

North Wales Fire and Rescue Authority

Employment Data

(As at 31st March 2019)

Total Number of Staff in Post - April 2018 to March 2019

| Protected Characteristic | | Control Staff | Operational Staff | FRS Staff |
|---|--|---------------|-------------------|-----------|
| Age | 16-24 | 1 | 36 | 12 |
| | 25-34 | 7 | 193 | 25 |
| | 35-49 | 13 | 324 | 51 |
| | 50-54 | 6 | 101 | 17 |
| | 55-59 | 6 | 32 | 26 |
| | 60 Plus | 0 | 11 | 26 |
| Disability Impairment (self-declaration) Occupational Health Certified | Learning Disability | 1 | 6 | 2 |
| | Mental Impairment | 0 | 4 | 3 |
| | Long standing Illness or Health Condition | 5 | 9 | 6 |
| | Other Disfigurement | 0 | 0 | 0 |
| | Physical Impairment | 1 | 2 | 0 |
| | Sensory Impairment | 0 | 6 | 2 |
| Marriage and Civil Partnership | Civil Partnership (registered same sex) | 0 | 7 | 2 |
| | Living With Partner | 5 | 121 | 14 |
| | Divorced | 1 | 31 | 15 |
| | Married | 15 | 315 | 74 |
| | Single | 11 | 182 | 47 |
| | Separated | 0 | 27 | 1 |
| | Widowed | 0 | 1 | 2 |
| | Not Stated | 1 | 13 | 2 |
| Pregnancy and Maternity | Pregnant in the last year | 0 | 4 | 4 |
| | Maternity in the last year | 0 | 0 | 2 |
| Race | Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i> | 0 | 2 | 0 |
| | Black/African/Caribbean/Black British | 0 | 2 | 0 |
| | Mixed/Multiple Ethnic Groups | 0 | 5 | 0 |
| | White <i>(Welsh/English/Scottish/Northern Irish/British)</i> | 32 | 682 | 155 |
| | White Other | 1 | 4 | 1 |
| | Not Stated | 0 | 2 | 1 |
| Religion and Belief | Buddhist | 0 | 3 | 1 |
| | Christian (All Denominations) | 20 | 306 | 89 |
| | Hindu | 0 | 0 | 0 |
| | Jewish | 0 | 0 | 0 |
| | Muslim | 0 | 1 | 1 |
| | Sikh | 0 | 0 | 0 |
| | Any other Religion | 0 | 6 | 2 |
| | No Religion | 7 | 295 | 43 |
| Not Stated | 6 | 86 | 21 | |
| Sex | Female | 27 | 46 | 89 |
| | Male | 6 | 651 | 68 |
| Sexual Orientation | Bisexual | 0 | 1 | 0 |
| | Gay or Lesbian | 0 | 7 | 2 |
| | Heterosexual (or Straight) | 30 | 642 | 145 |
| | Other | 0 | 0 | 0 |
| | Prefer not to say/Not Stated | 3 | 47 | 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 2018 to March 2019

| Protected Characteristic | | Control Staff | Operational Staff | FRS Staff |
|---|--|---------------|-------------------|-----------|
| Age | 16-24 | 2 | 188 | 19 |
| | 25-34 | 0 | 419 | 51 |
| | 35-49 | 0 | 224 | 43 |
| | 50-54 | 0 | 17 | 15 |
| | 55-59 | 0 | 6 | 14 |
| | 60 Plus | 0 | 1 | 5 |
| | Not Stated | 0 | 6 | 2 |
| Disability Impairment (self-declaration) Occupational Health Certified | Learning Disability | 1 | 4 | 4 |
| | Mental Impairment | 0 | 0 | 2 |
| | Long standing Illness or Health Condition | 0 | 5 | 15 |
| | Other Disfigurement | 0 | 0 | 0 |
| | Physical Impairment | 0 | 0 | 1 |
| | Sensory Impairment | 0 | 1 | 2 |
| Race | Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i> | 0 | 6 | 0 |
| | Black/African/Caribbean/Black British | 0 | 6 | 0 |
| | Mixed/Multiple Ethnic Groups | 0 | 9 | 0 |
| | White <i>(Welsh/English/Scottish/Northern Irish/British)</i> | 2 | 789 | 147 |
| | White Other | 0 | 12 | 3 |
| | Not Stated | 0 | 39 | 0 |
| Religion and Belief | Buddhist | 0 | 5 | 0 |
| | Christian (All Denominations) | 1 | 295 | 63 |
| | Hindu | 0 | 0 | 0 |
| | Jewish | 0 | 0 | 0 |
| | Muslim | 0 | 5 | 2 |
| | Sikh | 0 | 0 | 0 |
| | Any other Religion | 0 | 9 | 6 |
| | No Religion/Not Stated | 1 | 547 | 67 |
| Sex | Female | 1 | 122 | 60 |
| | Male | 1 | 739 | 90 |
| Sexual Orientation | Bisexual | 0 | 26 | 1 |
| | Gay or Lesbian | 0 | 14 | 4 |
| | Heterosexual (or Straight) | 2 | 768 | 134 |
| | Other | 0 | 0 | 0 |
| | Prefer not to say / Not Stated | 0 | 53 | 11 |
| Transgender | Female | 0 | 0 | 0 |
| | Intersex | 0 | 0 | 0 |
| | Male | 0 | 0 | 0 |
| | Prefer not to say | 0 | 0 | 0 |

Total Number of Successful External Application to the Service 2018-2019

| Protected Characteristic | | Control Staff | Operational Staff | FRS Staff |
|--|--|---------------|-------------------|-----------|
| Age | 16-24 | 2 | 13 | 3 |
| | 25-34 | 0 | 45 | 4 |
| | 35-49 | 0 | 26 | 3 |
| | 50-54 | 0 | 0 | 2 |
| | 55-59 | 0 | 3 | 2 |
| | 60 Plus | 0 | 0 | 1 |
| Disability Impairment (self-declaration) Occupational Health Certified | Learning Disability | 1 | 1 | 0 |
| | Mental Impairment | 0 | 0 | 0 |
| | Long standing Illness or Health Condition* | 0 | 1 | 1 |
| | 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 | 1 | 0 |
| | Black/African/Caribbean/Black British | 0 | 0 | 0 |
| | Mixed/Multiple Ethnic Groups | 0 | 1 | 0 |
| | White (<i>Welsh/English/Scottish/Northern Iris/British</i>) | 2 | 84 | 12 |
| | White Other | 0 | 1 | 0 |
| | Not Stated | 0 | 0 | 3 |
| Religion and Belief | Buddhist | 0 | 0 | 0 |
| | Christian (All Denominations) | 1 | 37 | 8 |
| | Hindu | 0 | 0 | 0 |
| | Jewish | 0 | 0 | 0 |
| | Muslim | 0 | 0 | 1 |
| | Sikh | 0 | 0 | 0 |
| | Any other Religion | 0 | 1 | 0 |
| | No Religion / Not Stated | 1 | 49 | 6 |
| Sex | Female | 1 | 54 | 9 |
| | Male | 1 | 33 | 6 |
| Sexual Orientation | Bisexual | 0 | 1 | 0 |
| | Gay or Lesbian | 0 | 0 | 0 |
| | Heterosexual (or Straight) | 2 | 81 | 14 |
| | Other | 0 | 0 | 0 |
| | Prefer not to say/Not Stated | 0 | 5 | 1 |
| Transgender | Female | 0 | 0 | 1 |
| | Intersex | 0 | 0 | 0 |
| | Male | 0 | 0 | 0 |
| | Prefer not to say | 0 | 0 | 0 |

Number of Internal Applications for Promotion Received - April 2018 to March 2019

No permanent operational promotions were advertised during 2018-2019; only temporary promotions were undertaken during this time period. Staff with the necessary skills were temporary promoted in the short term to meet the needs of the Service.

A permanent promotion process is scheduled to take place during the summer of 2019.

| Protected Characteristic | | Control Staff | Operational 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 2018-2019

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

A new Appraisal System will be introduced in the autumn of 2019; the system will be aligned to career pathways, this will guide both staff and managers in assessing the individual's requirements in order to fulfil their role.

| Protected Characteristic | | Control Staff | Operational Staff |
|---|--|---------------|-------------------|
| Age | 16-24 | 1 | 36 |
| | 25-34 | 7 | 193 |
| | 35-49 | 13 | 324 |
| | 50-54 | 6 | 101 |
| | 55-59 | 6 | 32 |
| | 60 Plus | 0 | 11 |
| Disability Impairment (self-declaration) Occupational Health Certified | Learning Disability | 1 | 6 |
| | Mental Impairment | 0 | 4 |
| | Long standing Illness or Health Condition | 5 | 9 |
| | Other Disfigurement | 0 | 0 |
| | Physical Impairment | 1 | 2 |
| | Sensory Impairment | 0 | 6 |
| Race | Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i> | 0 | 2 |
| | Black/African/Caribbean/Black British | 0 | 2 |
| | Mixed/Multiple Ethnic Groups | 0 | 5 |
| | White <i>(Welsh/English/Scottish/Northern Irish/British)</i> | 32 | 682 |
| | White Other | 1 | 4 |
| | Not Stated | 0 | 2 |
| Religion and Belief | Buddhist | 0 | 3 |
| | Christian (All Denominations) | 20 | 306 |
| | Hindu | 0 | 0 |
| | Jewish | 0 | 0 |
| | Muslim | 0 | 1 |
| | Sikh | 0 | 0 |
| | Any other Religion | 0 | 6 |
| | No Religion | 7 | 295 |
| Not Stated | 6 | 86 | |
| Sex | Female | 27 | 46 |
| | Male | 6 | 651 |
| Sexual Orientation | Bisexual | 0 | 1 |
| | Gay or Lesbian | 0 | 7 |
| | Heterosexual (or Straight) | 30 | 642 |
| | Other | 0 | 0 |
| | Prefer not to say/Not Stated | 3 | 47 |
| Transgender | Female | 0 | 0 |
| | Intersex | 0 | 0 |
| | Male | 0 | 0 |
| | Prefer not to say | 0 | 0 |

Top 5% of Earners - April 2018 to March 2019

| | 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 | 9 | 0 | 0 | 0 |
| | 50-54 | 6 | 1 | 0 | 1 |
| | 55-59 | 2 | 1 | 0 | 0 |
| | 60 Plus | 0 | 1 | 0 | 1 |
| 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) | 18 | 2 | 0 | 2 |
| | White Other | 0 | 0 | 0 | 0 |
| Sexual Orientation | | | | | |
| | Bisexual | 0 | 0 | 0 | 0 |
| | Gay or Lesbian | 0 | 0 | 0 | 0 |
| | Heterosexual (or Straight) | 18 | 2 | 0 | 2 |
| | Other | 0 | 0 | 0 | 0 |
| | Prefer not to say/Not Stated | 0 | 0 | 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 | 0 | 0 | 0 | 0 |
| | Other Disfigurement | 0 | 0 | 0 | 0 |
| | Physical Impairment | 0 | 0 | 0 | 0 |
| | Sensory Impairment | 0 | 0 | 0 | 0 |
| Religion and Belief | | | | | |
| | Buddhist | 0 | 0 | 0 | 0 |
| | Christian (All Denominations) | 10 | 2 | 0 | 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 | 5 | 0 | 0 | 0 |
| | Not Stated | 3 | 0 | 0 | 0 |
| Transgender | | | | | |
| | Female | 0 | 0 | 0 | 0 |
| | Intersex | 0 | 0 | 0 | 0 |
| | Male | 0 | 0 | 0 | 0 |
| | Prefer not to say | 0 | 0 | 0 | 0 |

Breakdown of Employees by Gender and Job - April 2018 to March 2019

Job Family Gender and Grade

| | Female | Male | Total |
|------------------------|------------|------------|------------|
| Operational Whole-time | 24 | 226 | 250 |
| Operational On Call | 23 | 434 | 457 |
| Control Staff | 27 | 6 | 33 |
| Support Staff | 89 | 67 | 156 |
| Total | 136 | 727 | 863 |

Operational Wholetime Gender and Grade - April 2018 to March 2019

| Operational Wholetime | Female | Male | Total |
|-----------------------|-----------|------------|------------|
| Principal Officer | 3 | 3 | 6 |
| Area Manager | 0 | 3 | 3 |
| Group Manager | 0 | 11 | 11 |
| Station Manager | 4 | 21 | 25 |
| Watch Manager | 5 | 37 | 42 |
| Crew Manager | 4 | 46 | 50 |
| Fire Fighter | 8 | 105 | 113 |
| Total | 24 | 226 | 250 |

Control Staff Gender and Grade - April 2018 to March 2019

| Control Staff | Female | Male | Total |
|-----------------|-----------|----------|-----------|
| Group Manager | 1 | 1 | 2 |
| Station Manager | 4 | 0 | 4 |
| Watch Manager | 8 | 2 | 10 |
| Crew Manager | 0 | 0 | 0 |
| Fire Fighter | 14 | 3 | 17 |
| Total | 27 | 6 | 33 |

Operational On Call Gender and Grade - April 2018 to March 2019

| Operational On Call | Female | Male | Total |
|---------------------|-----------|------------|------------|
| Watch Manager | 0 | 43 | 43 |
| Crew Manager | 1 | 74 | 75 |
| Fire Fighter | 22 | 317 | 339 |
| | | | |
| Total | 23 | 434 | 457 |

Support Staff Employees by Gender and Grade - April 2018 to March 2019

| Grade | Female | Male | Total |
|--------------|-----------|-----------|------------|
| Apprentice | 3 | 3 | 6 |
| NWRS 1 | 0 | 0 | 0 |
| NWRS 2 | 7 | 6 | 13 |
| NWRS 3 | 14 | 2 | 16 |
| NWRS 4 | 19 | 23 | 42 |
| NWRS 5 | 17 | 6 | 23 |
| NWRS 6 | 8 | 15 | 23 |
| NWRS 7 | 3 | 2 | 5 |
| NWRS 8 | 11 | 6 | 17 |
| NWRS 9 | 1 | 2 | 3 |
| NWRS 10 | 2 | 1 | 3 |
| NWRS 11 | 0 | 0 | 0 |
| NWRS 12 | 3 | 1 | 4 |
| NWRS 13 | 1 | 0 | 1 |
| | | | |
| Total | 89 | 67 | 156 |

Employees by Contract Type/Working Pattern - April 2018 to March 2019

| Contract Type | Female | Male | Total |
|---------------------|-----------|-----------|------------|
| Operational | | | |
| Permanent Full Time | 26 | 349 | 375 |
| Permanent Part Time | 18 | 302 | 320 |
| Temporary Full Time | 3 | 7 | 10 |
| Temporary Part Time | 0 | 1 | 1 |
| Flexible Working | 0 | 1 | 1 |
| | | | |
| Total | 47 | 66 | 707 |

| Contract Type | Female | Male | Total |
|----------------------|-----------|----------|-----------|
| Control Staff | | | |
| Permanent Full Time | 22 | 4 | 26 |
| Permanent Part Time | 5 | 0 | 5 |
| Temporary Full Time | 0 | 0 | 0 |
| Temporary Part Time | 0 | 1 | 1 |
| Flexible Working | 0 | 1 | 1 |
| | | | |
| Total | 27 | 6 | 33 |

| Contract Type | Female | Male | Total |
|----------------------|-----------|-----------|------------|
| Support Staff | | | |
| Permanent Full Time | 49 | 52 | 101 |
| Permanent Part Time | 16 | 2 | 18 |
| Temporary Full Time | 10 | 7 | 17 |
| Temporary Part Time | 2 | 0 | 2 |
| Flexible Working | 12 | 6 | 18 |
| | | | |
| Total | 89 | 67 | 156 |

All Staff Involved in Grievance Procedures - April 2018 to March 2019

(Staff who lodged a Grievance)

| | All Staff | Male | Female |
|---|---|------|--------|
| Age | 16-24 | 1 | 0 |
| | 25-34 | 0 | 0 |
| | 35-49 | 2 | 0 |
| | 50-54 | 3 | 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) | 7 | 0 |
| | White Other | 0 | 0 |
| Sexual Orientation | Bisexual | 0 | 0 |
| | Gay or Lesbian | 0 | 0 |
| | Heterosexual (or Straight) | 5 | 0 |
| | Other | 0 | 0 |
| | Prefer not to say/Not Stated | 2 | 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 | 1 | 0 |
| Religion and Belief | Buddhist | 0 | 0 |
| | Christian (All Denominations) | 5 | 0 |
| | Hindu | 0 | 0 |
| | Jewish | 0 | 0 |
| | Muslim | 0 | 0 |
| | Sikh | 0 | 0 |
| | Any other Religion | 0 | 0 |
| | No Religion | 2 | 0 |
| Not Stated | 0 | 0 | |
| Transgender | Female | 0 | 0 |
| | Intersex | 0 | 0 |
| | Male | 0 | 0 |
| | Prefer not to say | 0 | 0 |

All Staff Involved in Grievance Procedures - April 2018 to March

(Staff who had a Grievance lodged against them)

| | All Staff | Male | Female |
|---|---|------|--------|
| Age | 16-24 | 0 | 0 |
| | 25-34 | 0 | 0 |
| | 35-49 | 1 | 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) | 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) | 0 | 0 |
| | Hindu | 0 | 0 |
| | Jewish | 0 | 0 |
| | Muslim | 0 | 0 |
| | Sikh | 0 | 0 |
| | Any other Religion | 0 | 0 |
| | No Religion | 1 | 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 2018 to March 2019

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

| | All Staff | Male | Female |
|---|---|-------------|---------------|
| Age | 16-24 | 1 | 0 |
| | 25-34 | 0 | 1 |
| | 35-49 | 2 | 0 |
| | 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 | 1 | 0 |
| | White (Welsh/English/Scottish/Northern Irish/British) | 5 | 1 |
| | White Other | 0 | 0 |
| Sexual Orientation | Bisexual | 0 | 0 |
| | Gay or Lesbian | 0 | 0 |
| | Heterosexual (or Straight) | 6 | 0 |
| | 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 | 0 |
| | Other Disfigurement | 0 | 0 |
| | Physical Impairment | 0 | 0 |
| | Sensory Impairment | 0 | 0 |
| Religion and Belief | Buddhist | 0 | 0 |
| | Christian (All Denominations) | 3 | 1 |
| | Hindu | 0 | 0 |
| | Jewish | 0 | 0 |
| | Muslim | 0 | 0 |
| | Sikh | 0 | 0 |
| | Any other Religion | 0 | 0 |
| | No Religion | 3 | 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 2018 to March 2019

| Number of Operational Staff Leaving the Service | | Male | Female |
|---|--|------|--------|
| Age | 16-24 | 5 | 1 |
| | 25-34 | 21 | 1 |
| | 35-49 | 16 | 1 |
| | 50-54 | 10 | 0 |
| | 55-59 | 9 | 0 |
| | 60 Plus | 3 | 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) | 63 | 2 |
| | White Other | 1 | 1 |
| Sexual Orientation | Bisexual | 0 | 0 |
| | Gay or Lesbian | 0 | 0 |
| | Heterosexual (or Straight) | 58 | 2 |
| | Other | 0 | 0 |
| | Prefer not to say/Not Stated | 6 | 1 |
| Disability Impairment (self-declaration) Occupational Health Certified | Learning Disability | 3 | 0 |
| | Mental Impairment | 0 | 0 |
| | Long standing Illness or Health Condition | 4 | 0 |
| | Other Disfigurement | 0 | 0 |
| | Physical Impairment | 0 | 0 |
| | Sensory Impairment | 1 | 0 |
| Religion and Belief | Buddhist | 0 | 0 |
| | Christian (All Denominations) | 30 | 2 |
| | Hindu | 0 | 0 |
| | Jewish | 0 | 0 |
| | Muslim | 0 | 0 |
| | Sikh | 0 | 0 |
| | Any other Religion | 2 | 0 |
| | No Religion | 0 | 25 |
| | Not Stated | 7 | 1 |
| Transgender | Female | 0 | 0 |
| | Intersex | 0 | 0 |
| | Male | 0 | 0 |
| | Prefer not to say | 0 | 0 |

Number of Leavers - April 2018 to March 2019

| Number of Control Staff Leaving the Service | | Male | Female |
|---|--|------|--------|
| Age | 16-24 | 0 | 1 |
| | 25-34 | 0 | 0 |
| | 35-49 | 0 | 2 |
| | 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) | 0 | 3 |
| | White Other | 0 | 0 |
| Sexual Orientation | Bisexual | 0 | 0 |
| | Gay or Lesbian | 0 | 1 |
| | Heterosexual (or Straight) | 0 | 2 |
| | Other | 0 | 0 |
| | Prefer not to say/Not Stated | 0 | 0 |
| Disability Impairment (self-declaration) Occupational Health Certified | Learning Disability | 0 | 1 |
| | 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) | 0 | 1 |
| | Hindu | 0 | 0 |
| | Jewish | 0 | 0 |
| | Muslim | 0 | 0 |
| | Sikh | 0 | 0 |
| | Any other Religion | 0 | 0 |
| | No Religion | 0 | 2 |
| Not Stated | 0 | 0 | |
| Transgender | Female | 0 | 0 |
| | Intersex | 0 | 0 |
| | Male | 0 | 0 |
| | Prefer not to say | 0 | 0 |

Number of Leavers - April 2018 to March 2019

| Number of FRS Staff Leaving the Service | | Male | Female |
|---|--|------|--------|
| Age | 16-24 | 1 | 0 |
| | 25-34 | 3 | 3 |
| | 35-49 | 3 | 1 |
| | 50-54 | 1 | 0 |
| | 55-59 | 2 | 1 |
| | 60 Plus | 1 | 2 |
| 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) | 11 | 7 |
| | White Other | 0 | 0 |
| Sexual Orientation | Bisexual | 0 | 0 |
| | Gay or Lesbian | 0 | 0 |
| | Heterosexual (or Straight) | 11 | 5 |
| | Other | 0 | 0 |
| | Prefer not to say/Not Stated | 0 | 2 |
| Disability Impairment (self-declaration) Occupational Health Certified | Learning Disability | 0 | 0 |
| | Mental Impairment | 0 | 1 |
| | 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) | 5 | 3 |
| | Hindu | 0 | 0 |
| | Jewish | 0 | 0 |
| | Muslim | 0 | 0 |
| | Sikh | 0 | 0 |
| | Any other Religion | 1 | 1 |
| | No Religion | 4 | 1 |
| Not Stated | 1 | 2 | |
| Transgender | Female | 0 | 0 |
| | Intersex | 0 | 0 |
| | Male | 0 | 0 |
| | Prefer not to say | 0 | 0 |