

South Wales Fire & Rescue Service Employer Equality Report Data 2018-2019

Summary: Employer Equality Report Data 2018-2019 - Annexes

Annex A - Workforce Representation Disaggregated by Nationality, Cultural Identity, Religion/Belief, Age, Gender and Sexual Orientation

Annex B - Leavers Data by Protected Characteristic

Annex C - Grade Classification by Gender (does not include; auxiliary firefighters, volunteers, secondary contract roles for employees with multiple contracts and non-establishment positions whose remuneration is provided by a different organisation)

Data is based on headcount as at 31 March 2019

Leavers data is during the period 1 April 2018-31 March 2019

All figures below 5 have been suppressed and are denoted by *

Percentages are rounded. Totals may not sum due to rounding

Source: South Wales Fire & Rescue Service

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[Annex A - Nationality](#)

[Annex A - Cultural Identity](#)

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Nationality

	Number	Percent
American (United States)	*	-
Belgian	*	-
British	315	20%
English	61	4%
Icelandic	*	-
Irish	*	-
Lithuanian	*	-
Not Declared	661	43%
Polish	*	-
Scottish	*	-
Welsh	511	33%
Total	1548	100%

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Cultural Identity

	Number	Percent
Asian (Pakistani)	*	-
Black (African)	*	-
British	581	37%
English	24	2%
Irish	*	-
Not Declared	267	17%
Other (Not Specified)	19	1%
Prefer Not To Say	34	2%
Welsh	617	40%
White	13	1%
Total	1555	100%

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Religion_Belief

	Number	Percent
Buddhism	*	-
Christianity	225	14%
No Religion Or Belief	155	10%
Not Declared	284	18%
Other Religion	37	2%
Prefer Not To Say	855	55%
Total	1556	100%

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Age

	Number	Percent
Age < 20	12	1%
Age 20-25	116	7%
Age 26-30	158	10%
Age 31-35	210	14%
Age 36-40	218	14%
Age 41-45	244	16%
Age 46-50	280	18%
Age 51-55	195	13%
Age 56-60	96	6%
Age 61-65	23	1%
Age 66-70	*	-
Age > 70	*	-
Total	1552	100%

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Gender

	Number	Percent
Female	251	16%
Male	1308	84%
Total	1559	100%

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Gender Identity

	Number	Percent
D: Different from birth	*	-
Not Declared	257	17%
P: Prefer not to say	*	-
S: Same as birth	1298	83%
Total	1555	100%

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Sexual Orientation

	Number	Percent
Bisexual	*	-
Gay	7	0%
Heterosexual	522	34%
Lesbian	*	-
Not Declared	259	17%
Prefer Not To Say	765	49%
Total	1553	100%

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Diversity

	Number	Percent
Partial	8	1%
No	1180	76%
Not Declared	361	23%
Yes	10	1%
Total	1559	100%

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Leavers - Age

	Number	Percent
Age < 20	*	-
Age 20-25	31	18%
Age 26-30	26	15%
Age 31-35	16	9%
Age 36-40	17	10%
Age 41-45	9	5%
Age 46-50	14	8%
Age 51-55	34	19%
Age 56-60	23	13%
Age 61-65	6	3%
Age 66-70	*	-
Age > 70	0	0%
Total	176	100%

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Leavers - Gender

	Number	Percent
Female	26	14%
Male	155	86%
Total	181	100%

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Leavers - Cultural Identity

	Number	Percent
British	51	29%
English	*	-
Not Declared	68	39%
Other (Not Specified)	*	-
Prefer Not To Say	*	-
Welsh	50	29%
White	5	3%
Total	174	100%

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Leavers - Reason for Leaving by Gender

	Female	Percent	Male	Percent
Death in Service	0	0%	*	-
Dismissed	*	-	*	-
End of Contract	*	-	*	-
Other/Transfer	*	-	21	14%
Redundancy	0	0%	0	0%
Resignation	20	100%	84	57%
Retirement	*	-	43	29%
Total	20	100%	148	100%

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Grade - Corporate Staff

	Female	Percent	Male	Percent
Strategic Manager	5	3%	5	5%
Middle Manager (Grade 10-18)	28	16%	24	22%
Supervisory Manager (Grade 6-9)	65	37%	65	59%
Other (Grade 1-5)	77	44%	17	15%
Total	175	100%	111	100%

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Grade - Uniformed Staff

	Female	Percent	Male	Percent
Strategic Manager	*	-	6	0.4%
Middle Manager (Grade 10-18)	7	9%	76	6%
Supervisory Manager (Grade 6-9)	26	33%	367	27%
Other (Grade 1-5)	47	59%	910	67%
Total	80	100%	1359	100%

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Grade - Non-establishment Staff

	Female	Percent	Male	Percent
Non Establishment	0	0%	*	-
Total	0	100%	*	100%