



West Midlands Fire Service Workforce Equality Profile

April 2021

WEST MIDLANDS FIRE SERVICE

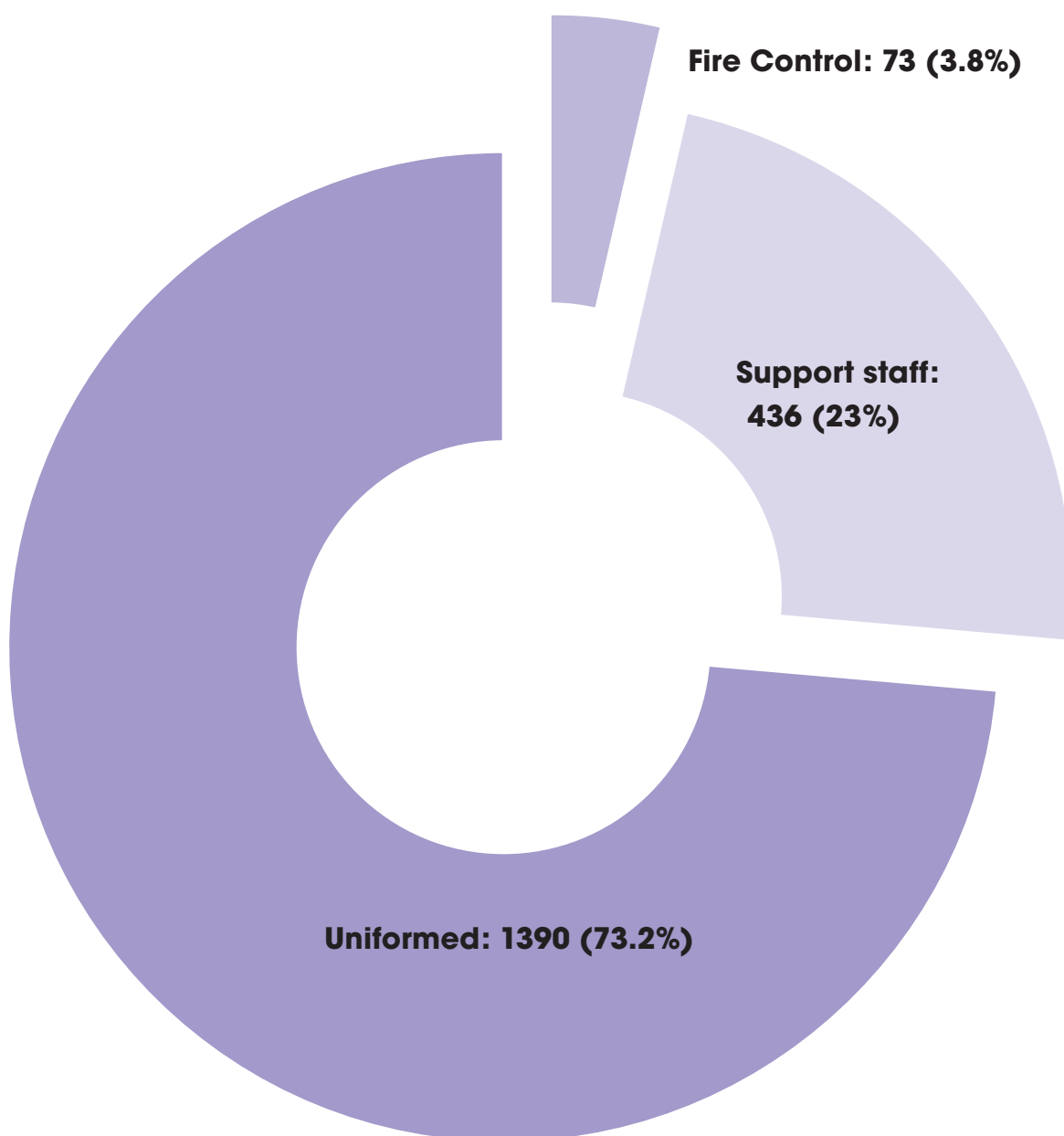
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Workforce Equality Profile 2020

Under the Public Sector Equality Duty (Equality Act 2010) West Midlands Fire Service is required to publish data annually on equality in the workforce. The information listed below has been taken from data supplied voluntarily by all the staff and covers the protected characteristics which include Disability, Race and Ethnicity, Gender, Sexual orientation, Religion and Belief.

The data in this report covers the period 2020

Total staff: 1899



The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The figures are calculated using a specific reference date called the 'snapshot' date. The snapshot date for public sector organisations is 31 March.

The figures referred to in this report are as at the snapshot date of 31 March 2020.

Mean Gender Pay Gap 2020

Employee Group	Hourly Pay Male	Hourly Pay Female	Pay gap £	Pay gap %
All Employees	£15.89	£14.34	£1.55	9.8%
Uniformed (incl. Fire Control)	£15.66	£14.54	£1.11	7.1%
Non-Uniformed	£17.48	£14.15	£3.33	19.0%

Gender Pay Gap

31.3.20

Mean gender pay gap in hourly pay	9.8%
Median gender pay gap in hourly pay	8.0%

The percentage of males and females in each quartile:

Male Upper quartile	80.5%
Female Upper quartile	19.5%
Male Upper Middle quartile	83.7%
Female Upper Middle quartile	16.3%
Male Lower Middle quartile	91.3%
Female Lower Middle quartile	8.7%
Male Lower quartile	51.0%
Female Lower quartile	49.0%

Disability

	All staff		Uniform staff		Support staff		Fire Control	
Disabled	60	3.2%	28	2.0%	30	6.9%	2	2.7%
Not Disabled	1631	85.9%	1223	88%	346	79.4%	62	84.9%
Prefer not to state	87	4.6%	73	5.3%	13	3.0%	1	1.4%
Not stated	121	6.4%	66	4.7%	47	10.8%	8	11.0%
TOTAL	1899		1390		436		73	

Race Equality

	All staff		Uniform staff		Support staff		Fire Control	
White	1586	83.5%	1194	85.9%	328	75.2%	64	87.7%
Asian	74	3.9%	26	1.9%	48	11.0%	0	0.0%
Black	85	4.5%	61	4.4%	23	5.3%	1	1.4%
Mixed	88	4.6%	75	5.4%	13	3.0%	0	0.0%
Other	8	0.4%	8	0.6%	0	0.0%	0	0.0%
Prefer not to state	20	1.1%	16	1.2%	4	0.9%	0	0.0%
Not stated	38	2.0%	10	0.7%	20	4.6%	8	11.0%
TOTAL	1899		1390		436		73	

White - includes White Irish, White Other, White British and White English/Welsh/Northern Irish

Asian - includes Indian, Pakistani, Bangladeshi, Asian British and other Asian backgrounds

Black - includes Black British, Black Caribbean, African and other Black backgrounds

Mixed - includes Mixed White/Black Caribbean, Mixed White/Black African, Mixed White/Asian and Mixed other

Gender Equality

	All staff		Uniform staff		Support staff		Fire Control	
Male	1429	75.3%	1228	88.3%	191	43.8%	10	13.7%
Female	469	24.7%	161	11.6%	245	56.2%	63	86.3%
Transgender	1	0.1%	1	0.1%	0	0.0%	0	0.0%
TOTAL	1899		1390		436		73	

Sexual Orientation Equality

	All staff		Uniform staff		Support staff		Fire Control	
Heterosexual	1338	70.5%	985	70.9%	300	68.8%	53	72.6%
Gay/Lesbian	34	1.8%	29	2.1%	3	0.7%	2	2.7%
Bisexual	26	1.4%	24	1.7%	0	0.0%	2	2.7%
Prefer not to state	231	12.1%	191	13.7%	35	8.0%	5	6.8%
Not stated	270	14.2%	161	11.6%	98	22.5%	11	15.1%
TOTAL	1899		1390		436		73	

Religion and Belief Equality

	All staff		Uniform staff		Support staff		Fire Control	
Christian	765	40.3%	563	40.5%	168	38.5%	34	46.6%
Buddhist	6	0.3%	5	0.4%	1	0.2%	0	0.0%
Hindu	14	0.7%	3	0.2%	11	2.5%	0	0.0%
Humanist	6	0.3%	6	0.4%	0	0.0%	0	0.0%
Muslim	37	1.9%	20	1.4%	17	3.9%	0	0.0%
Pagan	5	0.3%	4	0.3%	1	0.2%	0	0.0%
Scientologist	1	0.1%	1	0.1%	0	0.0%	0	0.0%
Sikh	23	1.2%	11	0.8%	12	2.8%	0	0.0%
Spiritulism	2	0.1%	2	0.1%	0	0.0%	0	0.0%
Other	43	2.3%	33	2.4%	9	2.1%	1	1.4%
None	523	27.5%	404	29.1%	96	22.0%	23	31.5%
Prefer not to state	211	11.1%	173	12.4%	33	7.6%	5	6.8%
Not stated	263	13.8%	165	11.9%	88	20.2%	10	13.7%
TOTAL	1899		1390		436		73	

Age Equality & Diversity

	All staff		Uniform staff		Support staff		Fire Control	
17-24yrs	45	2.4%	24	1.7%	19	4.4%	2	2.7%
25-34yrs	335	17.6%	275	19.8%	48	11.0%	12	16.4%
35-44yrs	640	33.7%	532	38.3%	84	19.3%	24	32.9%
45-54yrs	668	35.2%	511	36.8%	135	31.0%	22	30.1%
55-64yrs	187	9.9%	46	3.3%	128	29.4%	13	17.8%
65yrs +	24	1.3%	2	0.1%	22	5.0%	0	0.0%
TOTAL	1899		1390		436		73	