

North Wales Fire and Rescue Authority

Employment Data

(As at 31st March 2021)

Published 2022

Total Number of Staff in Post - April 2020 to March 2021

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	31	5
	25-34	11	182	18
	35-49	9	315	47
	50-54	7	101	18
	55-59	5	40	22
	60 Plus	0	14	33
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	1	11	3
	Mental Impairment	1	6	4
	Long standing Illness or Health Condition	5	17	10
	Other Disfigurement	1	15	1
	Physical Impairment	1	2	0
	Sensory Impairment	0	5	3
Marriage and Civil Partnership	Civil Partnership (registered same sex)	0	7	2
	Living With Partner	5	120	12
	Divorced	0	32	13
	Married	17	290	67
	Single	9	193	41
	Separated	0	23	4
	Widowed	0	1	1
	Not Stated	1	17	3
Pregnancy and Maternity	Pregnant in the last year	3	1	3
	Maternity in the last year	3	1	2
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	0	0
	Black/African/Caribbean/Black British	0	1	0
	Mixed/Multiple Ethnic Groups	0	11	0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	31	665	139
	White Other	1	3	2
	Not Stated	0	4	1
Religion and Belief	Buddhist	0	2	2
	Christian (All Denominations)	20	296	78
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	8	2
	No Religion	8	298	41
	Not Stated	4	79	20
Sex	Female	26	61	83
	Male	6	622	60
Sexual Orientation	Bisexual	0	4	1
	Gay or Lesbian	0	7	2
	Heterosexual (or Straight)	30	627	130
	Other	0	0	0
	Prefer not to say/Not Stated	2	45	10
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Total External Applications received for Employment - April 2020 to March 2021

Note: No Control process and WDS & Apprentices applications were on hold for the whole year due to Covid-19

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	128	20
	25-34	0	215	82
	35-49	0	106	42
	50-54	0	5	8
	55-59	0	2	4
	60 Plus	0	1	4
	Not Stated	0	2	9
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	25	2
	Mental Impairment	0	0	4
	Long standing Illness or Health Condition	0	3	7
	Other Disfigurement	0	0	0
	Physical Impairment	0	0	3
	Sensory Impairment	0	1	1
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	4	5
	Black/African/Caribbean/Black British	0	2	1
	Mixed/Multiple Ethnic Groups	0	8	3
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	0	421	144
	White Other	0	10	6
	Not Stated	0	14	10
Religion and Belief	Buddhist	0	2	1
	Christian (All Denominations)	0	122	53
	Hindu	0	0	1
	Jewish	0	0	0
	Muslim	0	3	1
	Sikh	0	0	0
	Any other Religion	0	4	0
No Religion/Not Stated	0	328	113	
Sex	Female	0	97	57
	Male	0	362	112
Sexual Orientation	Bisexual	0	13	1
	Gay or Lesbian	0	14	7
	Heterosexual (or Straight)	0	405	144
	Other	0	0	0
	Prefer not to say / Not Stated	0	27	17
Transgender	Female	0	1	0
	Intersex	0	0	0
	Male	0	2	0
	Prefer not to say	0	2	0

Total Number of Successful External Application to the Service 2020-2021

Note: No Control process and WDS & Apprentices applications were on hold for the whole year due to Covid-19

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	4	0
	25-34	0	11	4
	35-49	0	4	2
	50-54	0	0	0
	55-59	0	1	1
	60 Plus	0	0	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	1	1
	Mental Impairment	0	0	1
	Long standing Illness or Health Condition*	0	0	0
	Other Disfigurement	0	0	0
	Physical Impairment	0	0	0
	Sensory Impairment	0	0	0
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	0	0
	Black/African/Caribbean/Black British	0	0	0
	Mixed/Multiple Ethnic Groups	0	0	0
	White <i>(Welsh/English/Scottish/Northern Iris/British)</i>	0	20	6
	White Other	0	0	1
	Not Stated	0	0	0
Religion and Belief	Buddhist	0	0	1
	Christian (All Denominations)	0	6	3
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	0	0
	No Religion / Not Stated	0	14	3
Sex	Female	0	2	4
	Male	0	18	3
Sexual Orientation	Bisexual	0	0	0
	Gay or Lesbian	0	0	1
	Heterosexual (or Straight)	0	20	6
	Other	0	0	0
	Prefer not to say/Not Stated	0	0	0
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Number of Internal Applications for Promotion Received - April 2020 to March 2021

Note: - No Permanent Operational Promotions were held for this year.

Protected Characteristic		Control Staff	Wholetime and Retained Staff
Age	16-24		
	25-34		
	35-49		
	50-54		
	55-59		
	60 Plus		
	Not Stated		
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		
	Mental Impairment		
	Long standing Illness or Health Condition		
	Other Disfigurement		
	Physical Impairment		
	Sensory Impairment		
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>		
	Black/African/Caribbean/Black British		
	Mixed/Multiple Ethnic Groups		
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>		
	White Other		
	Not Stated		
Religion and Belief	Buddhist		
	Christian (All Denominations)		
	Hindu		
	Jewish		
	Muslim		
	Sikh		
	Any other Religion		
	No Religion/Not Stated		
Sex	Female		
	Male		
Sexual Orientation	Bisexual		
	Gay or Lesbian		
	Heterosexual (or Straight)		
	Other		
	Prefer not to say / Not Stated		
Transgender	Female		
	Intersex		
	Male		
	Prefer not to say		

Number of Internal Applications for Promotion Who were Successful - April 2020 to March 2021

Note: - No Permanent Operational Promotions were held for this year.

Protected Characteristic		Control Staff	Wholetime and Retained Staff
Age	16-24		
	25-34		
	35-49		
	50-54		
	55-59		
	60 Plus		
	Not Stated		
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		
	Mental Impairment		
	Long standing Illness or Health Condition		
	Other Disfigurement		
	Physical Impairment		
	Sensory Impairment		
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>		
	Black/African/Caribbean/Black British		
	Mixed/Multiple Ethnic Groups		
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>		
	White Other		
	Not Stated		
Religion and Belief	Buddhist		
	Christian (All Denominations)		
	Hindu		
	Jewish		
	Muslim		
	Sikh		
	Any other Religion		
	No Religion/Not Stated		
Sex	Female		
	Male		
Sexual Orientation	Bisexual		
	Gay or Lesbian		
	Heterosexual (or Straight)		
	Other		
	Prefer not to say / Not Stated		
Transgender	Female		
	Intersex		
	Male		
	Prefer not to say		

Operational Staff Training Undertaken in 2020-2021

Training is compulsory for all operational staff regardless of their protected characteristic in order they maintain their core competency.

Protected Characteristic		Control Staff	Operational Staff
Age	16-24	0	28
	25-34	4	153
	35-49	3	263
	50-54	6	85
	55-59	3	32
	60 Plus	0	11
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	1	9
	Mental Impairment	0	6
	Long standing Illness or Health Condition	2	15
	Other Disfigurement	0	13
	Physical Impairment	1	2
	Sensory Impairment	0	5
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	0
	Black/African/Caribbean/Black British	0	0
	Mixed/Multiple Ethnic Groups	0	0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	16	565
	White Other	0	2
	Not Stated	0	4
Religion and Belief	Buddhist	0	2
	Christian (All Denominations)	10	248
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	6
	No Religion	3	250
Not Stated	3	66	
Sex	Female	12	49
	Male	4	523
Sexual Orientation	Bisexual	0	4
	Gay or Lesbian	0	6
	Heterosexual (or Straight)	15	523
	Other	0	0
	Prefer not to say/Not Stated	1	39
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

Top 5% of Earners - April 2020 to March 2021

Protected Characteristic	All Staff	Male	Female	Male	Female
		Operational/ Control		FRS Staff	
Age	16-24	0	0	0	0
	25-34	0	0	0	0
	35-49	12	1	0	2
	50-54	10	7	1	2
	55-59	4	1	0	1
	60 Plus	1	1	0	0
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0	0	0
	Black/African/Caribbean/Black British	0	0	0	0
	Mixed/Multiple Ethnic Groups	0	0	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	27	10	1	5
	White Other	0	0	0	0
Sexual Orientation	Bisexual	0	0	0	0
	Gay or Lesbian	0	0	0	0
	Heterosexual (or Straight)	26	8	1	5
	Other	0	0	0	0
	Prefer not to say/Not Stated	1	2	0	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0	0	0
	Mental Impairment	0	0	0	0
	Long standing Illness or Health Condition	2	0	0	0
	Other Disfigurement	1	0	0	0
	Physical Impairment	2	1	0	0
	Sensory Impairment	0	0	0	0
Religion and Belief	Buddhist	0	0	0	0
	Christian (All Denominations)	12	6	1	2
	Hindu	0	0	0	0
	Jewish	0	0	0	0
	Muslim	0	0	0	0
	Sikh	0	0	0	0
	Any other Religion	0	0	0	0
	No Religion	8	2	0	1
	Not Stated	7	2	0	2
Transgender	Female	0	0	0	0
	Intersex	0	0	0	0
	Male	0	0	0	0
	Prefer not to say/Not Stated	0	0	0	0

Breakdown of Employees by Gender and Job - April 2020 to March 2021

Job Family Gender and Grade

	Female	Male	Total
Operational Whole-time	30	230	260
Operational On Call	30	392	422
Control Staff	26	6	32
Support Staff	84	59	143
Total	170	687	857

Operational Wholetime Gender and Grade - April 2020 to March 2021

Operational Wholetime	Female	Male	Total
Principal Officer	1	3	4
Area Manager	0	3	3
Group Manager	0	10	10
Station Manager	5	17	22
Watch Manager	5	41	46
Crew Manager	5	48	53
Fire Fighter	14	108	122
Total	30	230	260

Control Staff Gender and Grade - April 2020 to March 2021

Control Staff	Female	Male	Total
Group Manager	1	1	2
Station Manager	4	0	4
Watch Manager	8	1	9
Crew Manager	0	0	0
Fire Fighter	13	4	17
Total	26	6	32

Operational On Call Gender and Grade - April 2020 to March 2021

Operational On Call	Female	Male	Total
Watch Manager	0	38	38
Crew Manager	0	66	66
Fire Fighter	30	288	318
Total	30	392	422

Support Staff Employees by Gender and Grade - April 2020 to March 2021

Grade	Female	Male	Total
Apprentice	0	0	0
NWRS 1	0	0	0
NWRS 2	7	3	10
NWRS 3	10	2	12
NWRS 4	20	19	39
NWRS 5	18	6	24
NWRS 6	5	9	14
NWRS 7	4	7	11
NWRS 8	12	7	11
NWRS 9	1	2	3
NWRS 10	3	1	4
NWRS 11	1	0	1
NWRS 12	1	1	2
NWRS 13	1	0	1
Blue Book	1	0	1
Total	83	57	140

Employees by Contract Type/Working Pattern - April 2020 to March 2021

Contract Type	Female	Male	Total
Operational			
Permanent Full Time	40	364	404
Permanent Part Time	20	256	276
Temporary Full Time	1	1	2
Temporary Part Time	1	0	1
Flexible Working			
Total	62	621	

Contract Type	Female	Male	Total
Control Staff			
Permanent Full Time	21	5	26
Permanent Part Time	3	0	3
Temporary Full Time	2	1	3
Temporary Part Time	0	0	0
Flexible Working			
Total	26	6	

Contract Type	Female	Male	Total
Support Staff			
Permanent Full Time	52	46	98
Permanent Part Time	21	6	27
Temporary Full Time	8	6	14
Temporary Part Time	2	1	3
Flexible Working			
Total	83	59	

All Staff Involved in Grievance Procedures - April 2020 to March 2021

(Staff who lodged a Grievance)

Protected Characteristic	All Staff	Male	Female
Age	16-24	0	0
	25-34	0	1
	35-49	3	2
	50-54	2	0
	55-59	1	0
	60 Plus	0	0
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
	Black/African/Caribbean/Black British	0	0
	Mixed/Multiple Ethnic Groups	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	6	3
	White Other	0	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual (or Straight)	5	3
	Other	0	0
	Prefer not to say/Not Stated	1	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	0	0
	Long standing Illness or Health Condition	0	0
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	3	0
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	2	3
Not Stated	1	0	
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

All Staff Involved in Grievance Procedures - April 2020 to March 2021

(Staff who had a Grievance lodged against them)

Protected Characteristic	All Staff	Male	Female
Age	16-24	0	0
	25-34	0	0
	35-49	2	0
	50-54	1	0
	55-59	0	0
	60 Plus	0	0
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
	Black/African/Caribbean/Black British	0	0
	Mixed/Multiple Ethnic Groups	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	3	0
	White Other	0	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual (or Straight)	2	0
	Other	0	0
	Prefer not to say/Not Stated	1	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	1	0
	Long standing Illness or Health Condition	0	0
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	2	0
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	0	0
Not Stated	1	0	
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

All Staff Involved in Disciplinary Procedures - April 2020 to March 2021

(Staff who were investigated and who went on to a Disciplinary Hearing)

Protected Characteristic	All Staff	Male	Female
Age	16-24	0	0
	25-34	0	0
	35-49	2	0
	50-54	0	0
	55-59	0	0
	60 Plus	0	0
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
	Black/African/Caribbean/Black British	0	0
	Mixed/Multiple Ethnic Groups	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	2	0
	White Other	0	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual (or Straight)	1	0
	Other	0	0
	Prefer not to say/Not Stated	1	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	1	0
	Long standing Illness or Health Condition	0	0
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	2	0
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	0	0
Not Stated	0	0	
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

Number of Leavers - April 2020 to March 2021

Protected Characteristic	Number of Operational Staff Leaving the Service	Male	Female
Age	16-24	0	0
	25-34	12	1
	35-49	11	1
	50-54	12	0
	55-59	7	0
	60 Plus	1	0
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
	Black/African/Caribbean/Black British	1	0
	Mixed/Multiple Ethnic Groups	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	41	2
	White Other	1	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual (or Straight)	33	1
	Other	0	0
	Prefer not to say/Not Stated	10	1
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	0	0
	Long standing Illness or Health Condition	1	0
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	17	1
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	0	0
	Not Stated	0	0
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

Number of Leavers - April 2020 to March 2021

Protected Characteristic	Number of Control Staff Leaving the Service	Male	Female
Age	16-24	0	0
	25-34	0	0
	35-49	0	1
	50-54	0	0
	55-59	0	2
	60 Plus	0	1
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
	Black/African/Caribbean/Black British	0	0
	Mixed/Multiple Ethnic Groups	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	0	4
	White Other	0	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual (or Straight)	0	3
	Other	0	0
	Prefer not to say/Not Stated	0	1
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	0	0
	Long standing Illness or Health Condition	0	1
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	0	2
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	0	0
Not Stated	0	2	
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

Number of Leavers - April 2020 to March 2021

Protected Characteristic	Number of FRS Staff Leaving the Service	Male	Female
Age	16-24	1	0
	25-34	2	3
	35-49	0	1
	50-54	1	0
	55-59	0	0
	60 Plus	3	1
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
	Black/African/Caribbean/Black British	0	0
	Mixed/Multiple Ethnic Groups	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	6	5
	White Other	0	0
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual (or Straight)	6	4
	Other	0	0
	Prefer not to say/Not Stated	1	1
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	0	0
	Long standing Illness or Health Condition	1	1
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	2	2
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	2	2
Not Stated	3	1	
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0