

## **South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021**

Summary: Employer Equality Report Data 2020-2021 - 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 2021

Leavers data is during the period 1 April 2020-31 March 2021

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](mailto:equalityintheworkplaceteam@gov.wales)

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## **South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021**

[Annex A - Nationality](#)

[Annex A - Cultural Identity](#)

[Annex A - Religion Belief](#)

[Annex A - Age](#)

[Annex A - Gender](#)

[Annex A - Gender Identity](#)

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[Annex A - Disability](#)

[Annex B - Age](#)

[Annex B - Gender](#)

[Annex B - Cultural Identity](#)

[Annex B - Reason for Leaving by Gender](#)

[Annex C - Grade for Corporate Staff](#)

[Annex C - Grade for Uniformed Staff](#)

[Annex C - Grade for Non Establishment Staff](#)

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### WORKFORCE REPRESENTATION - NATIONALITY

	Number	Percent
American (United States)	*	-
Belgian	*	-
British	511	31%
English	59	4%
Icelandic	*	-
Irish	*	-
Not Declared	611	37%
Polish	*	-
Romanian	*	-
Scottish	*	-
Spanish	*	-
Welsh	474	29%
<b>Total</b>	<b>1655</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### WORKFORCE REPRESENTATION - CULTURAL IDENTITY

	Number	Percent
Asian (Pakistani)	*	-
Black (African)	*	-
British	525	32%
English	22	1%
European	*	-
Irish	*	-
Mixed (Asian / White)	*	-
Mixed (Black Caribbean / White)	*	-
Not Declared	471	28%
Other (Not Specified)	18	1%
Prefer Not To Say	32	2%
Scottish	*	-
Welsh	561	34%
White	30	2%
<b>Total</b>	<b>1659</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### WORKFORCE REPRESENTATION - RELIGIOUS BELIEF

	Number	Percent
Buddhism	*	-
Christianity	212	13%
No Religion Or Belief	164	10%
Not Declared	516	31%
Other Religion	27	2%
Prefer Not To Say	746	45%
<b>Total</b>	<b>1665</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### WORKFORCE REPRESENTATION -AGE

	Number	Percent
Age < 20	25	2%
Age 20-25	130	8%
Age 26-30	180	11%
Age 31-35	231	14%
Age 36-40	243	15%
Age 41-45	252	15%
Age 46-50	252	15%
Age 51-55	211	13%
Age 56-60	96	6%
Age 61-65	37	2%
Age 66-70	7	0%
Age > 70	*	-
<b>Total</b>	<b>1664</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### WORKFORCE REPRESENTATION - GENDER

	<b>Number</b>	<b>Percent</b>
Female	281	17%
Male	1386	83%
<b>Total</b>	<b>1667</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### WORKFORCE REPRESENTATION - GENDER IDENTITY

	Number	Percent
D: Different from birth	*	-
Not Declared	462	28%
P: Prefer not to say	*	-
S: Same as birth	1200	72%
<b>Total</b>	<b>1662</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### WORKFORCE REPRESENTATION - SEXUAL ORIENTATION

	Number	Percent
Bisexual	*	-
Gay	6	1%
Heterosexual	533	32%
Lesbian	*	-
Not Declared	466	28%
Prefer Not To Say	656	39%
<b>Total</b>	<b>1661</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### WORKFORCE REPRESENTATION - DISABILITY

	<b>Number</b>	<b>Percent</b>
Partial	8	1%
No	1044	63%
Not Declared	606	36%
Yes	9	1%
<b>Total</b>	<b>1667</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### LEAVERS - AGE

	Number	Percent
Age < 20	*	-
Age 20-25	17	14%
Age 26-30	10	8%
Age 31-35	18	15%
Age 36-40	9	8%
Age 41-45	*	-
Age 46-50	10	8%
Age 51-55	32	27%
Age 56-60	24	20%
Age 61-65	*	-
Age 66-70	0	0%
Age > 70	0	0%
<b>Total</b>	<b>120</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### LEAVERS - GENDER

	<b>Number</b>	<b>Percent</b>
Female	16	13%
Male	112	88%
<b>Total</b>	<b>128</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### LEAVERS - CULTURAL IDENTITY

	<b>Number</b>	<b>Percent</b>
British	46	37%
English	*	-
Not Declared	40	32%
Prefer Not To Say	*	-
Welsh	39	31%
<b>Total</b>	<b>125</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-20

### LEAVERS - REASON FOR LEAVING by GENDER

	<b>Female</b>	<b>Percent</b>	<b>Male</b>	<b>Percent</b>
Death in Service	0	0%	*	-
Dismissed	*	-	6	6%
End of Contract	0	0%	*	-
Other/Transfer	0	0%	*	-
Redundancy	0	0%	0	0%
Resignation	13	100%	47	45%
Retirement	*	-	52	50%
<b>Total</b>	<b>13</b>	<b>100%</b>	<b>105</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### CORPORATE STAFF GRADE by GENDER

	<b>Female</b>	<b>Percent</b>	<b>Male</b>	<b>Percent</b>
Strategic Manager	6	3%	5	4%
Middle Manager (Grade 10-18)	34	19%	28	22%
Supervisory Manager (Grade 6-9)	81	46%	80	62%
Other (Grade 1-5)	57	32%	16	12%
<b>Total</b>	<b>178</b>	<b>100%</b>	<b>129</b>	<b>100%</b>

## South Wales Fire & Rescue Service Employer Equality Report Data 2020-2021

### UNIFORMED STAFF GRADE by GENDER

	<b>Female</b>	<b>Percent</b>	<b>Male</b>	<b>Percent</b>
Strategic Manager	*	-	7	1%
Middle Manager (Grade 10-18)	*	-	75	6%
Supervisory Manager (Grade 6-9)	23	27%	364	27%
Other (Grade 1-5)	63	73%	889	67%
<b>Total</b>	<b>86</b>	<b>100%</b>	<b>1335</b>	<b>100%</b>

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**NON-ESTABLISHMENT GRADE by GENDER**

	<b>Female</b>	<b>Percent</b>	<b>Male</b>	<b>Percent</b>
Non Establishment	0	0%	*	-
<b>Total</b>	<b>0</b>	<b>100%</b>	<b>*</b>	<b>100%</b>