



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

Tel: 01443232000

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

Our ref: IG000490

Dyddiad/Date: 08 September 2020

RE: Request for Information held by SWFRS

Your request ref: IG000490 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 2019/2020 campaign.

Stages included: Stage 1 - Sift
Stage 2 - Ability Tests
Stage 3 - Physical & Practical Assessments
Stage 4 – Interview
Stage 5 - Selection (those who passed and were accepted after interview)

Please could this information be displayed in a table for ease of evaluation

Our response:

Please see attached response

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

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.

Telephone 01443 232000 • Fax 01443 232180
www.southwales-fire.gov.uk

We welcome correspondence in Welsh and English - we will respond
equally to both and will reply in your language of choice without delay.

RAISING AWARENESS - REDUCING RISK



If you have any queries regarding your Freedom of Information request, please contact us at 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

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.

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

Dataprotection@southwales-fire.gov.uk

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RAISING AWARENESS - REDUCING RISK

WDS 2019/2020 Firefighter Recruitment Process	Number of application s received	Number passed shortlisting	Number passed Ability test	Number passed Physical and Practical	Total Number invited to intervie w (85 oncall added in)	Number passed Interview (Int/Ext)
	1784	481	209	136	221	68
Ethnicity						
Asian (Bangledishi and Pakistini)	10	*	*	*	*	0
Black (African & Caribbean)	7	*	*	*	*	*
European	14	*	*	*	*	0
mixed	34	8	*	*	*	*
Arabian	0	0	0	0	0	0
Cantonese	0	6	0	0	0	0
British	430	112	40	23	43	11
Traveller	*	0	0	*	*	0
White	1165	330	152	102	162	50
PFNA/Blank	122	18	9	*	7	*
	1784	481	209	136	221	68

* indicates If the number is very low (less than 5) as it could potentially identify the individuals involved, especially if combined with other data, and this would constitute a breach of the Data Protection Act 1998.