**Gender Pay Gap Report**

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force in April 2017. This requires us as an organisation with 250 or more employees to publish annual statutory figures in relation to the gender pay gap. We are committed to publishing this information annually on both the government website and Shropshire Fire and Rescue Service’s website.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in our workplace, female and male participation, and how effectively talent is being maximised.

***“Shropshire Fire and Rescue Service are committed to ensuring and achieving a diverse workforce and proactively target opportunities to encourage female representation across all levels of the organisation. We continue to work towards closing the gender pay gap through our targeted action and recruitment processes and focus on ensuring our policies are inclusive and support the needs of all staff.***

***The initiatives outlined in this report support our commitment to closing the gender pay gap and forms part of our ongoing People strategy***”.

The data included in 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.



***Rod Hammerton***

***Chief Fire Officer***