

# **North Wales Fire and Rescue Authority**

## **Employment Data**

(As at 31st March 2020)

Published 2020

## Total Number of Staff in Post - April 2019 to March 2020

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	39	7
	25-34	11	195	23
	35-49	11	320	46
	50-54	7	99	21
	55-59	5	39	20
	60 Plus	1	8	28
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	1	10	1
	Mental Impairment	2	4	3
	Long standing Illness or Health Condition	6	17	13
	Other Disfigurement	0	0	0
	Physical Impairment	1	2	0
	Sensory Impairment	0	5	2
Marriage and Civil Partnership	Civil Partnership (registered same sex)	0	8	2
	Living With Partner	6	123	13
	Divorced	1	33	14
	Married	18	302	68
	Single	9	192	41
	Separated	0	24	3
	Widowed	0	1	1
	Not Stated	1	17	3
Pregnancy and Maternity	Pregnant in the last year	2	1	1
	Maternity in the last year	0	4	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	9	0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	34	681	142
	White Other	1	4	2
	Not Stated	0	2	1
Religion and Belief	Buddhist	0	2	1
	Christian (All Denominations)	21	306	80
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	2	0
	Sikh	0	0	0
	Any other Religion	0	6	2
	No Religion	9	300	41
	Not Stated	5	84	21
Sex	Female	29	60	83
	Male	6	640	62
Sexual Orientation	Bisexual	0	4	1
	Gay or Lesbian	0	7	2
	Heterosexual (or Straight)	33	641	133
	Other	0	0	0
	Prefer not to say/Not Stated	2	48	9
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Total External Applications received for Employment - April 2019 to March 2020

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	2	607	27
	25-34	8	983	50
	35-49	6	390	30
	50-54	2	15	10
	55-59	2	6	13
	60 Plus	0	2	5
	Not Stated	0	6	5
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	28	5
	Mental Impairment	0	1	2
	Long standing Illness or Health Condition	2	3	8
	Other Disfigurement	0	0	0
	Physical Impairment	1	0	4
	Sensory Impairment	0	0	1
Race	Asian/Asian British ( <i>Indian/Pakistani/Bangladeshi/Chinese</i> )	0	9	1
	Black/African/Caribbean/Black British	0	9	0
	Mixed/Multiple Ethnic Groups	0	18	0
	White ( <i>Welsh/English/Scottish/Northern Irish/British</i> )	20	1885	137
	White Other	0	26	0
	Not Stated	0	62	2
Religion and Belief	Buddhist	0	10	1
	Christian (All Denominations)	8	596	61
	Hindu	0	0	0
	Jewish	0	1	0
	Muslim	0	9	0
	Sikh	0	0	0
	Any other Religion	0	16	2
	No Religion/Not Stated	12	1377	76
Sex	Female	12	388	63
	Male	8	1621	77
Sexual Orientation	Bisexual	0	76	2
	Gay or Lesbian	1	53	3
	Heterosexual (or Straight)	18	1773	123
	Other	0	0	0
	Prefer not to say / Not Stated	1	107	12
Transgender	Female	0	2	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	18	1

## Total Number of Successful External Application to the Service 2019-2020

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	10	1
	25-34	2	31	1
	35-49	0	18	0
	50-54	0	0	2
	55-59	0	1	0
	60 Plus	0	0	2
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	2	0
	Mental Impairment	0	0	0
	Long standing Illness or Health Condition*	0	0	1
	Other Disfigurement	0	0	0
	Physical Impairment	0	0	0
	Sensory Impairment	0	0	0
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	3	0
	White ( <i>Welsh/English/Scottish/Northern Iris/British</i> )	2	56	6
	White Other	0	0	0
	Not Stated	0	0	0
Religion and Belief	Buddhist	0	0	0
	Christian (All Denominations)	0	19	3
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	1	0
	Sikh	0	0	0
	Any other Religion	0	0	0
	No Religion / Not Stated	2	40	3
Sex	Female	2	17	5
	Male	0	43	1
Sexual Orientation	Bisexual	0	4	0
	Gay or Lesbian	0	3	0
	Heterosexual (or Straight)	2	51	5
	Other	0	0	0
	Prefer not to say/Not Stated	0	2	1
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

## Number of Internal Applications for Promotion Received - April 2019 to March 2020

\*No promotion process for Control held within this time frame

Protected Characteristic		Control * Staff	Wholetime and Retained Staff
Age	16-24		0
	25-34		9
	35-49		74
	50-54		17
	55-59		10
	60 Plus		0
	Not Stated		0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		1
	Mental Impairment		2
	Long standing Illness or Health Condition		1
	Other Disfigurement		0
	Physical Impairment		0
	Sensory Impairment		2
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>		0
	Black/African/Caribbean/Black British		0
	Mixed/Multiple Ethnic Groups		1
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>		108
	White Other		1
	Not Stated		0
Religion and Belief	Buddhist		1
	Christian (All Denominations)		63
	Hindu		0
	Jewish		0
	Muslim		0
	Sikh		0
	Any other Religion		0
No Religion/Not Stated		46	
Sex	Female		6
	Male		104
Sexual Orientation	Bisexual		1
	Gay or Lesbian		0
	Heterosexual (or Straight)		96
	Other		0
	Prefer not to say / Not Stated		13
Transgender	Female		0
	Intersex		0
	Male		0
	Prefer not to say		0

## Number of Internal Applications for Promotion Who were Successful - April 2019 to March 2020

\*No promotion process for Control held within this time frame

Protected Characteristic		Control *Staff	Wholetime and Retained Staff
Age	16-24		0
	25-34		8
	35-49		31
	50-54		8
	55-59		6
	60 Plus		0
	Not Stated		0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		0
	Mental Impairment		0
	Long standing Illness or Health Condition		0
	Other Disfigurement		0
	Physical Impairment		0
	Sensory Impairment		1
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>		0
	Black/African/Caribbean/Black British		0
	Mixed/Multiple Ethnic Groups		1
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>		49
	White Other		0
	Not Stated		0
Religion and Belief	Buddhist		1
	Christian (All Denominations)		30
	Hindu		0
	Jewish		0
	Muslim		0
	Sikh		0
	Any other Religion		0
	No Religion/Not Stated		22
Sex	Female		3
	Male		50
Sexual Orientation	Bisexual		1
	Gay or Lesbian		12
	Heterosexual (or Straight)		35
	Other		0
	Prefer not to say / Not Stated		5
Transgender	Female		0
	Intersex		0
	Male		0
	Prefer not to say		0

## Operational Staff Training Undertaken in 2019-2020

Training is compulsory for all operational staff regardless of their protected characteristic in order they maintain their core competency.

Protected Characteristic		Control Staff	Operational Staff
Age	16-24	0	39
	25-34	11	195
	35-49	11	320
	50-54	7	99
	55-59	5	39
	60 Plus	1	8
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	1	10
	Mental Impairment	2	4
	Long standing Illness or Health Condition	6	17
	Other Disfigurement	0	0
	Physical Impairment	1	2
	Sensory Impairment	0	5
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	2
	Black/African/Caribbean/Black British	0	2
	Mixed/Multiple Ethnic Groups	0	9
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	34	681
	White Other	1	4
	Not Stated	0	2
Religion and Belief	Buddhist	0	2
	Christian (All Denominations)	21	306
	Hindu	0	0
	Jewish	0	0
	Muslim	0	2
	Sikh	0	0
	Any other Religion	0	6
	No Religion	9	300
Not Stated	5	84	
Sex	Female	29	60
	Male	6	640
Sexual Orientation	Bisexual	0	4
	Gay or Lesbian	0	7
	Heterosexual (or Straight)	33	641
	Other	0	0
	Prefer not to say/Not Stated	2	48
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

## Top 5% of Earners - April 2019 to March 2020

Protected Characteristic	All Staff	Male	Female	Male	Female
		Operational/ Control		FRS Staff	
Age	16-24	0	0	0	0
	25-34	0	0	0	0
	35-49	20	0	1	0
	50-54	11	5	0	1
	55-59	3	1	0	0
	60 Plus	1	1	0	0
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0	0	0
	Black/African/Caribbean/Black British	0	0	0	0
	Mixed/Multiple Ethnic Groups	0	0	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	35	7	1	1
	White Other	0	0	0	0
Sexual Orientation	Bisexual	0	0	0	0
	Gay or Lesbian	0	0	0	0
	Heterosexual (or Straight)	34	5	1	1
	Other	0	0	0	0
	Prefer not to say/Not Stated	1	2	0	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0	0	0
	Mental Impairment	0	0	0	0
	Long standing Illness or Health Condition	3	0	0	0
	Other Disfigurement	0	0	0	0
	Physical Impairment	1	1	0	0
	Sensory Impairment	0	0	0	0
Religion and Belief	Buddhist	0	0	0	0
	Christian (All Denominations)	18	5	1	0
	Hindu	0	0	0	0
	Jewish	0	0	0	0
	Muslim	0	0	0	0
	Sikh	0	0	0	0
	Any other Religion	1	0	0	0
	No Religion	9	0	0	0
	Not Stated	7	2	0	1
Transgender	Female	0	0	0	0
	Intersex	0	0	0	0
	Male	0	0	0	0
	Prefer not to say/Not Stated	0	0	0	0



## Breakdown of Employees by Gender and Job - April 2019 to March 2020

### Job Family Gender and Grade

	Female	Male	Total
Operational Whole-time	33	229	262
Operational On Call	27	411	438
Control Staff	29	6	35
Support Staff	83	62	145
<b>Total</b>	<b>172</b>	<b>708</b>	<b>880</b>

### Operational Wholetime Gender and Grade - April 2019 to March 2020

Operational Wholetime	Female	Male	Total
Principal Officer	2	3	5
Area Manager	0	3	3
Group Manager	0	9	9
Station Manager	4	19	23
Watch Manager	6	40	46
Crew Manager	5	47	52
Fire Fighter	16	108	124
<b>Total</b>	<b>33</b>	<b>229</b>	<b>262</b>

### Control Staff Gender and Grade - April 2019 to March 2020

Control Staff	Female	Male	Total
Group Manager	1	1	2
Station Manager	4	0	4
Watch Manager	8	2	10
Crew Manager	1	0	1
Fire Fighter	15	3	18
<b>Total</b>	<b>29</b>	<b>6</b>	<b>35</b>

## Operational On Call Gender and Grade - April 2019 to March 2020

Operational On Call	Female	Male	Total
Watch Manager	0	41	41
Crew Manager	0	69	69
Fire Fighter	27	301	328
<b>Total</b>	<b>27</b>	<b>411</b>	<b>438</b>

## Support Staff Employees by Gender and Grade - April 2019 to March 2020

Grade	Female	Male	Total
Apprentice	0	1	1
NWRS 1	0	0	0
NWRS 2	7	4	11
NWRS 3	11	2	13
NWRS 4	18	21	39
NWRS 5	18	6	24
NWRS 6	7	16	23
NWRS 7	3	2	5
NWRS 8	13	6	19
NWRS 9	1	2	3
NWRS 10	2	1	3
NWRS 11	1	0	1
NWRS 12	1	1	2
NWRS 13	1	0	1
<b>Total</b>	<b>83</b>	<b>62</b>	<b>145</b>

## Employees by Contract Type/Working Pattern - April 2019 to March 2020

Contract Type	Female	Male	Total
<b>Operational</b>			
Permanent Full Time	30	222	252
Permanent Part Time	27	410	437
Temporary Full Time	3	7	10
Temporary Part Time	0	1	1
Flexible Working	0	0	0
<b>Total</b>	<b>60</b>	<b>640</b>	<b>700</b>

Contract Type	Female	Male	Total
<b>Control Staff</b>			
Permanent Full Time	20	6	26
Permanent Part Time	5	0	5
Temporary Full Time	3	0	3
Temporary Part Time	0	0	0
Flexible Working	0	1	1
<b>Total</b>	<b>28</b>	<b>7</b>	<b>35</b>

Contract Type	Female	Male	Total
<b>Support Staff</b>			
Permanent Full Time	47	49	96
Permanent Part Time	15	3	17
Temporary Full Time	8	4	12
Temporary Part Time	1	1	2
Flexible Working	12	6	18
<b>Total</b>	<b>83</b>	<b>63</b>	<b>145</b>

## All Staff Involved in Grievance Procedures - April 2019 to March 2020

(Staff who lodged a Grievance)

Protected Characteristic	All Staff	Male	Female
Age	16-24	0	1
	25-34	1	0
	35-49	1	0
	50-54	1	0
	55-59	0	0
	60 Plus	0	0
Ethnicity	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)	3	1
	White Other	0	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual (or Straight)	3	1
	Other	0	0
	Prefer not to say/Not Stated	0	
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	0	0
	Long standing Illness or Health Condition	0	0
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	2	1
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	1	0
	Not Stated	0	0
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

## All Staff Involved in Grievance Procedures - April 2019 to March 2020

*(Staff who had a Grievance lodged against them)*

Protected Characteristic	All Staff	Male	Female
Age	16-24	0	0
	25-34	0	0
	35-49	1	1
	50-54	0	0
	55-59	0	0
	60 Plus	0	0
Ethnicity	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)	1	1
	White Other	0	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual (or Straight)	1	1
	Other	0	0
	Prefer not to say/Not Stated	0	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	0	0
	Long standing Illness or Health Condition	0	0
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	0	0
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	0	1
Not Stated	1	0	
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

## All Staff Involved in Disciplinary Procedures - April 2019 to March 2020

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

Protected Characteristic	All Staff	Male	Female
Age	16-24	1	0
	25-34	3	0
	35-49	1	2
	50-54	1	0
	55-59	1	0
	60 Plus	0	0
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
	Black/African/Caribbean/Black British	0	0
	Mixed/Multiple Ethnic Groups	1	0
	White (Welsh/English/Scottish/Northern Irish/British)	6	2
	White Other	0	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	1	0
	Heterosexual (or Straight)	6	1
	Other	0	0
	Prefer not to say/Not Stated	0	1
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	0	1
	Long standing Illness or Health Condition	0	0
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	3	2
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	4	0
Not Stated	0	0	
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

## Number of Leavers - April 2019 to March 2020

Protected Characteristic	Number of Operational Staff Leaving the Service	Male	Female
Age	16-24	3	0
	25-34	19	0
	35-49	16	0
	50-54	15	0
	55-59	9	1
	60 Plus	5	0
Ethnicity	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)	64	1
	White Other	2	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	1	0
	Heterosexual (or Straight)	64	1
	Other	0	0
	Prefer not to say/Not Stated	2	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	1	0
	Mental Impairment	0	0
	Long standing Illness or Health Condition	1	1
	Other Disfigurement	0	0
	Physical Impairment	1	0
	Sensory Impairment	1	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	32	1
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	32	0
	Not Stated	3	0
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

## Number of Leavers - April 2019 to March 2020

Protected Characteristic	Number of Operational Staff Leaving the Service	Male	Female
Age	16-24	0	0
	25-34	0	0
	35-49	1	0
	50-54	0	0
	55-59	0	1
	60 Plus	0	0
Ethnicity	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)	1	1
	White Other	0	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual (or Straight)	0	1
	Other	0	0
	Prefer not to say/Not Stated	1	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	0	0
	Long standing Illness or Health Condition	1	0
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	0	0
	Hindu	0	1
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	0	0
Not Stated	0	0	
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0



## Number of Leavers - April 2019 to March 2020

Protected Characteristic	Number of Operational Staff Leaving the Service	Male	Female
Age	16-24	2	2
	25-34	1	3
	35-49	0	3
	50-54	0	1
	55-59	1	1
	60 Plus	1	2
Ethnicity	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)	5	12
	White Other	0	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual (or Straight)	5	11
	Other	0	0
	Prefer not to say/Not Stated	0	1
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	0	1
	Long standing Illness or Health Condition	0	1
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	4	9
	Hindu	0	0
	Jewish	0	0
	Muslim	0	1
	Sikh	0	0
	Any other Religion	0	0
	No Religion	1	2
	Not Stated	0	0
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0