



West Midlands Fire Service Workforce Equality Profile

April 2022

WEST MIDLANDS FIRE SERVICE

Making the West Midlands Safer, Stronger and Healthier

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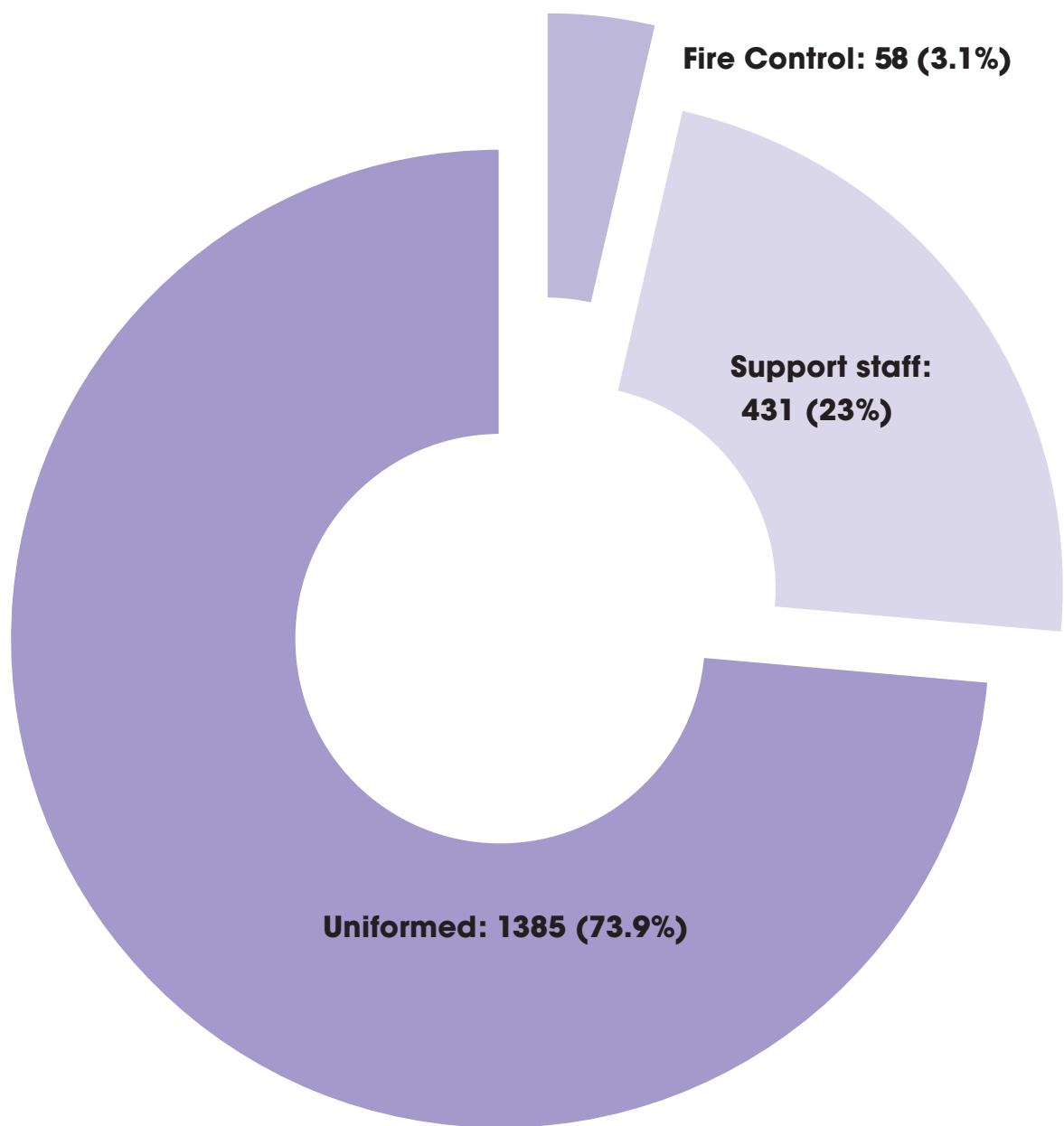
@WestMidsFire

Workforce Equality Profile 2021

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 2021

Total staff: 1874



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 2021.

Mean Gender Pay Gap 2021

Employee Group	Hourly Pay Male	Hourly Pay Female	Pay gap £	Pay gap %
All Employees	£16.30	£14.84	£1.46	8.9%
Uniformed (incl. Fire Control)	£15.97	£14.87	£1.10	6.9%
Non-Uniformed	£18.43	£14.82	£3.61	19.6%

Gender Pay Gap

31.3.21

Mean gender pay gap in hourly pay	8.9%
Median gender pay gap in hourly pay	4.0%

The percentage of males and females in each quartile:

Male Upper quartile	79.5%
Female Upper quartile	20.5%
Male Upper Middle quartile	82.1%
Female Upper Middle quartile	17.9%
Male Lower Middle quartile	89.9%
Female Lower Middle quartile	10.1%
Male Lower quartile	50.8%
Female Lower quartile	49.2%

Disability

	All staff		Uniform staff		Support staff		Fire Control	
Disabled	71	3.8%	36	2.6%	32	7.4%	3	5.2%
Not Disabled	1540	82.2%	1176	84.9%	316	73.3%	48	82.8%
Prefer not to state	77	4.1%	65	4.7%	10	2.3%	2	3.4%
Not stated	186	9.9%	108	7.8%	73	16.9%	5	8.6%
TOTAL	1874	100%	1385	100%	431	100%	58	100%

Race Equality

	All staff		Uniform staff		Support staff		Fire Control	
White	1543	82.3%	1174	84.8%	317	73.5%	52	89.7%
Asian	70	3.7%	30	2.2%	39	9.0%	1	1.7%
Black	89	4.7%	67	4.8%	21	4.9%	1	1.7%
Mixed	88	4.7%	76	5.5%	12	2.8%	0	0.0%
Other	16	0.9%	13	0.9%	3	0.7%	0	0.0%
Prefer not to state	26	1.4%	21	1.5%	5	1.2%	0	0.0%
Not stated	42	2.2%	4	0.3%	34	7.9%	4	6.9%
TOTAL	1874	100%	1385	100%	431	100%	58	100%

White - includes White Irish, White Other, White British and White English/Welsh/Scottish and 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	1414	75.5%	1206	87.1%	198	45.9%	8	13.8%
Female	460	24.5%	177	12.8%	233	54.1%	50	86.2%
Transgender	2	0.1%	2	0.1%	0	0.0%	0	0.0%
TOTAL	1874	100%	1385	100%	431	100%	58	100%

Sexual Orientation Equality

	All staff		Uniform staff		Support staff		Fire Control	
Heterosexual	1319	70.4%	996	71.9%	282	65.4%	41	70.7%
Gay/Lesbian	37	2.0%	32	2.3%	2	0.5%	3	5.2%
Bisexual	27	1.4%	25	1.8%	1	0.2%	1	1.7%
Other	4	0.2%	4	0.3%	0	0.0%	0	0.0%
Prefer not to state	209	11.2%	169	12.2%	36	8.4%	4	6.9%
Not stated	278	14.8%	159	11.5%	110	25.5%	9	15.5%
TOTAL	1874	100%	1385	100%	431	100%	58	100%

Religion and Belief Equality

	All staff		Uniform staff		Support staff		Fire Control	
Christian	764	39.8%	556	40.1%	165	38.3%	25	43.1%
Buddhism	6	0.3%	5	0.4%	1	0.2%	0	0.0%
Hinduism	12	0.6%	3	0.2%	8	1.9%	1	1.7%
Humanist	3	0.2%	3	0.2%	0	0.0%	0	0.0%
Islam	36	1.9%	23	1.7%	13	3.0%	0	0.0%
Pagan	5	0.3%	4	0.3%	1	0.2%	0	0.0%
Scientology	1	0.1%	1	0.1%	0	0.0%	0	0.0%
Sikhism	23	1.2%	12	0.9%	11	2.6%	0	0.0%
Spiritulism	3	0.2%	3	0.2%	0	0.0%	0	0.0%
Zoroastrianism	2	0.1%	2	0.1%	0	0.0%	0	0.0%
Other	41	2.2%	30	2.2%	9	2.1%	2	3.4%
None	550	29.3%	433	31.3%	97	22.5%	20	34.5%
Prefer not to state	185	9.9%	150	10.8%	32	7.4%	3	5.2%
Not stated	261	13.9%	160	11.6%	94	21.8%	7	12.1%
TOTAL	1874	100%	1385	100%	431	100%	58	100%

Age Equality & Diversity

	All staff		Uniform staff		Support staff		Fire Control	
17-24yrs	54	2.9%	35	2.5%	17	3.9%	2	3.4%
25-34yrs	357	19.1%	292	21.1%	53	12.3%	12	20.7%
35-44yrs	633	33.8%	534	38.6%	80	18.6%	19	32.8%
45-54yrs	612	32.7%	473	34.2%	123	28.5%	16	27.6%
55-64yrs	198	10.6%	49	3.5%	140	32.5%	9	15.5%
65yrs +	20	1.1%	2	0.1%	18	4.2%	0	0.0%
TOTAL	1874	100%	1385	100%	431	100%	58	100%