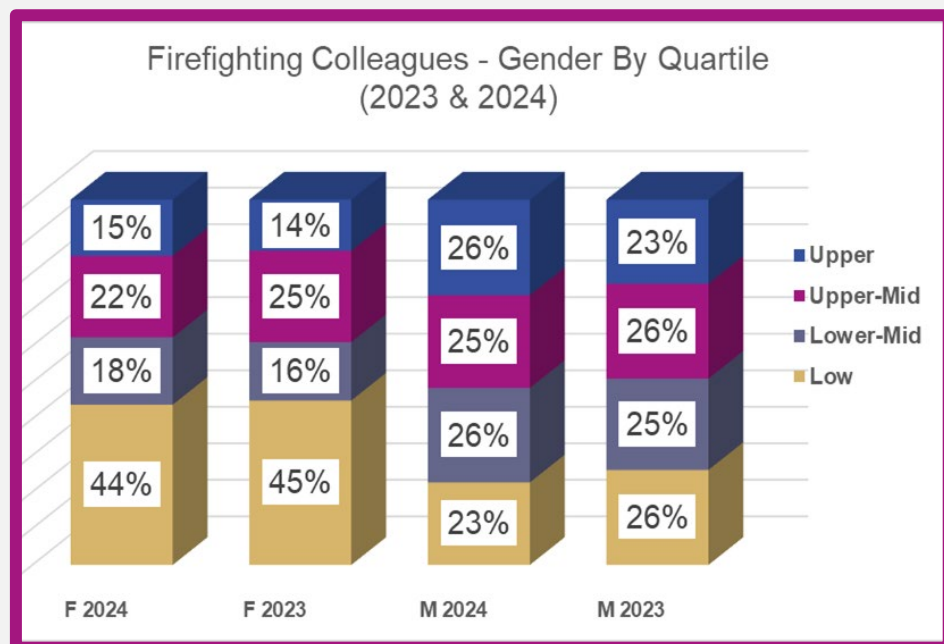
Fire Staff (Green Book) 2024							
Quartile	Hourly Rate Range	Women	% Women	Men	% Men	Gender Difference from 2023	Grand Total
High	£21.08 - £63.26	36	48%	39	52%	3% ↑	75
Mid Upper	£17.55 - £21.02	37	49%	38	51%	6% ↓	75
Mid Lower	£13.93 - £17.48	39	52%	36	48%	1% ↔	75
Low	£11.98 - £13.93	54	71%	22	29%	4% ↓	76
Total		166		135			301

There is an increase in the proportion of women in the high quartile of **3% (48%)**, this sits favourable with a move to closer parity in the mid-upper quartile (**49% women / 52% men**). There is a **1% decrease** in the mid-lower quartile (**52% women**) and a **4% reduction** of women in the low quartile, (**71%**).

Firefighting Colleagues – Wholetime, On-Call & Control

Firefighting Colleagues (Grey Book Including Control) 2024							
Quartile	Hourly Rate Range	Women	% Women	Men	% Men	Gender Difference from 2023	Grand Total
High	£19.76-£79.36	20	7%	262	93%	1%↑	282
Mid Upper	£16.74-£19.71	29	10%	254	90%	0% ↔	283
Mid Lower	£15.75-£16.74	24	8%	259	92%	1%↑	283
Low	£11.08-£15.75	57	20%	226	80%	1%↑	283
Total		130		1001			1131

There have been some slight changes in the distribution of men and women firefighting colleagues across the quartiles; females in the upper quartile have increased by 1% to **7%**. As more women are recruited, this begins to show in the bottom half of pay, where representation by women has increased from 26% in 2023 to **28%** in 2024, slow but positive progress.



The chart above highlights the proportion of men and women staff in each quartile. The data clearly shows that for split across quartiles of male firefighting colleagues is fairly even, but for females, there are significantly more as a proportion in the low quartile (**44%**), and a small increase in the lower-mid (18%) and top quartile (**15%**). Higher numbers of women in the low quartile are a result of success in recruiting more women into firefighting roles.

D) to G) Bonus Payments

The Fire Service does not offer a bonus scheme. Therefore:

- D) The mean bonus pay gap - **N/A**
- E) The median bonus pay gap - **N/A**
- F) The proportion of males receiving a bonus payment - **N/A**
- G) The proportion of females receiving a bonus payment - **N/A**

In line with our commitment to transparency, we include data on additional allowances and overtime overleaf.

Additional Allowances

WYFRS pays additional allowances on top of base salary for operational colleagues trained in specific skills or carrying out specialised additional responsibilities such as training, casualty care, water rescue, and technical rescue. WYFRS does not offer a bonus scheme.

There has been an increase in operational women in receipt of Specialist Skills Allowances (SSA) and Additional Responsibility Allowances (ARA) and a fall in men in receipt. The data indicates a significant narrowing of the gap between women and men in receipt of the allowances, changing from 22% more men in receive (2023) to 8% (2024).

Additional Responsibility / Skill Allowance (SSA/ARA) 2024					
	Women	% Women	Men	% Men	Grand Total
Total Operational Firefighting Colleagues (Grey Book) Receiving SSA / ARA	37 (130)	28%	364 (1001)	36%	401 (1131)

The data sees an additional 2% of women in receipt (28% in 2024, 26% in 2023), compared to a larger fall of 12% in men (from 48% to 36% of men).

Additional Responsibility / Skills Allowance Pay Data 2024				
Average ARA / SSA Payment	Women	Men	Gap	%
	£54.86	£62.78	£7.92	12.6%

4.7%

There has been a further rise in the gap between males and females for ARA/SSA payments; this is likely to be a result of where operational colleagues are stationed and the requirements for specific skills, where more people eligible for allowances were men.

Overtime

As a 24/7 service, overtime payments are used to ensure we remain at safe staffing levels, are operationally resilient, and are able to respond at all times.

Overtime (2024)						
All Staff	Women		Men		Gender Difference from 2023	Totals
	Gender Composition	304	21%	1171		
Staff Receiving Overtime	66	15%	372	85%	↑ 4%	438
Staff Not Receiving Overtime	238	23%	799	77%	↔	1037
% Of gender category receiving OT		22%		32%	↑ 6%	
					Gap	%
Average OT Payment	£335.63		£252.06		- £83.57	-33.2%
Median OT Payment	£184.45		£ 82.50		-£101.95	-100%

There has been a **6%** upturn in women receiving overtime, alongside a 2% dip in men.

The cost of overtime for the reporting period has remained relatively static for men but increased by almost £80 for women.

Average and median overtime figures continue to be favourable to women, with the average overtime pay gap from -3.8% in 2023 to **-33.2%** in 2024. There has been a further sharp reduction in the median overtime gap which is now **-100%**, shifting significantly from -166.4% in 2023, and in 2022 it stood at -237% – a positive sign but still a large median pay gap.

Overtime – Split by operational area (2024)						
Grey Book & Retained (Operational)	Women		Men		Gap	%
	Gender composition of area	100	9%	977		
Gender split - staff receiving Overtime (OT)	51	13%	349	87%		
Average OT Payment	£191.49		£240.60		£49.11	20.4%
Green Book (Fire Staff)	Women		Men		Gap	%
Gender composition of area	172	55%	143	45%		
Gender split - staff receiving Overtime	7	30%	16	70%		
Average OT Payment	£168.34		£316.63		£148.29	46.8%
Control	Women		Men		Gap	%
Gender composition of area	32	68%	15	32%		
Gender split - staff receiving Overtime	18	75%	6	25%		
Average Overtime Payment	£729.01		£772.06		£43.05	5.6%

The distribution of overtime in operational and On Call roles shows more women receiving overtime than men (as a proportion of the workforce). There is a slight change to overtime gender difference at **20.4%**, down from 27.3% in 2023. The overtime gap in Fire Staff roles

significantly increased by 29.4% to **46.8%** from 17.4% last reporting year. Control has seen an increased pay gap from -3.3% in 2023 to **5.6%** this reporting year.

Progress and Steps Taken

The mean (average) gender pay gap has changed to **7.6%**. This is tracking favourably when compared with the Yorkshire and Humberside pay gap of 11.6%, the West Yorkshire pay gap data at 12.2%, and the national pay gap of 13.1%.

The West Yorkshire Fire and Rescue Service pay gap continues to track much lower than the ONS and has done so in all reporting years since gender pay gap reporting began.

The key reasons for the pay gap remain consistent:

- More men than women in operational roles. There are a greater number of women in operational roles and there are continued positive signs in this area. Positive Action, increased engagement and improvements in targeted recruitment campaigns have significantly impacted as more women join the service. However, though more women are joining than in the past the overall headcount continues to show a relatively small proportion of women in operational roles. This challenge remains common across the Fire and Rescue labour market, progress is being made:
- Significant and sustained efforts to attract women for upcoming recruitment campaigns, with deployment of targeted advertising, development workshops, and other engagement opportunities alongside positive action outreach.
- Updating the promotions/development process, which shifts ranks from Crew Manager to Station Manager from a pure 'recruit/develop' model to a 'develop/recruit' approach. This focus on achieving a phase of development first has seen greater numbers of women coming forward for development at Crew and Watch Manager roles and changes to Station Manager selection and development too.
- We are active regionally and nationally through work with the National Fire Chiefs Council (NFCC), including leading national groups.
- Updated our pilot talent programme (WYFire Aspire), tracking progress and learning lessons to shift to a business-as-usual model of talent development.
- Proactive involvement from 'Fire GIN' (Gender Inclusion Staff Network) to understand barriers women face and deliver of projects to overcome these where possible.

- WFS (Women in the Fire Service) involvement at national, regional and local level, including delivery of developmental activities WYFRS, designed to enable women.

We continue to work hard to position West Yorkshire Fire and Rescue Authority as an employer of choice and remain proud of our record.

Our transparent pay structure means we can be sure any gender pay gap does not stem from paying men and women differently for equivalent work. The gender pay gap is a result of the specific roles in which men and women currently work within the organisation and the salaries each role attracts.

WYFRS has already taken steps to encourage gender parity, including:

- **Consolidating our evidence base:** Equality Data is routinely captured:
 - Significantly more people share diversity data during recruitment enabling better quality data reporting; work continues to encourage existing staff to share their protected characteristics data too.
 - Work continues to identify barriers in firefighter recruitment and implement improvements that maintain our incredibly high standards but also identify and remove bias, for example implementing different bulk testing methods and enabling candidates to choose the Bleep Test or Chester Treadmill to assess fitness.
 - Empowering our Women's Staff Network to review data, share stories, and influence decision-making to narrow the gap, including work alongside other Blue Light Services.
- **Raising the profile of gender issues:** the organisation is keen to ensure gender issues are high on the agenda and continues to offer a rolling programme of activities and training events to promote awareness. This includes:
 - Celebrating International Women's Day and International Men's Day.
 - Giving a genuine voice to staff networks, including our Gender Network, with a membership of women and input from male allies.
 - A seat on our Diversity and Inclusion Board (a strategic body) for the Gender Network Chair to ensure gender issues raised are actioned at a strategic level, including a board-level gender champion, (Deputy Chief Fire Officer) - an active participant in meetings.
 - Championing the great work of Women in the Fire Service (WFS), with continued and increasing representation regionally and nationally. We also promote networking and skills development events, including enabling attendance at the annual 'WFS Weekend'.
 - Deliver further improvements to Equality Impact Assessments (EIA's) including consultation and input from members of the Gender Inclusion Network to ensure issues that impact women.

- **Removing Inequality Through Impact Assessments:** A review of how the organisation conducts the EIA process has led to significant improvements in the process, identification, and actions to reduce/remove barriers identified. This will improve how we deliver fairness and equity across projects. The next iteration seeks to make the process easier to use and capture better-quality data to ramp up efforts to remove bias.
- **Further Changes in Promotion Process:** Work to change our approach to promotion has led to greater transparency and more women coming forward to step up to Crew Manager, and Watch Manager as we embed changes to our promotion model. The Station Manager process will move to business as usual imminently.

Going Forward – What next?

Work which positively impacts our gender pay gap will focus primarily on initiatives to open up career development and learning opportunities for women. Upcoming changes to promotions packs will further support operational women to step up into promotion opportunities.

There are limited opportunities to address the gender pay gap through recruitment. The organisation is fortunate to retain the talent it has, and voluntary attrition, particularly for operational females remains low. The failure of public sector pay to keep pace with other sectors continues to lead to increases in turnover in other areas of the organisation.

We continue to drive changes to make a positive impact:

- **Leadership and Manager Development:** Significant and ongoing training is delivered to current and aspiring managers using internal and external experts to equip managers with a deeper understanding of management leadership. A greater emphasis on developing people before promotion is delivering results and will continue. We are working on delivery of a programme of manager development to ensure all managers are clear on how they need to develop their teams, in particular people from underrepresented groups.
- **The Women in the Fire Service (WFS) Development Programme:** This has now become part of our annual programme following fantastic feedback, with attendance at annual development weekend sessions planned and supported by the organisation; we aim to increase our representation within WFS.
- **Parent and Carer Support:** WYFRA has a range of family-friendly policies we are proud of including generous maternity leave, adoption leave, and other leave for emergencies such as caring responsibilities. A greater flexibility through the deployment of hybrid working contracts also supports people who have child/elder care responsibilities, which are more likely to be women than men. The updated flexi-time policy offers greater flexibility in working hours to support a better work-life balance.
- **Menopause:** We are proud of our range of support measures for women experiencing menopause, taking specific steps to support firefighters by understanding operational impact and supporting people during their menopause journey. We provide information

and awareness to ensure managers and colleagues are aware of menopause and its impacts on women going through menopause, focused on support and understanding. Our Occupational Health team provides advice and specific adjustments as required. WYFRS remains at the forefront of this work.

- **Positive Action Outreach & Community Engagement:** We are proud of the steps we have taken and continue to take to get closer to our communities; there is much to do but we are extending our reach to support this important work to make a positive impact. We have delivered many successful interventions to support and enable women to get to the 'start line' of firefighter recruitment and our now completed recruitment review provides further opportunities to deliver further engagement, implementing positive changes in how we recruit and select, removing unnecessary barriers as we do so.
- **Promotion Process Continuous Improvement:** We continue to embed the success achieved through our development of emerging Crew and Watch Manager talent. Embedding new Station Manager process and work on Group Manager and above.

We take the work seriously and work tirelessly to put in place actions to further reduce our pay gap. This report shows our data 'warts and all' and demonstrates the many positive steps taken in this, and every year helping us move further in the right direction.

I, John Roberts, Chief Fire Officer, confirm that the information in this statement is accurate.

Date: March 2025

