

Headquarters

2 Kings Court
Charles Hastings Way
Worcester
WR5 1JR

Tel 0345 122 4454
Fax 01905 357 466
Web www.hwfire.org.uk
Email info@hwfire.org.uk



HEREFORD & WORCESTER
HWFR
FIRE AND RESCUE SERVICE

Chief Fire Officer / Chief Executive
Nathan Travis BA(Hons) MPA

Gender Pay Gap Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with 250 or more employees to publish statutory calculations every year showing the average difference in pay between their male and female employees (known as the gender pay gap). ***It is important to note that Gender Pay Gap reporting is different to an Equal Pay Audit which measures whether men and women in the same employment, performing equal work, with equal responsibilities, receive equal pay.***

Hereford & Worcester Fire and Rescue Service is already an equal pay employer. However, it is also committed to the promotion of equality of opportunity and development of all employees. Therefore, whilst we remain fully committed to ensuring we provide equal pay to both female and male members of staff, we are also aware that we still have work to do to bridge the gender pay gap. Consequently, we have decided to go above and beyond the regulations and publish the actions we intend to take to address our gender pay gap.

Declaration

I can confirm that the data included within our Gender Pay Gap Report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Nathan Travis
Chief Fire Officer/Chief Executive



Saving
more lives

making a difference every day

Understanding community risk
Preventing harm and promoting well being
Responding in the time of need