

North Wales Fire and Rescue Authority

Employment and Service Delivery Data

(As at 31st March 2017)

Total Number of Staff in Post - April 2016 to March 2017

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	1	25	7
	25-34	8	167	24
	35-49	16	340	55
	50-54	6	100	21
	55-59	3	27	24
	60 Plus	0	8	24
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	8	3
	Mental Impairment	0	5	1
	Long standing Illness or Health Condition	4	2	2
	Other Disfigurement	0	0	0
	Physical Impairment	0	0	0
	Sensory Impairment	0	3	1
Marriage and Civil Partnership	Civil Partnership (registered same sex)	0	10	2
	Living With Partner	6	102	14
	Divorced	1	33	12
	Married	16	326	84
	Single	10	172	38
	Separated	0	17	2
	Widowed	0	1	1
	Not Stated	1	6	2
Pregnancy and Maternity	Pregnant in the last year	0	2	5
	Maternity in the last year	0	4	6
		0		
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	2	0
	Black/African/Caribbean/Black British	0	1	0
	Mixed/Multiple Ethnic Groups	0	2	1
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	33	656	152
	White Other	1	4	2
	Not Stated	0	2	0
Religion and Belief	Buddhist	0	3	1
	Christian (All Denominations)	19	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	244	39
	Not Stated	6	89	25
Sex	Female	29	36	89
	Male	5	631	66
Sexual Orientation	Bisexual	0	1	0
	Gay or Lesbian	1	4	2
	Heterosexual (or Straight)	29	619	146
	Other	0	0	0
	Prefer not to say/Not Stated	4	43	7
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 2016 to March 2017

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	1		49
	25-34	4	Not Reported	50
	35-49	0		40
	50-54	0		18
	55-59	0		4
	60 Plus	0		1
	Not Stated	0		4
Disability Impairment (self-declaration)				
Occupational Health Certified	Learning Disability	0	1	4
	Mental Impairment	0	0	0
	Long standing Illness or Health Condition	0	7	4
	Other Disfigurement	0	0	0
	Physical Impairment	0	0	2
	Sensory Impairment	0	0	1
Race				
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	2	0
	Black/African/Caribbean/Black British	0	1	2
	Mixed/Multiple Ethnic Groups	0	13	0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	6	474	158
	White Other	0	0	2
	Not Stated	0	33	4
Religion and Belief				
Religion and Belief	Buddhist	0	2	0
	Christian (All Denominations)	3	182	72
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	5	0
	Sikh	0	0	0
	Any other Religion	0	6	1
	No Religion/Not Stated	3	328	93
Sex				
Sex	Female	1	62	90
	Male	5	461	76
Sexual Orientation				
Sexual Orientation	Bisexual	0	2	1
	Gay or Lesbian	0	7	4
	Heterosexual (or Straight)	5	482	137
	Other	1	32	24
	Prefer not to say / Not Stated	0	0	0
Transgender				
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Total Number of Successful Application to the Service 2016-2017

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	13	7
	25-34	2	43	3
	35-49	0	22	8
	50-54	0	2	3
	55-59	0	1	0
	60 Plus	0	0	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0	0
	Mental Impairment	0	0	0
	Long standing Illness or Health Condition	0	0	0
	Other Disfigurement	0	0	2
	Physical Impairment	0	0	0
	Sensory Impairment	0	0	
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	2	0
	Black/African/Caribbean/Black British	0	1	1
	Mixed/Multiple Ethnic Groups	0	0	
	White <i>(Welsh/English/Scottish/Northern Iris/British)</i>	2	78	20
	White Other	0	0	0
	Not Stated	0	0	0
Religion and Belief	Buddhist	0	1	0
	Christian (All Denominations)	2	29	10
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	0	0
	No Religion	0	51	11
Not Stated	0	0	0	
Sex	Female	1	1	11
	Male	1	80	10
Sexual Orientation	Bisexual	0	0	0
	Gay or Lesbian	0	1	0
	Heterosexual (or Straight)	1	78	21
	Other	0	0	0
	Prefer not to say/Not Stated	1	2	0
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 2016 to March 2017

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)	19	3
White Other	0	0
	0	0
BME Total	0	0
Total	19	3

All Staff Involved in Grievance Procedures - April 2016 to March 2017 (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)	0	0
White Other	0	0
	0	0
BME Total	0	0
Total	0	0

All Staff Involved in Disciplinary Procedures - April 2016 to March 2017 (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	1*	0
Mixed/Multiple Ethnic Groups	1*	0
White (Welsh/English/Scottish/Northern Irish/British)	15	2
White Other	0	0
BME Total		
Total	16	2

*this is one person noted both races

Number of Leavers - April 2016 to March 2017

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)	2	0
White Other	62	3
	0	0
BME Total	2	0
Total	64	3

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
	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	0
White (Welsh/English/Scottish/Northern Irish/British)	8	7
White Other	0	1
	0	0
BME Total	0	0
Total	8	8

Staff Welsh Speaking Skills 2016-2017

2016

Staff based in	Total jobs	Postholder at Level 0	Postholder at Level 1	Postholder at Level 2	Postholder at Level 3	Postholder at Level 4	Postholder at Level 5	Postholder at Level 6	No assessment or self-assessment completed	Total staff
Anglesey	55	0	3	3	12	15	22	0	0	55
Conwy	159	9	34	52	11	11	40	1	1	159
Denbighshire	254	27	33	64	33	27	65	0	5	254
Flintshire	84	21	22	26	2	5	5	0	3	84
Gwynedd North	123	0	6	24	14	15	63	0	1	123
Gwynedd South	75	0	9	18	5	7	36	0	0	75
Wrexham	84	22	25	26	0	4	5	0	2	84
Total	834	79	132	213	77	84	236	1	12	834
Gwynedd Total	198	0	15	42	19	22	99	0	1	198

2017

Staff based in	Total jobs	Postholder at Level 0	Postholder at Level 1	Postholder at Level 2	Postholder at Level 3	Postholder at Level 4	Postholder at Level 5	Postholder at Level 6	No assessment or self-assessment completed	Total staff
Anglesey	57	2	4	5	11	12	24	0	1	57
Conwy	151	11	47	47	12	12	42	1	3	151
Denbighshire	266	30	27	68	31	31	69	0	10	266
Flintshire	90	23	18	28	2	5	6	0	8	90
Gwynedd North	119	1	5	21	13	13	66	0	0	119
Gwynedd South	77	0	9	18	5	7	37	0	1	77
Wrexham	84	23	23	29	0	4	5	0	0	84
Total	843	89	108	215	74	84	249	1	23	843
Gwynedd Total	196	1	14	39	18	20	103	0	1	196

North Wales Fire and Rescue Authority

Service Delivery Data

(As At 31st March 2017)

Service Delivery Data		Response		Prevention	
1 st April 2016 – 31 st March 2017		Dwelling Fires	R T C	H F SC	Voluntary Organisations HFSC
Age	Under 16	15	17	6888	99
	16-24	13	42	3192	44
	25-34	20	38	3830	45
	35-49	24	45	5130	60
	50-54	4	16	1719	23
	55-59	9	14	1633	22
	60 Plus	64	56	14108	356
	Not Known/specified	8	63	3518	81
Disability Impairment (self-declaration)	Learning Disability	<i>Not Collected</i>	<i>Not Collected</i>	248	2
	Mental Impairment	<i>Not Collected</i>	<i>Not Collected</i>	772	6
	Long Standing Illness or Health Condition	<i>Not Collected</i>	<i>Not Collected</i>	1164	65
	Other Disfigurement	<i>Not Collected</i>	<i>Not Collected</i>	1001	82
	Physical Impairment	<i>Not Collected</i>	<i>Not Collected</i>	3367	119
	Sensory Impairment	<i>Not Collected</i>	<i>Not Collected</i>	1429	19
Race	Asian/Asian British (<i>Indian/Pakistani/Bangladeshi/Chinese</i>)	3	1	234	0
	Black/African/Caribbean/Black British	0	1	59	0
	Mixed/Multiple Ethnic Groups	0	0	83	0
	White (<i>Welsh/English/Scottish/Northern Irish/British</i>)	150	239	28735	633
	White Other	0	5	0	0
	Not Known/specified	4	44	10907	97
	Any Other	0	1	0	0
Religion and Belief	Buddhist	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Christian (All Denominations)	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Hindu	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Jewish	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Muslim	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Sikh	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Any Other Religion	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	No Religion	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>

Sex	Female	68	125	21484	424
	Male	88	152	17631	278
	Not Known/specified	1	14	903	28
Sexual Orientation	Bisexual	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Gay or Lesbian	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Heterosexual (or straight)	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Other	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Prefer not to say	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
Transgender	Female	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Intersex	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Male	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Prefer not to say	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>

FIRES: Comments

Details have been extracted from the nationally recognised Incident Recording System (IRS) database. There were 467 dwelling fires in this period (433 were categorised as accidental and 34 deliberate). Personal details were taken from a total 157 people who were involved in dwelling fire incidents, where injuries were categorised as fire and non-fire related. These figures will differ from those published as Performance Indicators, as this report includes precautionary checks, first aid and rescued without injury (where personal details have been entered onto the IRS database).

RTCs: Comments

Details have been extracted from the nationally recognised Incident Recording System (IRS) database. North Wales Fire and Rescue service attended a total of 215 RTC incidents. Personal details were obtained for a total of 291 people who were classed as a casualty (fatal or non-fatal) and some who were rescued without injury.

HSC's: Comments

The HSC data is based on a number of 20235 completed HSC's (19795 by NWF&RS staff and 440 by external agencies). A total of 40748 occupiers were visited (40018 by NWF&RS staff and 730 by external agencies). Data relating to Religion and Belief, Sexual Orientation and Transgender is not collected during a HSC visit.