

LFB Ethnicity pay gap data report - commentary

Overall BAME/White pay gap data

For the overall LFB workforce there is no pay gap for full time median hourly rates, with small pay gaps in favour of White staff for both median hourly rate, part time, and mean hourly rate, full time. There is a pay gap of 17.10% for mean hourly rate, part time, although the relatively small number of BME staff (25) in this group make it more difficult to draw significant inference from this figure.

In the operational staff group (84% of the total workforce) there is no pay gap for full time staff by median hourly rate. The majority of this workforce (65%) are in the firefighter role and paid at the same spot rate. The median and mean hourly rate for part time staff have pay gaps in favour of BAME staff. There is a small pay gap for mean hourly rate, full time.

For the FRS (Fire and Rescue Service) staff group (non uniformed support staff) there are pay gaps across all measures. Although, for the part time measures, it is worth noting that there are only 18 part time BAME staff compared to 209 BAME staff in the FRS workforce as a whole.

Control staff have a median hourly rate pay gap for both full time staff (17.19%) and part-time staff (13.30%). The number of BAME staff in Control is 13 out of a total workforce of 100.

When looking at the distribution by £10,000 increments there are very few BAME staff in the higher salary ranges.

In line with the £10,000 increment data the quartile data shows the same trends with pay gaps in the top quartile for both FRS and Control staff of 10.42% and 7.06% respectively (median) and 10.55% and 13.46% (mean) and with some small pay gaps in the lower quartiles.

Conclusion

Operational and control staff pay is role-based and determined with reference to national agreements.

FRS staff pay is determined locally by the grade of post occupied. The grade is assessed using a job evaluation system.

The main issues identified are pay gaps within the FRS occupational group and the lack of BAME representation at senior roles across all three occupational groups. It is these areas that LFB will be focussing on going forward. Initiatives include:

- Development of a network of coaches and mentors to provide support for staff seeking progression
- Ensuring our appointment processes are transparent and closely monitor for any adverse impact
- Design career pathways which prepare BAME staff for promotion
- Establishment of a dedicated Talent and Succession Planning function