



Gwasanaeth Tân ac Achub
Fire and Rescue Service

North Wales Fire and Rescue Authority

Equality Monitoring Report 2022/23

(As at 31st March 2023)

Total Number of Staff in Post (on 31st March 2023) – 901

Protected Characteristic		Control & Operational Staff	FRS Staff	Total
Age	16-24	46	6	52
	25-34	218	17	235
	35-49	329	57	396
	50-54	105	15	120
	55-59	38	16	54
	60 Plus	16	28	44
Total		762	139	901
Disability (self-declaration) Occupational Health Certified	Learning Disability	22	7	29
	Mental Impairment	17	1	18
	Long standing Illness or Health Condition	43	15	58
	Physical Impairment	9	1	10
	Sensory Impairment	6	3	9
Total		97	27	124
Marriage and Civil Partnership	Civil Partnership (registered same sex)	7	2	9
	Living With Partner	148	15	163
	Divorced	24	11	35
	Married	319	71	390
	Single	219	34	253
	Separated	20	1	21
	Widowed	1	1	2
Not Stated	24	4	28	
Total		762	139	901
Pregnancy and Maternity	Pregnant in period	3	1	4
	Maternity in period	10	1	11
Total		13	2	15
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	0	0
	Black/African/Caribbean/Black British	1	0	1
	Mixed/Multiple Ethnic Groups	11	1	12
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	725	134	859
	White Other	11	2	13
	Other Ethnicities	1	2	3
	Not Stated	13	0	13
Total		762	139	901
Religion and Belief	Buddhist	4	2	6
	Christian (All Denominations)	308	70	378
	Hindu	0	0	0
	Jewish	1	0	1
	Muslim	2	0	2
	Sikh	0	0	0
	Any other Religion	11	3	14
	No Religion	366	51	407
Not Stated	80	13	93	
Total		762	139	901
Sex	Female	115	79	194
	Male	647	60	707
Total		762	139	901
Sexual Orientation	Bisexual	8	0	8
	Gay or Lesbian	11	4	15
	Heterosexual (or Straight)	692	126	818
	Prefer not to say/Not Stated	51	9	60
Total		762	139	901
Transgender	Yes	0	0	0
	No	169	46	215
	Prefer not to say/ Not Stated	593	93	686

Total Number of Successful External Applications (December 2022 to March 2023) - 35

Protected Characteristic		Control & Operational Staff	FRS Staff	Total
Age	16-24	8	0	8
	25-34	16	1	17
	35-49	9	1	10
	50-54	0	0	0
	55-59	0	0	0
	60 Plus	0	0	0
	Total	33	2	35
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	3	0	3
	Mental Impairment	0	0	0
	Long standing Illness or Health Condition*	1	0	1
	Physical Impairment	0	0	0
	Sensory Impairment	0	0	0
	Total	4	0	4
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	1	0	0
	White (<i>Welsh/English/Scottish/Northern Iris/British</i>)	28	2	29
	White Other	3	0	3
	Other ethnicity	1	0	1
	Not Stated	1	0	1
	Total	33	2	35
Religion and Belief	Buddhist	1	0	1
	Christian (All Denominations)	4	1	4
	Hindu	0	0	0
	Jewish	1	0	1
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	0	0
	No Religion	12	1	13
	Not Stated	2	0	2
	Total	33	2	35
Sex	Female	13	0	13
	Male	20	2	22
	Total	33	2	35
Sexual Orientation	Bisexual	1	0	1
	Gay or Lesbian	3	0	3
	Heterosexual (or Straight)	25	2	27
	Other	0	0	0
	Prefer not to say/Not Stated	4	0	4
	Total	33	2	35
Transgender	Yes	0	0	0
	No	23	2	25
	Prefer not to say/ Not Stated	10	0	10
	Total	33	2	35

Operational Staff Training Undertaken in December 2022 to March 2023.

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	Total
Age	16-24	3	27	30
	25-34	8	142	150
	35-49	7	211	218
	50-54	4	66	70
	55-59	0	24	24
	60 Plus	0	5	5
	Total	22	475	497
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	1	14	15
	Mental Impairment	1	10	11
	Long standing Illness or Health Condition	6	16	22
	Physical Impairment	0	6	6
	Sensory Impairment	0	4	4
	Total	8	50	58
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	6	6
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	21	449	470
	White Other	1	8	9
	Other Ethnicity	0	1	1
	Not Stated	0	10	10
	Total	21	475	497
Religion and Belief	Buddhist	0	3	3
	Christian (All Denominations)	12	184	196
	Hindu	0	0	0
	Jewish	0	1	1
	Muslim	0	1	1
	Sikh	0	0	0
	Other Religion	0	8	8
	No Religion	9	227	236
	Not Stated	1	51	52
	Total	21	475	497
Sex	Female	16	63	79
	Male	6	412	418
	Total	22	475	497
Sexual Orientation	Bisexual	n/a	n/a	3
	Gay or Lesbian	n/a	n/a	6
	Heterosexual (or Straight)	n/a	n/a	454
	Other	n/a	n/a	0
	Prefer not to say/Not Stated	n/a	n/a	34
	Total	22	475	497
Transgender	Yes	n/a	n/a	0
	No	n/a	n/a	113
	Prefer not to say/ Not Stated	n/a	n/a	384
	Total	22	475	497

Top 5% of Earners – March 2023

Protected Characteristic	All Staff	Male	Female	Male	Female	Total
		Operational/ Control		FRS Staff		
Age	16-24	0	0	0	0	0
	25-34	0	0	0	0	0
	35-49	17	0	1	1	19
	50-54	10	5	1	1	17
	55-59	3	3	0	2	8
	60 Plus	0	1	0	0	1
	Total	30	9	2	4	45
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0	0	0	0
	Black/African/Caribbean/Black British	0	0	0	0	0
	Mixed/Multiple Ethnic Groups	0	0	0	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	30	9	2	4	45
	White Other	0	0	0	0	0
	Total	30	9	2	4	45
Sexual Orientation	Bisexual	n/a	n/a	n/a	n/a	0
	Gay or Lesbian	n/a	n/a	n/a	n/a	1
	Heterosexual (or Straight)	n/a	n/a	n/a	n/a	42
	Other	n/a	n/a	n/a	n/a	0
	Prefer not to say/Not Stated	n/a	n/a	n/a	n/a	2
	Total	30	9	2	4	45
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	1	0	0	0	1
	Mental Impairment	2	0	0	0	2
	Long standing Illness or Health Condition	3	1	0	0	4
	Physical Impairment	1	0	0	0	1
	Sensory Impairment	0	1	0	0	1
	Total	7	2	0	0	9
Religion and Belief	Buddhist	0	0	0	0	0
	Christian (All Denominations)	13	5	1	1	20
	Hindu	0	0	0	0	0
	Jewish	0	0	0	0	0
	Muslim	0	0	0	0	0
	Sikh	0	0	0	0	0
	Any other Religion	1	0	0	0	0
	No Religion	12	2	1	2	17
Not Stated	4	2	0	1	7	
	Total	30	9	2	4	45
Transgender	Yes	n/a	n/a	n/a	n/a	0
	No	n/a	n/a	n/a	n/a	6
	Prefer not to say/ Not Stated	n/a	n/a	n/a	n/a	39
	Total	30	9	2	4	45

Breakdown of Employees by Gender and Job - March 2023

Job Family Gender and Grade

	Female	Male	Total
Operational Whole-time	47	232	279
Operational On Call	43	409	452
Control Staff	25	6	31
Support Staff	79	60	139
Total	194	707	901

Operational Wholetime Gender and Grade - March 2023

Operational Wholetime	Female	Male	Total
Principal Officer	2	3	5
Area Manager	0	3	3
Group Manager	0	10	10
Station Manager	5	20	25
Watch Manager	2	47	49
Crew Manager	10	40	50
Fire Fighter	28	109	137
Total	47	232	279

Control Staff Gender and Grade - March 2023

Control Staff	Female	Male	Total
Area Manager	1	0	1
Group Manager	1	0	1
Station Manager	4	0	4
Watch Manager	8	1	9
Crew Manager	0	0	0
Fire Fighter	11	5	16
Total	25	6	31

Operational On Call Gender and Grade - March 2023

Operational On Call	Female	Male	Total
Watch Manager	0	35	35
Crew Manager	2	56	58
Fire Fighter	41	318	359
Total	43	409	452

Support Staff Employees by Gender and Grade - March 2023

Grade	Female	Male	Total
Apprentice	0	0	0
NWRS 1	0	0	0
NWRS 2	1	1	2
NWRS 3	11	3	14
NWRS 4	20	11	31
NWRS 5	8	5	13
NWRS 6	9	13	22
NWRS 7	9	13	22
NWRS 8	12	5	17
NWRS 9	3	4	7
NWRS 10	1	3	4
NWRS 11	2	1	3
NWRS 12	0	0	0
NWRS 13	3	1	4
Blue Book	1	0	1
Total	79	60	139

Employees by Contract Type/Working Pattern - March 2023

Contract Type	Female	Male	Total
Operational			
Permanent Full Time	47	232	279
Permanent Part Time	0	0	0
Permanent Retained	40	384	424
Temporary Full Time	0	0	0
Temporary Part Time	0	0	0
Temporary Retained	3	25	28
Flexible Working	0	0	0
Total	90	641	731

Contract Type	Female	Male	Total
Control Staff			
Permanent Full Time	22	6	28
Permanent Part Time	1	0	1
Temporary Full Time	2	0	2
Temporary Part Time	0	0	0
Flexible Working	0	0	0
Total	25	6	31

Contract Type	Female	Male	Total
Support Staff			
Permanent Full Time	63	54	117
Permanent Part Time	12	1	13
Temporary Full Time	2	5	7
Temporary Part Time	2	0	2
Flexible Working	0	0	0
Total	79	60	139

Number of Leavers - December 2022 to March 2023

Protected Characteristic	Number of Operational Staff Leaving the Service	Male	Female	Total
Age	16-24	1	0	1
	25-34	4	0	4
	35-49	5	0	5
	50-54	3	0	3
	55-59	2	1	3
	60 Plus	2	0	2
	Total	17	1	18
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0	0
	Black/African/Caribbean/Black British	0	0	0
	Mixed/Multiple Ethnic Groups	0	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	16	1	17
	White Other	0	0	0
	Not Stated	1	0	1
	Total	17	1	18
Sexual Orientation	Bisexual	n/a	n/a	0
	Gay or Lesbian	n/a	n/a	0
	Heterosexual (or Straight)	n/a	n/a	15
	Other	n/a	n/a	0
	Prefer not to say/Not Stated	n/a	n/a	3
	Total	17	1	18
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0	0
	Mental Impairment	0	1	1
	Long standing Illness or Health Condition	3	0	3
	Physical Impairment	0	0	0
	Sensory Impairment	0	0	0
	Total	3	1	4
Religion and Belief	Buddhist	0	0	0
	Christian (All Denominations)	9	1	10
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	0	0
	No Religion	5	1	6
	Not Stated	3	0	3
	Total	17	1	18
Transgender	Yes	n/a	n/a	0
	No	n/a	n/a	4
	Prefer not to say/ Not Stated	n/a	n/a	14
	Total	17	1	18

Number of Leavers - December 2022 to March 2023

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

Number of Leavers - December 2022 to March 2023

Protected Characteristic	Number of FRS Staff Leaving the Service	Male	Female	Total
Age	16-24	1	0	1
	25-34	0	0	0
	35-49	1	1	2
	50-54	0	1	1
	55-59	0	1	1
	60 Plus	1	4	5
	Total	3	7	10
Ethnicity	Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0	0
	Black/African/Caribbean/Black British	0	0	0
	Mixed/Multiple Ethnic Groups	0	0	0
	White (Welsh/English/Scottish/Northern Irish/British)	3	7	10
	White Other	0	0	0
	Total	3	7	10
Sexual Orientation	Bisexual	0	0	0
	Gay or Lesbian	0	0	0
	Heterosexual (or Straight)	3	6	9
	Other	0	0	0
	Prefer not to say/Not Stated	0	1	1
	Total	3	7	10
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0	0
	Mental Impairment	0	0	0
	Long standing Illness or Health Condition	0	2	2
	Physical Impairment	0	0	0
	Sensory Impairment	0	0	0
	Total	0	2	2
Religion and Belief	Buddhist	0	0	0
	Christian (All Denominations)	2	5	7
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	0	0
	No Religion	1	1	2
Not Stated	0	1	1	
	Total	3	7	10
Transgender	Yes	0	0	0
	No	1	4	5
	Prefer not to say/ Not Stated	2	3	5
	Total	3	7	10