

West Midlands Fire Service Workforce Equality profile

January 2015



Prevention Protection Response

Making West Midlands Safer

WEST MIDLANDS FIRE SERVICE

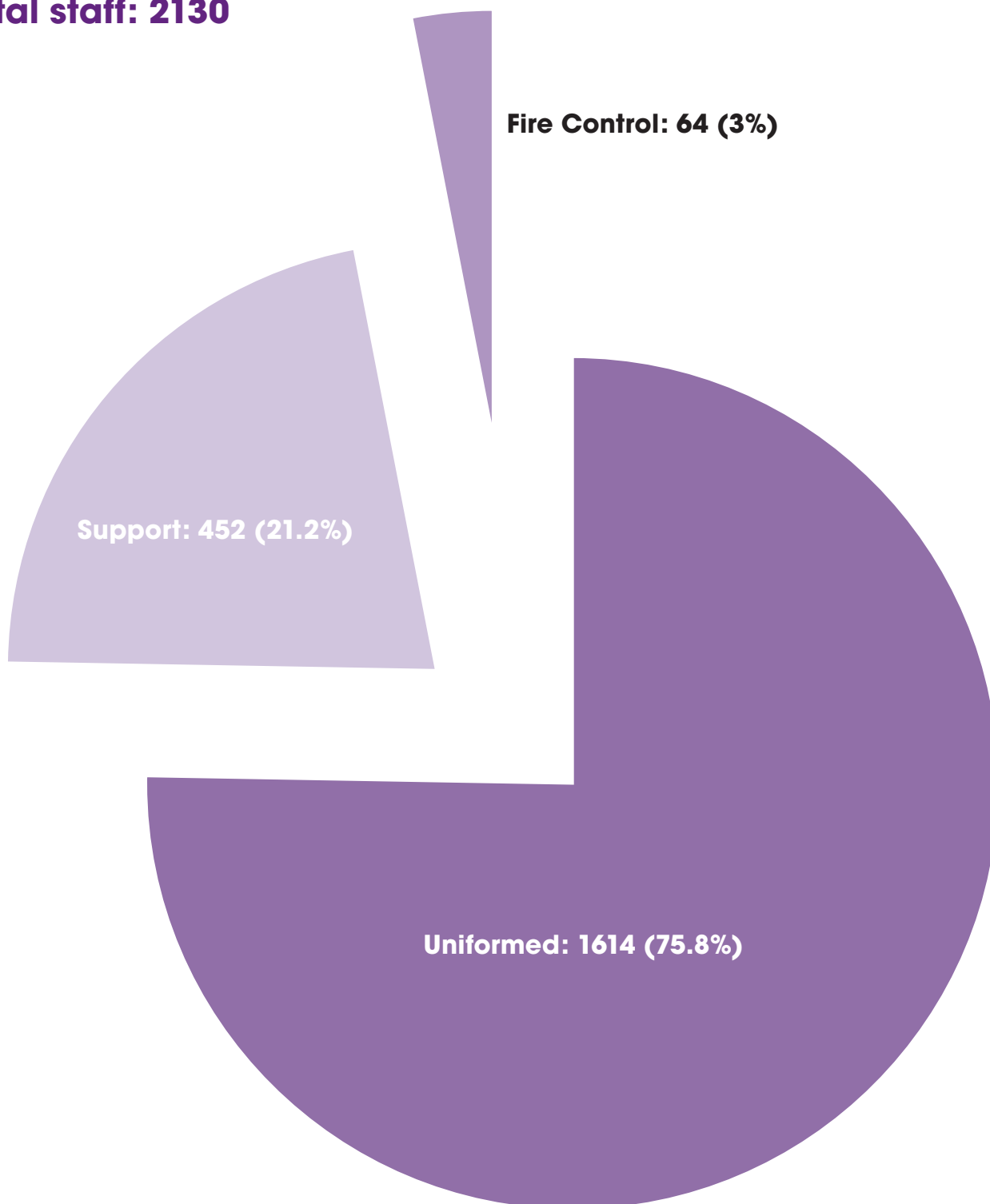
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Workforce Equality Profile 2014

Under the Public Sector Equality Duty (Equality Act 2010) 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 the protected characteristic which include Disability, Race and Ethnicity, Gender, Sexual orientation, Religion and Belief. We also have published workforce Equality data on our Fire Fighter recruitment.

The data in this report covers the period Nov 13 to Nov 14.

Total staff: 2130



Disability

	All staff		Uniform staff		Support staff		Fire Control	
Disabled	62	2.9%	33	2.0%	29	6.4%	0	0.0%
Not Disabled	1467	68.9%	1086	67.3%	332	73.5%	49	76.6%
Prefer not to state	95	4.5%	84	5.2%	9	2.0%	2	3.1%
Not stated	506	23.8%	411	25.5%	82	18.1%	13	20.3%
TOTAL	2130		1614		452		64	

Race Equality

	All staff		Uniform staff		Support staff		Fire Control	
White British	1813	85.1%	1406	87.1%	351	77.7%	56	87.5%
White Irish	16	0.8%	11	0.7%	4	0.9%	1	1.6%
White other	68	3.2%	57	3.5%	10	2.2%	1	1.6%
Mixed (1)	45	2.1%	37	2.3%	6	1.3%	2	3.1%
Asian (2)	59	2.8%	18	1.1%	41	9.1%	0	0.0%
Black (3)	86	4.0%	61	3.8%	25	5.5%	0	0.0%
Chinese/ other	16	0.8%	14	0.9%	2	0.4%	0	0.0%
Not stated	27	1.3%	10	0.6%	13	2.9%	4	6.3%
TOTAL	2130		1614		452		64	

1 Mixed denotes people from White/Black Caribbean: Mixed White/Black African: Mixed White Asian: Mixed Other.

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

3 Black denotes people from Black British, Black Caribbean, African and other Black backgrounds.

Gender Equality

	All staff		Uniform staff		Support staff		Fire Control	
Male	1743	81.8%	1530	94.8%	208	46.0%	5	7.8%
Female	387	18.2%	84	5.2%	244	54.0%	59	92.2%
TOTAL	2130		1614		452		64	

Sexual Orientation Equality

	All staff		Uniform staff		Support staff		Fire Control	
Bisexual	11	0.5%	11	0.7%	0	0.0%	0	0.0%
Gay/Lesbian	12	0.6%	10	0.6%	1	0.2%	1	1.6%
Heterosexual	594	27.9%	442	27.4%	133	29.4%	19	29.7%
Prefer not to state	153	7.2%	131	8.1%	21	4.6%	1	1.6%
Not stated	1360	63.8%	1020	63.2%	297	65.7%	43	67.2%
TOTAL	2130		1614		452		64	

Religion and Belief Equality

	All staff		Uniform staff		Support staff		Fire Control	
Christian	431	20.2%	322	20.0%	97	21.5%	12	18.8%
Buddhist	1	0.0%	1	0.1%	0	0.0%	0	0.0%
Hindu	9	0.4%	3	0.2%	6	1.3%	0	0.0%
Jewish	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Muslim	13	0.6%	6	0.4%	7	1.5%	0	0.0%
Sikh	15	0.7%	5	0.3%	10	2.2%	0	0.0%
Pagan	4	0.2%	3	0.2%	1	0.2%	0	0.0%
Humanist	2	0.1%	2	0.1%	0	0.0%	0	0.0%
Scientologist	1	0.0%	1	0.1%	0	0.0%	0	0.0%
None	194	9.1%	133	8.2%	53	11.7%	8	12.5%
Other	39	1.8%	32	2.0%	7	1.5%	0	0.0%
Prefer not to state	124	5.8%	107	6.6%	17	3.8%	0	0.0%
Not stated	1297	60.9%	999	61.9%	254	56.2%	44	68.8%
TOTAL	2130		1614		452		64	

Age Equality & Diversity

	All staff		Uniform staff		Support staff		Fire Control	
18-24yrs	39	1.8%	18	1.1%	20	4.4%	1	1.6%
25-34yrs	505	23.7%	440	27.3%	51	11.3%	14	21.9%
35-44yrs	732	34.4%	597	37.0%	115	25.4%	20	31.3%
46-54yrs	725	34.0%	532	33.0%	165	36.5%	28	43.8%
55-64yrs	114	5.4%	26	1.6%	87	19.2%	1	1.6%
65yrs +	15	0.7%	1	0.1%	14	3.1%	0	0.0%
TOTAL	2130		1614		452		64	