



DATE:

10 April 2018

FOI REQUEST NO:

323_1718

I am writing to make a request for all the information to which I am entitled under the Freedom of Information Act 2000.

Please send me information on the following questions:

1. What percentage of your operational workforce is female?

Female firefighters figures (2017) in South Wales = 34 (2.4%)

2. How has this figure changed over the last 5 years?

Yes - This figure is on the increase and we are promoting positive action in terms of attracting female firefighters for both the On-Call and Wholetime Duty Systems.

3. Do you adhere to the Equality Challenge Unit's Athena SWAN Charter?

(If "No", does the organisation follow an alternative charter with similar principles that recognises and awards commitment to and progress on gender equality and diversity?)

SWFRS do not follow a charter. All our work is carried out in line with relevant legislation such as The Human Rights Act, The Equality Act (2010), and the Wales Specific Duties.

4. What targets does the organisation have regarding increasing the percentage of operational female staff at firefighter level?

There are no targets set by the Service. Initiatives are in placed has detailed in this response.

5. List and explain any specific initiatives in place during the selection and recruitment process to attract females to the organisation, at an operational firefighting level.

The Recruitment and Attraction team are working rigorously to increase the number of female firefighters employed by the Fire Service and are seek to continuously improve the way we attract female applicants.

We have produced a number of surveys, including a service wide survey and another for female candidates who went through the last WDS process. We have held focus groups to identify any additional support the Service could provide.

We have redesigned our Improvement Plan, information materials, videos and other promotional materials using images to represent our diverse communities and ensure representation is made for female firefighters. We are also carrying out positive action days which include a focus on the attraction of females.

6. How is the organisation addressing the imbalance in the number of females in an operational firefighting role?

Please refer to the answer to Number 5.

7. What percentage of the operational workforce are female in the following categories of managerial roles

- **Supervisory**
- **Middle management**
- **Senior management**

Based on 2015/2016 figures

Uniformed	Strategic	Middle	Supervisory	Other
Female	1	0	10	23
Male	8	120	641	1010

8. What targets does the organisation have regarding increasing the percentage of operational female managerial staff?

There are no targets as all male and females are encouraged to go for promotional processes. They are provided with exactly the same opportunity as male counterparts and are actively encouraged to move through the promotional routes.

9. How is the organisation addressing the imbalance in the number of female operational managerial staff?

Unfortunately, there will always be an imbalance due to the high volume of Firefighters being male. However, all female firefighters are actively encouraged to attend courses, seek development, participate in projects and initiatives and take up temporary promotion.

10. Does your organisation allow job sharing or flexible working patterns to encourage recruitment and retention of female operational staff?

The organisation have introduced job share for both male and female employees. Two male employees have taken this option. To date no female firefighters have. There are flexible working patterns or non-operational duties are an option for maternity related matters.

11. List initiatives in place that encourage an inclusive environment and positive culture within the workplace.

The Strategic Equality Plan 2015 – 2020 explores initiatives and includes:

- Ensuring development opportunities are promoted to all staff
- Exploring meaningful new ways to increase diverse representation in both staff and service delivery

12. State how you evaluate the success/failure of these practices.

Through statistics, improvement plan and risk reduction plan.