

**Tyne and Wear Fire
and Rescue Service**



ANNUAL EQUALITY DATA AND GENDER PAY GAP REPORT

March 2025



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Our Equality Commitment

Welcome to Tyne and Wear Fire and Rescue Service's Annual Equality Data and Gender Pay Gap Report for 2025.

As Chair of our Fire Authority and alongside the Chief Fire Officer, we are pleased to present our Annual Equality Data and Gender Pay Gap Report.

At Tyne and Wear Fire and Rescue Service, equality, diversity and inclusion are at the heart of the services we provide to our communities. The Fire Authority play an important role in setting direction and supporting the Chief Fire Officer to lead the Service in driving improvement and inclusivity throughout the workplace. Together, this sets out our shared ambition for a fair, just, and compassionate workplace in support of both staff and the communities we serve.

Delivering services that meet the needs of our communities through a workforce that is committed, representative and engaged, is paramount to achieving our vision of 'Creating the Safest Community'. This document reflects our ongoing commitment to fostering a workplace that is inclusive, equitable, and fair.

Equality, diversity, and inclusion are not just principles we uphold, they are integral to our identity as a modern fire and rescue service. We recognise that a diverse workforce brings a broader range of perspectives, strengthens our decision-making, and enhances our ability to respond effectively to the needs of all residents across Tyne and Wear.

This report provides a transparent overview of our workforce demographics and gender pay gap data. It allows us and you to reflect on our progress, identify areas for improvement, and hold ourselves accountable to the high standards we set. While we have made meaningful strides, we acknowledge there is more to do. We remain committed to creating an environment where everyone feels valued, supported, empowered to thrive and rewarded fairly for this.

I would like to thank all our staff for their contributions towards continuing to shape a service that is not only operationally excellent, but also socially responsible and inclusive.

Together, we will continue to build a fire and rescue service that offers opportunity for all within a values driven organisation.



Councillor Phil Tye
Chair of the Tyne and Wear
Fire and Rescue Authority

A handwritten signature in black ink, appearing to be 'P Tye'.



Peter Heath KFSM MBA MSc
Chief Fire Officer
and Chief Executive

A handwritten signature in black ink, appearing to be 'Peter Heath'.

Introduction

The Annual Equality Data and Gender Pay Gap Report provides data and information about our employees and the people who we provide a service to within Tyne and Wear. The findings enable us to identify equality priorities and development areas which inform our equality objectives.

This combined report also helps us to ensure we are meeting the requirements of the Equality Act 2010 and the Public Sector Equality Duty (PSED) which requires us to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity for people with protected characteristics and
- foster good relations between people who have a protected characteristic and those who do not.

Public authorities are required to publish information to demonstrate their compliance with the PSED annually. The Authority is also required to publish Gender Pay Gap data under The Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017, and for this, the data is collated for a snapshot on 31 March 2025.

Our Organisation

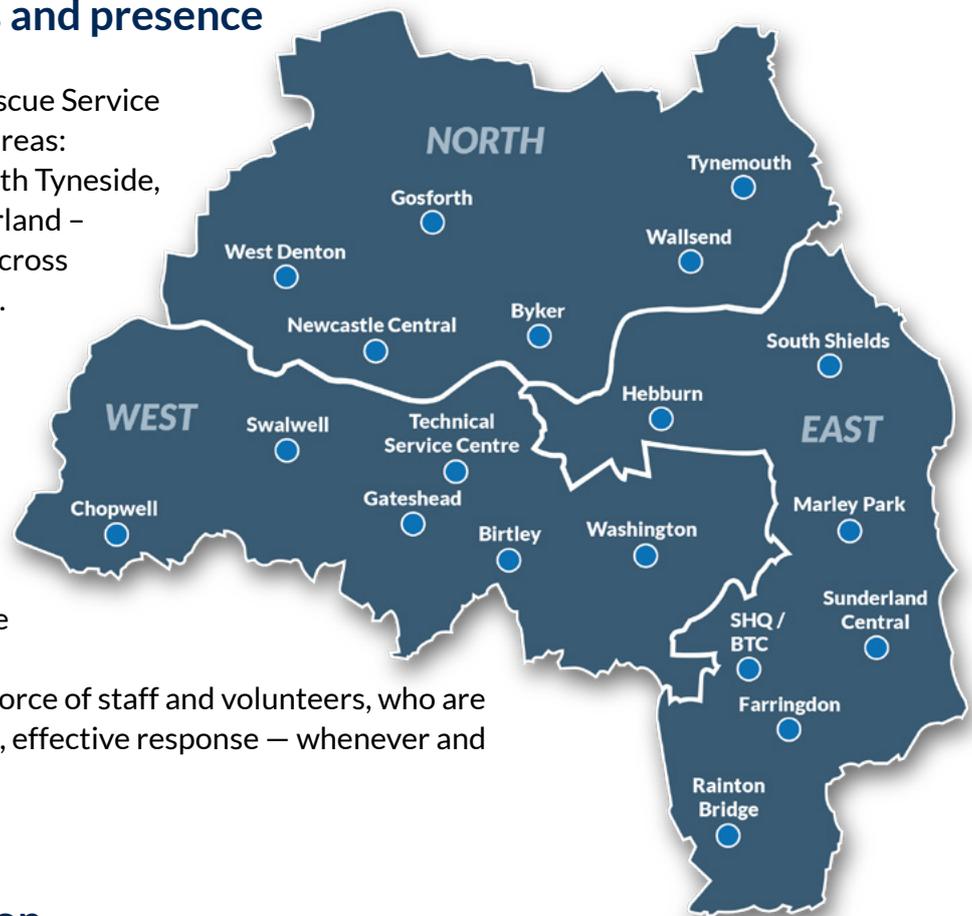
Geographical areas and presence

Tyne and Wear Fire and Rescue Service covers five local authority areas: Gateshead, Newcastle, North Tyneside, South Tyneside, and Sunderland – serving 1.1 million people across nearly 500,000 households.

We operate across 17 community fire stations, along with our:

- Service Headquarters
- Training Centre
- Technical Services Centre

We have a dedicated workforce of staff and volunteers, who are positioned to provide a fast, effective response – whenever and wherever needed.



Culture and Inclusion

We have a dedicated Culture and Inclusion Team whose focus is fostering a workplace where every individual feels valued, heard, and empowered. They champion diversity, equity, and inclusion, by shaping policies and procedures, driving meaningful conversations, and creating initiatives that celebrate different backgrounds, perspectives, and experiences.

They play a pivotal role within the Service, working with all departments, to develop an environment where innovation thrives through collaboration, and where individuals are not just accepted but truly embraced.

By embedding inclusivity into the fabric of the Service, this team helps to create a workplace that is not only diverse but also supportive, dynamic, and forward-thinking, ultimately driving success and making a lasting impact.

Memberships, Accreditations and Awards

We're proud to be recognised nationally for the work we do. These awards reflect our commitment to inclusivity, innovation and partnership. Recent awards and accreditations include:



Our People

Workforce Demographics

Our people are our main asset and are at the heart of our organisation. We have a dedicated team of employees and volunteers who are committed to embedding equality and inclusion throughout the Service, actively promoting inclusive principles in all we do. As of 31 March 2025 the Service had a total of 884 employees.

Workforce figures:

Current Workforce		2024/25	2023/24
Sex	Female	230	230
	Male	654	674
Disability	Disabled	44	43
	Not Disabled	644	652
	Disability Not Stated	196	209
Race	Ethnic Origin Not Stated	35	40
	Other Ethnic Group	38	34
	White	811	830
Sexual Orientation	LGBTQ+	24	24
	Heterosexual	774	787
	Sexual Orientation Not Stated	86	93
Religion	Christian	331	363
	Religions Other Than Christianity	176	15
	None	245	240
	Religion Not Stated	132	286
Age	Age 17 - 24	35	40
	Age 25 - 35	202	195
	Age 36 - 45	284	300
	Age 46 - 55	265	272
	Age 56 - 65	95	92
	Age 66+	3	5

New Starters in 2024/25 (appointments)

Sex	Female	26
	Male	41
Disability	Disabled	9
	Not Disabled	52
	Disability Not Stated	6
Ethnicity	Ethnic Origin Not Stated	5
	Other Ethnic Group	6
	White	56
Sexuality	LGBTQ+	3
	Heterosexual	55
	Sexual Orientation Not Stated	9
Religion	Christian	30
	Religions Other Than Christianity	2
	None	19
	Religion Not Stated	16
Age Range	Age 17 - 24	8
	Age 25 - 35	30
	Age 36 - 45	16
	Age 46 - 55	9
	Age 56 - 65	4
	Age 66+	0

Leavers in 2024/25

Sex	Female	23
	Male	53
Disability	Disabled	6
	Not Disabled	52
	Disability Not Stated	18
Ethnicity	Ethnic Origin Not Stated	0
	Other Ethnic Group	6
	White	70
Sexuality	LGBTQ+	5
	Heterosexual	62
	Sexual Orientation Not Stated	9
Religion	Christian	48
	Religions Other Than Christianity	1
	None	16
	Religion Not Stated	11
Age Range	Age 17 - 24	1
	Age 25 - 35	16
	Age 36 - 45	12
	Age 46 - 55	22
	Age 56 - 65	19
	Age 66+	6

Staff Networks

Our Staff Networks provide a space for collaboration, support, and professional growth. This year we reviewed and developed our Staff Networks to better represent both our employees and the communities we serve. Our aims for each network are to:

- Raise awareness of key challenges in the workplace
- Promote and champion our diverse workforce
- Provide insight and input on Policies & Procedures
- Propose actionable solutions to enhance inclusivity
- Engage the workforce and community through events and initiatives.



ABILITY
NETWORK GROUP

An inclusive space for disabled and neurodiverse colleagues across TWFRS.

"I was diagnosed with Dyslexia at 41, Autism at 51, and ADHD at 52. "I've spent years fighting what I saw as my deficiencies – now I am at peace and realise I am doing ok. I hope to support others on their journey and help create a space where people feel seen, heard, and understood. "I love challenging stereotypes and showing there's so much more to people than their perceived disabilities". Co-Chair



LGBTQ+
NETWORK GROUP

"Our network raises LGBTQ+ visibility across the Service, giving us a voice and the freedom to be ourselves. Since joining, I hope I've helped others - including allies - feel like they can come forward for support or ask questions without judgment."

Co-Chair



MULTICULTURAL
NETWORK GROUP

"The Multicultural Network aims to bring people together, encourage discussion, and offer opportunities to learn about our cultural differences. We want colleagues to appreciate the value that different beliefs and experiences bring to our teams – and to celebrate these with us." Co-Chair



WOMENS
NETWORK GROUP

"A safe space for women to share experiences, build confidence, and feel empowered, whilst providing the opportunity to connect with other women in a supportive environment." Co-Chair

Occupational Health Unit - Health and Wellbeing

The wellbeing of our people is our top priority. We are committed to fostering an inclusive environment that supports our workforce through every stage of their professional journey, especially during challenging times. Following any incident that may trigger a stress response, we provide critical incident stress debriefing to help our teams process and recover.

Our in-house Occupational Health team, led by trained clinical professionals, conducts biopsychosocial assessments to offer expert advice on fitness for work. Where appropriate, they also signpost individuals to additional support services, ensuring no one faces difficulties alone.

We offer direct access to a range of counselling and talking therapies, including Cognitive Behavioural Therapy (CBT), to support those experiencing conditions such as PTSD and other mental health challenges.

By prioritising mental health, resilience and an inclusive approach to wellbeing, our Occupational Health team plays a vital role in enabling our staff to continue delivering a safe, effective, and compassionate Fire and Rescue service to the public.

Estates and Facilities

Throughout 2024/25, the Estates and Facilities Department has worked diligently to ensure our buildings and facilities offer a safe, clean, and welcoming environment for staff, visitors, and partners. As part of our commitment to inclusivity, we have continued to install dedicated and upgraded shower and locker facilities for female firefighters across our community fire stations.

Corporate Recruitment

The Service is promoted as “An Employer of Choice”, encouraging applicants from underrepresented groups to apply across all recruitment campaigns, ranging from support roles to management roles.

Our recruitment team promotes vacancies and ensures our approach is inclusive, accessible, and aligned with our commitment to Equality, Diversity & Inclusion. For every vacancy, we advertise across a range of platforms to reach a diverse pool of candidates and attract individuals with the right skills and potential.

We don't just advertise roles, we make sure candidates feel genuinely supported throughout the process and feel confident, informed, and encouraged to apply, no matter of their background or experience.

We've attended community events and school career fairs to promote our roles and connect with people from diverse backgrounds. These events are a brilliant way to raise awareness, answer questions, and show that we're serious about creating a diverse and inclusive workforce.

Firefighter Recruitment

The recruitment of Firefighters is crucial to ensuring the effective management of operational deployment in line with budget and risk critical activities to support the delivery of the Community Risk Management Plan 2024-2027.

Since 2018 when Firefighter recruitment resumed after a period of 9 years, the Service has continued to strive towards having a workforce that reflects the communities we serve.

Positive Action

Our Positive Action Days give potential firefighter applicants from minority communities an opportunity to experience the recruitment process and role-related tests, before they apply.

The following table is from our 2024/25 Firefighter recruitment campaign, where 731 applications were received, and illustrates the diversity within the applications received:

	Passed Application Form	Passed Online Tests	Passed Bleep Test	Passed Role Related	Passed Interview
Men	88%	89%	93.6%	92.6%	89%
Women	12%	11%	6.4%	7.4%	11%
Heterosexual (Straight)	87.6%	86.5%	87.7%	86.5%	85.4%
Other Sexuality	12.4%	13.5%	12.3%	13.5%	14.6%
Ethnicity (White)	93%	94%	93.6%	92.6%	89%
Ethnic Minority (Other)	7%	6%	6.4%	7.4%	11%
No Disability	88.2%	88.5%	89%	89.9%	91.5%
Disability	11.8%	11.5%	11%	10.1%	8.5%

Driving progress

Leadership Development & Talent Pipeline

- Creating targeted leadership development pathways for operational and non-operational roles.

Recruitment & Promotion

- Reviewing recruitment practices to ensure gender-neutral language and inclusive shortlisting.
- Increase female representation across all levels.

Flexible Working & Retention

- Continue to conduct exit interviews to identify retention barriers for women.

Pay Structure Review

- Continue to monitor pay scales and allowances for unintended bias.

Awareness & Training

- Continue to deliver unconscious bias and inclusive leadership training for managers.
- Communicating progress and initiatives to all staff regularly.

Our Gender Pay Gap Report

The Service is required to publish Gender Pay Gap data under The Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017.

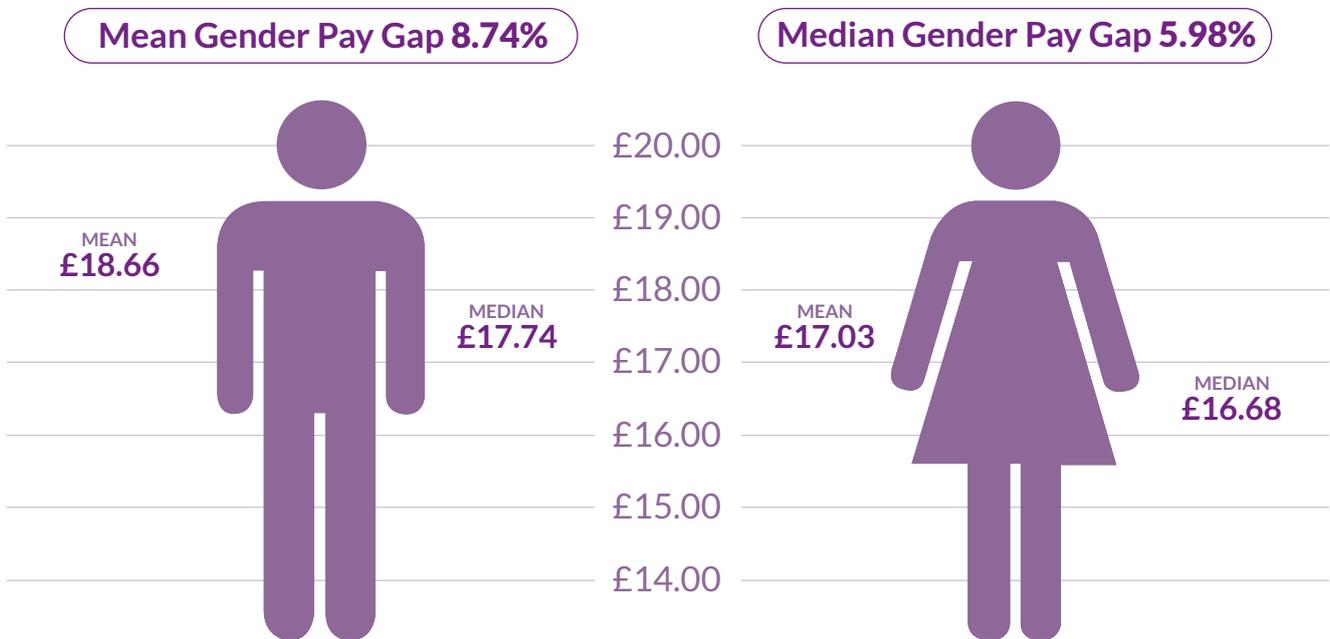
The Service fully embraces the principles of equality, and we welcome the opportunity to publish information on gender pay gap.

Reporting

The Service is required to publish pay information for all employees using a sample of data taken on 31 March 2025. The calculations take into consideration the various terms and conditions of employment, which include Grey Book, Green Book and Gold Book. The total staff count used in the Gender Pay Gap analysis differs slightly from the current workforce figure (page 7), with a variance of minus four employees, as reflected in the figures below. This difference was due to new starters being employed as of 31 March 2025 but not receiving their first pay until April 2025.

Gender Pay Gap Data 2025

On 31 March 2025, the Service employed and paid 880 relevant employees, comprising 649 males (74% of the workforce) and 231 females (26% of the workforce).



In 2025, the mean average hourly pay rate for men was **£18.66**, and **£17.03** for women, a difference of **£1.63 per hour**. This equates to a mean gender pay gap of **8.74%**

In 2025, the median average hourly pay rate for men was **£17.74**, and **£16.68** for women, a difference of **£1.06 per hour**. This equates to a median gender pay gap of **5.98%**.

Salary Quartile Bands

The quartile distribution detailed below indicates the proportion of females and males and in each quartile band:

Lower Quartile

Male	112	51%
Female	108	49%

Lower Middle Quartile

Male	182	83%
Female	38	17%

Middle Quartile

Male	183	83%
Female	37	17%

Upper Quartile

Male	171	78%
Female	49	22%

Bonus Payments

We do not pay bonuses to staff, and therefore, the requirement to publish bonus information does not apply.

What the data tells us

Our employees are paid according to their role and grade, ensuring that pay is determined by the job itself and not by gender. The Service's gender pay gap reflects the current gender profile of the organisation, with men comprising 74% of the overall workforce and therefore representing a higher proportion of employees across all pay quartiles.

Encouragingly, there has been clear and sustained year-on-year improvement in our gender pay outcomes. The mean gender pay gap has continued to narrow significantly, reducing from 11.19% in 2023, 10.17% in 2024 and now to 8.74% in March 2025.

This positive and consistent downward trend demonstrates the tangible impact of our ongoing efforts to support equality, embed inclusive practices, and promote greater gender balance across all levels of the organisation.

While celebrating this continued success, the Service remains strongly focused on maintaining and building on this positive momentum. We will continue to champion initiatives that attract, develop, and progress female talent, supported by inclusive and proactive recruitment approaches with targeted development opportunities, such as working with Women in the Fire Service (WFS), and meaningful engagement through our Staff Network forums.

Our Future Objectives



Attract, Recruit and Retain the Best People

We are committed to attracting, recruiting and retaining the best people for TWFRS. We will do this by:

- Undertaking effective workforce analysis to ensure our people and our organisational design meet the current needs and future challenges of the environment we operate in.
- Enhancing our workforce planning approach to effectively analyse, forecast, and plan, to ensure we have the right number of people, with the required skills, to provide the best service to our community.
- Developing effective recruitment strategies to ensure we maximise our success in attracting high-calibre, high-performing, and motivated people to join TWFRS.
- Developing policy and procedures that ensure our people are supported and enabled to be the best they can be in a safe, inclusive environment.



Develop Exceptional People and Leaders

We are committed to fostering a culture of continuous learning and development for our people. We will do this by:

- Providing clear leadership and management development pathways to highly aspirational, high-performing people, supporting them to become effective leaders who inspire and motivate others, driving transformational change within TWFRS and in the community.
- Offering a focused set of learning and development opportunities that will ensure our people have the skills, knowledge and experience that will enable them to excel in their current roles and beyond.
- Reviewing and improving our promotion process by ensuring it is fair and effective in identifying people who are ready for promotion, who demonstrate the skills and behaviours that we recognise as necessary for leadership and management roles within TWFRS.
- Continue to become a data-driven learning organisation that is committed to impact evaluation and using data insights to actively support and improve our workforce.



Health, Wellbeing and Safety

We are committed to ensuring the wellbeing, physical and psychological safety of our people. We will do this by:

- Supporting and assessing our people's wellbeing to create a healthier, safer and more resilient workforce so that they can deliver a high-quality service to the community.
- Creating a workplace focused on preventing accidents, injury and psychological injury through a reporting culture.
- Encourage an environment that promotes psychological safety.



Culture and Inclusion

Commit to the development of a positive culture where everyone feels included, valued, and heard. We will do this by:

- Valuing the individual differences, diversity of thought, and lived experiences of our people and using them to encourage creativity, collaboration, and positive change.
- Building inclusion into everything we do to ensure openness, fairness, and equity.
- Promote a culture of open debate, curiosity, and collective problem solving to encourage joint ownership of improvement.

Conclusion

Our Strategy and Values underpin our commitment to fostering an inclusive and ethical working environment. Through regular Equality Impact Assessments, we ensure that our policies and procedures remain both relevant and inclusive, reflecting the diverse needs of our workforce and the communities we serve.

We continue to invest in our Staff Network Groups, recognising their vital role in amplifying employee voices, shaping organisational decisions, and promoting personal development.

The Culture and Inclusion Team remains a key driver of our Equality, Diversity, and Inclusion agenda, offering expert guidance across the organisation and working closely with our Community Engagement Team to ensure our services are responsive, equitable, and community focused.

We are dedicated to maintaining transparent and fair recruitment practices, selecting candidates based on merit, whilst actively seeking to attract talent from a wide range of backgrounds.

Collectively, these actions demonstrate our continued commitment to building an inclusive organisation where fairness, opportunity, and respect are embedded at every level.



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and Rescue Service



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