

Cumbria Fire & Rescue Service

# Gender Pay Gap Summary

2025



Making Cumbria a safer place for all

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Introduction

Employers in the UK with more than 250 employees are required to produce an annual report of their Gender Pay Gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 are to publish information relating to pay for six specific measures, as detailed below:

- ▶ Quartile Pay Bands
- ▶ Median Gender Pay Gap
- ▶ Mean Bonus Gap
- ▶ Mean Gender Pay Gap
- ▶ Bonus Proportions
- ▶ Median Bonus Gap

The gender pay gap shows the difference between the average earnings for men and women within the service based on a snapshot date of 31st March each year. A gender pay gap does not necessarily mean that men are paid more than women however it usually means that men are in higher paid roles. This gender pay gap report is a snapshot as of **31 March 2025**.

The intention of pay gap reporting is to focus organisational attention on taking action to reduce inequalities, remove barriers to equal opportunity, and bring to life our commitments from the Core Code of ethics and the People Strategy, ensuring that we are an inclusive organisation which focuses on maximising the wellbeing of our staff and our employee offer makes us an employer of choice.

Equal Pay legislation requires employers to pay 'equal pay for work of equal value' and this means that men and women will earn the same pay for doing equivalent roles. Having a gender pay gap does not mean that the employer is breaching equal pay legislation.

In CFRS we use agreed pay and grading frameworks to ensure that our pay and grading is fair and consistent.

Following the transition of our Governance to the PFCC in April 2023 we are now in our second reporting year as Cumbria Commissioner Fire and Rescue Authority.

For the purposes of this report, we are using electronic staff record data taken from our HR System to undertake this analysis, and therefore we are dependent on staff reporting their protected characteristics on the HR system. As of 31 March 2025 Cumbria Commissioner Fire and Rescue Authority employed a total of 648 employees. Comprising 82% male and 18% female, with no other genders reported.

What we report

There is specific guidance governing what data we use to prepare the report and when to prepare and report it. The gender pay gap reporting is based on the government's methodology for calculating difference in pay between female and male employees. As such, the language used in this report will reflect these requirements.

- 'Equal pay' means being paid equally for the same/similar work.
- 'Pay gap' is the difference in the average pay between two groups.

As an inclusive employer, we at CFRS recognise that the gender spectrum is wider than male or female and we are keen to promote diversity and inclusivity. For the purposes of this report we are required to report on the gap between the pay of men and women therefore the data used only includes that of people who have identified as male or female. No other gender identities have been disclosed by employees.



Our Gender Pay Gap Data

Quartile Pay Bands

Pay Quartiles are produced by splitting all employees into 4 even groups 'quartiles' from lowest to highest paid with Quartile 1 being the lowest paid and Quartile 4 being the highest paid. Looking at the proportion of women across the quartiles indicates women's representation across the pay scales of the service.

At the moment we still employ significantly more men than women (121 females and 527 males).

In 2025 Quartile 1 has the largest proportion of female employees but Quartiles 3 and 4 have the second largest portion of female employees. Although only 18% of all CFRS staff are female, the representation of women across quartiles 1, 3 and 4 is not significantly different which means that our overall gender pay gap remains low.

In 2024 Quartile 1 also had the largest proportion of females, however the second highest proportion was in Quartile 4. The spread of females across our pay quartiles has remained relatively stable over the previous 12 months.

We are committed to narrowing this margin between the number of males and females that we employ and achieving equal gender representation.

One key area is through both our operational and corporate recruitment policies, guidance, and processes, where we implement positive action where appropriate, and offer adjustments, flexible working opportunities, anonymised applications and shortlisting, and focus on removing barriers for women joining into the service. In 2025 we published our updated Resourcing and Talent Policy, Guidance, and updated process. We are also launching a mandatory e-learning. The focus of this work is on inclusive recruitment, Positive Action, removing barriers, and looking at more flexible and supportive ways of working, all which benefit female candidates. Also, within the last 12 months we have published a Menopause Policy, held a Menopause Event, and updated our Family Leave Policy to support more women once joining the service.

Of the 648 employees within this data set we have:

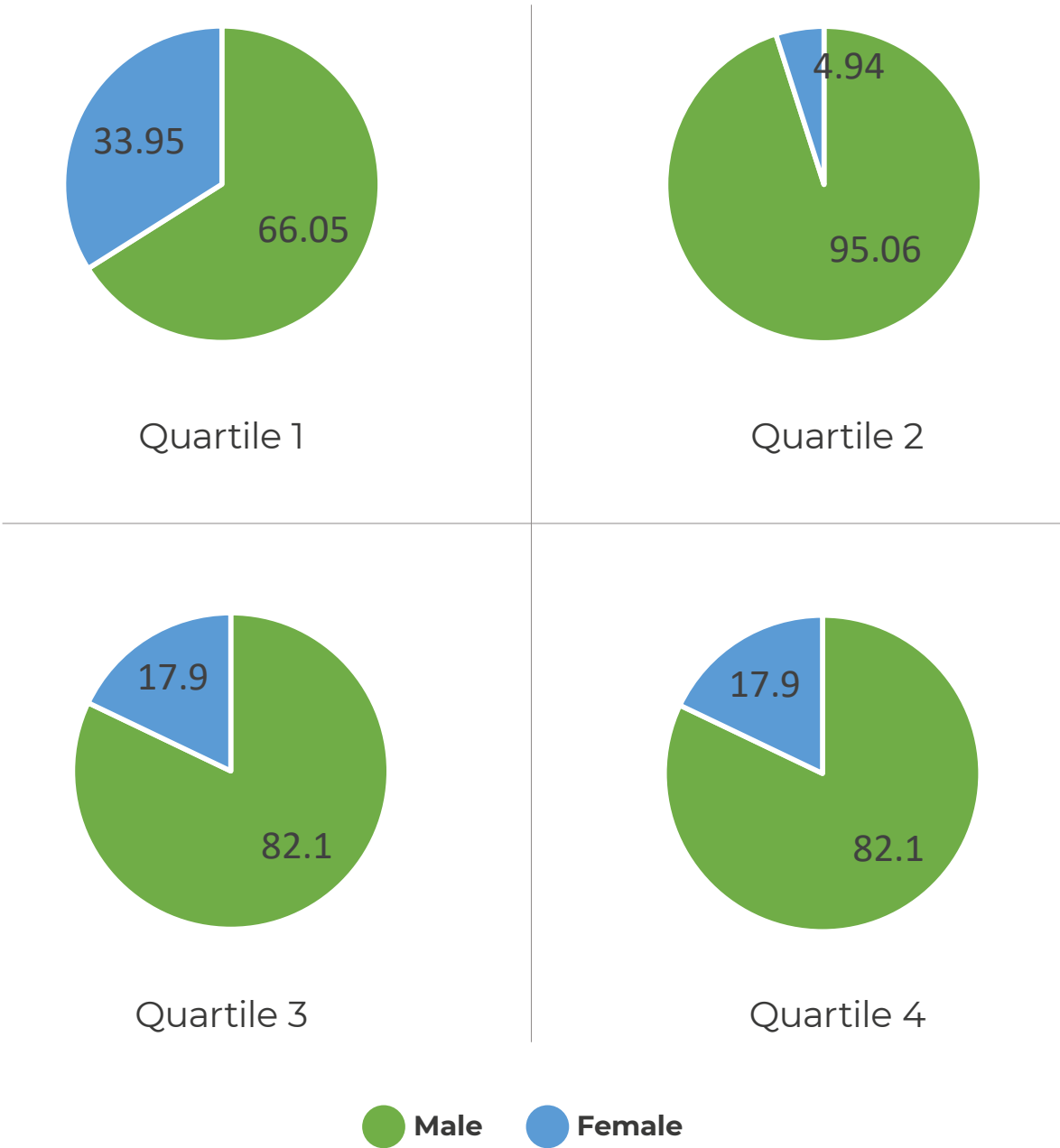


527 males



121 females

Percentage of men and women per quartile



This shows where employees are in the pay scales across 4 quartiles. Quartile 1 is the lowest paid and quartile 4 is the highest paid.

Our median male is in Q3 and our median female is in Q2.

Mean Gender Pay Gap

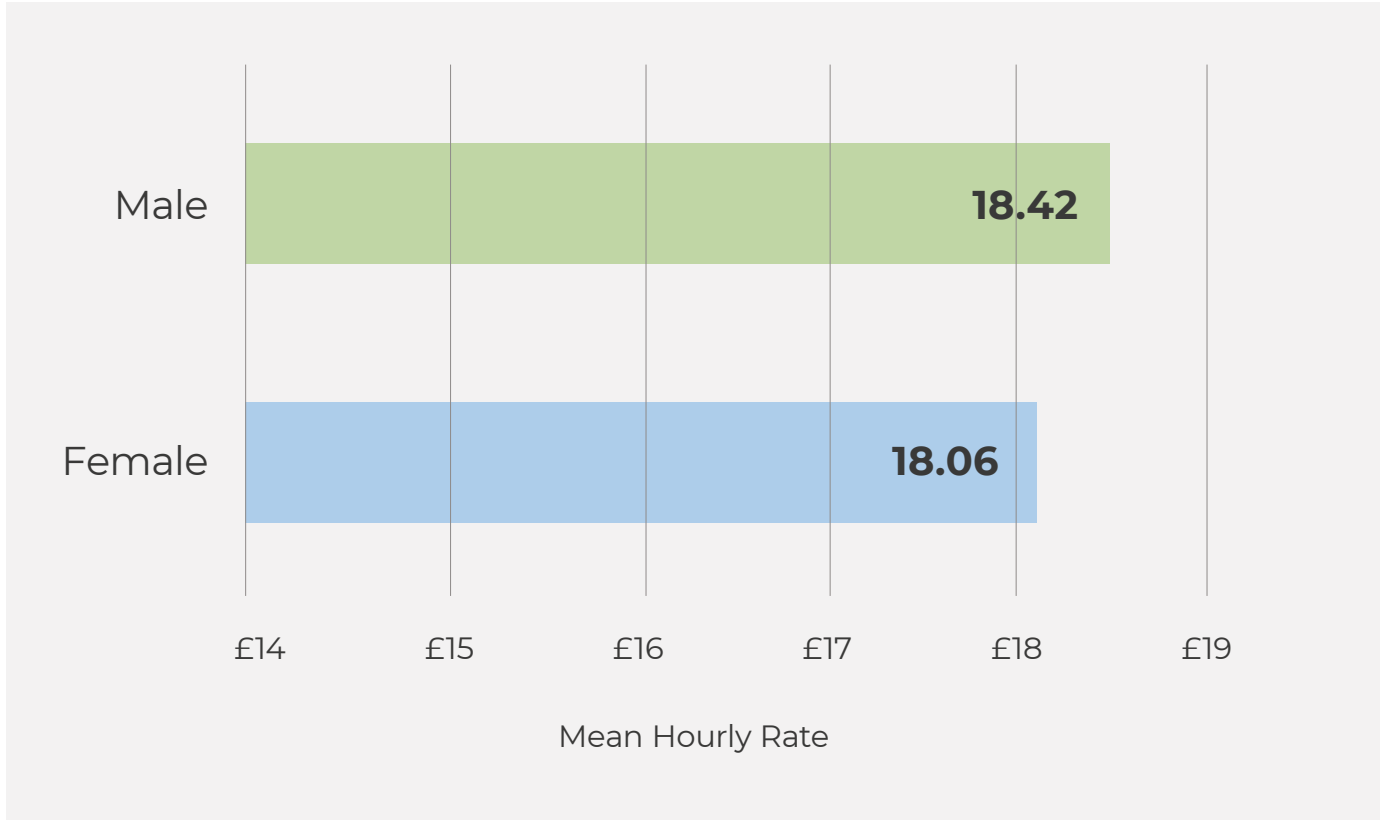
The mean figure is calculated by adding the total male pay and dividing that by the number of males and comparing that to the total female pay divided by the number of females.

The mean figure then shows the ‘average’ pay for a male and a female.

Our mean gender pay gap is 1.93% in favour of men. Although this means that men are paid a higher hourly rate than women on average, the gap is very small (men earn on average £18.42 per hour versus £18.06 for women).

Our mean gender pay gap in 2024 was 0.86% meaning that although our gender pay gap is still low, it has increased 1.07% over the previous 12 months.

Our overall Mean Pay Gap is 1.93%



Median Gender Pay Gap

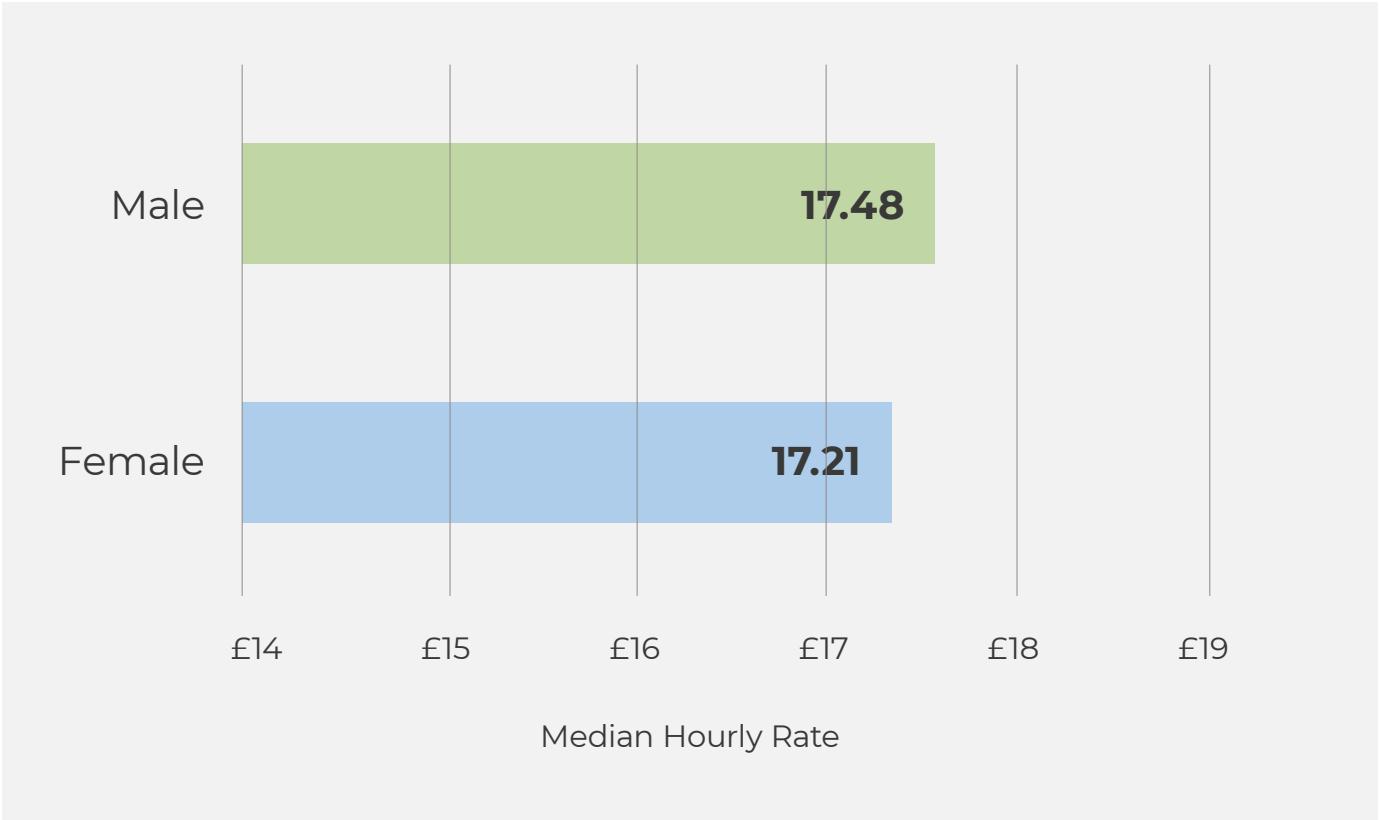
The median figure is the ‘middle value’ from a list of highest to lowest paid. The median male’s pay is compared to the median female’s pay in order to calculate the median pay gap.

Our median male is in Quartile 3 and our median female is in Quartile 2. The median male’s pay was £17.48 per hour and our median female’s pay was £17.21 per hour. Our median pay gap in 2025 is therefore 1.57%.

In 2024 both of our median employees were in Q2 and our median pay gap was 1.62%

On the snapshot date in 2025 (31st March) we employed the same number of people that we did on the snapshot date in 2024. This does not necessarily mean that the people are the same in 2025 as 2024 or that the gender balance and pay are the same, however our relatively low turnover rate leads to our median figure being only 0.05% lower than last year.

Our overall Median Pay Gap is 1.57%





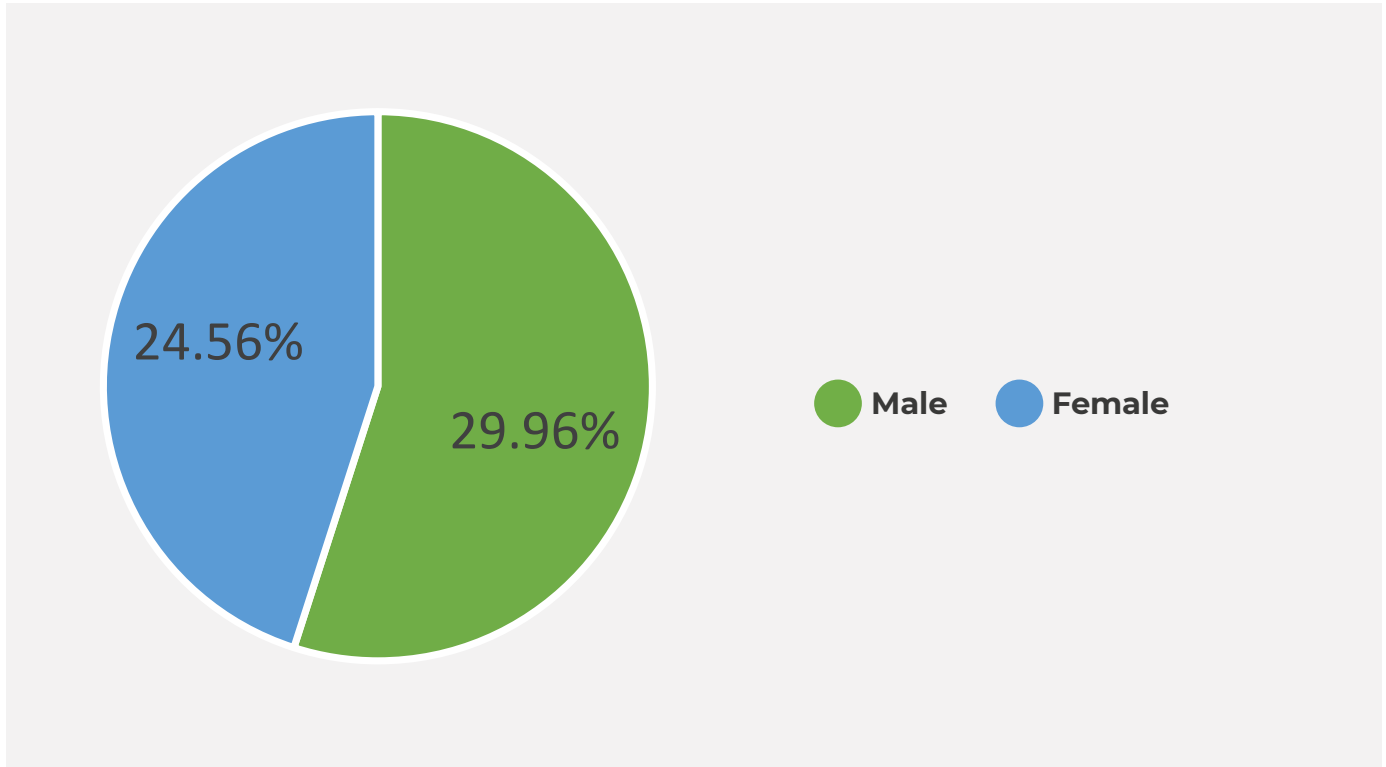
Bonus Proportions

CFRS do not operate a bonus scheme, however for the purposes of this calculation, bonus pay includes CPD pay, responsibility pay and honoraria. 24.56% of females received bonus pay in 2024/2025 compared to 29.96% of men. All of these bonuses were Continuous Professional Development payments for operational staff. CPD is only paid to employees who have been competent in role for 12 months or longer and have successfully applied for the payment.

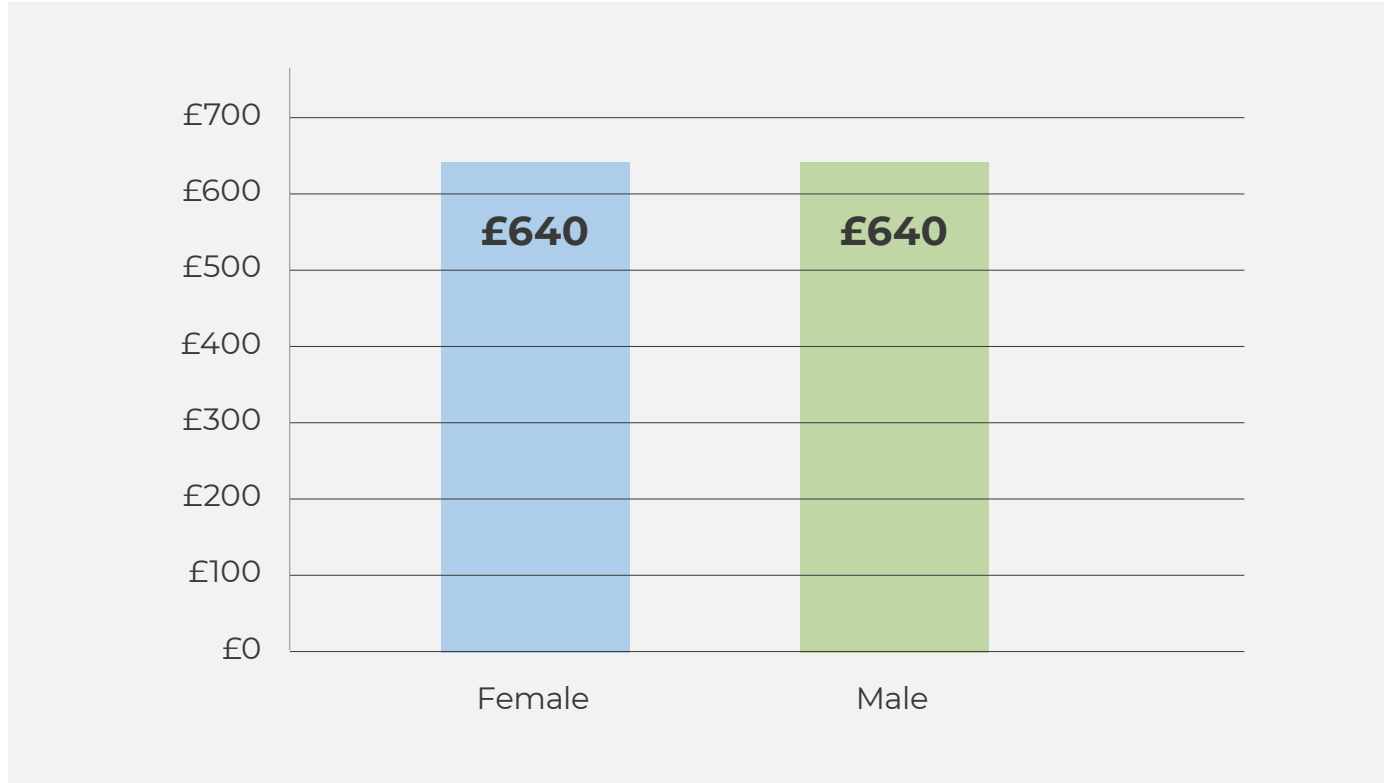
Our mean bonus pay gap is 10.07% in favour of men. Although this is a significant difference to the 2024 figure, this is due to the fact that the 2024 figure was affected by a high value honorarium payment, whereas the majority of bonus payments are CPD related which is of low value. Most of our operational staff are eligible for CPD pay and due to the fact that the service employs more men than women, more CPD payments are paid to men.

Our median bonus gap is 0%.

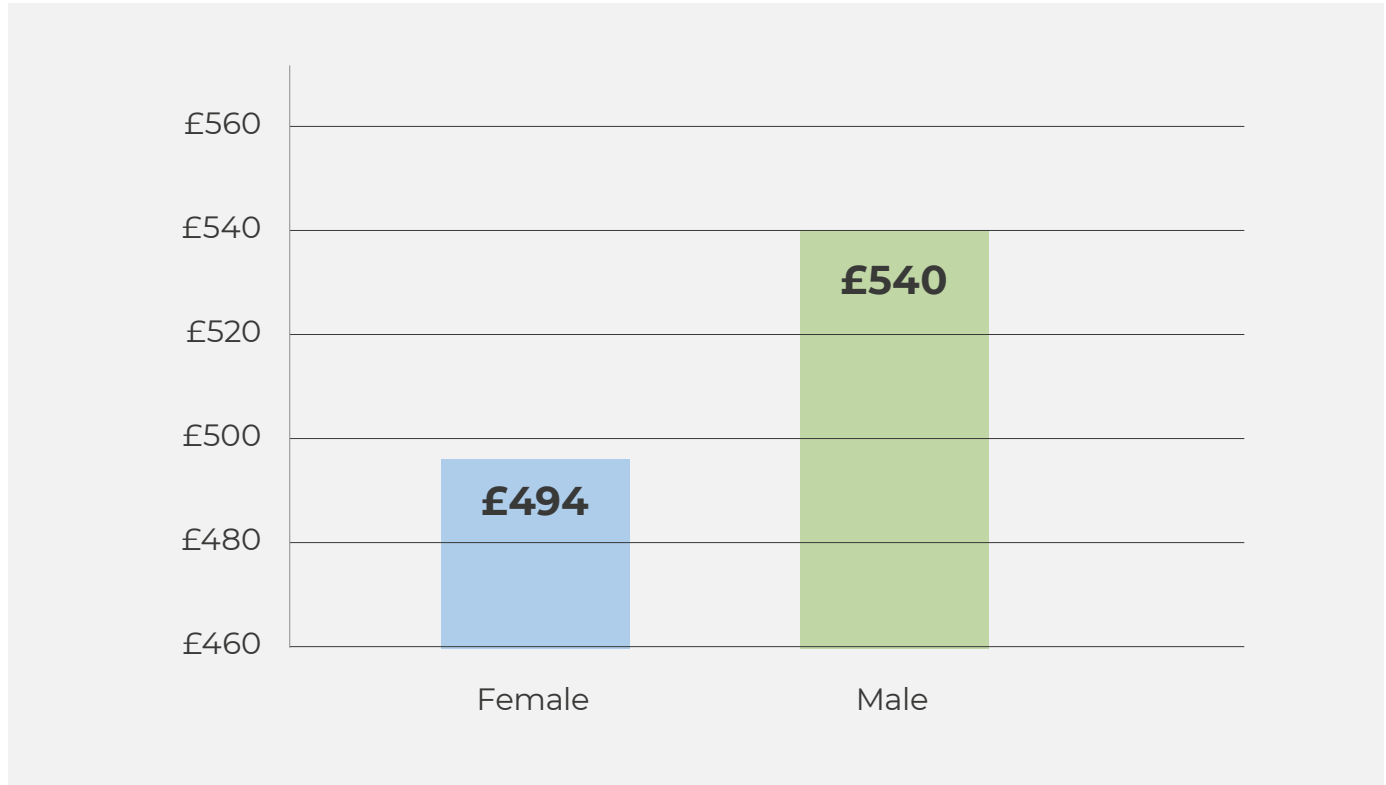
Percentage of Men and Women Receiving Bonus Pay



Median Bonus Pay Our Median Bonus figure is 0.00%



Mean Bonus Pay Our Mean Bonus figure is 10.07%





## Comparing the Pay Gap

In 2024 the ONS estimated the overall median UK gender pay gap to be 13.1%.

In 2024 the ONS estimated the overall median gender pay figure for Fire Service Officers (Watch Manager and below) to be 6.2%.

18% of CFRS staff are female; this mirrors the Fire and Rescue service as a whole (also 18% female).

In CFRS our 2024 median gender pay gap was 1.62% and in 2025 our median gender pay gap is 1.57%. Although we still have a gap, we are performing above the sector and ONS national average..

### Key messages:

- ▶ Our gender pay gap is well below the ONS estimated average
- ▶ Our mean gender pay gap has increased in 2025, although is still low (1.93%)
- ▶ Our median gender pay gap has narrowed in 2025
- ▶ Men and Women in the service earn the same for equivalent jobs (equal pay for work of equal value)
- ▶ We employ more men than women (82% of our workforce are men)
- ▶ Our equal pay gap is low because we have a relatively even spread of women across Quartiles 1, 3 & 4
- ▶ Our bonus pay figure takes into account CPD pay and honoraria, although this year all bonus payments were CPD.

### What do we do to improve our pay gap?

- ▶ Pay the Living Wage
- ▶ Fair Pay and Grading of roles
- ▶ Family Friendly policies (including flexible working, enhanced paid family leave, job sharing, flexible work locations)
- ▶ Career Progression
- ▶ Fair recruitment practices
- ▶ Staff networks
- ▶ Culture & Values Board





## What are we doing to improve?

We aim to reduce our gender pay gap year on year. Effective policies for closing the gender pay gap seek to address factors and barriers common to all women (such as the number of women in lower-paid jobs) as well as target inequalities faced by women belonging to specific groups, based on characteristics such as ethnicity, age and profession.

### We have implemented a number of actions over the last 12 months:

- ▶ Launched the new Resourcing and Talent Policy, Guidance, E-learning, and toolkit, focusing on inclusive recruitment and removing barriers to opportunity, through actions such as anonymous applications, a mix of assessment methods, and flexibility around assessments being held outside working or care-giving hours.
- ▶ Continued improvement to our inclusive approach to recruitment and talent management by implementing targeted engagement sessions during recruitment campaigns.
- ▶ Continued use of targeted advertising on jobs boards accessed by disadvantaged groups and continuing to include our statement on recruitment advertisements that the employer welcomes applications from the target group(s).
- ▶ Where possible, offering internal opportunities to both operational and corporate staff, to open prospects for all staff.
- ▶ Invested in family friendly policies and practices, underlining our commitment to being an inclusive employer and our drive to make CFRS a family friendly place to work. In 2025 we increased our Family Leave provisions so that qualifying employees on maternity, shared parental or adoption leave are entitled to 45 weeks full pay.
- ▶ Published a Menopause policy and held a menopause event.
- ▶ Invested in our staff networks.
- ▶ Invested capital funding to enhance our existing welfare facilities within our estate.
- ▶ Launched a Culture & Values board to work with employee representatives across the service to improve our culture.
- ▶ Encouraged flexible working, and supporting employees to work flexibly where possible.
- ▶ Ensuring salaries are transparent. Our operational roles are paid on the agreed NJC T&Cs. Our corporate roles are all evaluated against an agreed job evaluation framework based on NJC T&Cs. All staff are recruited onto a lower pay point and then progressed onto a higher pay point after passing their probationary period. Starting on the higher pay point will be considered in exceptional circumstances, based on candidate experience. The pay rates are transparent and advertised on the CFRS website. We produce a Pay Policy statement annually in relation to the remuneration of our staff, which is available on the CFRS website.

### We also propose to take the following actions in the forthcoming year:

- ▶ Offering targeted or bespoke training and support to remove barriers for underrepresented groups in recruitment and promotion processes.
- ▶ Identifying areas of our workforce with underrepresentation from women and providing opportunities exclusively to them (and other groups) to learn more about particular types of work opportunities with us, such as open days.
- ▶ Launching a mandatory recruitment e-learning for our managers involved in the recruitment process.





# Cumbria Fire & Rescue Service Gender Pay Gap Summary 2024

## Our Code of Ethics



Putting our communities first



Dignity and Respect



Equality, diversity and inclusion



Integrity



Leadership

    @cumbriafire

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