



Equality Monitoring Annual Report

Gwasanaeth Tân ac Achub
Fire and Rescue Service

2024-25 (1st April 2024 - 31st March 2025)



ATAL AMDDIFFYD YMATEB
PREVENTING PROTECTING RESPONDING

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Version Control

Version Number	Changes Made	Date of Change	By Who
0.1	Document created.	11/04/2025	DVJ
0.2	Added prior year comparison & summary. Layout updated.	03/06/2025	DVJ
0.3a	Expanded images/graphs. Added narrative	12/06/2025	BE
0.3b	Adjusted candidate data from Q4 to FY	09/06/2025	DVJ
0.4	Adjusted leaver data from Q4 to FY	10/06/2025	DVJ
0.5	Added EDI related D&G data	23/06/2025	DVJ
0.6	Final amendments to the narrative in light of new data being added	23/06/2025	BE

Overview

This report provides an overview of the Equality data captured by the iTrent employee records as of the 31st March 2025. The data is broken-down into numerous sections including:

- All employee data;
- Successful and unsuccessful applicant data;
- Data on those operational staff that have undertaken training;
- Data on the top 5% earners in the Service;
- Data on employees by gender and job;
- Data on employees by contract type;
- Data on Operational, and Corporate Services leavers;
- Data on the Service's Welsh speakers;
- Statistics on how many employees have completed the relevant EDI LearnPro module.

Whilst this report provides the statistics based on 949 staff, it is important to note that this is not the total headcount of employees employed by the Service.

The actual headcount of people employed by NWFRS at the end of the quarter was 887, with a total of 949 posts being filled by those staff. This means that the protected characteristics of those in dual roles will be counted twice e.g., if an operational firefighter in Control is also an RDS Crew Manager, their protected characteristics will count in both Control's statistics, and in the RDS statistics.

Category	Number of Positions Filled
Retained	487
Wholetime	247
Green Book	143
Control	31
Apprentice - Wholetime	30
Principal Officer - Gold	6
Blue Book	5
Sum:	949

Total Number of People (not positions)
887

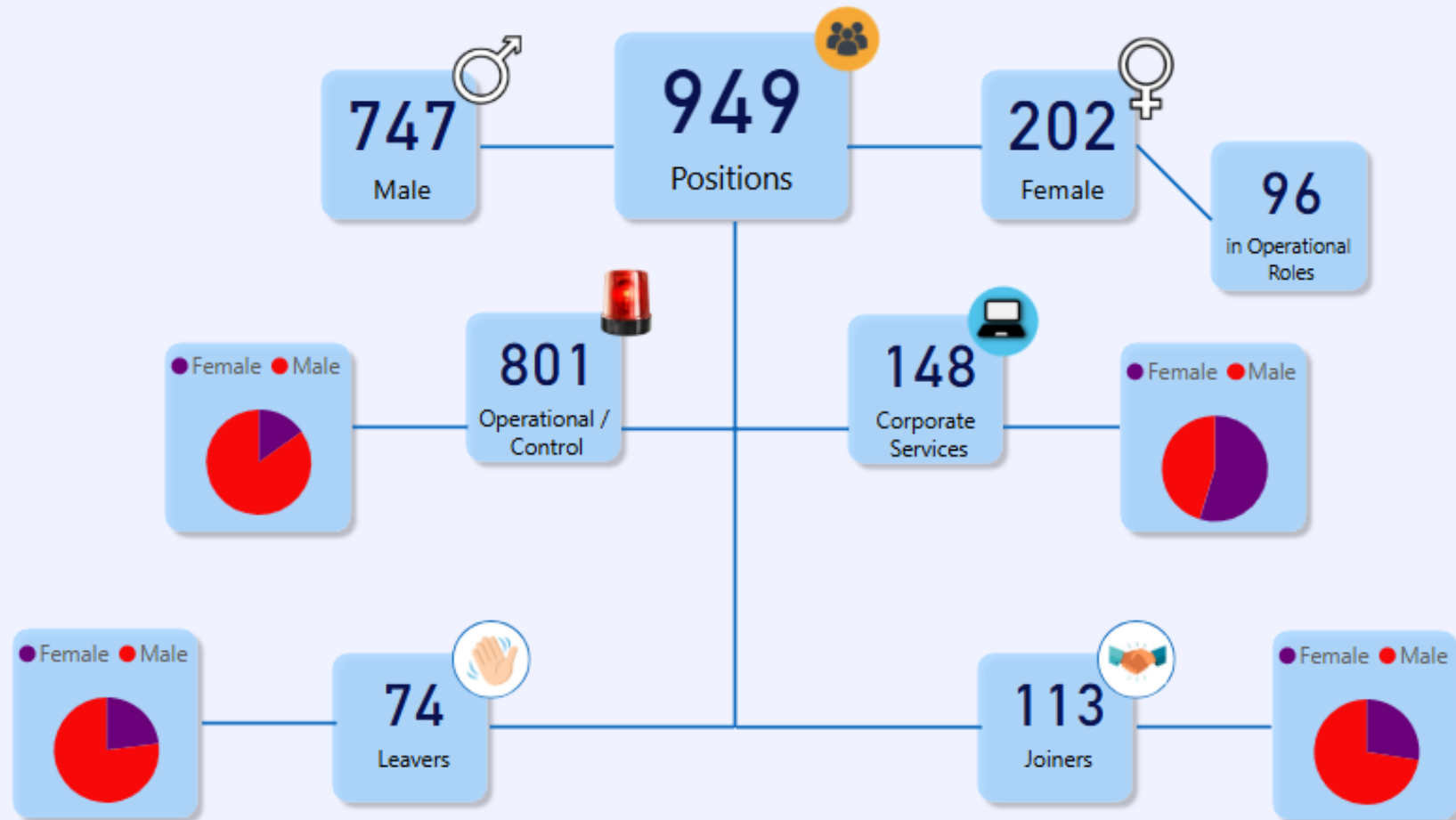
The breakdown below shows how many staff have decided to disclose personal information based on their protected characteristic and those who decline to provide an answer.

These percentages are based on individual posts which total 949.

Protected Characteristic	Answer Provided	Not Known / Not Stated
Disability	96.0%	4.0%
Relationship Status	97.8%	2.2%
Transgender Status*	35.4%	64.6%
Ethnicity	98.8%	1.2%
Religion	91.4%	8.6%
Sexual Orientation	93.7%	6.3%

*The 'Not Known / Not Stated' category for Transgender Status also includes where a member of staff responded with 'Prefer not to say'.

NOTE: Figures shown below are based on the number of positions. Some individuals fill more than one position.



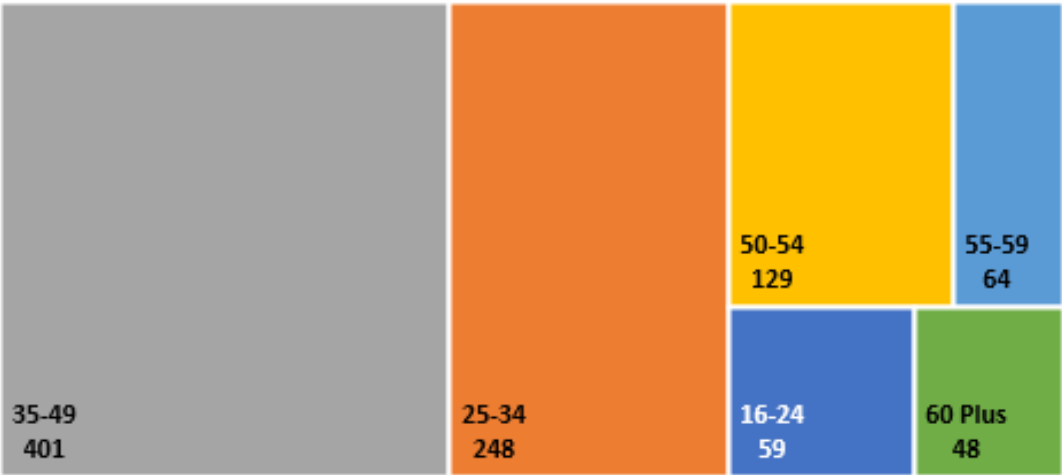
All Employees

This section provides a breakdown of the protected characteristics of all individual employees at the end of 2024/25 financial year.

All Employee Age Groupings by Job Family

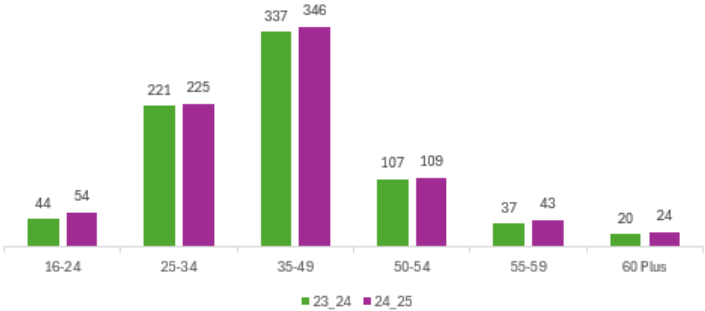
Totals by Age Group

16-24 25-34 35-49 50-54 55-59 60 Plus

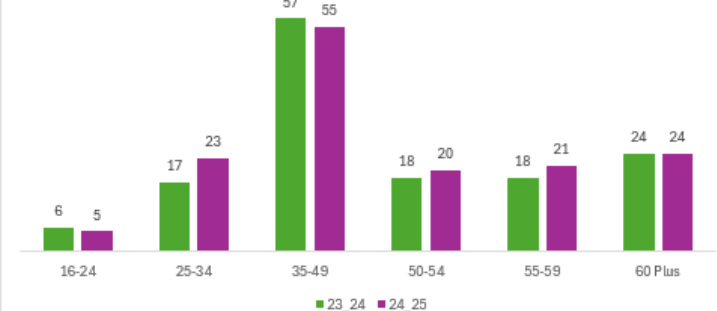


In 2024/25, Control / Operational positions have seen an increase in positions filled by all age groupings, with the largest change seen in the 16-24 category, where 10 more positions are filled by people in that group compared to 2023/24. Corporate Services have seen an increase in almost all age groupings, although there has been a slight decrease in the 16-24 and 35-49 age categories in the past year.

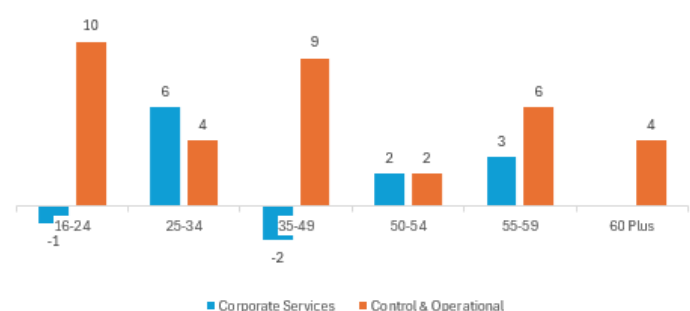
Control & Operational Staff



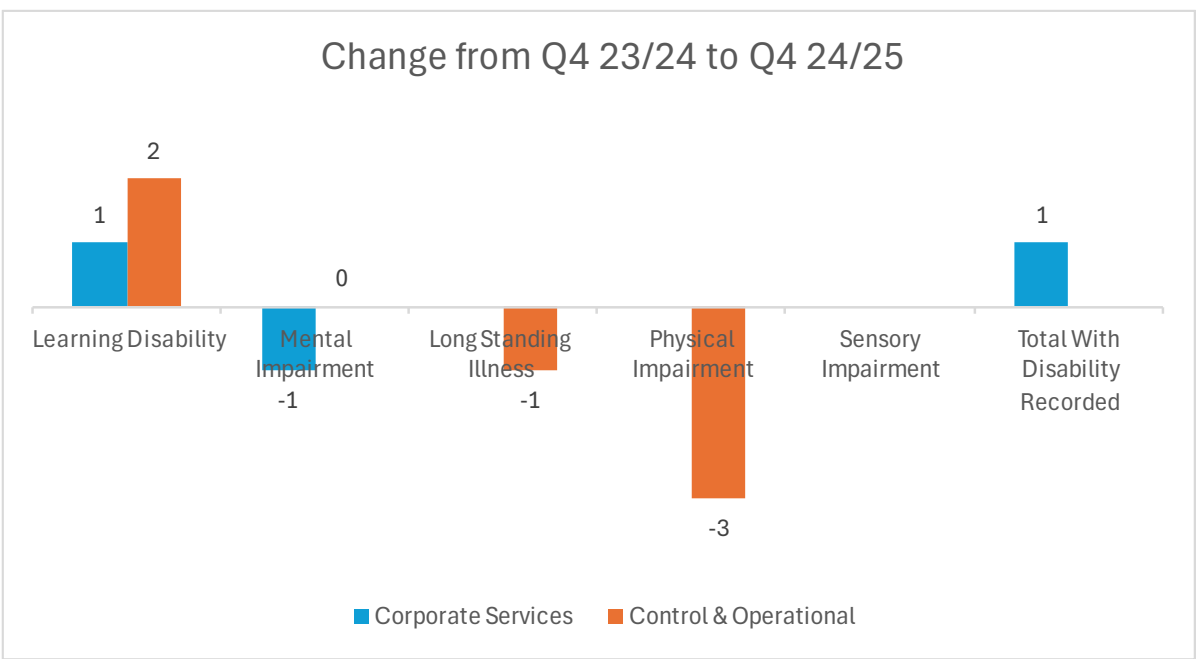
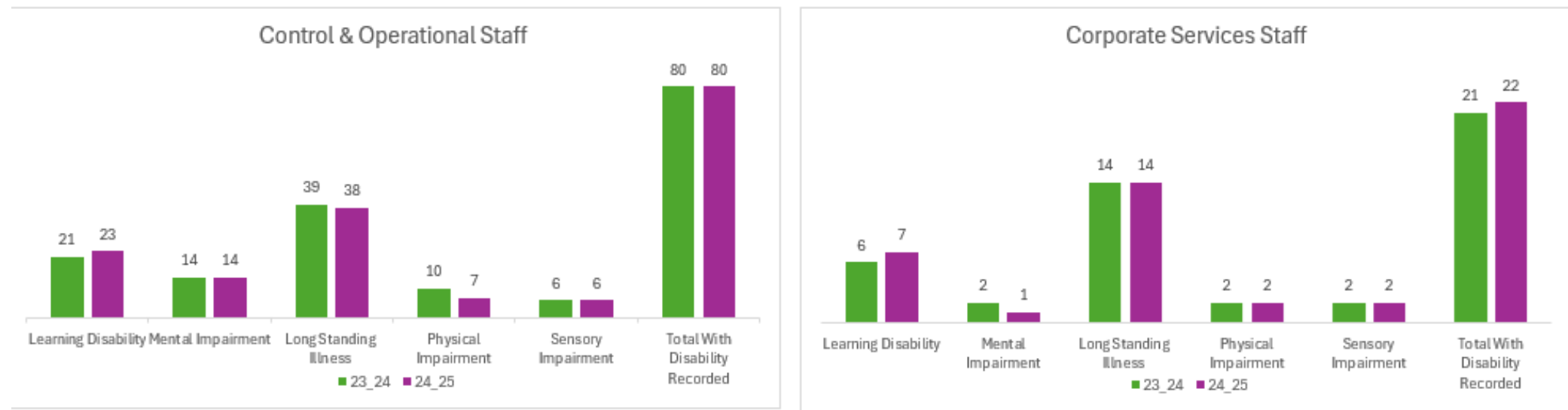
Corporate Services Staff



Change from Q4 23/24 to Q4 24/25



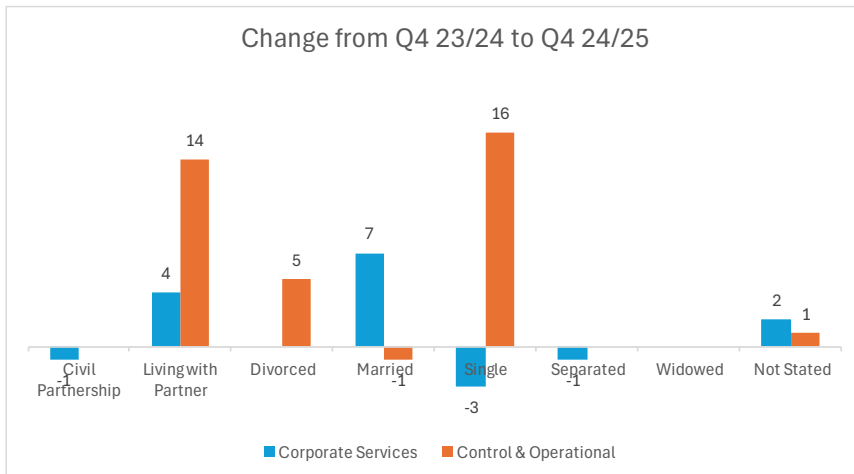
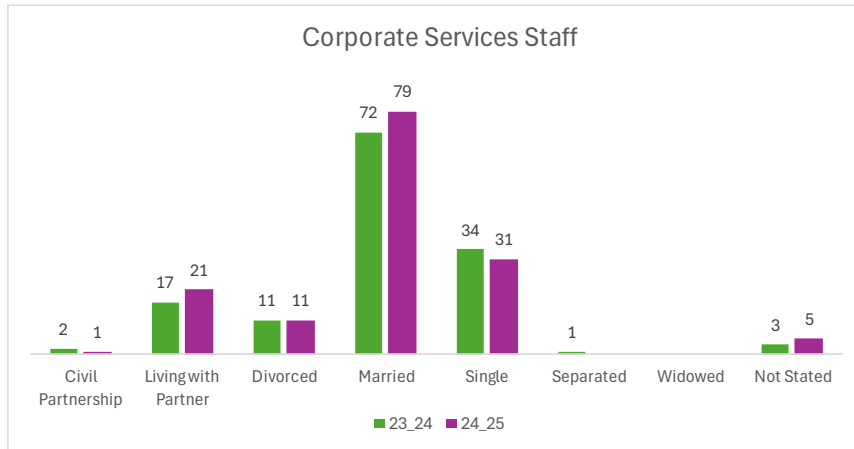
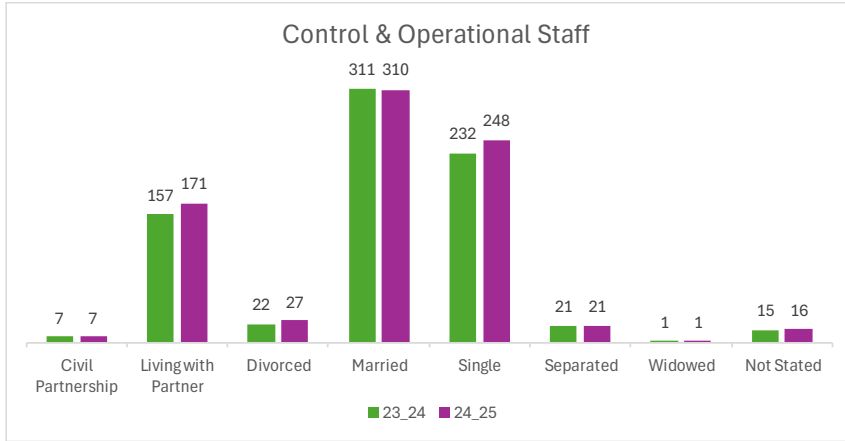
All Employee Disabilities



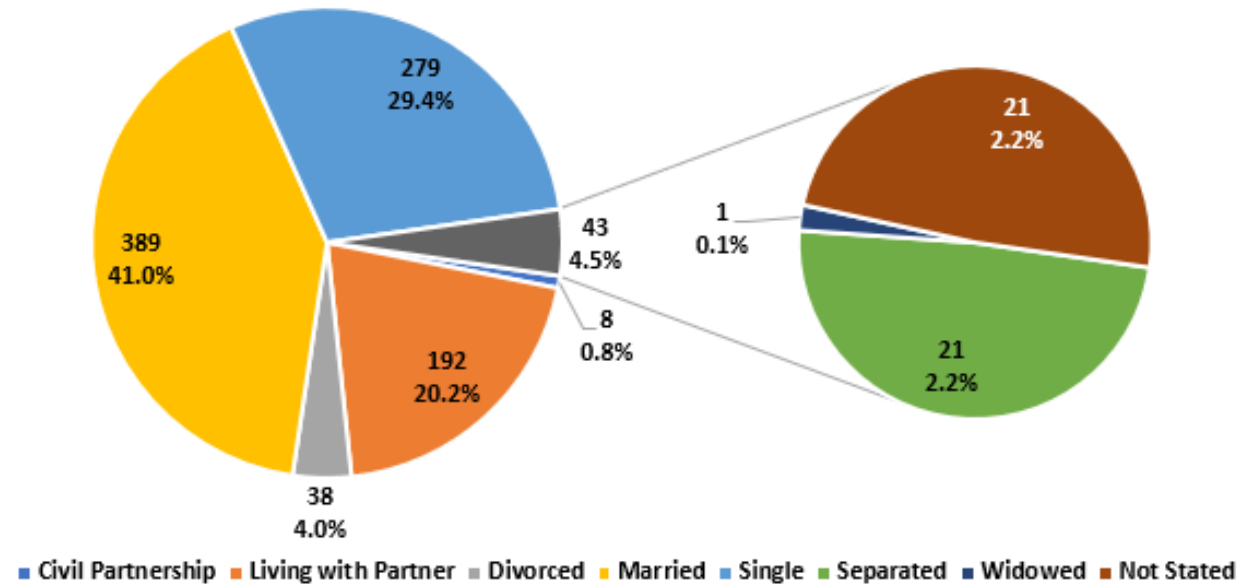
The total number of positions filled by an individual disclosing a disability at the end of 2024/25 is 102 which is one more than 2023/24.

Control/Operational positions demonstrate the largest decrease, with three fewer positions filled by a person with physical disability. There has been an increase of disabled employees with a Learning Disability with one additional position in Corporate Services and two additional people in Control/Operations.

All Employee Relationship Status

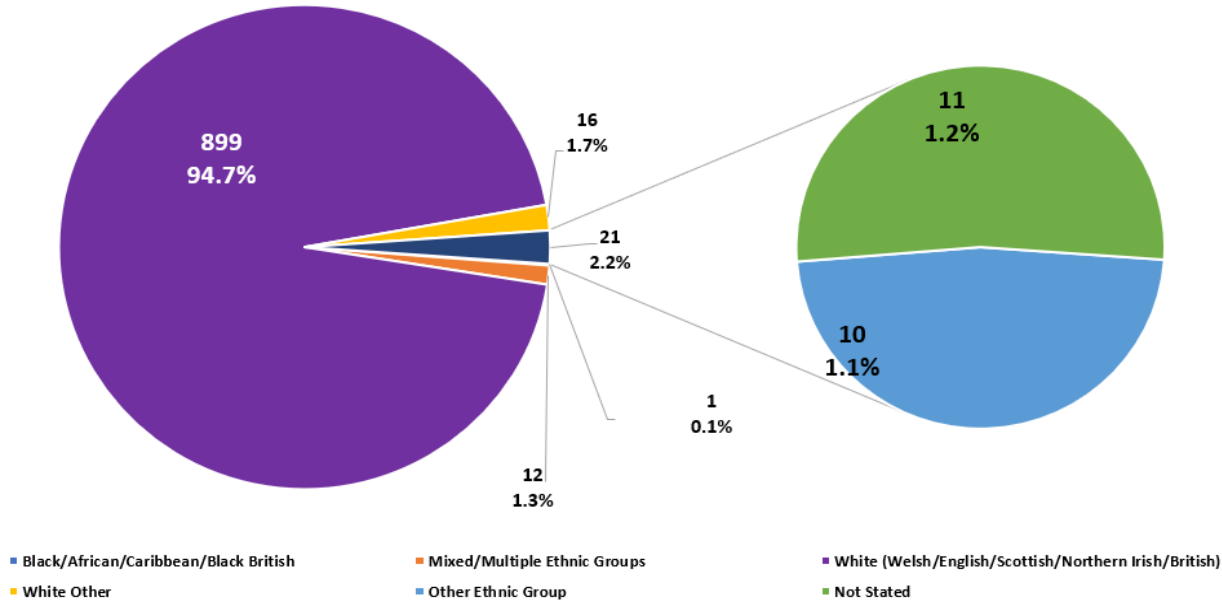
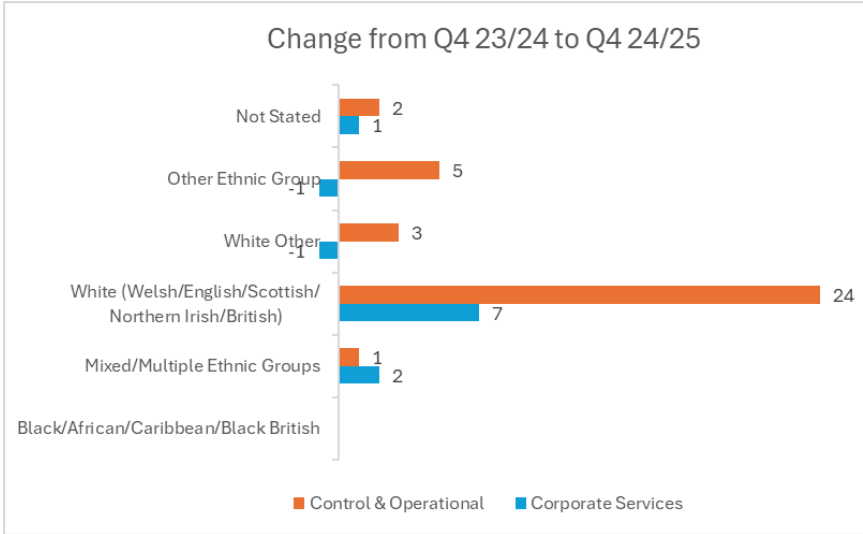


Totals by Relationship Status

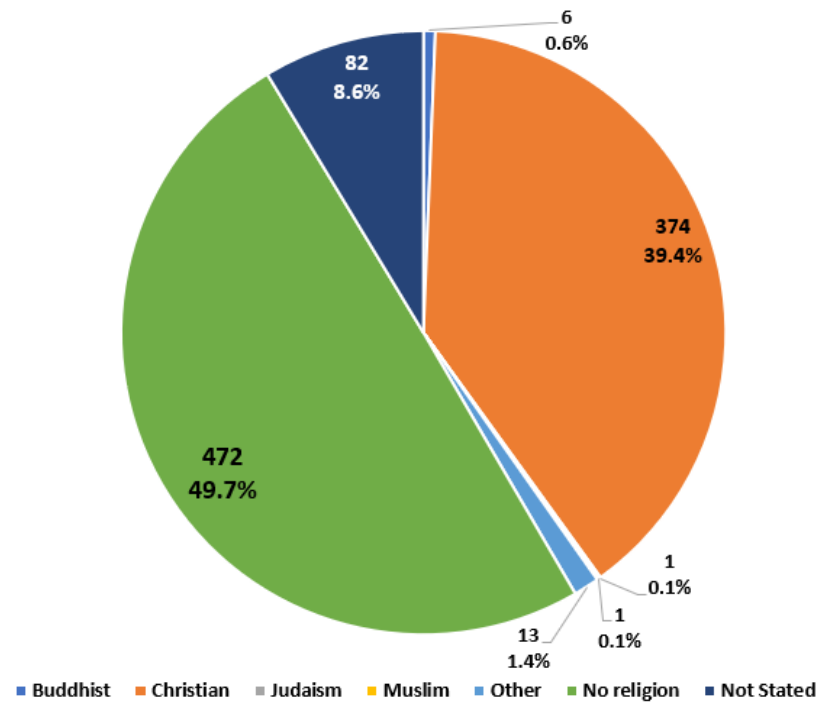
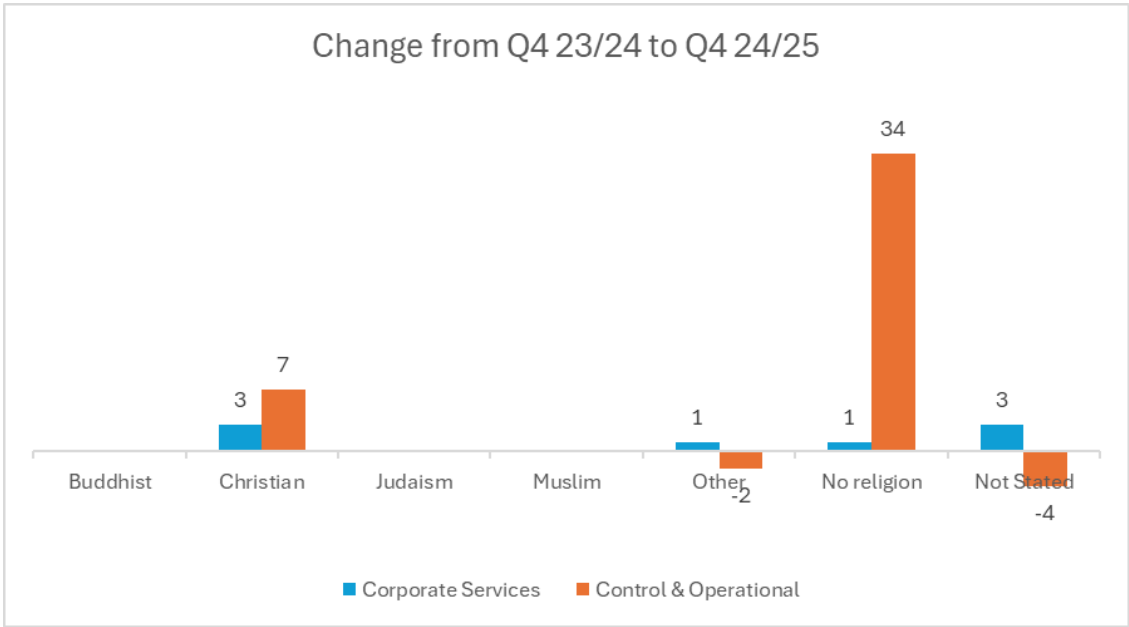


The largest change in relationship status at the end of 2023/24 compared to the end of 2024/25 was 'Single' employees which increased +16 across all Control/Operational positions. There were small reductions of Corporate Services employees in a Civil Partnership, 'Single' status or Separated.

All Employee Ethnicity

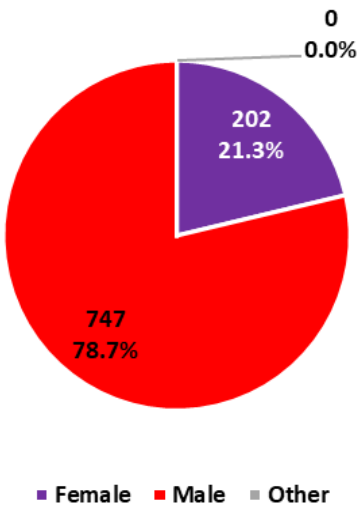


All Employee Religion / Belief

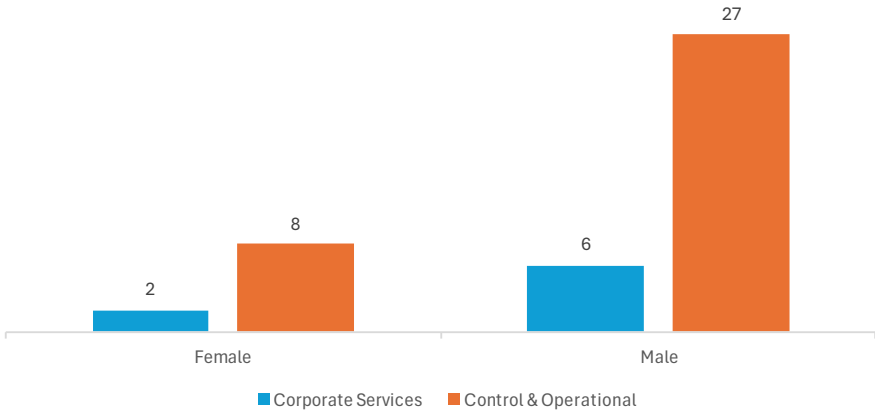


All Employee Gender by Job Family

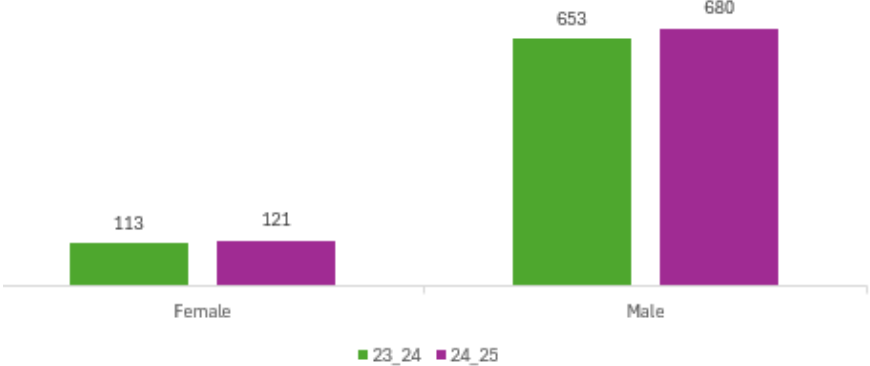
Totals by Gender



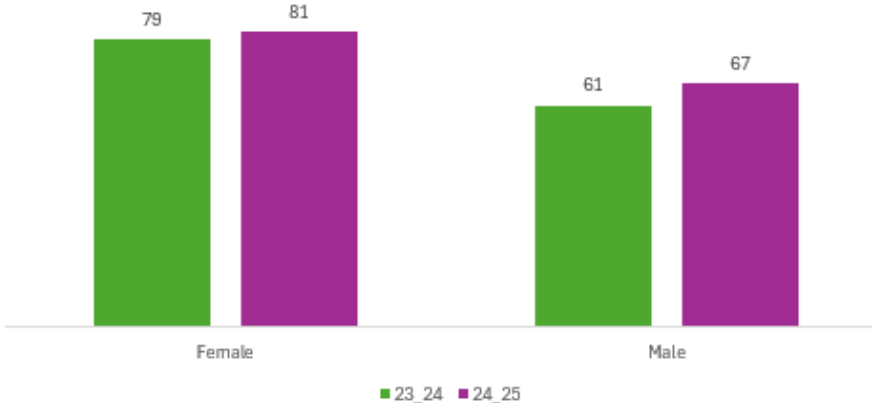
Change from Q4 23/24 to Q4 24/25



Control & Operational Staff

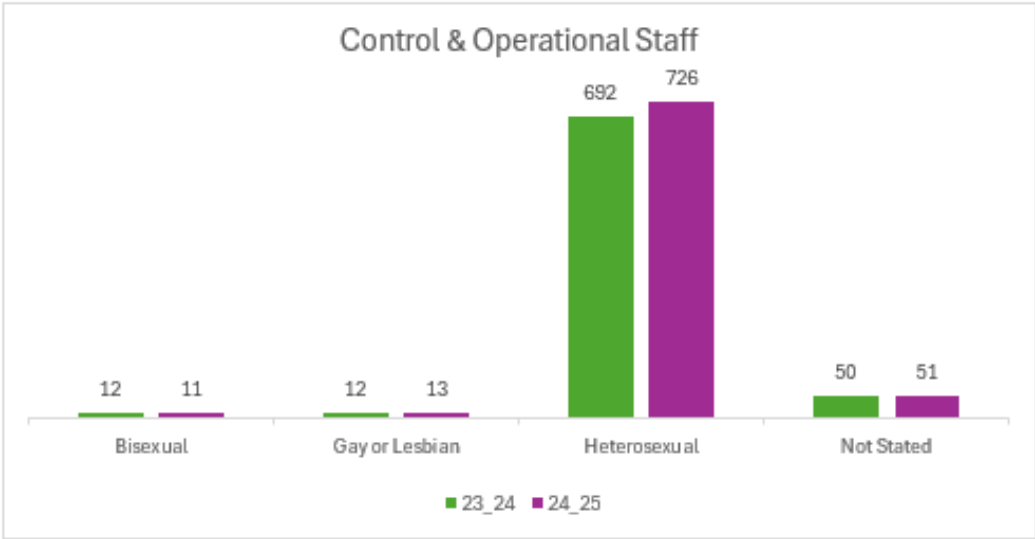
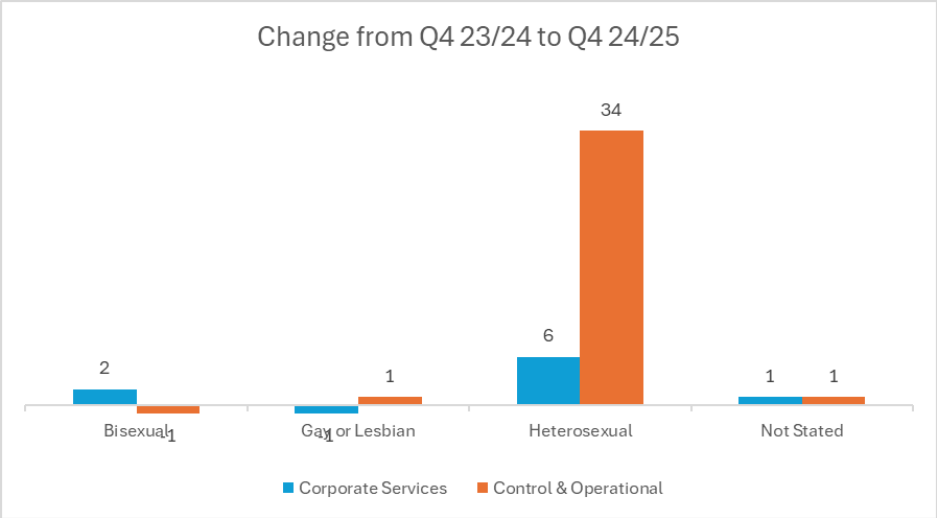
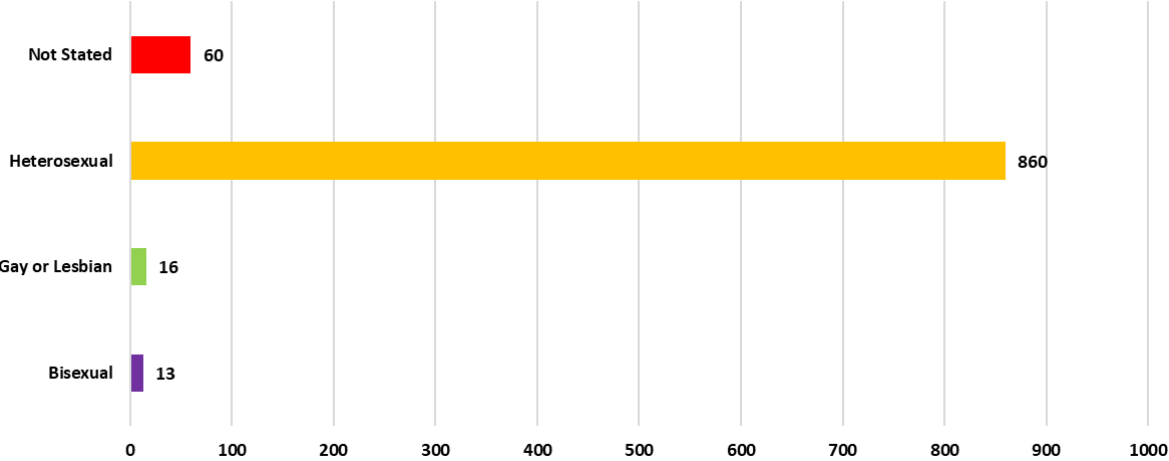


Corporate Services Staff



At the end of the 2024-25 financial year, there are a total of 43 additional positions filled when compared to the previous financial year. This can be broken down into 10 additional positions filled by females, and 33 additional positions filled by males. In Operational/Control departments, there were 19 more males recruited compared to females. In Corporate Services the difference was four more males when compared to females.

All Employee Sexual Orientation



In 2024/25, there is one more position where the person is recorded as Bisexual compared to the end of 2023/24. There is a net change of 0 for Gay or Lesbian, where there is one fewer position in Corporate Services, and one additional in Control/Operations. Positions where Heterosexual is recorded has increased by 40 overall. The number of positions where the orientation is not stated has increased by one for both Operational/Control and Corporate Services for a total of two.

Successful & Unsuccessful Applicants

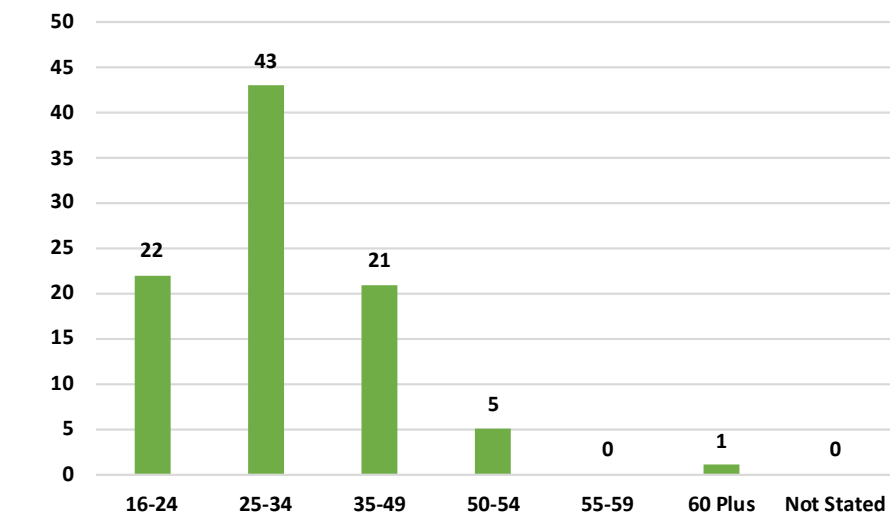
This section focuses on the protected characteristics of all successful and unsuccessful external applicants who have been through the recruitment process during the financial year.

Please note:

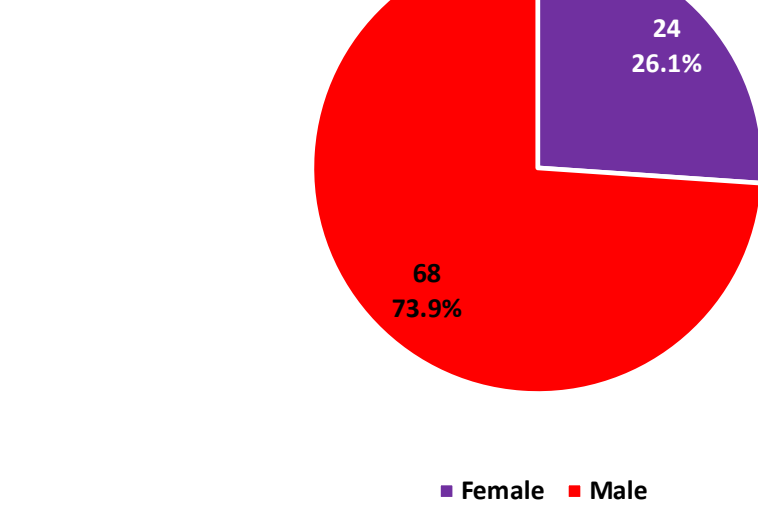
- The WDS Recruitment Campaign is still ongoing.
- As the RDS recruitment campaign is continual, all applications are still in progress. As a result, no RDS applicant data is available to present in this section, as they are currently neither successful nor unsuccessful.
- Only one successful external candidate presented their disability information during the year, recording a learning disability.
- Data on unsuccessful candidates is only presented where a candidate:
 - Got rejected at interview
 - Got rejected at shortlist
- It is not possible to determine whether an internal candidate was promoted using the iTrent data for those who were applying for Wholetime or Corporate Services positions.
- Relationship status is not captured as part of the data set for those candidates that were unsuccessful.
- The graphs on successful applicants are reflective of external candidates only.

Successful Applicants – 2024/25

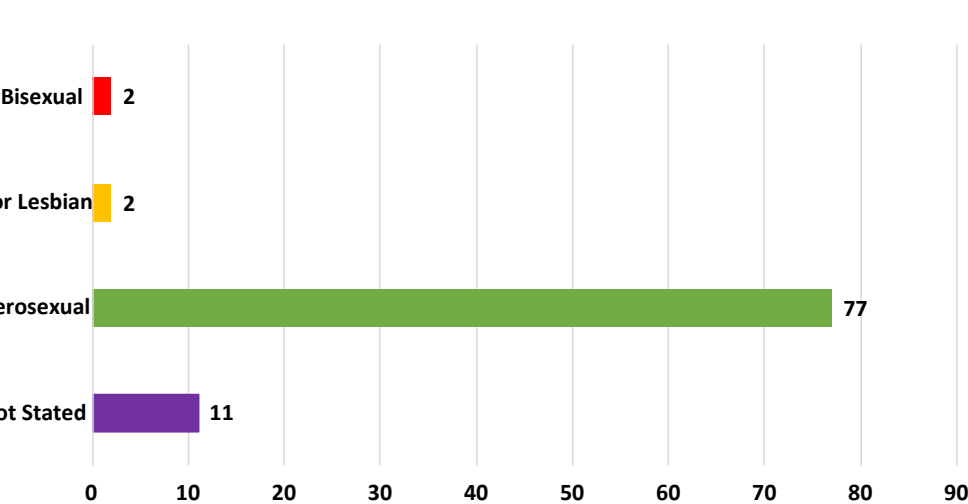
By Age Grouping



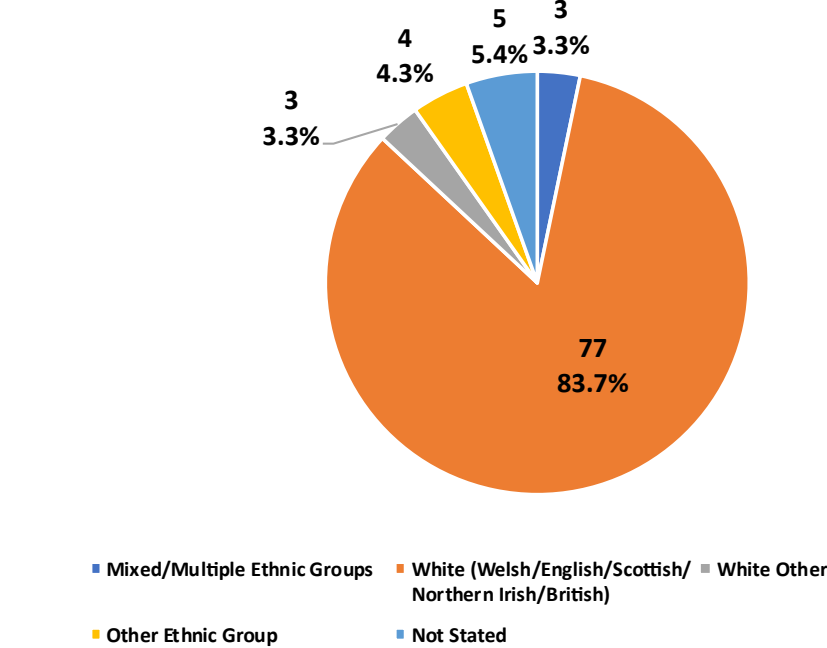
By Gender



By Sexual Orientation

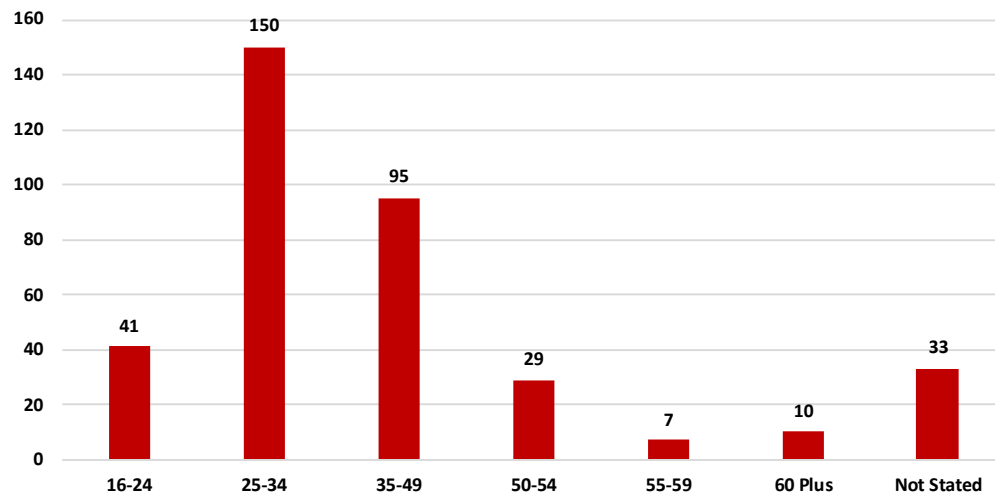


By Ethnicity

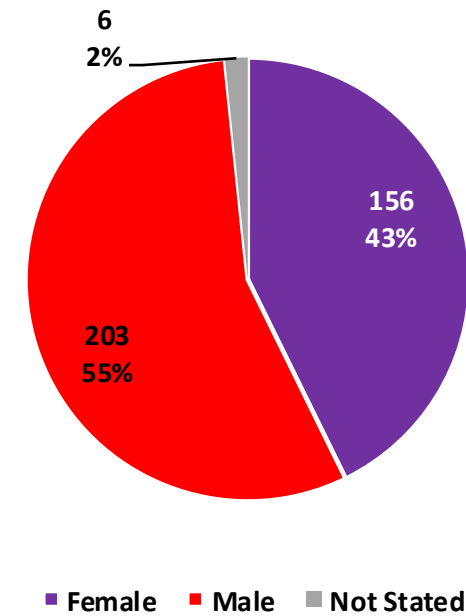


Unsuccessful Applicants – 2024/25

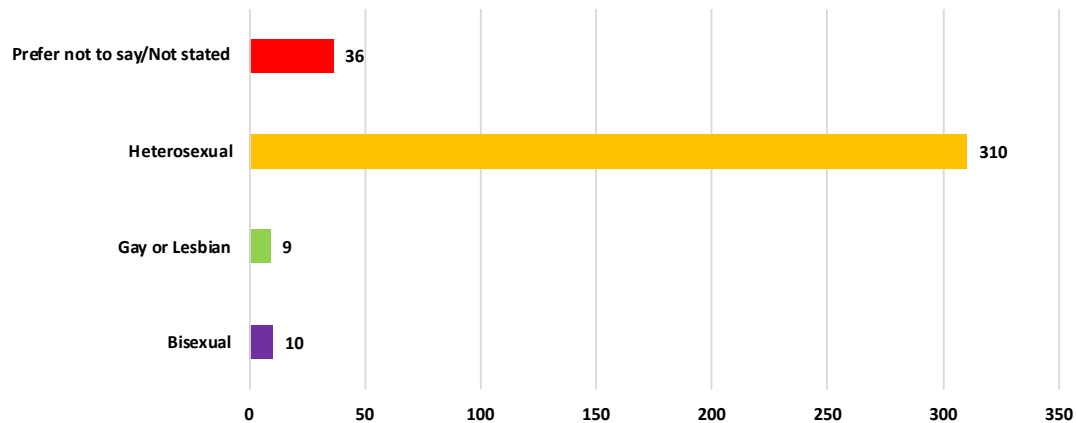
By Age Grouping



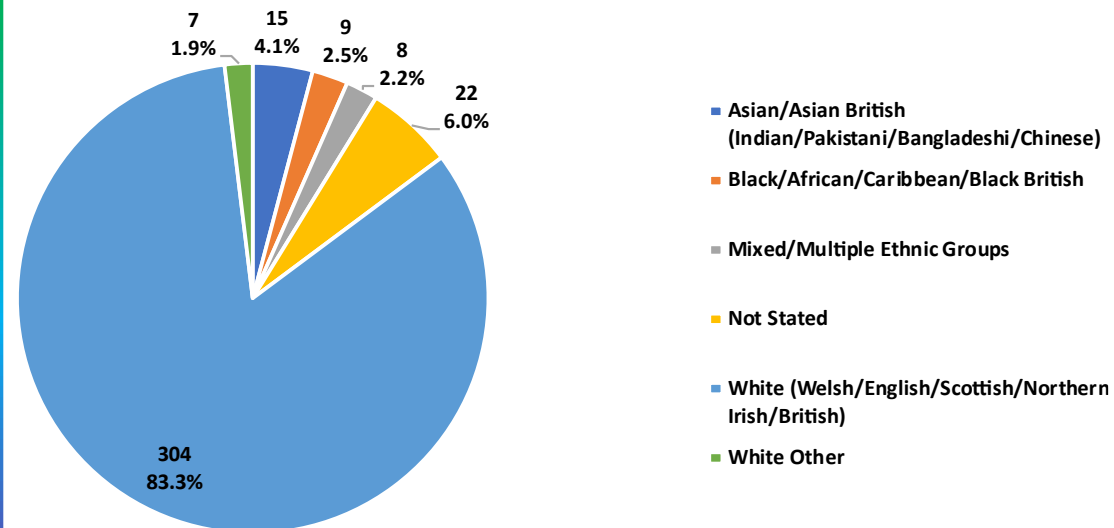
By Gender



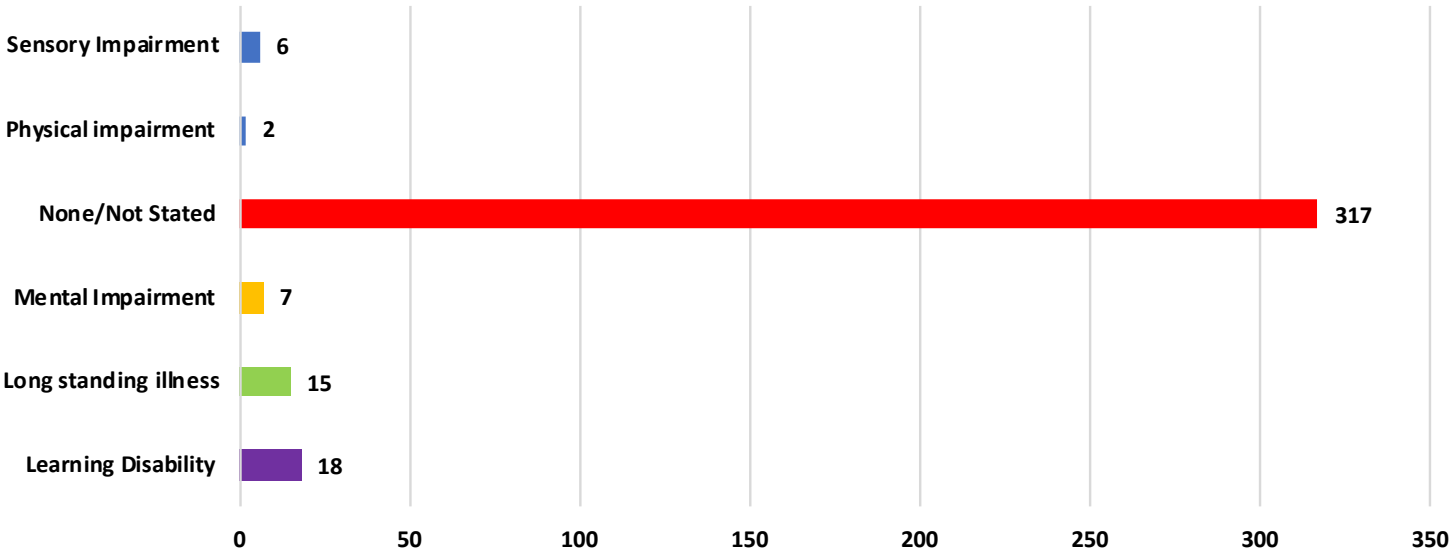
By Sexual Orientation



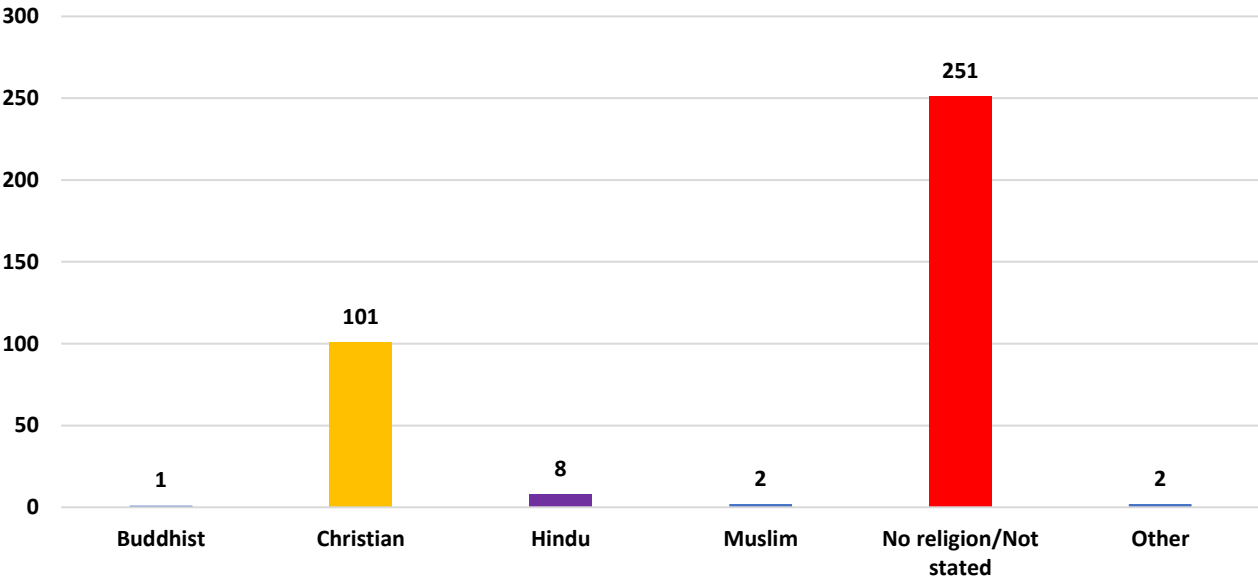
By Ethnicity



Unsuccessful Applicants by Disability



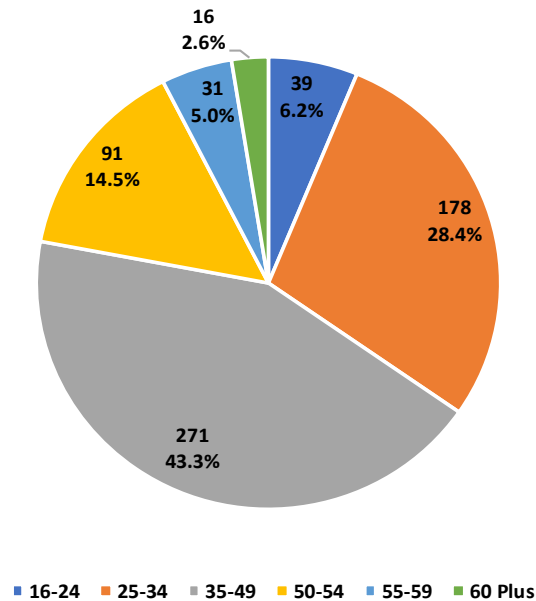
Unsuccessful Applicants by Religion



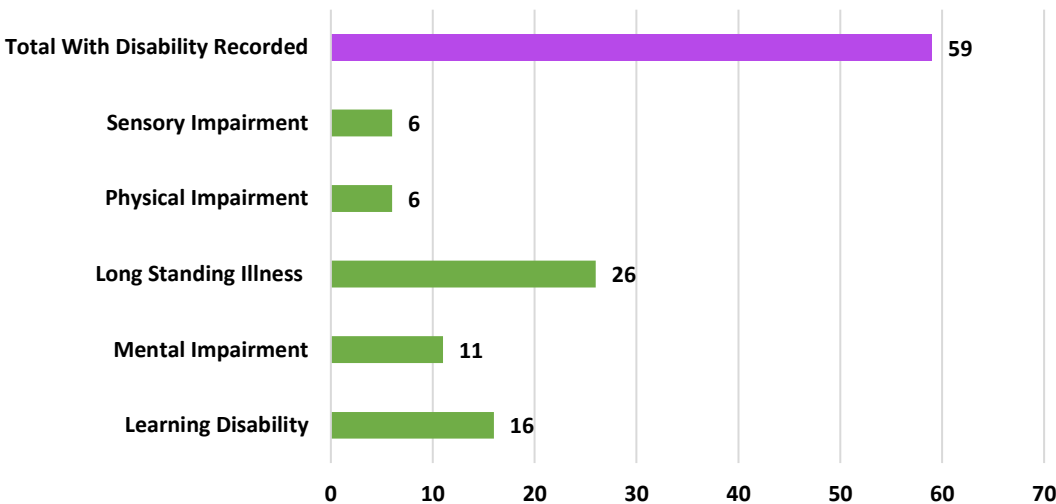
Operational Staff that have Undertaken Training

This section focuses on the protected characteristics of all operational staff that have undertaken training.

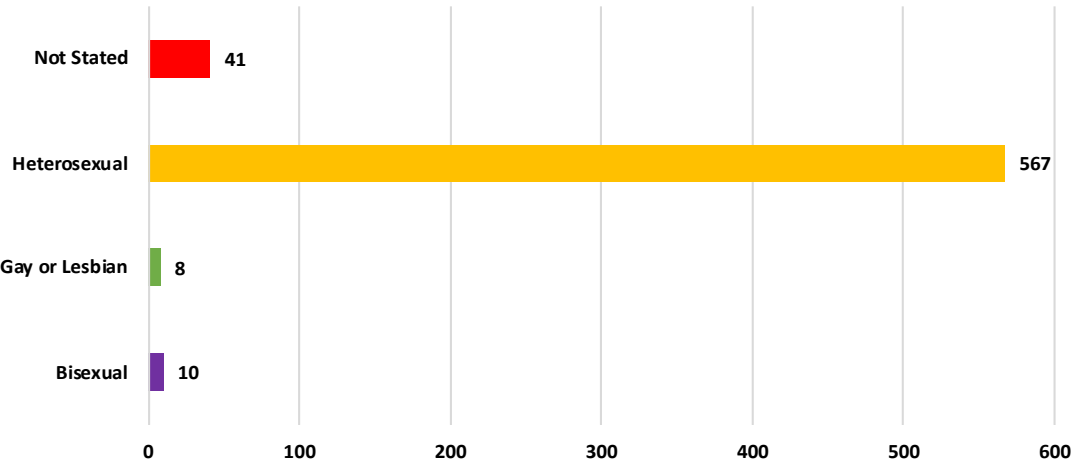
Op. Staff Undertaken Training by Age Grouping



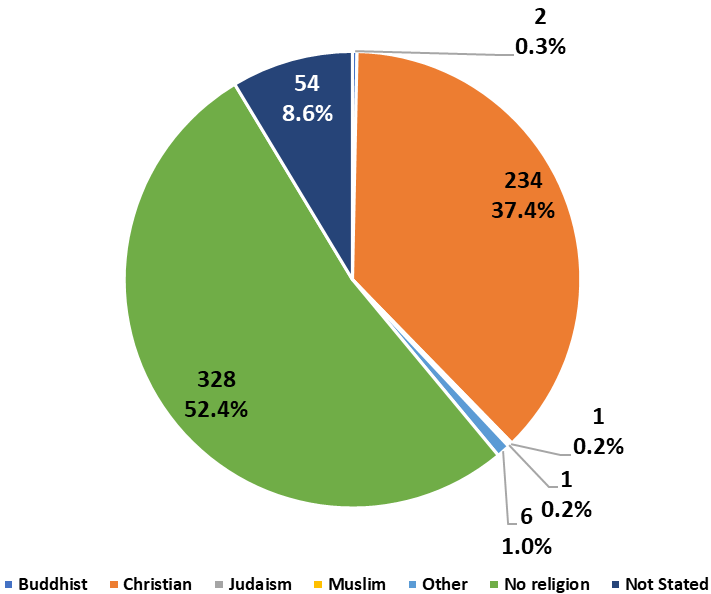
Op. Staff Undertaken Training by Disability



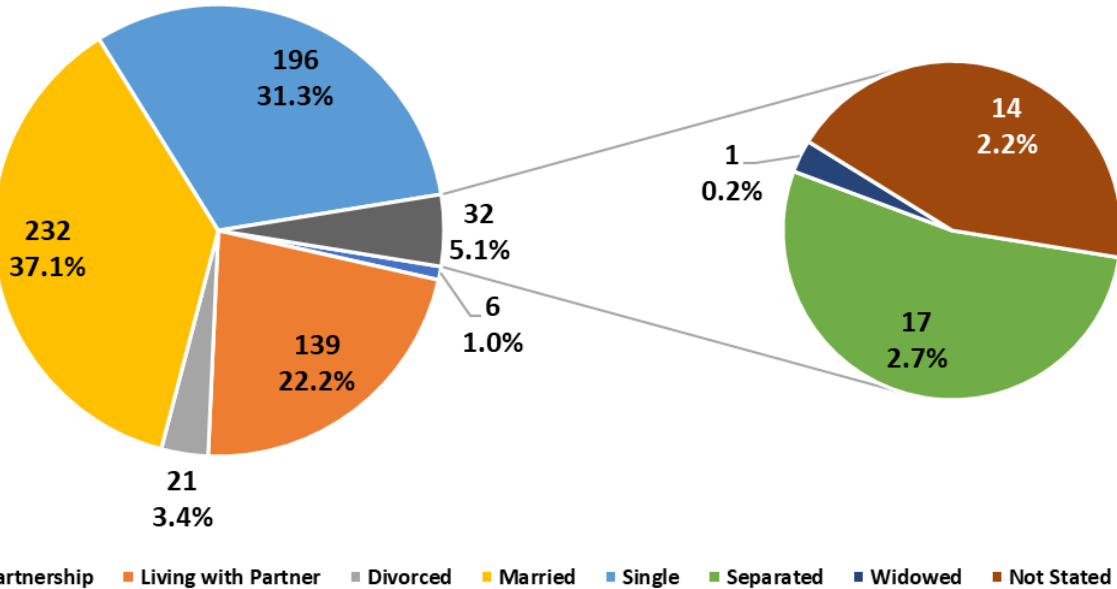
Op. Staff Undertaken Training by Sexual Orientation



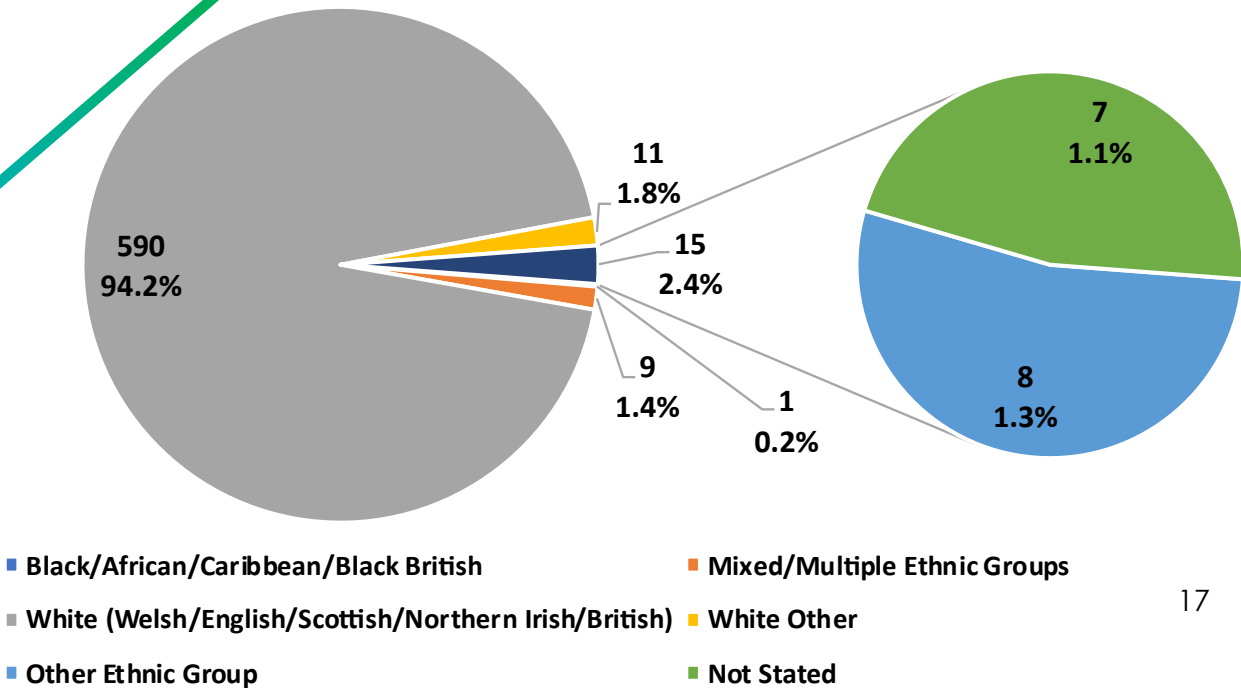
Op. Staff Undertaken Training by Religion / Belief



Op. Staff Undertaken Training by Relationship Status



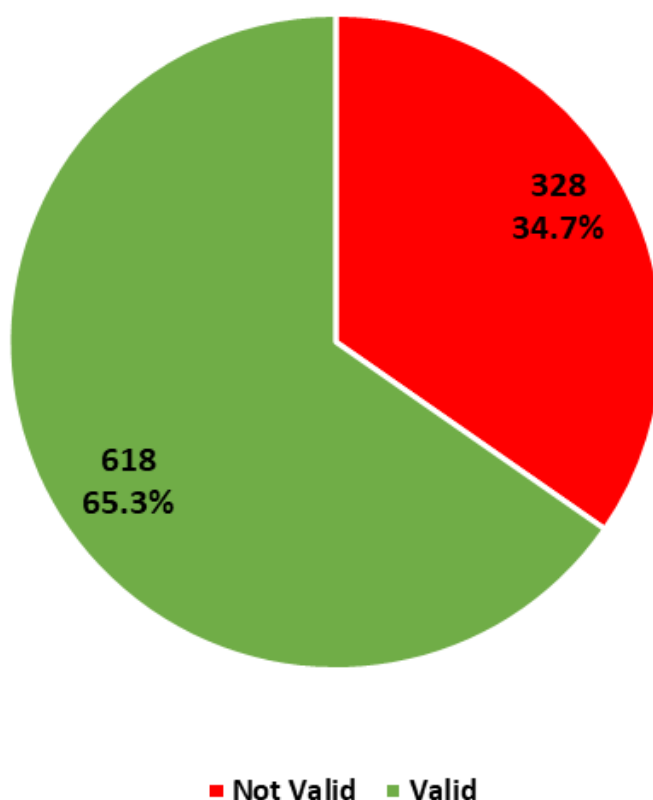
Op. Staff Undertaken Training by Ethnicity



EDI E-Learning Module

The following section focuses on the total number of people that have been recorded as having a valid EDI E-Learning Module status as of the end of the financial year.

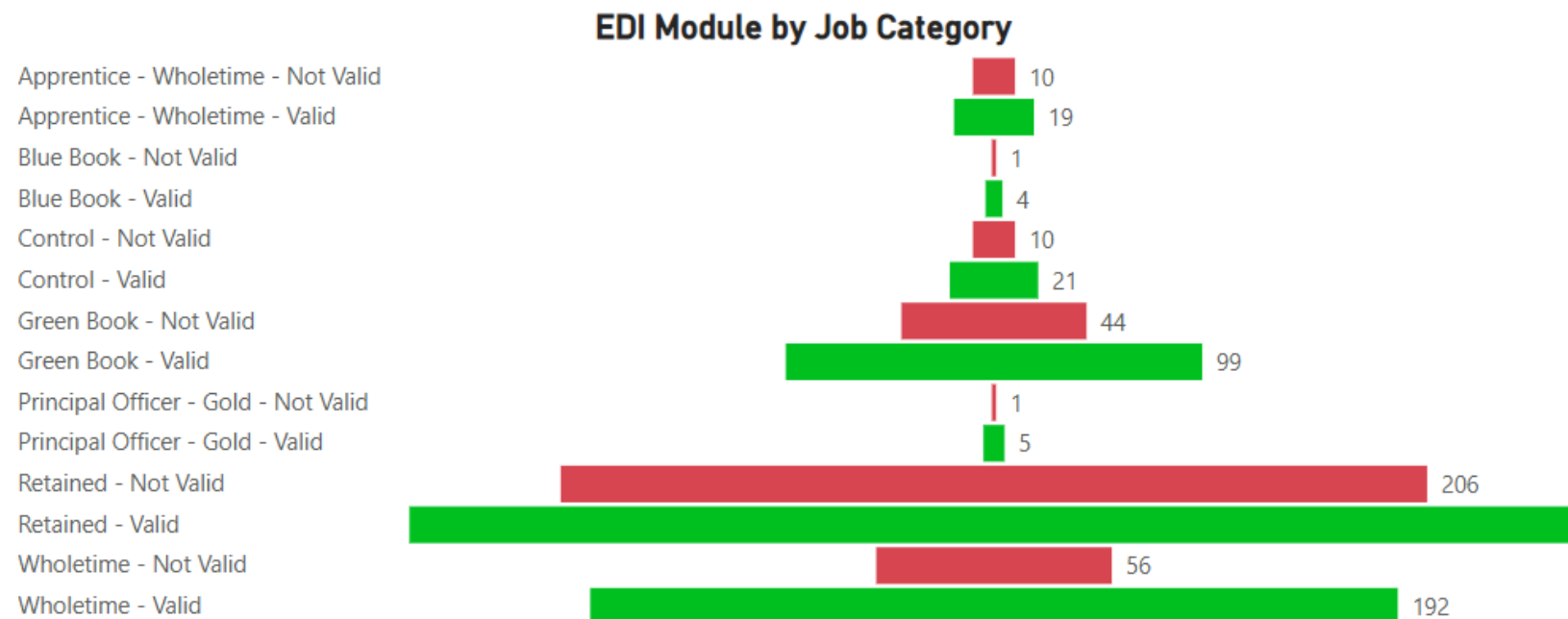
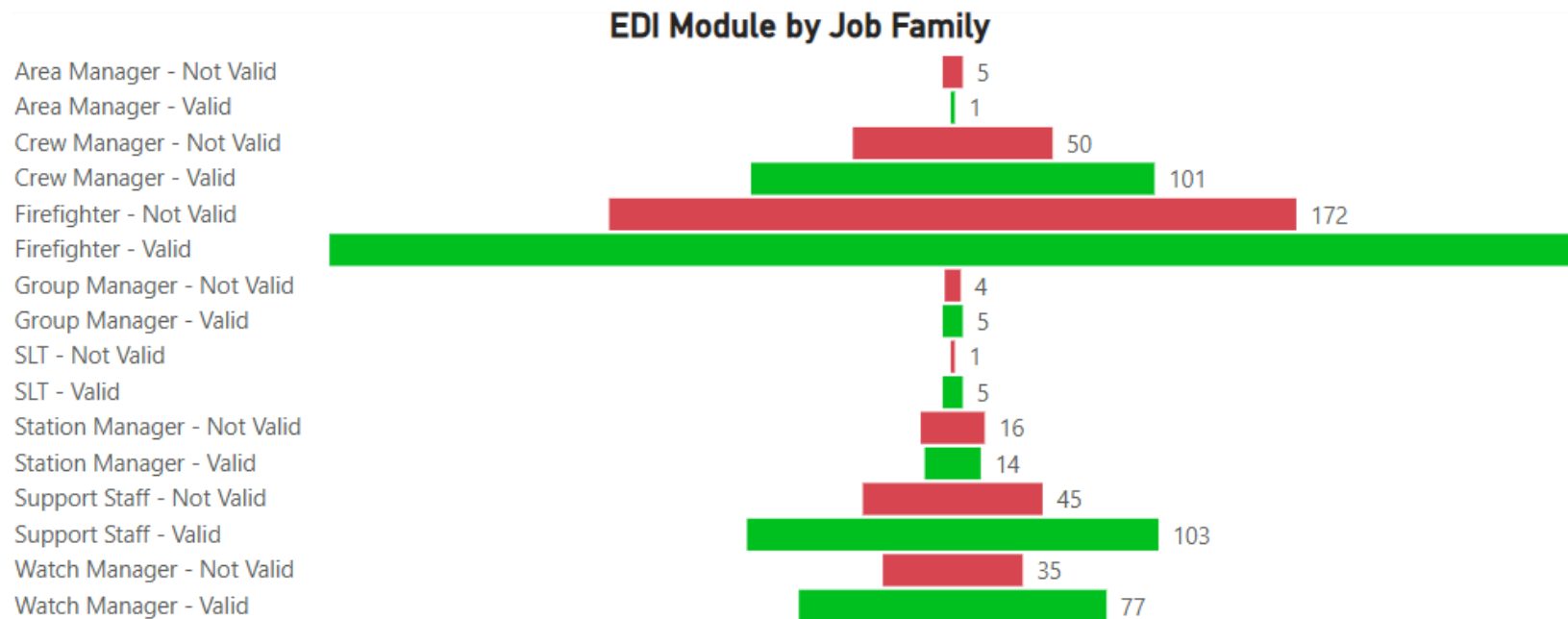
Current Status	Number of employees / Percentage in 2024/25	Number of employees / Percentage in 2023/24	Variance
Valid	618 (65.3%)	737 (83.7%)	-18.4%
Not Valid	328 (34.7%)	143 (16.3%)	+18.4%
Total	885	880 (Excluding new starters)	



Compared with the end of 2023/24 financial year, the number of employees with a 'Valid' EDI LearnPro module recorded decreased from 737 (83.7%) to 618 (65.3%). The 'valid' status for the EDI Learn Pro lasts for a 2-year period, and this goes some way to explain the sudden decrease in 'valid' employees.

At the end of 2024/25, the proportion of 'Retained – Valid' is 57% of the total Retained. For Wholetime employees, the proportion that are Valid is 77% and Corporate Staff is 69%.

EDI E-Learning Module Completion by Role

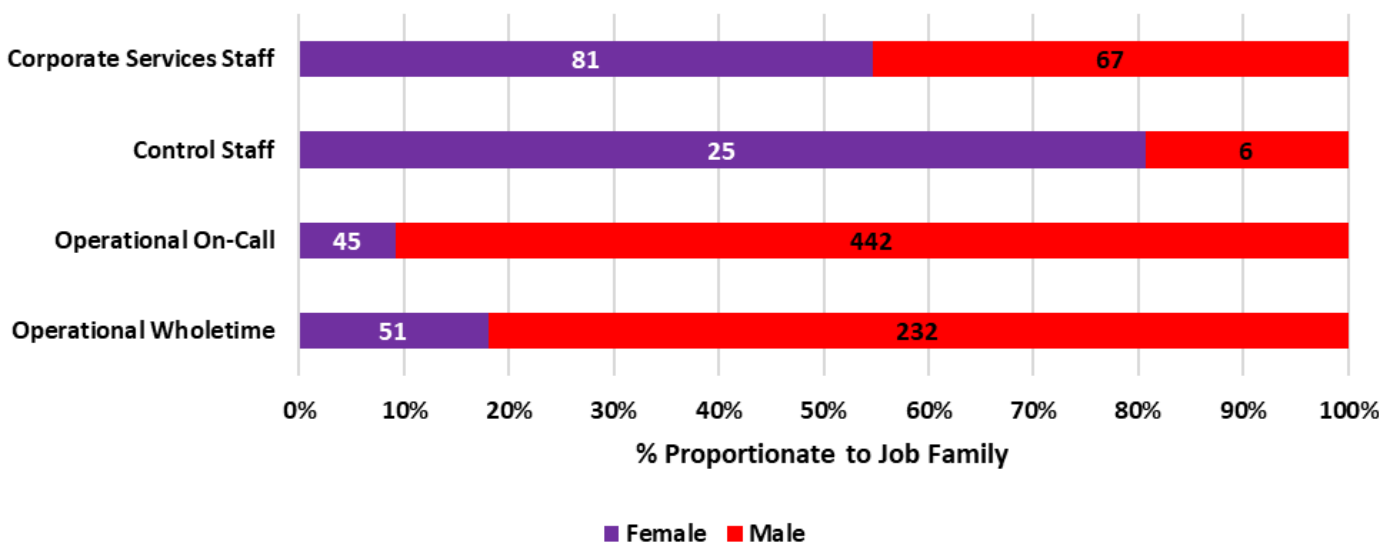


Employees by Gender and Job

This section provides a breakdown of gender by job family/grade, for those individuals who were employed with NWFRS during the quarter.

Please note that the totals shown below are based on **current positions only**.

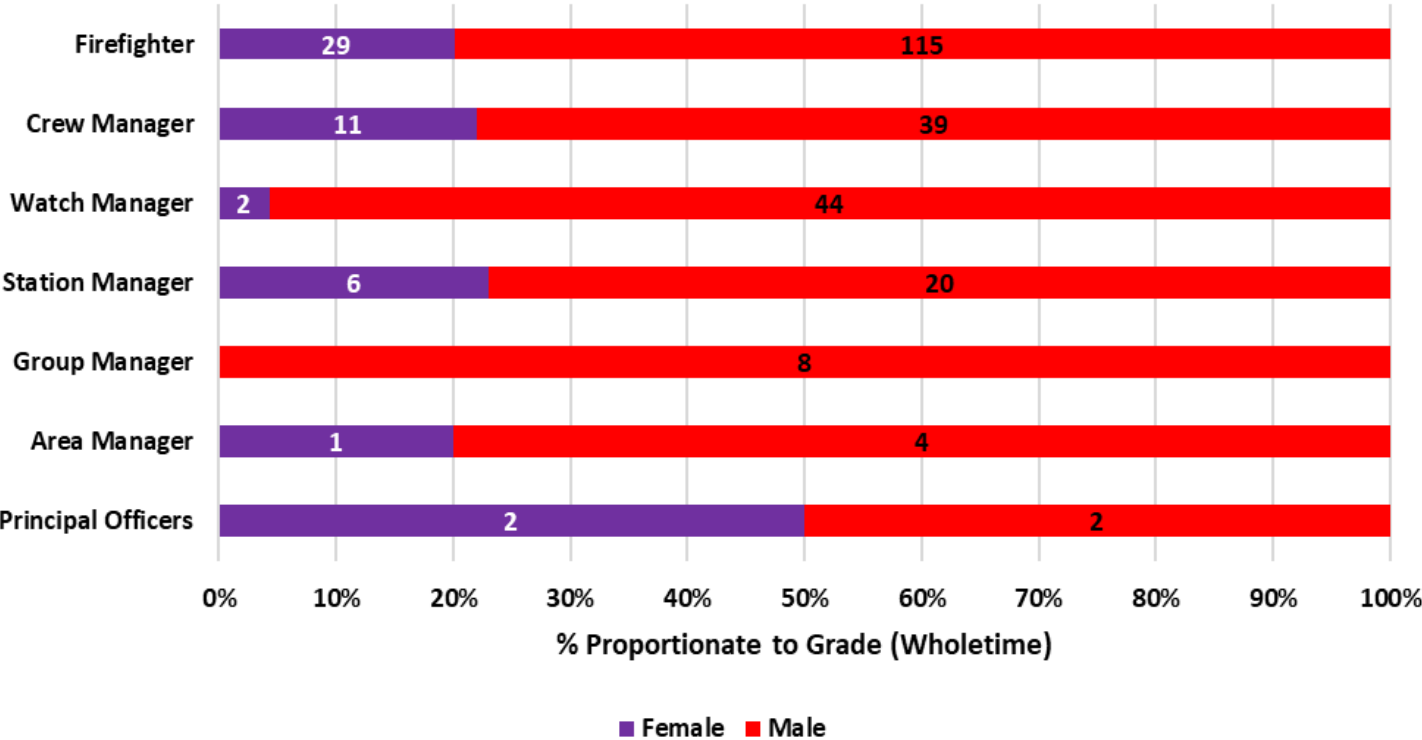
Employees by Gender and Job – Job Family



% of Overall Total			
	2023/24	2024/25	Variance
Female	21.2%	21.3%	+0.1%
Male	78.8%	78.7%	-0.1%

The employee data in relation to gender and job family is very similar to last year. During 2024-25, there has been an overall change of 0.2% difference in the gender split of the positions across the workforce. The number of positions filled by females has increased by 0.1% with the proportion of males decreasing conversely.

Employees by Gender and Job – Wholetime

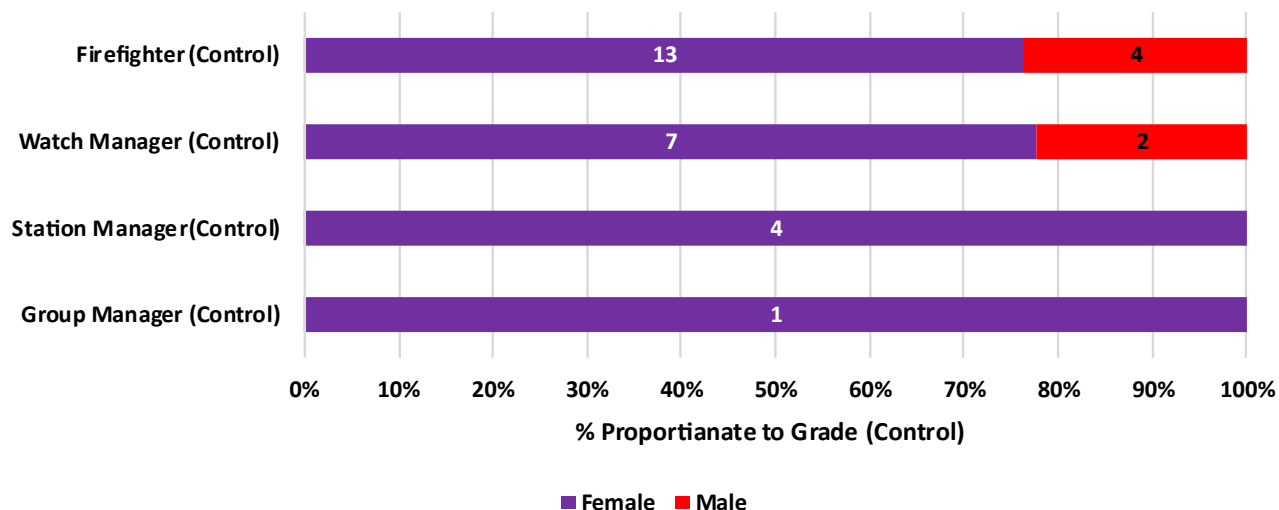


% of Overall Total

	2023/24	2024/25	Variance
Female	17.5%	18.0%	+ 0.5%
Male	82.5%	82.0%	- 0.5%

2024/25 has seen an increase of 0.5% in the total number of Wholetime positions filled by women. As of the end of Q4 there are no female wholetime group managers, this is the same position as the end of 2023/24. There is one additional female watch manager than the same period last year.

Employees by Gender and Job – Control

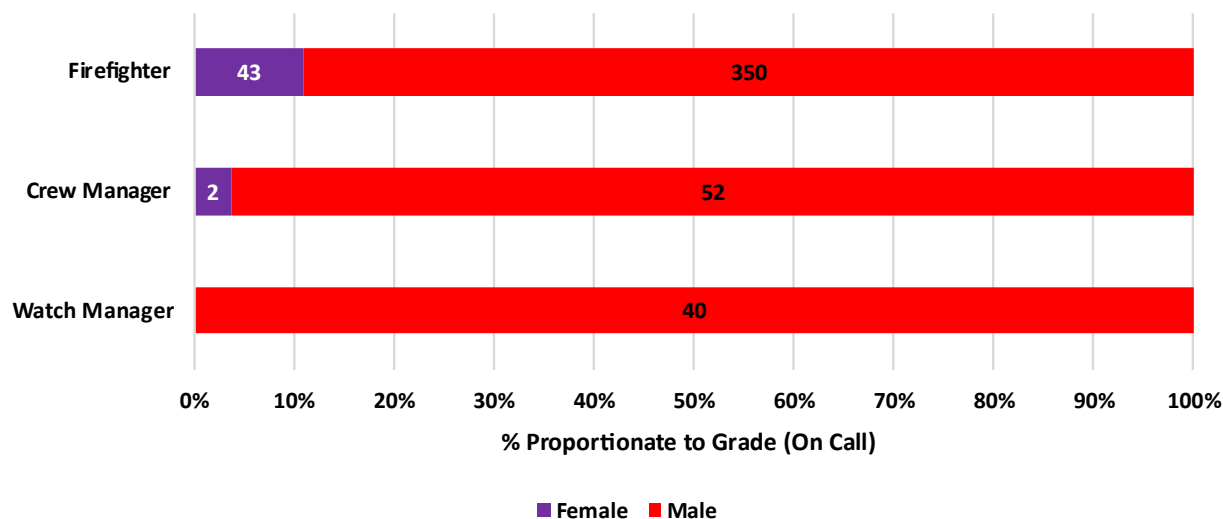


% of Overall Total

	2023/24	2024/25	Variance
Female	80.6%	80.6%	0
Male	19.4%	19.4%	0

The gender profile has not changed within the control department in the past year, although the number of female Station Managers have reduced slightly (-1).

Employees by Gender and Job – On Call



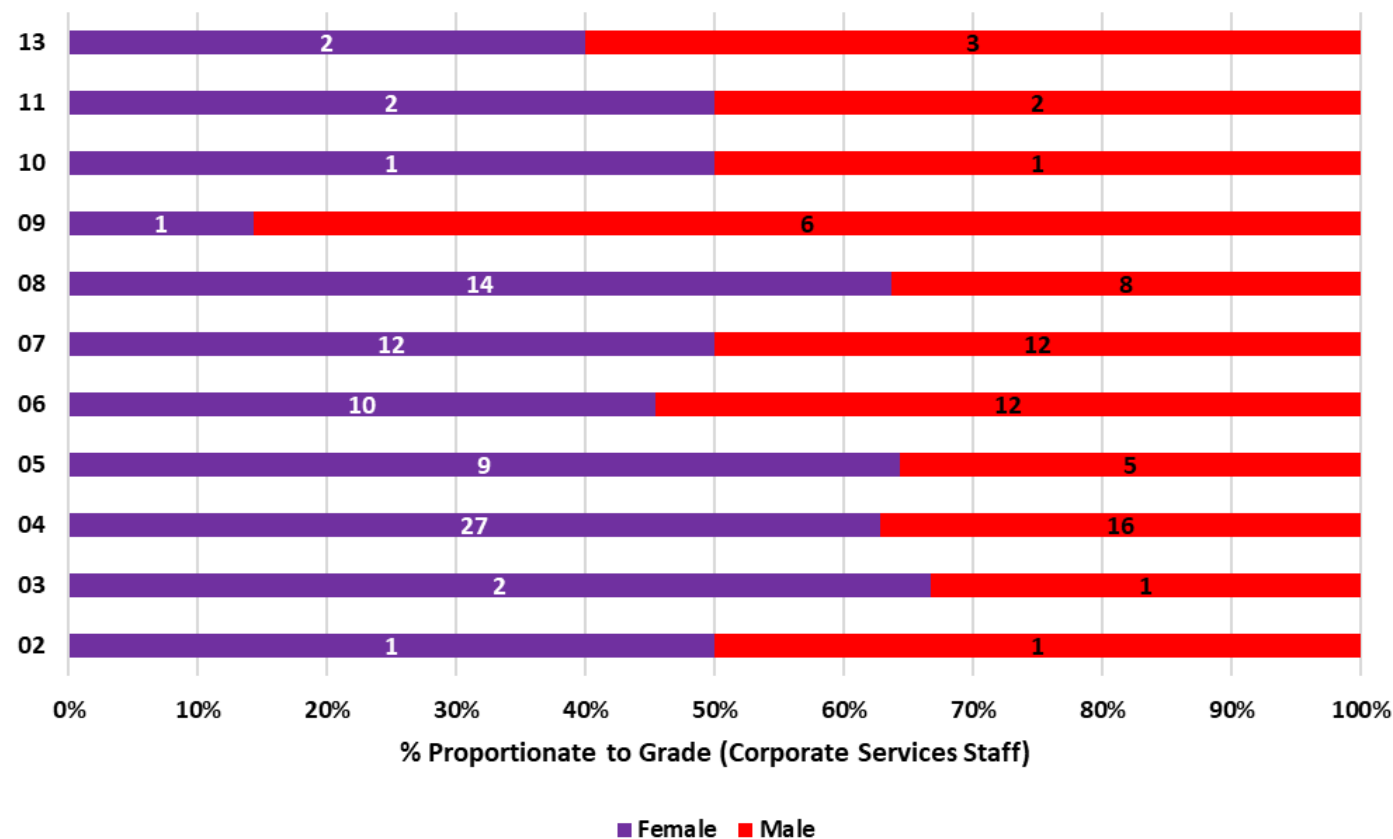
% of Overall Total

	2023/24	2024/25	Variance
Female	8.8%	9.2%	+ 0.4%
Male	91.2%	90.8%	- 0.4%

The proportion of females in On Call positions has increased by 0.4%. There has been no change to the number of female crew managers in the past year. There are not currently any female watch managers in On-Call positions.

Employees by Gender & Job Grade – Corporate Services Staff Grades

Please note that no Corporate Services staff were employed on a grade 12 during the quarter.



% of Overall Total

	2023/24	2024/25	Variance
Female	56.4%	54.7%	- 1.7%
Male	43.6%	45.3%	+ 1.7%

Although the percentage of females to males has reduced in the past year, the actual number of females has increased in 2024/25, when compared to the same period in 2023/24. Overall, there has not been much shift in pay grades amongst males or females in the past year, although there is a positive trend which has seen an increase in females progressing up pay grades 6, 7, 8 and 9. There has been a reduction of males in some of the lower pay grades, but there has been an increase in males progressing in the upper middle pay grades 8 and 10.

Top 5% Earners

This section provides a breakdown of the age ranges and genders of the Service's top 5% earners.

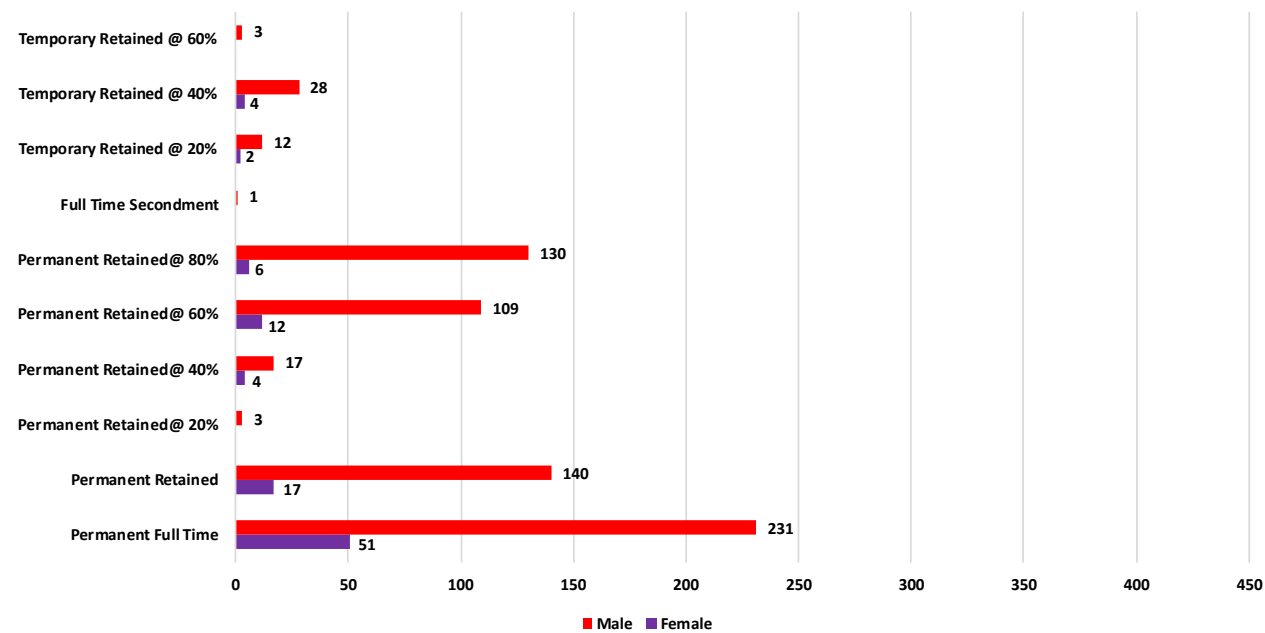


Within the top 5% earners of the Service there is one additional person in the 60 plus grouping than in 2023/24, one less in the 55-59 group, two additional in 50-54, no overall change in 35-49 and two more in the 25-34 range. There are no people aged 16-24 in the top 5%, this is unchanged from the previous year. At the end of 2023/24, 73.3% of the top earners were male, compared to the 74.4% of males at the end of 2024/25.

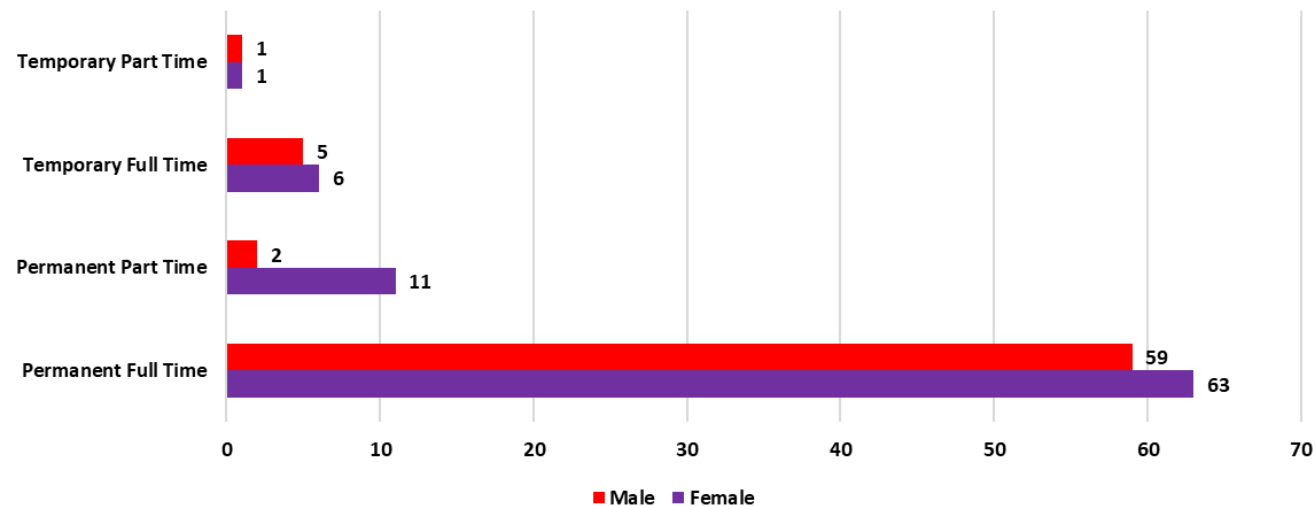
Employees by Contract Type

This section focuses on the number of males and females employed during the quarter by contract type. **All Control staff, bar two, were employed on permanent contracts.**

Employees by Contract Type – Operational



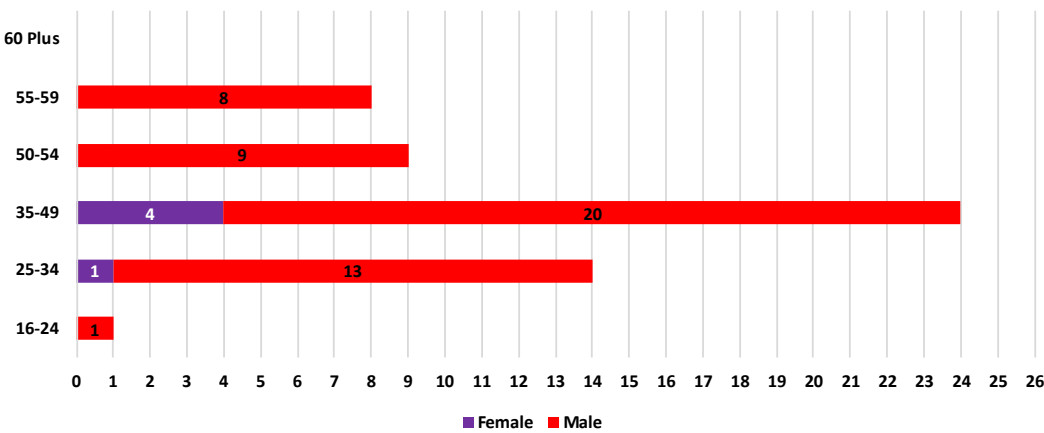
Employees by Contract Type – Corporate Services Staff



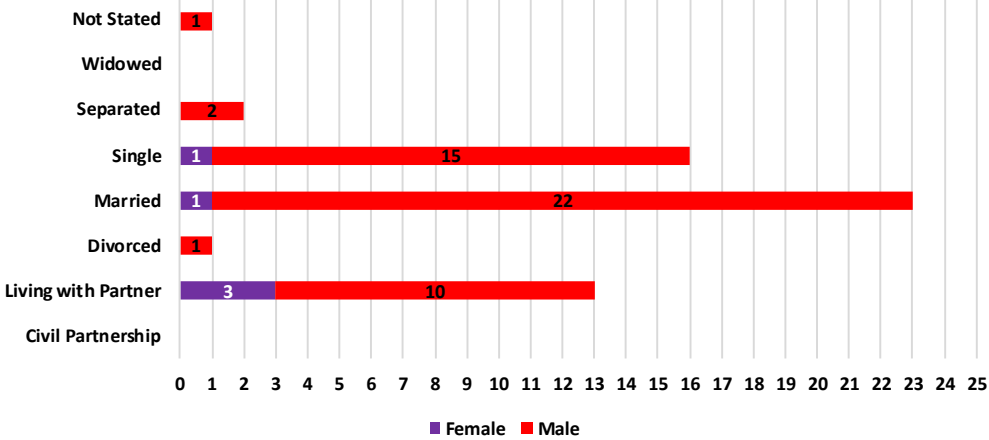
Operational Leavers

The following section focuses on the protected characteristics of those Operational Staff that left the Service during the year. Operational Leavers identified as White (Welsh/English/Scottish/Northern Irish/British) individuals, bar one who did not record their ethnicity. Five of the 56 Operational Leavers identified as female (8.9%). Furthermore, of the ten leavers, eight are recorded as Heterosexual, with two not stated. This section does not include Control staff.

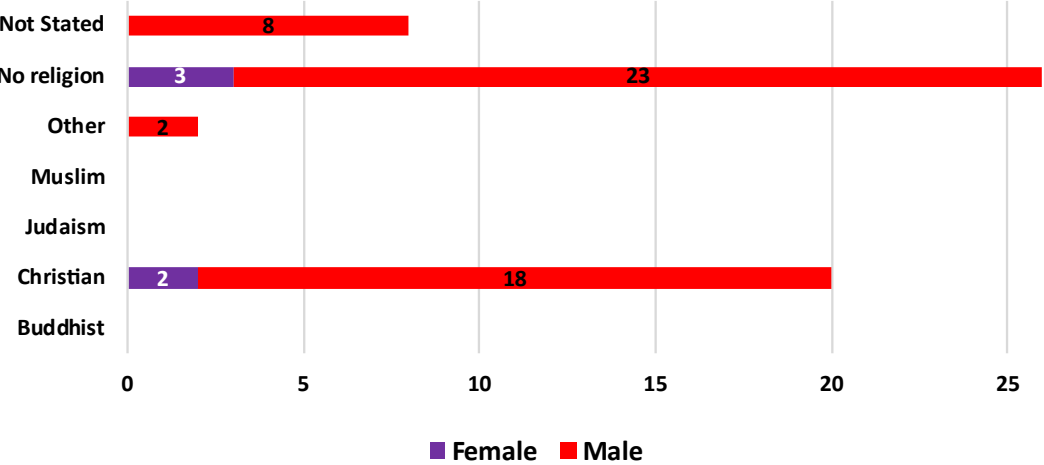
By Age Grouping



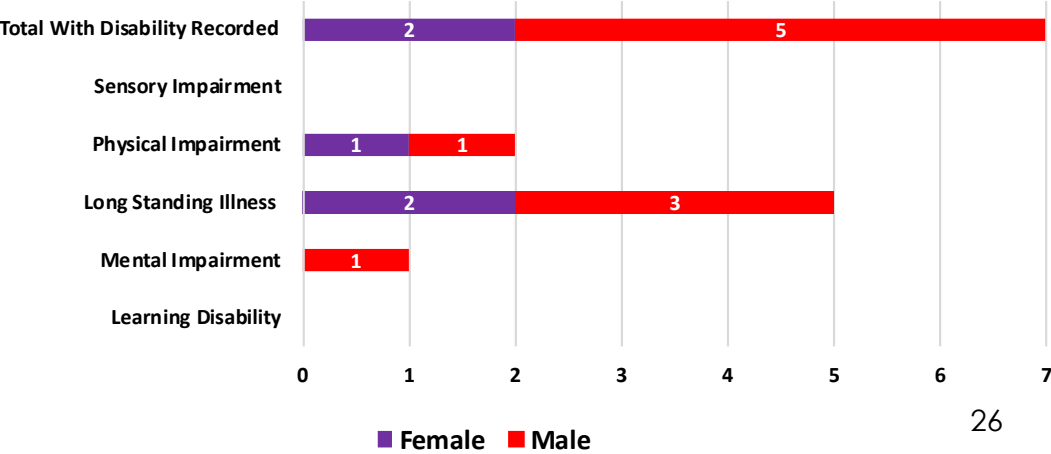
By Relationship Status



By Religion / Belief



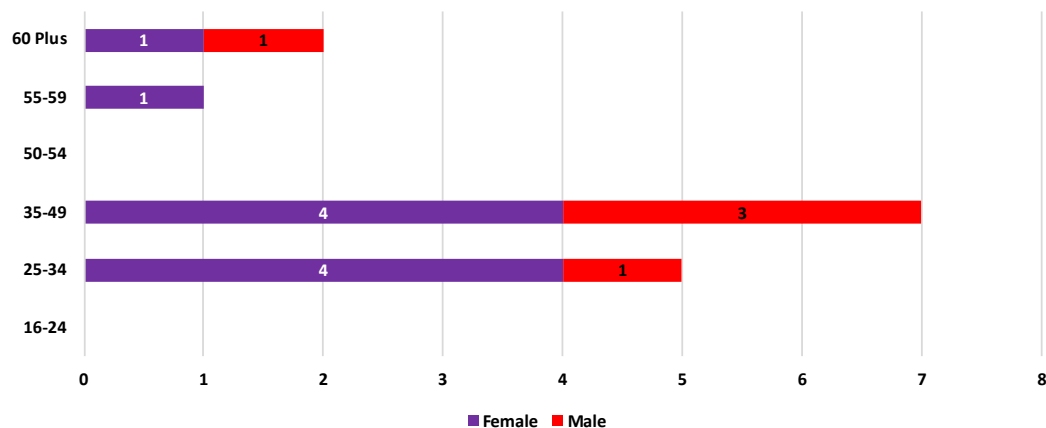
By Disability



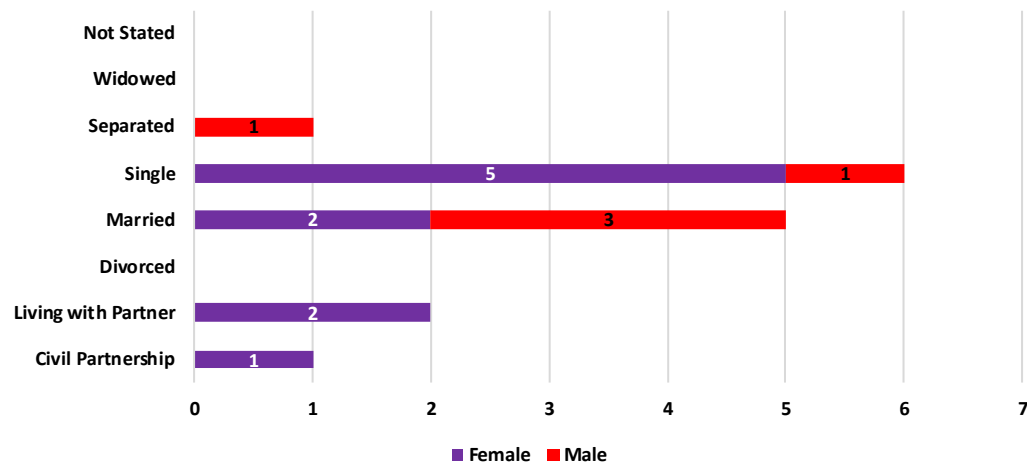
Corporate Services Leavers

The following section focuses on the protected characteristics of those Corporate Services Staff that left the Service during the year. One Corporate Services leaver had a recorded disability of Physical Impairment. Furthermore, all Corporate Services Leavers identified as White (Welsh/English/Scottish/Northern Irish/British) individuals apart from one who is recorded as White - Other. Of the 15 leavers, ten identified as female, and five as male.

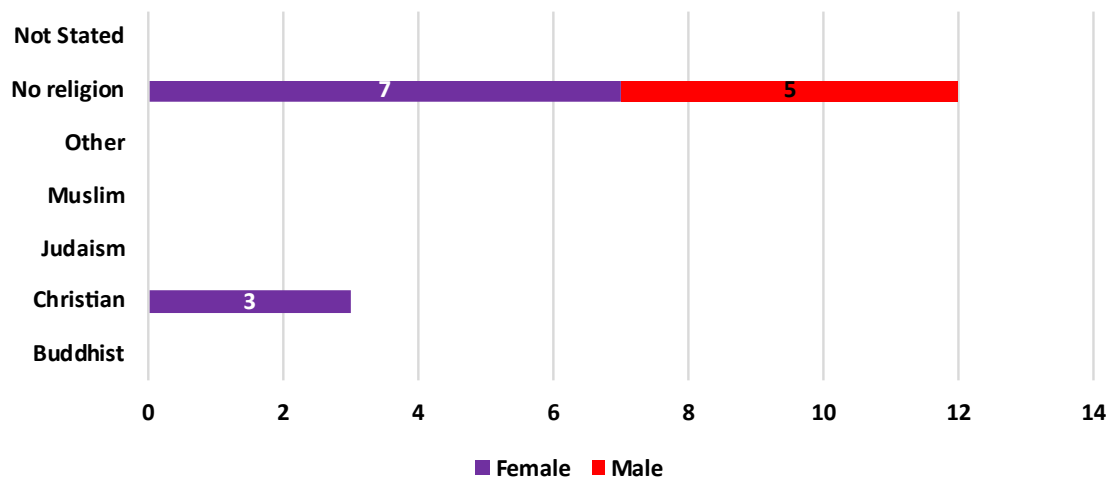
By Age Grouping



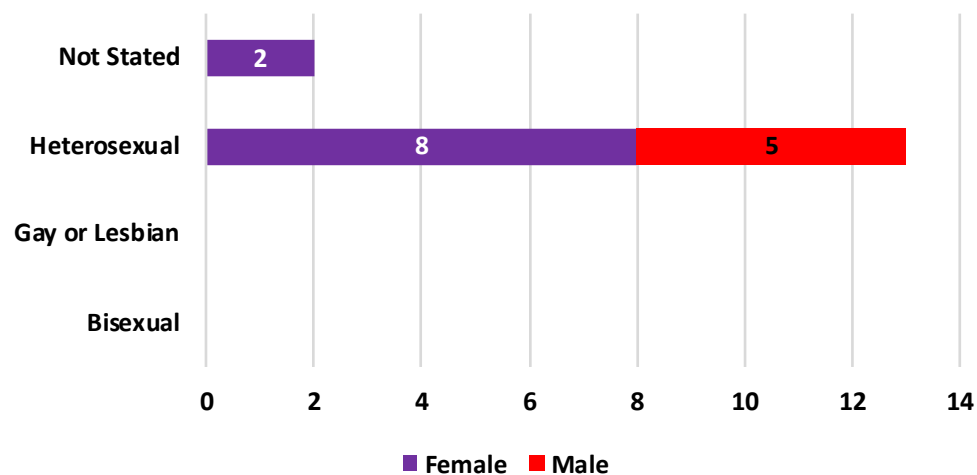
By Relationship Status



By Religion / Belief

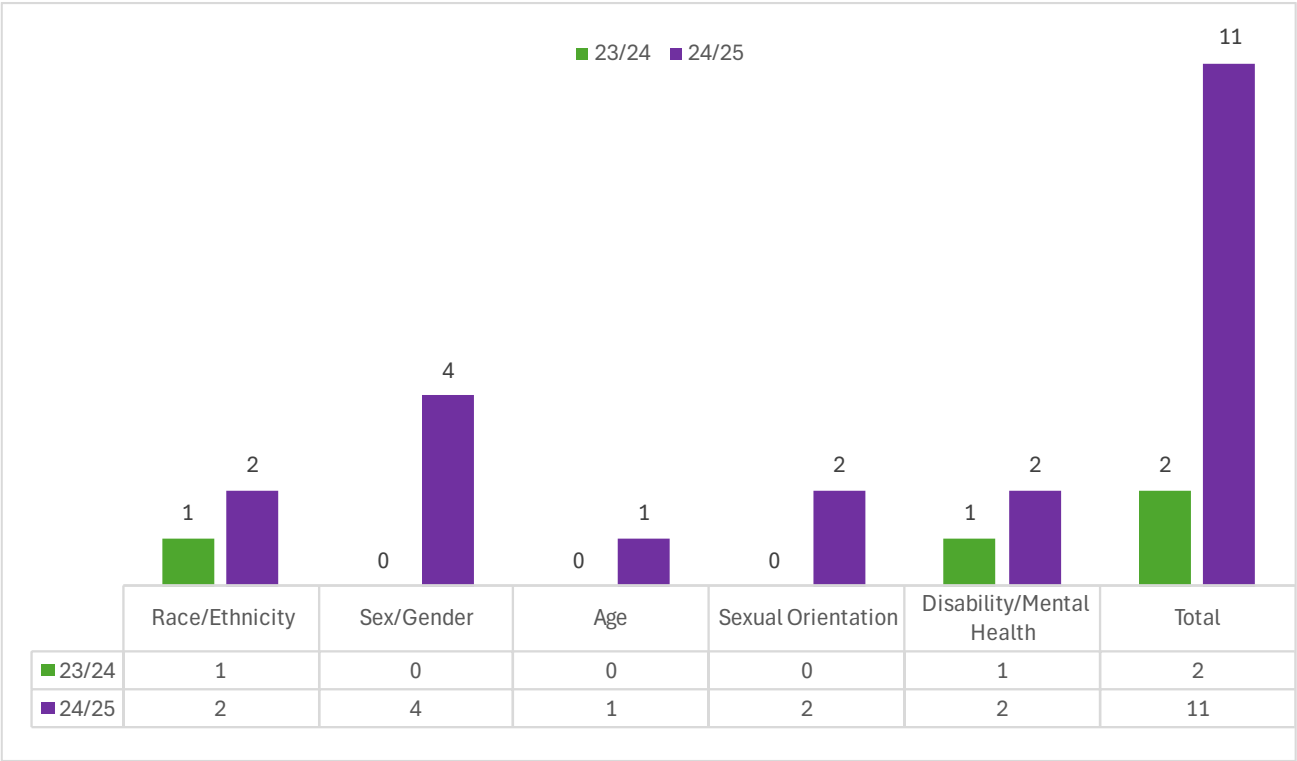


By Sexual Orientation



Investigations Involving Protected Characteristics

These investigations are ones in which a protected characteristic played a part in the context or content of the investigation specifically.



There was a significant increase in the number of investigations involving protected characteristics from two in 2023-24 to 11 in 2024-25. The Service commissioned an independent culture review which goes some way to explain the increase in cases in 2024-25. Please note, although reported in 2024-25, some cases that emerged during or as part of the culture review were historical up to a three-year period.

In 2024-25, the cases categorised as Disability/Mental Health were recorded as grievances in both years, with the rest being discipline.

Welsh Language Speakers

This section provides a breakdown of the number of Welsh speakers in the Service by their capability level.

