South Wales Fire & Rescue Service Employer Equality Report Data 2017-2018

Summary: Employer Equality Report Data 2017-2018 - Annexes

Annex A - Workforce Representation Disaggregated by Identity, Age, Ethnicity, Gender, Sexual Orientation and Religion/Belief
Annex B - Leavers Data by Protected Characteristic
Annex C - Grade Classification by Gender

Data is based on headcount as at 31 March 2018
Leavers data is during the period 1 April 2017-31 March 2018
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: 13/08/2019

OGL

Contents - Annex A - Workforce Representation Disaggregated by Identity, Age, Ethnicity, Gender, Sexual Orientation and Religion/Belief, Annex B - Leavers Data by Protected Characteristic, Annex C - Grade Classification by Gender

Annex A - Ethnicity

	Number	Percent
Belgian	*	-
British	231	16%
English	60	4%
Icelandic	*	-
Irish	*	-
Polish	*	-
Scottish	*	-
Welsh	512	35%
Not Declared	672	46%
Total	**1475**	100%

Annex A - Cultural Identity

	Number	Percent
Arab	0	0%
Asian - Bangladeshi	0	0%
Asian - Chinese	0	0%
Asian - Indian	0	0%
Asian - Pakistani	*	-
Black - African	*	-
Black - Caribbean	0	0%
British	570	39%
English	22	1%
Irish	*	-
Mixed Asian and White	0	0%
Mixed Black African and White	0	0%
Mixed Black Caribbean and White	0	0%
Not Declared	209	14%
Other Asian Background	0	0%
Other Ethnic Group	0	0%
Other (Not Specified)	19	1%
Other Mixed Ethnic Background		0%
Prefer Not to Say	38	3%
Welsh	614	41%
White	8	1%
Total	**1480**	100%

Annex A - Religion/Belief

	Number	Percent
Agnostic	0	0%
Atheist	0	0%
Buddhism	*	-
Baha'i	0	0%
Christianity	218	15%
Hinduism	0	0%
Humanism	0	0%
Islam	0	0%
Japanese/Shinto	0	0%
Judaism	0	0%
No Religion	146	10%
Not Declared	218	15%
Other Religion	37	2%
Paganism	0	0%
Prefer Not to Say	862	58%
Rastafarianism	0	0%
Sikhism	0	0%
Total		0%

Annex A - Age

	Number	Percent
Age < 20	*	-
Age 20-25	7	0%
Age 26-30	88	6%
Age 31-35	135	9%
Age 36-40	198	13%
Age 41-45	208	14%
Age 46-50	243	16%
Age 51-55	278	19%
Age 56-60	196	13%
Age 61-65	97	7%
Age 66-70	24	2%
Age > 70	7	0%
Total	**1481**	**100%**

Annex A - Gender

	Number	Percent
Female	229	15%
Male	1255	85%
Total	**1484**	**100%**

Annex A - Gender Identity

	Number	Percent
D: Different from birth	* -	
Not Declared	202	14%
P: Prefer not to say	* -	
S: Same as birth	1278	86%
Total	**1480**	**100%**

Annex A - Sexual Orientation

	Number	Percent
Bisexual	*	-
Gay	7	0%
Heterosexual	496	34%
Lesbian	*	-
Not Declared	203	26%
Prefer Not To Say	773	52%
Total	**1479**	**100%**

Annex A - Disability

	Number	Percent
Partial	8	1%
No	1189	80%
Not Declared	277	19%
Yes	10	1%
Total	**1484**	**100%**

Annex B - Age

	Number	Percent
Age < 20	0	0%
Age 20-25	14	9%
Age 26-30	16	10%
Age 31-35	22	14%
Age 36-40	16	10%
Age 41-45	9	6%
Age 46-50	9	6%
Age 51-55	26	16%
Age 56-60	14	9%
Age 61-65	8	5%
Age 66-70	11	7%
Age > 70	13	8%
Total	**158**	**100%**

Annex B - Gender

	Number	Percent
Female	29	18%
Male	129	82%
Total	**158**	**100%**

Annex B - Cultural Identity

	Number	Percent
Arab	0	0%
Asian - Bangladeshi	0	0%
Asian - Chinese	0	0%
Asian - Indian	0	0%
Asian - Pakistani	0	0%
Black - African	0	0%
Black - Caribbean	*	-
British	54	35%
English	5	3%
Irish	*	-
Mixed Asian and White	0	0%
Mixed Black African and White	0	0%
Mixed Black Caribbean and White	0	0%
Not Declared	52	34%
Other Asian Background	0	0%
Other Ethnic Group	0	0%
Other (Not Specified)	*	-
Other Mixed Ethnic Background		0%
Prefer Not to Say	*	-
Welsh	42	27%
White	0	0%
Total	**153**	**100%**

Annex B - Reason for Leaving

	Female	Percent	Male	Percent
Death in Service	0	0%	*	-
Dismissed	*	-	7	6%
End of Contract	*	-	*	-
Other/Transfer	0	0%	7	6%
Redundancy	0	0%	0	-
Resignation	15	100%	64	59%
Retirement	*	-	31	28%
Total	**15**	100%	**109**	100%

Annex C - Grade for Corporate Staff

	Female	Percent	Male	Percent
Strategic Manager	*	-	6	5%
Middle Manager (Grade 10-18)	32	17%	25	20%
Supervisory Manager (Grade 6-9)	82	43%	72	57%
Other (Grade 1-5)	77	40%	23	18%
Total	**191**	100%	**126**	100%

Annex C - Grade for Uniformed Staff

	Female	Percent	Male	Percent
Strategic Manager	*	-	7	0.5%
Middle Manager (Grade 10-18)	6	8%	78	6%
Supervisory Manager (Grade 6-9)	22	30%	403	29%
Other (Grade 1-5)	45	62%	920	65%
Total	**73**	100%	**1408**	100%

Annex C - Grade for Non Establishment Staff

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