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| DATE: | 11/11/2015 | FOI REQUEST NO: | 219_15-16 |
| FOI REQUEST | | | |
| <p>Following your recent Wholetime Duty Campaign I would subsequently like to request some information regarding applicants, both successful and unsuccessful. I would like to make clear at this point that this is not a request for personal information.</p> <p>The information I would like to be disclosed is in regard to the ethnicity of the candidates that applied and of that information, the ethnicity of the successful candidates.</p> <p>Namely:</p> <ul style="list-style-type: none">• Gender• Race• Sexual Orientation <p><i>For both successful and unsuccessful applicants.</i></p> <p>If possible; I would also like a brief comment from South Wales Fire And Rescue regarding if they believe the positive action days that were held before the WDS recruitment campaign were successful or not in creating a more diverse workforce.</p> | | | |
| FOI RESPONSE | | | |
| <p>I reply in relation to your request for information.</p> <p>You asked for information regarding the ethnicity, gender and sexual orientation of candidates who applied through our recent Wholetime Recruitment Campaign. Please find attached the information for the most recent campaign.</p> <p>Please note that the recruitment process itself is actually still ongoing, and will not be completed until the end of February – the information you have been provided are the results from the 1st stage.</p> <p>You also asked for a short statement relating to our Positive Action Days. The following has been provided by our Human Resources department.</p> <p>“We know that we need to appoint the right people to help us achieve our ambitions for the Communities in Wales. We also know that we are not always able to tap into the widest possible pool of talent when we recruit. Historically there is a perception that the role of the Firefighter is only suitable for certain groups, however we know that the role of the Firefighter offers a rewarding career for people from all different backgrounds who have the right skills and commitment.</p> | | | |

Our Positive Action days were a way of entering into discussion with key groups of people who may believe that there is a barrier to them joining us – these days were about showing people what a career in the Fire & Rescue Service has to offer. These days were fully subscribed and positive feedback was received from the attendees.

We will not be able to fully evaluate the impact of these days until the end of the recruitment process in February, at which point we will know how many people from different groups have secured a place in our pool of candidates waiting to secure employment”.