

West Midlands Fire Service

Workforce Equality profile 2013



Prevention Protection Response

Making West Midlands Safer

WEST MIDLANDS FIRE SERVICE

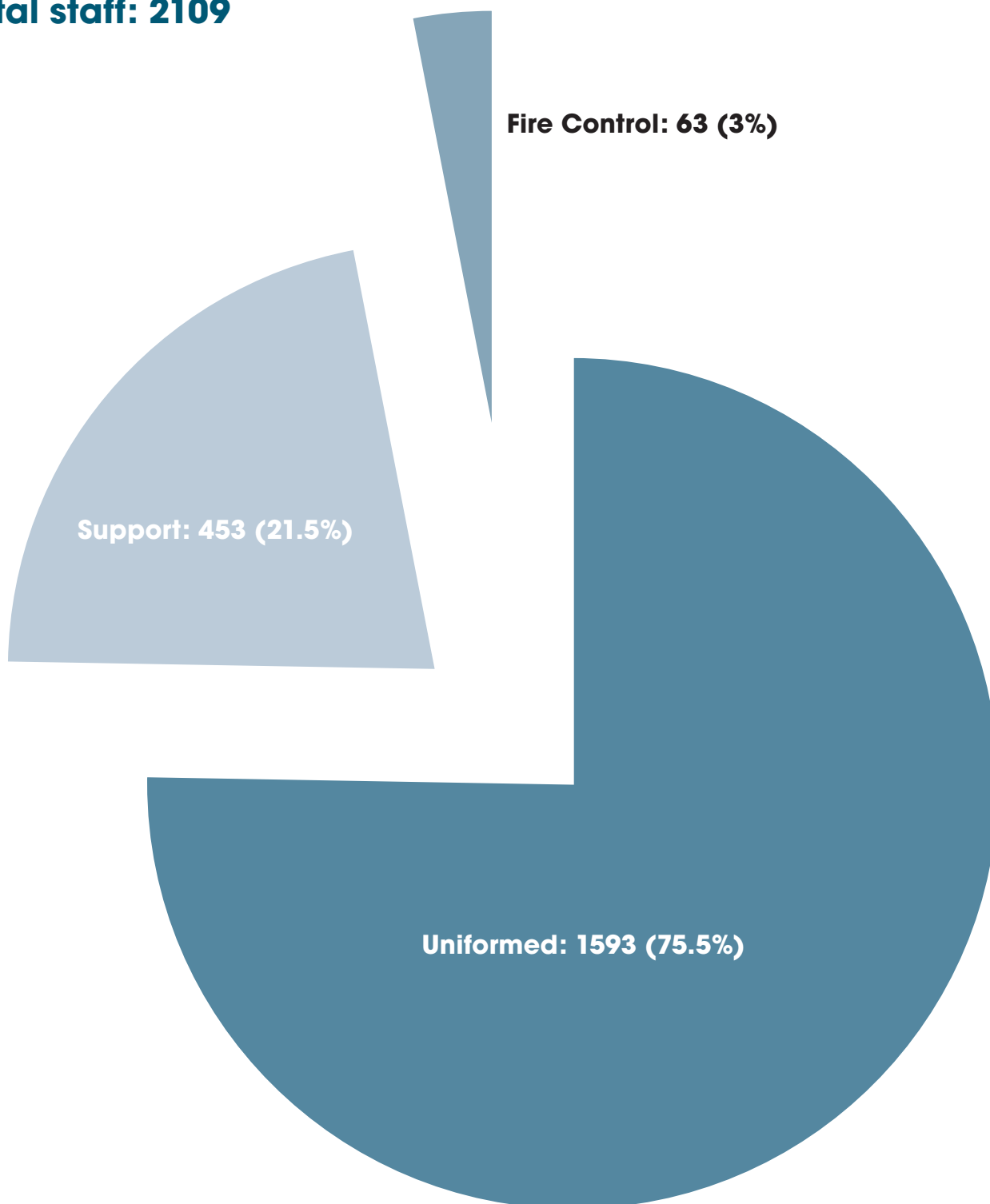
www.wmfs.net

Workforce Equality profile 2013

Under the Public Sector Equality West Midlands Fire Service is required to publish data annually on equality in the workforce. The information listed below has been taken from data supplied voluntarily by all the staff and covers Disability, Race and ethnicity, Gender, Sexual orientation, Religion and Belief, Age and data on our recent Fire Fighter recruitment.

Data as of 1st Nov

Total staff: 2109



Disability

	All staff		Uniform staff		Support staff		Fire Control	
Disabled	67	3.2%	36	2.2%	31	6.8%	0	0%
Not Disabled	1,423	67.5%	1,041	65.3%	331	73%	51	81%
Prefer not to state	100	4.7%	87	5.5%	11	2.4%	2	3%
Not stated	519	24.6%	429	27%	80	17.8%	10	16%
TOTAL	2,109		1,593		453		63	

Race Equality

	All staff		Uniform staff		Support staff		Fire Control	
White British	1,807	86%	1,384	87%	363	80%	60	95.5%
White Irish	14	0.7%	11	0.7%	3	0.7%	0	0%
White other	70	3.3%	59	3.7%	10	2.2%	1	1.5%
Mixed (2)	39	1.8%	34	2.1%	5	1.1%	0	0%
Asian (3)	54	2.6%	17	1%	37	8.2%	0	0%
Black (4)	87	4%	63	4%	24	5.4%	2	3%
Chinese/ other	23	1%	16	1%	7	1.5%	0	0%
Not stated	13	0.6%	9	0.5%	4	0.9%	0	0%
TOTAL	2,109		1,593		453		63	

2 Mixed denotes people from white/ Black Caribbean; Mixed white/ Black African; Mixed White Asian; Mixed other.

3 Asian denotes: Asian people from Indian, Pakistani, Bangladeshi and other Asian backgrounds.

4 Black denotes people from Black Caribbean, African and other Black backgrounds.

Gender Equality

	All staff		Uniform staff		Support staff		Fire Control	
Male	1,732	82%	1,523	95.6%	206	45.5%	3	5%
Female	377	18%	70	4.4%	247	54.5%	60	95%
TOTAL	2,109		1,593		453		63	

Sexual Orientation Equality

	All staff		Uniform staff		Support staff		Fire Control	
Bisexual	11	0.5%	11	0.7%	0	0%	0	0%
Gay/Lesbian	9	0.5%	6	0.4%	2	0.5%	1	1.5%
Heterosexual	497	23.6%	366	23%	115	25.5%	16	25.5%
Prefer not to state	156	7.4%	133	8.3%	22	5%	1	1.5%
Not stated	1,436	68%	1,077	67.6%	314	69%	45	71.5%
TOTAL	2,109		1,593		453		63	

Religion and Belief Equality

	All staff		Uniform staff		Support staff		Fire Control	
Christian	372	17.6%	268	17%	91	20%	13	20.5%
Buddhist	2	0.1%	1	0.05%	1	0.2%	0	0%
Hindu	7	0.3%	2	0.1%	5	1%	0	0%
Jewish	0	0%	0	0%	0	0	0	0%
Muslim	12	0.6%	6	0.4%	6	1.3%	0	0%
Sikh	14	0.7%	4	0.2%	10	2%	0	0%
Pagan	4	0.2%	3	0.15%	1	0.2%	0	0%
None	169	8%	121	7.6%	43	10%	5	8%
Other	37	1.8%	31	2%	6	1.3%	0	0%
Prefer not to state	126	6%	104	6.5%	22	5%	0	0%
Not stated	1,366	64.7%	1,053	66%	268	59%	45	71.5%
TOTAL	2,109		1,593		453		63	

Age Equality & Diversity

	All staff		Uniform staff		Support staff		Fire Control	
17-24yrs	20	1%	4	0.25%	16	3.5%	0	0%
25-35yrs	554	26.5%	472	29.5%	70	15.5%	12	19%
36-45yrs	772	36.5%	632	39.7%	122	27%	18	28.5%
46-55yrs	654	31%	466	29.3%	158	35%	30	48%
56-65yrs	99	4.5%	19	1.25%	77	17%	3	4.5%
66yrs +	10	0.5%	0	0%	10	2%	0	0%
TOTAL	2,109		1,593		453		63	

Recruitment Process 2013: Summary

Online Recruitment



- 10% of these were female
- 15% were Black or Minority Ethnic
- 1% had a disability
- The average age of applicants was 25.8 years, ages ranged from 16 to 60

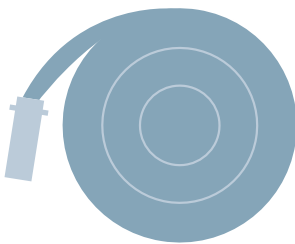
517 applicants passed the online tests

The Written Tests



- 517 applied through the online process
- 49 were wholetime firefighters who applied through the online process
- 10 were wholetime firefighters who applied through the post
- 23 were from Wolverhampton University

The Practical Tests



Black and Minority Ethnic candidates were the most likely to pass the practical tests, 83% of the Black and Minority Ethnic candidates and 42% of the White British candidates passed.

The Interviews



The 55 candidates passed this interview stage and were invited for a medical:

- 11% (N=6) were female,
- 15% (N = 8) were Black or Minority Ethnic
- None were registered disabled.
- The average age of the successful candidates was 27, the youngest was 19 and the oldest 46.