South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

Summary: Employer Equality Report Data 2019-2020 - 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 2020
Leavers data is during the period 1 April 2019-31 March 2020
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
Contact: equalityintheworkplaceteam@gov.wales
Updated: 11/01/2021

OGL

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South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

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	Number	Percent
American (United States)	*	-
Belgian	*	-
British	486	29%
English	60	4%
Icelandic	*	-
Irish	*	-
Not Declared	640	38%
Polish	*	-
Romanian	*	-
Scottish	*	-
Spanish	*	-
Welsh	492	29%
Total	**1678**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Number	Percent
Asian (Pakistani)	*	-
Black (African)	*	-
British	548	33%
English	22	1%
European	*	-
Irish	*	-
Mixed (Asian / White)	*	-
Mixed (Black caribbean / White)	*	-
Not Declared	452	27%
Other (Not Specified)	19	1%
Prefer Not To Say	34	2%
Scottish	*	-
Welsh	577	34%
White	30	2%
Total	**1682**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Number	Percent
Buddhism	*	-
Christianity	216	13%
No Religion Or Belief	167	10%
Not Declared	494	29%
Other Religion	28	2%
Prefer Not To Say	783	46%
Total	**1688**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Number	Percent
Age < 20	28	2%
Age 20-25	133	8%
Age 26-30	182	11%
Age 31-35	227	13%
Age 36-40	250	15%
Age 41-45	256	15%
Age 46-50	256	15%
Age 51-55	217	13%
Age 56-60	100	6%
Age 61-65	32	2%
Age 66-70	6	0.4%
Age > 70	*	-
Total	**1687**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Number	Percent
Female	282	17%
Male	1408	83%
Total	**1690**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Number	Percent
D: Different from birth	*	-
Not Declared	444	26%
P: Prefer not to say	*	-
S: Same as birth	1241	74%
Total	**1685**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Number	Percent
Bisexual	*	-
Gay	5	0.3%
Heterosexual	535	32%
Lesbian	*	-
Not Declared	450	27%
Prefer Not To Say	694	41%
Total	**1684**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Number	Percent
Partial	8	0.5%
No	1089	64%
Not Declared	584	35%
Yes	9	1%
Total	**1690**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Number	Percent
Age < 20	0	0%
Age 20-25	25	15%
Age 26-30	20	12%
Age 31-35	18	11%
Age 36-40	26	15%
Age 41-45	19	11%
Age 46-50	13	8%
Age 51-55	25	15%
Age 56-60	20	12%
Age 61-65	5	3%
Age 66-70	*	-
Age > 70	0	0%
Total	**171**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Number	Percent
Female	26	15%
Male	146	85%
Total	**172**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Number	Percent
Black (African)	*	-
British	26	16%
Mixed (Asian / White)	*	-
Not Declared	83	52%
Other (Not Specified)	*	-
Prefer Not To Say	*	-
Welsh	50	31%
White	*	-
Total	**159**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2(

	Female	Percent	Male	Percent
Death in Service	0	0%	*	-
Dismissed	*	-	9	7%
End of Contract	*	-	0	0%
Other/Transfer	0	0%	12	9%
Redundancy	0	0%	0	0%
Resignation	17	74%	87	65%
Retirement	6	26%	25	19%
Total	**23**	**100%**	**133**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Female	Percent	Male	Percent
Strategic Manager	5	3%	5	4%
Middle Manager (Grade 10-18)	33	19%	27	21%
Supervisory Manager (Grade 6-9)	80	45%	81	64%
Other (Grade 1-5)	58	33%	14	11%
Total	**176**	**100%**	**127**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

	Female	Percent	Male	Percent
Strategic Manager	*	-	7	0.5%
Middle Manager (Grade 10-18)	5	6%	71	5%
Supervisory Manager (Grade 6-9)	25	30%	376	29%
Other (Grade 1-5)	52	63%	845	65%
Total	**82**	**100%**	**1299**	**100%**

South Wales Fire & Rescue Service Employer Equality Report Data 2019-2020

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