

North Wales Fire and Rescue Authority

Employment Data

(As at 31st March 2018)

Total Number of Staff in Post - April 2017 to March 2018

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	2	41	12
	25-34	9	184	24
	35-49	15	341	52
	50-54	6	98	17
	55-59	4	29	26
	60 Plus	0	12	24
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	1	6	3
	Mental Impairment	0	4	4
	Long standing Illness or Health Condition	5	8	4
	Other Disfigurement	0	0	0
	Physical Impairment	0	0	0
	Sensory Impairment	0	6	2
Marriage and Civil Partnership	Civil Partnership (registered same sex)	0	9	2
	Living With Partner	5	116	12
	Divorced	1	36	12
	Married	17	319	76
	Single	12	187	47
	Separated	0	24	3
	Widowed	0	1	1
	Not Stated	1	13	2
Pregnancy and Maternity	Pregnant in the last year	1	1	3
	Maternity in the last year	1	1	5
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	2	0
	Black/African/Caribbean/Black British	0	2	0
	Mixed/Multiple Ethnic Groups	0	4	0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	35	691	153
	White Other	1	5	1
	Not Stated	0	1	1
Religion and Belief	Buddhist	0	3	1
	Christian (All Denominations)	21	321	87
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	1	0
	Sikh	0	0	0
	Any other Religion	0	9	3
	No Religion	9	283	40
	Not Stated	6	88	24
Sex	Female	30	40	83
	Male	6	665	72
Sexual Orientation	Bisexual	0	1	0
	Gay or Lesbian	1	8	2
	Heterosexual (or Straight)	31	654	144
	Other	0	0	0
	Prefer not to say/Not Stated	4	42	9
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Total Staff Applications received for Employment - April 2017 to March 2018

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	3	291	107
	25-34	6	666	71
	35-49	5	293	51
	50-54	0	19	20
	55-59	0	9	10
	60 Plus	0	3	1
	Not Stated	0	1	6
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	1	6	5
	Mental Impairment	0	1	0
	Long standing Illness or Health Condition	2	8	6
	Other Disfigurement	0	0	0
	Physical Impairment	0	0	0
	Sensory Impairment	0	0	4
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	8	0
	Black/African/Caribbean/Black British	0	5	2
	Mixed/Multiple Ethnic Groups	0	9	2
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	13	1210	256
	White Other	1	15	1
	Not Stated	0	35	5
Religion and Belief	Buddhist	0	7	0
	Christian (All Denominations)	9	408	118
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	1
	Sikh	0	1	0
	Any other Religion	0	6	3
	No Religion/Not Stated	5	860	144
Sex	Female	8	173	119
	Male	6	1118	147
Sexual Orientation	Bisexual	0	14	4
	Gay or Lesbian	0	32	3
	Heterosexual (or Straight)	13	1154	245
	Other	0	0	0
	Prefer not to say / Not Stated	1	82	14
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	3	0
	Prefer not to say	0	4	0

Total Number of Successful Application to the Service 2017-2018

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	2	24	13
	25-34	4	26	15
	35-49	2	26	5
	50-54	0	0	1
	55-59	0	1	2
	60 Plus	0	0	1
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	1	0	0
	Mental Impairment	0	0	0
	Long standing Illness or Health Condition*	1	0	0
	Other Disfigurement	0	0	0
	Physical Impairment	0	0	0
	Sensory Impairment	0	0	1
Race	Asian/Asian British (<i>Indian/Pakistani/Bangladeshi/Chinese</i>)	0	1	0
	Black/African/Caribbean/Black British	0	0	0
	Mixed/Multiple Ethnic Groups	0	0	0
	White (<i>Welsh/English/Scottish/Northern Iris/British</i>)	7	75	37
	White Other	1	1	0
	Not Stated	0	0	0
Religion and Belief	Buddhist	0	1	0
	Christian (All Denominations)	5	23	23
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	0	0
	No Religion	3	53	14
Not Stated	0	0	0	
Sex	Female	5	9	19
	Male	3	68	18
Sexual Orientation	Bisexual	0	2	0
	Gay or Lesbian	0	5	0
	Heterosexual (or Straight)	8	68	35
	Other	0	0	0
	Prefer not to say/Not Stated	0	2	2
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Top 5% of Earners* - April 2017 to March 2018

All Staff	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	27	5
White Other	0	0
	0	0
BME Total	0	0
Total	27	5

*it is top 7% as the lowest quartile of the earners are all in the same post

All Staff Involved in Grievance Procedures - April 2017 to March 2018

(Staff who lodged a Grievance)

All Staff	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	16	3
White Other	0	0
BME Total	0	0
Total	16	3

All Staff Involved in Disciplinary Procedures - April 2017 to March 2018

(Staff who were investigated and who went on to a Disciplinary Hearing)

All Staff	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	6	1
White Other	0	0
BME Total	0	0
Total	6	1

Number of Leavers - April 2017 to March 2018

Number of Operational Staff Leaving the Service	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	56	4
White Other	0	0
BME Total	0	0
Total	56	4

Number of Control Staff Leaving the Service	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	0	0
White Other	0	0
BME Total	0	0
Total	0	0

Number of FRS Staff Leaving the Service	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	1
White (Welsh/English/Scottish/Northern Irish/British)	6	16
White Other	0	0
BME Total	0	0
Total	6	17