



Gwasanaeth Tân ac Achub
Canolbarth a Gorllewin Cymru

Mid and West Wales
Fire and Rescue Service

GENDER PAY GAP REPORT

Report 2025



www.mawwfrs.gov.uk

Mae'r ddogfen hon ar gael yn Gymraeg



Foreword by Chief Fire Officer

“Mid and West Wales Fire and Rescue Service (MAWWFRS) believe that an efficient and effective workforce is key in ensuring that we provide the best service possible to the public. It is also vitally important that our workforce is representative of the communities we serve, in order to improve engagement and public confidence. MAWWFRS strives to place equality, diversity and inclusion at the heart of everything we do, and we also understand the importance of equity within the workplace. Equity ensures that all our staff have an opportunity to flourish and are supported to be the best they can be.

This report provides an overview of the gender pay gap within MAWWFRS and identifies areas for future improvement to ensure that we make continual progress in this area. Even though female representation has increased by 1% in 2024/2025, the gender imbalance in MAWWFRS is still significant and one which we need to address – women make up 19% of our total workforce. It is also evident that this gender imbalance is one of the principal factors behind the gender pay gap within our organisation. Whilst the Service has seen a continued reduction in the gap over recent years, we acknowledge that more needs to be done to increase our representation of females within the operational environment. We continue to strive to improve by engaging with communities, promoting positive action, and supporting underrepresented groups to join our organisation.

At MAWWFRS, we continue to progress towards being an inclusive employer and are proud of the growth we have achieved to-date. As a public service organisation, we will strive to further reduce our gender pay gap through media campaigns, positive action events and internal development whilst reporting on our progress.”

Chief Fire Officer Craig Flannery



INTRODUCTION

Mid and West Wales Fire and Rescue Service (MAWWFRS) as a public-sector employer with over 250 staff is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender pay reporting is a different requirement to carrying out an equal pay audit – it is not a review of equal pay for equal work, rather it identifies the difference between the average (mean and median) earnings of male and female employees, compares hourly rates of pay and any bonuses staff may receive, seeking to identify any imbalance.

The results will be used to assess levels of gender equality in our workplace; the balance of male and female employees at different levels, and the strategies we intend to deploy to address any differences we may have.

REQUIRED CALCULATIONS

The Gender Pay Gap Information Regulations 2017 provide a wide definition of who counts as an employee (e.g. self-employed people & agency workers), and for MAWWFRS, this includes all employees who are under the following terms and conditions:

- The National Joint Council for Local Authority Fire Rescue Services as laid out in the Scheme of Conditions of Service (“Grey Book”) which lays out duties of different roles (role maps).
- The National Joint Council for Principal Fire Officers of Local Authority Fire Brigades ‘Constitution and Scheme of Conditions of Service’, known as the ‘Gold Book” directs the terms and conditions of employment for Principal Fire Officers.
- The terms and conditions of support staff are governed by the National Joint Council for Local Government Services known as the ‘Green Book’, together with Joint Negotiating Committee for Chief Officers of Local Authorities; Constitution, Conditions of Service, Salaries (Blue Book).

Local Government Association guidance has also provided examples of how this might be interpreted in cases where no regular weekly hours are worked (as is the case for On-Call personnel).

The nature of On-Call personnel duties and the way they are remunerated (annual retainer fee proportionate to the amount of availability they give; hourly rate for responding to incidents; disturbance allowance) means it has been impossible to accurately calculate the exact hours of work in the reference period and therefore the actual hourly rate of pay.

Therefore, we have used their contractual hours which cover drill (training) nights. We acknowledge that this has the effect of inflating the hourly rate of pay but have treated each On-Call employee in the same way. As their actual hours are dictated by emergency incidents, we are satisfied that this does not give rise to any gender disparity.



REGULATORY REQUIREMENTS

According to the Regulations, the following 6 calculations are required and explained below. They are all expressed in percentages.

1. Mean (average) Gender Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (Regulation 8).

A **mean** average involves adding up all the numbers and dividing the result by how many numbers were listed.

2. Median Gender Pay Gap

The difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees (Regulation 9).

A median average involves listing all numbers in numerical order. The median average is the middle number when there is an odd number of results. If there is an even number of results, the median will be the mean of the two central numbers.

3. Mean Bonus Gender Pay Gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

4. Median Bonus Gender Pay Gap

The difference between the median bonus pay paid to male-relevant employees and that paid to female-relevant employees (Regulation 11).

5. Proportion of Males and Females receiving a bonus payment

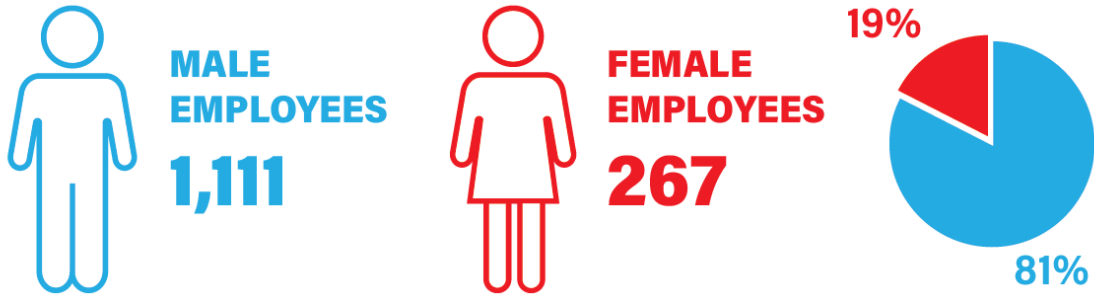
The proportions of male and female relevant employees who were paid bonus pay (Regulation 12).

6. Proportion of Males and Females in each quartile pay band

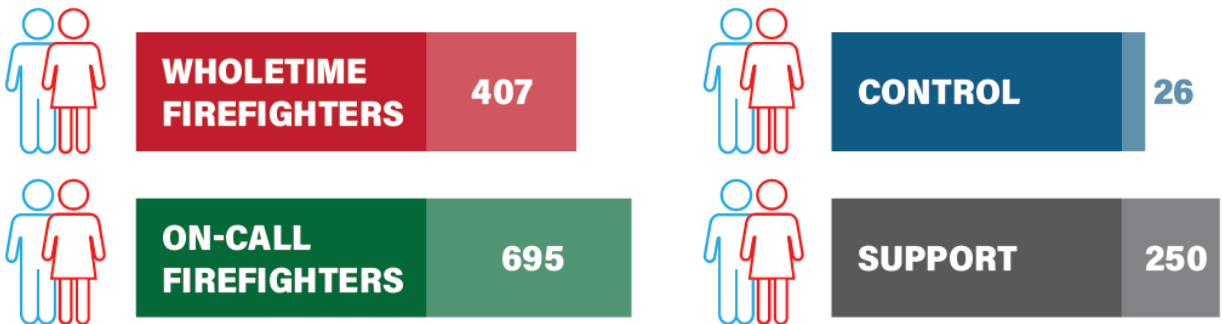
The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (Regulation 13).



MID AND WEST WALES FIRE AND RESCUE SERVICE GENDER PAY DATA AS AT 31 MARCH 2025



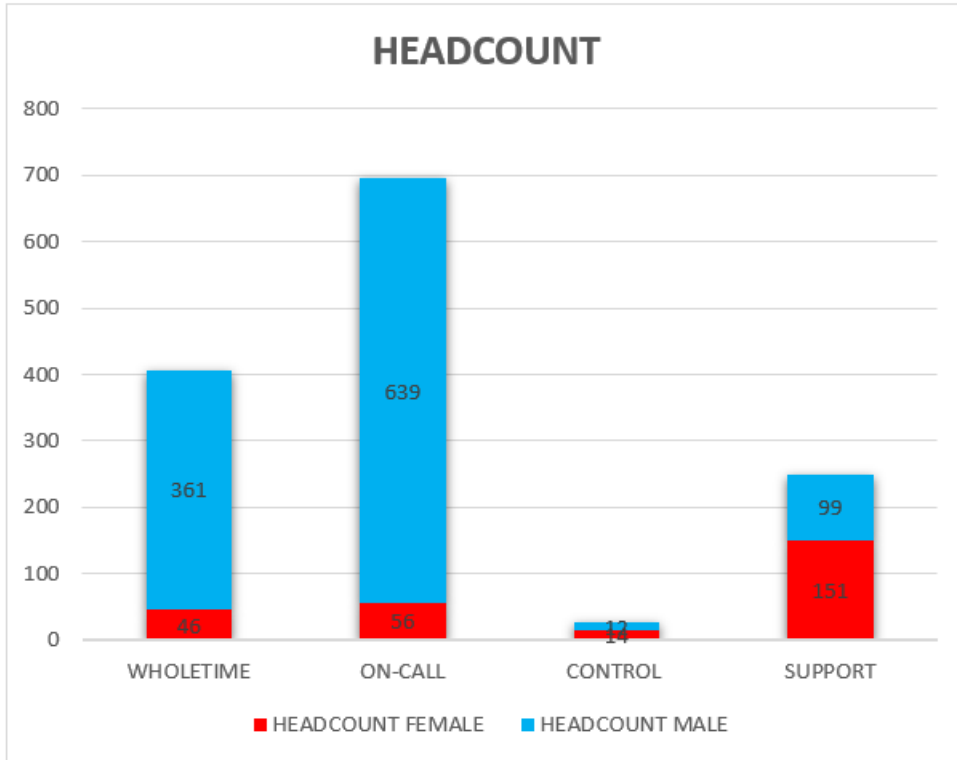
This year's calculations are based on a total of 1,378 positions. The breakdown of our staff is detailed below:



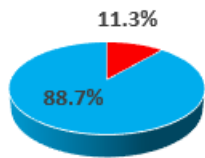
The largest proportion is **on-call firefighters**, making up over half of the workforce, while wholetime firefighters form nearly **30%**. Control staff represent the smallest group - less than 2% and support staff account for around **18%**.

Breakdown by Role and Gender

	HEADCOUNT		
	FEMALE	MALE	ALL
WHOLETEME	46	361	407
ON-CALL	56	639	695
CONTROL	14	12	26
SUPPORT	151	99	250

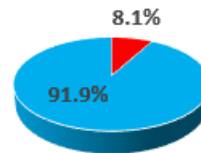


WHOLETIME FIREFIGHTERS



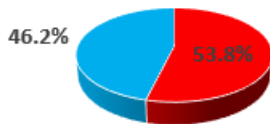
FEMALE MALE

ON-CALL FIREFIGHTERS



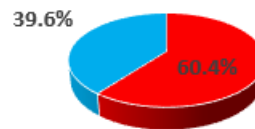
FEMALE MALE

CONTROL



FEMALE MALE

SUPPORT



FEMALE MALE

Comments

The data provides a breakdown of the workforce across different roles, highlighting gender distribution within Wholetime Firefighters, On-call Firefighters, Control staff, and Support staff. This profile clearly demonstrates that there is a higher proportion of men employed by MAWWFRS than women, with male staff currently making up 81% of the workforce. Therefore, it is inevitable that differences in pay are exacerbated, and this imbalance will continue until there are more women in operational and senior-level roles. There is no quick fix for this, but MAWWFRS is committed to eliminating any



barriers to the attraction and progression of women to achieve a more diverse workforce. When compared to last year’s report, the representation of women has increased by 1%.

Wholetime and On-Call Firefighters

The firefighting workforce is predominantly male, with **88.7%** of Wholetime firefighters and **91.9%** of On-Call firefighters being men. Women make up **11.3%** of Wholetime firefighters and **8.1%** of On-Call firefighters, suggesting that firefighting—especially in operational roles—remains a male-dominated field. This indicates potential areas for increased recruitment and diversity initiatives to encourage more female participation.

Control Staff

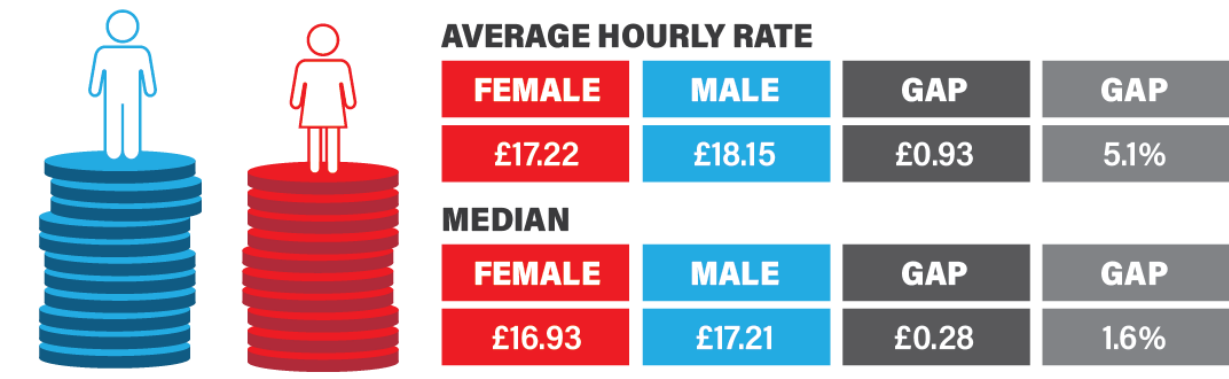
Control staff exhibit a more balanced gender distribution, with **46.2%** male and **53.8%** female employees. This is the only category within operational roles where female representation exceeds that of males, highlighting that administrative and communication-based roles within the fire service may be more accessible or appealing to women

Support Staff

The support workforce has a significantly different gender composition compared to firefighting roles. Women constitute **60.4%**, while men represent **39.6%** of the support staff. This suggests that non-operational roles may attract more female employees.

1 & 2 MEAN AND MEDIAN GENDER PAY GAP

- The mean (average) gender pay gap is 5.1%, which is lower than the public sector mean of 12.9%
- The median gender pay gap is 1.6%, which is lower than the public sector median of 13.5%



Comments

The mean hourly rate takes account of all salaries, and in the case of MAWWFRS this includes the salaries of senior managers who are mostly male, which will account for the pay gap between male and female staff.

GENDER PAY GAP REPORT 2025



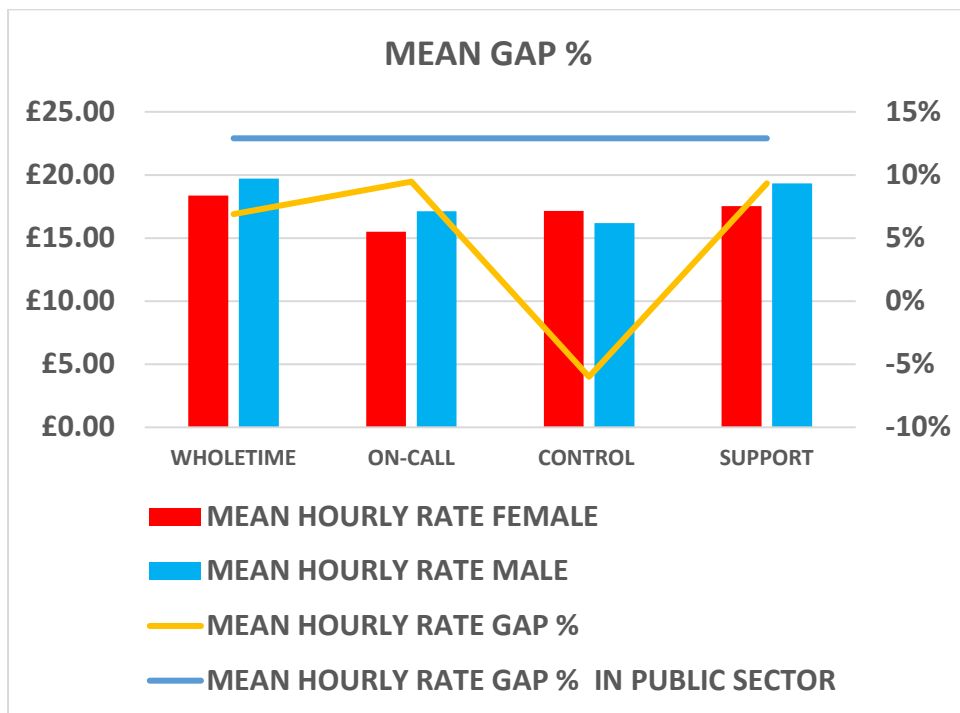
The figures show that female staff earn on average 5.1.% less than male staff which equates to £0.93 an hour less. This is a decrease of gender pay gap from 2024 whereby females earned on average 10.5% less than male staff.

The median gender pay gap also decreased from 2024, showing that at the mid-salary point of the salaries within MAWWFRS, male staff are paid £0.28 more per hour than females.

These figures indicate that, on average, men earn slightly more than women, but the median gap is considerably lower, suggesting that while there are pay disparities at the top end, there is more equality in the middle range of earnings.

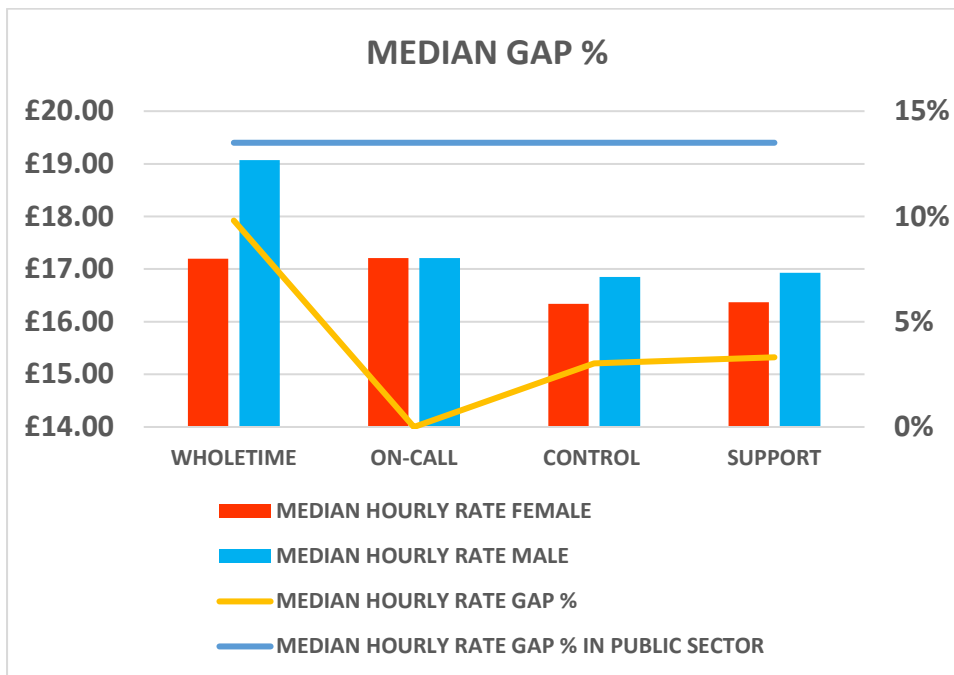
Breakdown by Role and Gender

MEAN HOURLY RATE				
	FEMALE	MALE	GAP	GAP %
WHOLETIME	£18.36	£19.72	£1.36	6.9%
ON-CALL	£15.49	£17.11	£1.62	9.5%
CONTROL	£17.15	£16.18	-£0.97	-6.0%
SUPPORT	£17.52	£19.32	£1.80	9.3%





MEDIAN HOURLY RATE				
	FEMALE	MALE	GAP	GAP %
WHOLETIME	£17.20	£19.07	£1.87	9.8%
ON-CALL	£17.21	£17.21	£0.00	0
CONTROL	£16.34	£16.85	£0.51	3.0%
SUPPORT	£16.37	£16.93	£0.56	3.3%



1. Wholetime Firefighters

- **Average Pay Gap:** £1.36 (6.9%) – On average, men earn noticeably more than women.
- **Median Pay Gap:** £1.87 (9.8%) – A larger discrepancy exists at the mid-range.

While the figures show a significant gender pay gap in wholetime firefighter positions, particularly in median pay, this can be linked to factors such as seniority of roles, length of service, differences in career progression, and significantly lower number of female firefighters than male firefighters.

2. On-call Firefighters

- **Average Pay Gap:** £1.62 (9.5%) – The highest pay disparity across all roles.
- **Median Pay Gap:** £0 – No gap, meaning male and female workers at the middle range earn the same.

The average gap is substantial, but the lack of a median gap suggests that pay equality is present at the standard level.

3. Control Staff



- **Average Pay Gap: -£0.97 (-6%)** – On average women earn more than men.
- **Median Pay Gap: £0.51 (3.03%)** – Men earn slightly more at the mid-range.

Control staff is the only group where women earn more on average, likely due to differences in roles or seniority.

4. Support Staff

- **Average Pay Gap: £1.80 (9.32%)** – Significant disparity, with men earning more.
- **Median Pay Gap: £0.56 (3.31%)** – The gap remains, but is less pronounced.

Support roles show a notable pay difference, suggesting potential disparities in job roles, or pay progression.

Key Observations

- **On-call firefighters and support roles show the largest average pay gaps (~9-9.5%)**, suggesting potential areas where revised recruitment campaigns and structural changes could be beneficial.
- **Control staff have a reverse pay gap**, meaning women earn more than men, possibly indicating a different career progression structure in these roles.
- **Median gaps are generally smaller than average gaps**, implying that pay inequality is more pronounced at higher salary levels.
- **Wholtime firefighters have a considerable disparity**, especially in median pay, highlighting potential issues in recruitment campaigns and long-term career progression for women.

MAWWFRS notes that the gender pay gap does not arise from paying men and women differently for the same work, but it is because of the roles in which they work and the salaries that those roles attract.

¹MAWWFRS mean gender pay gap is below the Office of National Statistics (ONS) provisional 2024 public sector Gender Pay Gap mean of 12.9% and is below the median of 13.5%.

MAWWFRS applies the nationally agreed framework of roles and pay scales, which defines the content of each role and the national pay rate for firefighters, control staff and retained firefighters. MAWWFRS also operates a robust grading structure based on a non-discriminatory job evaluation scheme for support staff, to ensure that we comply with equality legislation and provide equal pay for work of equal value.

3-5: BONUS PAYMENTS

MAWWFRS does not offer a bonus to any employees. Therefore:

- The mean bonus pay gap – **Not Applicable**

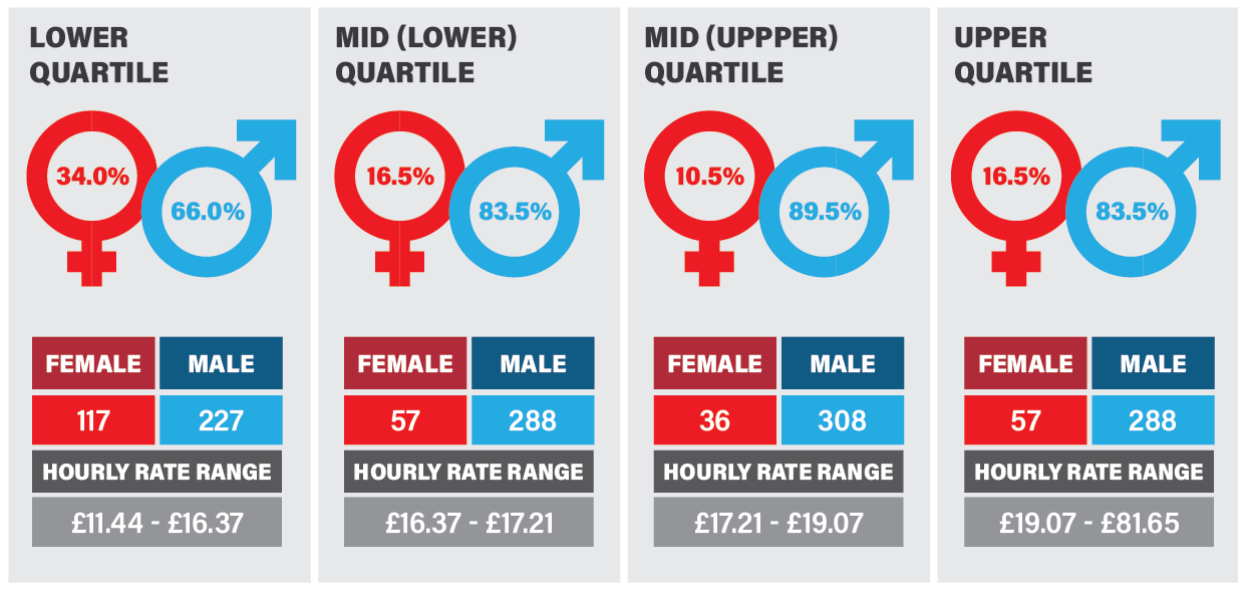
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<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>



- The median bonus pay gap – **Not Applicable**
- The proportion of males receiving a bonus payment – **Not Applicable**
- The proportion of females receiving a bonus payment – **Not Applicable**

6: SALARY QUARTILE BANDS



Comments

These quartile graphs show that the “lower” quartile, which is made up of lower pay rates, is where the highest number of female staff is populated. The “upper” quartile shows the majority of gender is by male staff (83.5%), and this weighting reflects the number of highest earners within the organisation.

Although efforts have been made to promote positive action and recruitment, the number of female firefighter recruits remains limited, and the Service continues to seek opportunities to increase these numbers whenever possible. Over time, as more women are employed and advance in their careers within the Service, the percentage of female earners in the upper pay quartiles is expected to rise. Notably, the percentage of women in the upper quartile has increased by 6.1% since 2024.

PROGRESS & STEPS TAKEN

The mean (average) gender pay gap is now at 5.1%. Since the introduction of the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the gender pay gap has been gradually decreasing and demonstrates the positive focus the Service maintains on reducing the gap.

So far, we have taken the following steps to promote gender diversity:



- **Parent and Carer Support:** The Service has a range of family-friendly policies including maternity leave, adoption leave and other leave for emergencies such as caring responsibilities. The Flexible Working procedure offers a wider bandwidth to help achieve a better work-life balance and these bandwidths have recently been increased.
- **Encourage Flexible Working:** The Service continues to encourage working flexibly to support diversity in the workplace. Agile working has also been adopted across the workforce to offer a better work/life balance and has been recently developed to offer further flexibility.
- **Interview Panel:** The Service promotes development pathways for all female staff. The Service's promotion panels have developed the content to capture different learning styles, offering more opportunities for individuals to demonstrate their skill sets.

CLOSING THE GENDER PAY GAP

Reducing the Gender Pay Gap in the Service is beneficial for employees and the communities that we serve. The Service is committed to looking at ways to address the gender pay gap and a programme of work has been identified to try and further reduce the gap as follows:

Positive Action and Community Engagement: Target groups which are currently under-represented within our workforce by broadening our programme of action events. For example, engage with and support community groups and attend schools and colleges to showcase careers within the Service. We will continue to organise experience days specifically for women, providing them with first hand insight into the role of a firefighter and wider Service Corporate roles. These events aim to break down barriers, encourage participation, and ensure a more inclusive approach to recruitment.

Supporting a diverse and inclusive culture/environment: The Service will continue to promote engagement via its new Culture & Inclusion Working Group, deliver an Equality, Diversity and Inclusion (ED&I) awareness session to all new starters as part of the onboarding process, as well as providing a more robust ED&I training package for all staff.

Reviewing our Recruitment Process: The Service will focus on recruiting skills we need for the future and remove barriers to increase diversity and inclusion in our workforce through positive action and reducing bias within the process. As part of this commitment, we will be revising job advertisements and job descriptions to ensure they are more inclusive, clearly reflecting our dedication to attracting candidates from all backgrounds. By using accessible language and emphasising diverse pathways into the organisation, we aim to encourage a broader range of applicants and create a more representative workforce.



Gwasanaeth Tân ac Achub
Canolbarth a Gorllewin Cymru

Mid and West Wales
Fire and Rescue Service

EIN GWELEDIGAETH

I ddarparu'r gwasanaeth gorau posibl i
gymunedau Canolbarth a Gorllewin Cymru.

OUR VISION

To deliver the best possible service for
the communities of Mid and West Wales.



#EichGTACGC

#YourMAWWFRS

