



**Gofynner am/  
Please ask for:** Information Governance  
and Compliance

**Tel:** 01443232000

**E-bost/E-mail:** DataProtection@southwales-fire.gov.uk

**Our ref:** IG000302

**Dyddiad/Date:** 09/07/2020

## RE: Request for Information held by SWFRS

Your request ref: IG000302 has been dealt with under the Freedom of Information Act 2000.

You asked us:

I am requesting information regarding the level of equality in Wholetime recruitment campaigns as part of the 'Freedom of information Act' (FOI).

Significantly, I request the numbers of three types of applicants (those from ethnic minority and white backgrounds and those who 'preferred not to say') who passed each stage of the Wholetime recruitment process from 2011 to 2020.

Stages included:

Stage 1 - Sift

Stage 2 - Ability Tests

Stage 3 - Physical & Practical Assessments

Stage 4 – Interview

Stage 5 - Selection (those accepted after interview)

Our response:

South Wales Fire and Rescue Service have had 2 campaigns during the period 2016/2017 and 2019/2020. Below are the numbers for the 2016/2017 campaign. SWFRS are currently working through our 2019/2020 campaign evaluation including final statistics. These won't be available until the end of July.

Pencadlys Gwasanaeth Tân ac Achub De Cymru,  
Parc Busnes Forest View, Llantrisant, Pont-y-clun, CF72 8LX.

Ffôn 01443 232000 • Ffacs 01443 232180  
[www.decymru-tan.gov.uk](http://www.decymru-tan.gov.uk)

Rydym yn croesawu gohebiaeth yn y gymraeg a'r saesneg - byddwn yn ymateb yn gyfartal i'r ddau ac yn ateb yn eich dewis iaith heb oedi.

**CODI YMWHYBYDDIAETH - LLEIHAU PERYGL**

South Wales Fire and Rescue Service Headquarters,  
Forest View Business Park, Llantrisant, Pontyclun, CF72 8LX.

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## 2016/2017 WDS Statistics

	Sift	Ability Test	Physical and practical	Selection
White	456	199	130	100
Ethnic Minority	20	7	5	4
Prefer not to say	24	5	6	6

If you have any queries regarding your Freedom of Information request, please contact us at [Dataprotection@southwales-fire.gov.uk](mailto:Dataprotection@southwales-fire.gov.uk) quoting the reference number above in any future communication.

If you are dissatisfied with the way that your information request has been handled, you can request an internal review by emailing [Dataprotection@southwales-fire.gov.uk](mailto:Dataprotection@southwales-fire.gov.uk)

### **UPDATE COVID-19: Information Requests**

We are kindly asking that any data protection correspondence come to Information Governance & Compliance via email, as due to Government advice many of our support staff are working flexibly and we may not be in receipt of physical post as normal. SWFRS anticipates that it may take us longer than 20 working days to complete Freedom of Information Requests and Subject Access Requests. The Information Commissioner recognises that there might be delays as our services and resources may be being utilised in slightly different ways, under the current unprecedented circumstances. At current, we are no longer accepting physical postal cheques, however we can accept BACs payments for items that carry a fee (such as IRS Reports and Interviews, where appropriate following standard procedure and charges).

We would like to thank you for your patience at this time.

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If you remain dissatisfied with the handling of your request, you have the right to appeal to the Information Commissioner at:

Information Commissioner's Office-Wales,  
2nd Floor,  
Churchill House,  
Churchill Way,  
Cardiff,  
CF10 2HH.

There is no charge for making an appeal.

Yours Faithfully

### **Information Governance and Compliance**

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