

# COMMUNITY RISK MANAGEMENT PLAN 2014-2020

## Mid-Point Review 2017-18

### CRMP DEMOGRAPHIC PROFILE 2018



HEREFORD & WORCESTER  
**HWFR**  
FIRE AND RESCUE SERVICE

# CRMP Demographic Profile 2018

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*The CRMP Demographic Profile is a technical document providing background information and supporting evidence for the Mid-Point Review of the Community Risk Management Plan 2014-2020. All demographic data used is sourced from the Office for National Statistics and from local data held by the Performance and Information and Human Resources Teams, Service Support Directorate.*

*The Demographic Profile should be read in conjunction with two other supporting documents: the CRMP Risk Review, which provides a spatial analysis of life risk data, and a series of Station Risk Profiles, which provide more local detail about risks in each of the Service's 27 fire stations areas.*

*All documents can be found on the Service website.*

# 2018 CRMP Demographic Profile

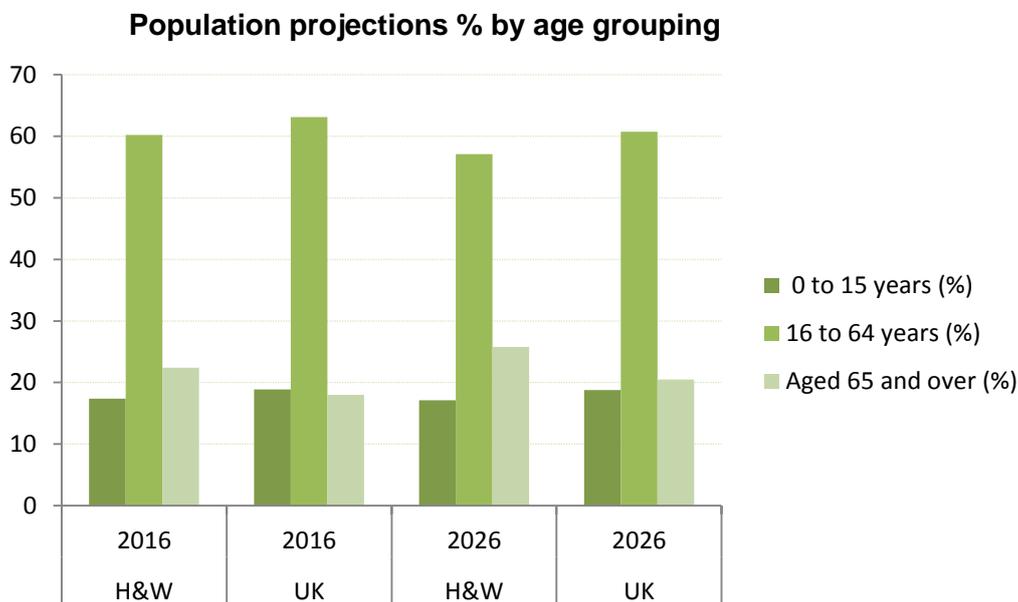
## 1. Introduction

- 1.1. The CRMP Demographic Profile provides supporting information for the Mid-point Review of the Community Risk Management Plan 2014-2020. It looks at the characteristics of the Herefordshire and Worcestershire population and considers the potential implications of emerging trends for the Fire and Rescue Service.
- 1.2. Herefordshire and Worcestershire's population is growing larger and getting older, and old age accompanied by associated levels of impairment is known to be a particular factor in terms of being at greater risk of fire. This is likely to be a key issue for the Service as the population continues to age.
- 1.3. The Profile also looks at the breakdown of ethnicity and religion across the two counties. While the numbers of black and minority ethnic communities are relatively very low, it is important for the Service to make sure it is able to address any particular issues affecting all parts of the wider community.
- 1.4. As a largely rural Service, the Profile provides a breakdown of urban and rural population densities and considers the rate of housing growth, and notes the particular issues faced in delivering a fire and rescue service across a very large area.
- 1.5. The Profile also considers the overall economic activity across the two counties, as unemployment and higher levels of deprivation are also seen as key factors in increasing the risk of fire.
- 1.6. Finally, the Profile includes an Annex, which looks at the broad profile of the Service's workforce and outlines the Service's aim of ensuring its workforce is representative of the population it serves, and provides opportunities for all members of the local community to progress their careers in the Service.

## 2. Population

- 2.1. The UK population is growing larger and getting older. Births continue to outnumber deaths, immigration continues to outnumber emigration and, with improvements in healthcare and lifestyles, people are living longer. In 2016 the population of the UK was 65.6 million, its largest ever, and it is expected to rise to almost 70 million by 2026, an increase of 6.4 per cent.
- 2.2. This pattern is repeated across Herefordshire and Worcestershire with the latest estimated population standing at 772,400, some 20,000 people more than in 2011. Around three-quarters (583,100 people) live in Worcestershire and 189,300 live in Herefordshire. The total population of the two counties is projected to increase to 806,400 by 2026, a 10 per cent rise over the next ten years.
- 2.3. When broken down by age, there are three important groupings; children and young people aged 0-15 years, people of a working age between 16 and 64 years, and people of a pensionable age (aged 65 years and over). The national trend shows that the proportion of those of a working age is continuing to shrink, whilst those of a pensionable age is increasing. The impact this has is to put increasing pressure on social services such as education, healthcare and housing.
- 2.4. The pattern is similar across Herefordshire and Worcestershire, though with a smaller proportion of people of working age and a larger proportion of people of pensionable age. This is shown in the following chart (Figure 1).

**Figure 1: Herefordshire and Worcestershire population 2016 and 2026 by age group**



- 2.5. In the two counties in 2016 there were 172,800 people aged 65 and over (22.4 per cent of the total population). This compares to 18 per cent for the UK as a whole. By 2026, this is projected to increase to 209,000 people aged 65 or over, representing more than one in four of the total population (25.9 per cent).

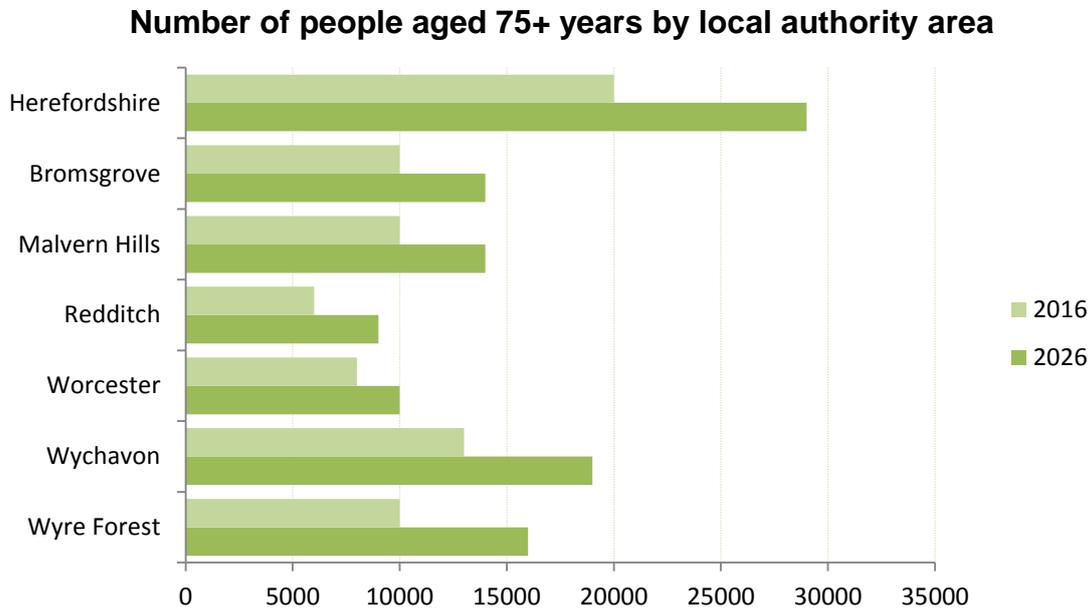
- 2.6. The age distribution across the seven local authority areas in the two counties shows similar proportions, though the largely urban areas of Worcester and Redditch have relatively more people of working age and fewer people of pensionable age. Age distribution is an important indicator as it can help national and local authorities to plan for the needs of different age groups. A measure of this is a national ratio called the Old Age Dependency Ratio (OADR). This represents the number of people aged over 65 years for every 1,000 people aged between 16 and 64 years old, where the higher the number, the greater the proportion of people of pensionable age. In 2016 nationally this ratio was 285, while it was 372 for Herefordshire and Worcestershire. By 2026 the ratio for the UK is projected to reach 338, while for the two counties it rises to 446.
- 2.7. The table below shows the ratios for each local authority area. It shows that most areas have a relatively high proportion of people aged 65 and over compared to the national figure. Only Redditch and Worcester have lower rates, as they have relatively high numbers of people of working age. The figures suggest that there is likely to be increasing pressure on local social services across all districts of the two counties, with Malvern Hills and Wychavon showing the greatest increase by 2026.

**Table 1: Old Age Dependency Ratio 2016-2026**

	2016		2026	
	(% aged 65+)	OADR	(% aged 65+)	OADR
<b>Herefordshire</b>	23.7	398	27.1	489
<b>Bromsgrove</b>	22.3	372	25.5	451
<b>Malvern Hills</b>	27.5	485	31.8	591
<b>Redditch</b>	17.2	274	21.7	361
<b>Worcester</b>	16.4	252	19.0	297
<b>Wychavon</b>	24.3	414	28.1	509
<b>Wyre Forest</b>	24.2	413	27.4	489
<b>H &amp; W Total</b>	<b>22.5</b>	<b>372</b>	<b>25.9</b>	<b>446</b>
<b>UK</b>	<b>18.0</b>	<b>285</b>	<b>21.0</b>	<b>338</b>

- 2.8. With people living longer, the number of people aged 75 and over in Herefordshire and Worcestershire is projected to increase from 77,000 to 112,000 between 2016 and 2026 (an increase of 45 per cent). By 2036, the number of people aged 75 and over is projected to reach 136,000 (an increase of 76 per cent over 2016). The largest growth is projected to be within Wyre Forest district (a 60 per cent increase), and the smallest growth rate is expected to be within the City of Worcester district (a 25 per cent increase).

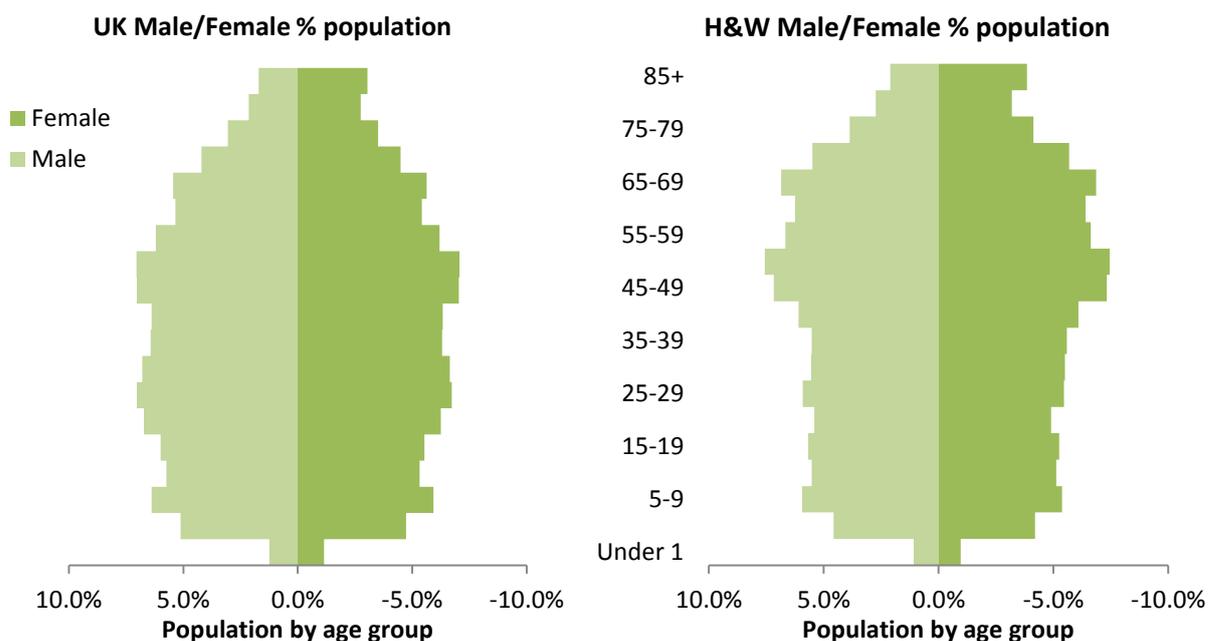
**Table 2: Herefordshire and Worcestershire projected number of people aged 75+ years**



### 3. Age and Sex

- 3.1. Across the UK in 2016, the population profile had an almost equal male/female split (49.3 per cent male, 50.7 per cent female). Within this, there were a number of variations across different age groups. There were relatively higher numbers of people aged 65-69 years old due to the spike in births at the end of World War Two; the effects of the 1960s baby boom was shown in a larger number of people in their mid-40s to mid-50s; children of the baby boomers were shown in the higher number of people in their mid-20s; and low fertility in the 1970s and early 2000s means there were relatively fewer people in their late-30s and early teens.
- 3.2. The male/female breakdown of the population of Herefordshire and Worcestershire (H&W) in 2016 largely mirrored the UK profile with 49.2 per cent male and 50.2 per cent female. The population pyramid for H&W also shows similarities to the UK pyramid, with relatively high proportions of people in their mid-40s to mid-50s and late-60s. However, as the following diagram (Figure 2) shows, there is a clear difference in the overall shape of the H&W pyramid compared to the UK, with a narrower profile of people aged under 40 years and a wider profile of people aged over 55 years. This reflects the increasing number of people of pensionable age across the two counties.

**Figure 2: Comparison of Male/Female population profile, 2016**



- 3.3. A further useful summary measure of the age structure is the median age. This is halfway point in the population; half the people are younger than this age and half are older. The median age for the UK in 2016 was 40.0 years. For H&W it was 45.6 years. Within the two counties, Malvern Hills had the oldest median age at 50.0 years and Worcester had the youngest at 37.9 years.
- 3.4. While the shape of the population by age is broadly similar for males and females, at older ages women outnumber men; this is particularly evident in those aged 85 and over. Table 3 shows the male/female breakdown of Herefordshire and Worcestershire and reflects the national picture in that women tend to live longer than men.

**Table 3: Herefordshire and Worcestershire Population 2016 by age and sex**

H&W 2016	Male	Female	Male %	Female %
<b>All ages</b>	380,500	392,100	49.2	50.8
<b>Aged 65 and over</b>	80,100	93,000	46.3	53.7
<b>Aged 75 and over</b>	33,100	43,800	43.0	57.0
<b>Aged 85 and over</b>	8,000	15,100	34.6	65.4

**Importance of the population profile**

- 3.5. The age profile of the population is particularly important for Fire and Rescue Services, because national and local research<sup>1</sup> shows that older people are at greater risk from

<sup>1</sup> see for example: [Fire and Rescue Service partnership working toolkit for Local Area Agreements](#) (DCLG 2008) and [Learning Lessons from Real Fires: Findings of Fatal Fire Investigations](#) (Research Bulletin no. 9, DCLG 2006)

serious injuries or death from accidental fires in the home. Understanding how and where the age of the population is expected to change over time is also important as it helps to identify potential areas to focus prevention and protection activities.

## 4. Ethnicity

- 4.1. Ethnicity data is taken from the 2011 Census (the latest figures available). ‘White’ includes all persons identifying as White British plus White Irish, Gypsy and Irish Traveller and Other White. BaME stands for Black and Minority Ethnic groups and includes all persons identifying as Black, Asian, Mixed and other non-White.
- 4.2. The figures show that BaME residents represent a very small proportion of the overall Herefordshire and Worcestershire population at 3.8 per cent (27,419 persons out of a total of 749,646 in 2011). Within this overall figure, Herefordshire had the lowest population of BaME residents at 1.8 per cent while Redditch had the highest at 8.7 per cent.

**Table 4: Herefordshire and Worcestershire population by ethnicity 2011**

Ethnicity (2011 Census)			
Local Authority area	White	BaME	% BaME
Herefordshire	180,169	3,308	1.8%
Bromsgrove	89,696	3,941	4.4%
Malvern Hills	72,841	1,790	2.5%
Redditch	77,497	6,717	8.7%
Worcester	92,294	6,474	7.0%
Wychavon	114,457	2,487	2.2%
Wyre Forest	95,273	2,702	2.8%
<b>Total</b>	<b>722,227</b>	<b>27,419</b>	<b>3.8%</b>

- 4.3. The BaME figures can be broken down further into four broad categories; Mixed, Asian, Black and Other. The general composition of each category is listed in Table 5 below.

**Table 5: BaME categories**

BaME Category	Composition	
<b>Mixed</b>	<ul style="list-style-type: none"> <li>• White/Black Caribbean</li> <li>• White/Asian</li> </ul>	<ul style="list-style-type: none"> <li>• White/Black African</li> <li>• Other Mixed</li> </ul>
<b>Asian</b>	<ul style="list-style-type: none"> <li>• Indian</li> <li>• Bangladeshi</li> <li>• Other Asian</li> </ul>	<ul style="list-style-type: none"> <li>• Pakistani</li> <li>• Chinese</li> </ul>
<b>Black</b>	<ul style="list-style-type: none"> <li>• Black African</li> <li>• Black Asian</li> </ul>	<ul style="list-style-type: none"> <li>• Black Caribbean</li> <li>• Other Black</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Arab</li> </ul>	<ul style="list-style-type: none"> <li>• Other Ethnic Minority Group</li> </ul>

4.4. The resulting number breakdown and the percentage totals for each local authority area in 2011 are shown in the following two tables (Table 6 and 7). Figure 3 provides a graph of the BaME breakdown by local authority area in 2011.

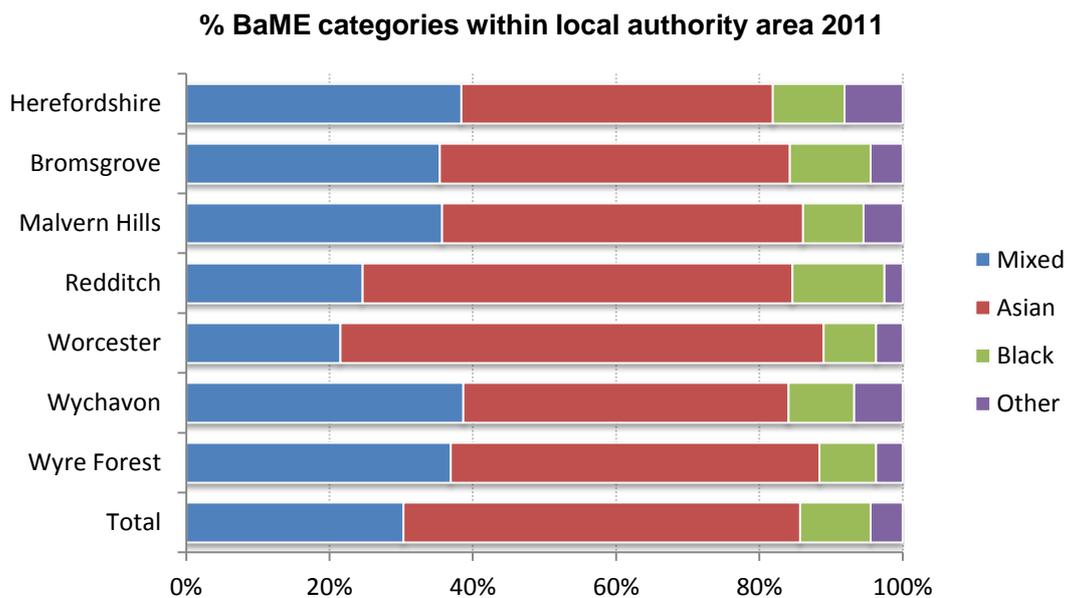
**Table 6: Herefordshire and Worcestershire breakdown of BaME population 2011**

Local Authority area	No. White	No. Mixed	No. Asian	No. Black	No. Other
Herefordshire	180,169	1,270	1,439	331	268
Bromsgrove	89,696	1,396	1,925	444	176
Malvern Hills	72,841	639	902	151	98
Redditch	77,497	1,655	4,029	862	171
Worcester	92,294	1,395	4,366	473	240
Wychavon	114,457	962	1,129	228	168
Wyre Forest	95,273	998	1,390	214	100
<b>Total</b>	<b>722,227</b>	<b>8,315</b>	<b>15,180</b>	<b>2,703</b>	<b>1,221</b>

**Table 7: Herefordshire and Worcestershire % breakdown of BaME population 2011**

Local Authority area	% White	% Mixed	% Asian	% Black	% Other
Herefordshire	98.2	0.7	0.8	0.2	0.1
Bromsgrove	95.8	1.5	2.1	0.5	0.2
Malvern Hills	97.6	0.9	1.2	0.2	0.1
Redditch	92.0	2.0	4.8	1.0	0.2
Worcester	93.4	1.4	4.4	0.5	0.2
Wychavon	97.9	0.8	1.0	0.2	0.1
Wyre Forest	97.2	1.0	1.4	0.2	0.1
<b>Total</b>	<b>96.3%</b>	<b>1.1%</b>	<b>2.0%</b>	<b>0.4%</b>	<b>0.2%</b>

**Figure 3: BaME % population breakdown by local authority area 2011**



4.5. While each local authority area has residents from each of the four broad BaME categories, Asian communities are the most represented in each area with a total of 15,180 residents, or 55 per cent of all BaME residents in the two counties. The following table highlights the predominant BaME communities in each local authority area at 2011.

**Table 8: Predominant BaME communities by local authority area, 2011**

Local Authority area	Largest BaME group	% of all BaME in local authority area	% total population of local authority area
<b>Herefordshire</b>	Asian – Indian	14.8%	1.8%
<b>Bromsgrove</b>	Asian – Indian	27.4 %	4.2%
<b>Malvern Hills</b>	Asian – Chinese	18.8%	2.4%
<b>Redditch</b>	Asian – Pakistani	38.4%	8.0%
<b>Worcester</b>	Asian – Pakistani	29.7%	6.6%
<b>Wychavon</b>	Asian – Indian	18.6%	2.1%
<b>Wyre Forest</b>	Asian – Bangladeshi	18.9%	2.8%

4.6. In terms of the distribution of BaME communities across the two counties, Table 9 shows the largest and smallest BaME communities by local authority areas at 2011.

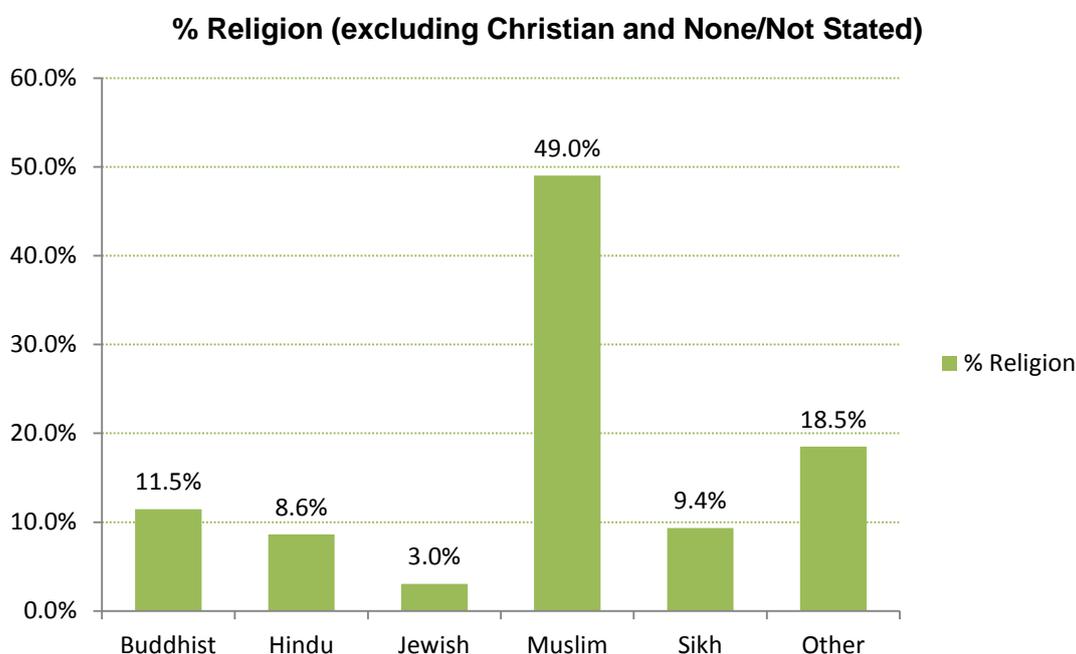
**Table 9: Herefordshire and Worcestershire distribution of BaME residents, 2011**

BaME composition	Largest BaME community		Smallest BaME community	
	Local authority area	No.	Local authority area	No.
<b>Mixed White/Black Caribbean</b>	Redditch	1,053	Malvern Hills	192
<b>Mixed White/Black African</b>	Worcester	199	Redditch and Wyre Forest	75 each
<b>Mixed White/Asian</b>	Bromsgrove	446	Malvern Hills	235
<b>Other Mixed</b>	Herefordshire	302	Malvern Hills	134
<b>Asian – Indian</b>	Bromsgrove	1,078	Malvern Hills	268
<b>Asian – Pakistani</b>	Redditch	2,580	Malvern Hills	43
<b>Asian – Bangladeshi</b>	Wyre Forest	512	Malvern Hills	30
<b>Asian – Chinese</b>	Worcester	391	Wyre Forest	168
<b>Other Asian</b>	Worcester	797	Malvern Hills	225
<b>Black – African</b>	Worcester	226	Wyre Forest	85
<b>Black – Caribbean</b>	Redditch	558	Malvern Hills	41
<b>Other Black</b>	Redditch	144	Malvern Hills	15
<b>Other - Arab</b>	Herefordshire	105	Malvern Hills	11
<b>Other Ethnic Minority Group</b>	Worcester	179	Wyre Forest	86

## 5. Religion

5.1. Religious belief was set out in the 2011 Census and showed that the majority of the Herefordshire and Worcestershire population declared themselves as Christian (67.6 per cent) while 30.3 per cent declared either no religion or did not state a religion. The remaining 2.1 per cent was made up of five main religions, Buddhist, Hindu, Jewish, Muslim and Sikh, plus a further 'Other' category for other religions. Together these six other religions represent 15,966 residents out of a total of 749,646. Within these religions, Muslims represents the majority at 49 per cent, almost three-quarters of whom were resident in Redditch and Worcester local authority areas. The percentage breakdown is shown in the following chart (Figure 4) and Table 10 shows which local authority areas have the most and least numbers of the six other religions.

**Figure 4: Herefordshire and Worcestershire population breakdown by religion (excluding Christian and None/Not Stated), 2011**



**Table 10: Distribution of religion by local authority area (other than Christian and None/Not Stated), 2011**

Religion	Largest by local authority area	No. residents	Smallest by local authority area	No. residents
<b>Buddhist</b>	Herefordshire	562	Redditch	154
<b>Hindu</b>	Bromsgrove	323	Malvern Hills and Wyre Forest	111 each
<b>Jewish</b>	Herefordshire	131	Worcester	32
<b>Muslim</b>	Redditch	2,870	Malvern Hills	197

<b>Sikh</b>	Bromsgrove	609	Malvern Hills	75
<b>Other</b>	Herefordshire	893	Bromsgrove	282

## 6. Urban-Rural Population Density and Housing Development

6.1. Census figures from 2011 for Herefordshire and Worcestershire showed an overall split of 67 per cent of the population living in broadly urban areas and 33 per cent living in broadly rural areas. Within this overall split, there is considerable variation across the local authority areas. The City of Worcester and Redditch local authority areas are practically wholly urban, while Herefordshire, Malvern Hills and Wychavon local authority areas are mostly rural. This is reflected in the population densities, with the relatively compact City of Worcester having a density of 3,009 people per square kilometre compared to the large area of Herefordshire with a population density of just 87 people per square kilometre. The urban/rural breakdown is shown in Table 11 below.

**Table 11: Herefordshire and Worcestershire urban/rural split and density, 2016**

Local authority area	% Population living in Urban areas	% Population living in Rural areas	Area (km <sup>2</sup> )	Density (people per km <sup>2</sup> )	Popn. 2016
Herefordshire	46%	54%	2,180	87	189,300
Bromsgrove	79%	21%	217	446	96,800
Malvern Hills	48%	52%	577	132	76,100
Redditch	97%	3%	54	1,572	84,900
Worcester	100%	0%	34	3,009	102,300
Wychavon	43%	57%	663	186	123,000
Wyre Forest	79%	21%	195	512	99,900
<b>H&amp;W Total</b>	<b>67%</b>	<b>33%</b>	<b>3,920</b>	<b>197</b>	<b>772,300</b>
<b>England</b>	<b>82%</b>	<b>18%</b>	<b>130,310</b>	<b>424</b>	<b>55,268,067</b>

6.2. While the majority of fires occur in the more densely populated urban areas, providing a fire and rescue service across a largely rural area presents issues such as relatively isolated communities, lengthy distances for fire engines to travel to incidents and difficulties in accessing hard to reach parts of the two counties.

6.3. There are a number of development plans for housing across the two counties up to 2030. Just under 40,000 new homes are planned between 2017 and 2030, a building

rate of about 3,000 per year. Most of the housing development is planned for sites within and around the larger urban areas, particularly the two cities of Worcester and Hereford and the main towns in the two counties.

- 6.4. The rate of housing development and the associated population growth is likely to have two main impacts: an increased number of incidents requiring an emergency response and an impact on response times and the delivery of day-to-day services. New developments provide new destinations to be serviced and additional emergency services infrastructure may need to be provided if response times and services cannot be acceptably delivered using existing infrastructure.
- 6.5. It will be important to monitor the potential impact of this growth on our services, as population and vehicle numbers will continue to increase in these areas over this period. For example, there may be an increased need for more community safety and road safety activities in these areas, and with more traffic on the roads and on-street car parking, there is likely to be an impact on how quickly fire engines can reach incidents. The design of new housing and other developments will need to ensure that emergency services can access all areas and buildings quickly and safely and without hindrance. Over the next few years, incidents numbers and the types of incidents occurring in newly built areas will be monitored to help to assess any potential impact.
- 6.6. The rate of planned housing development between 2017 and 2030 has been estimated using figures taken from the five main Development Plans for the two counties. The projected housing growth is shown in Table 12 below.

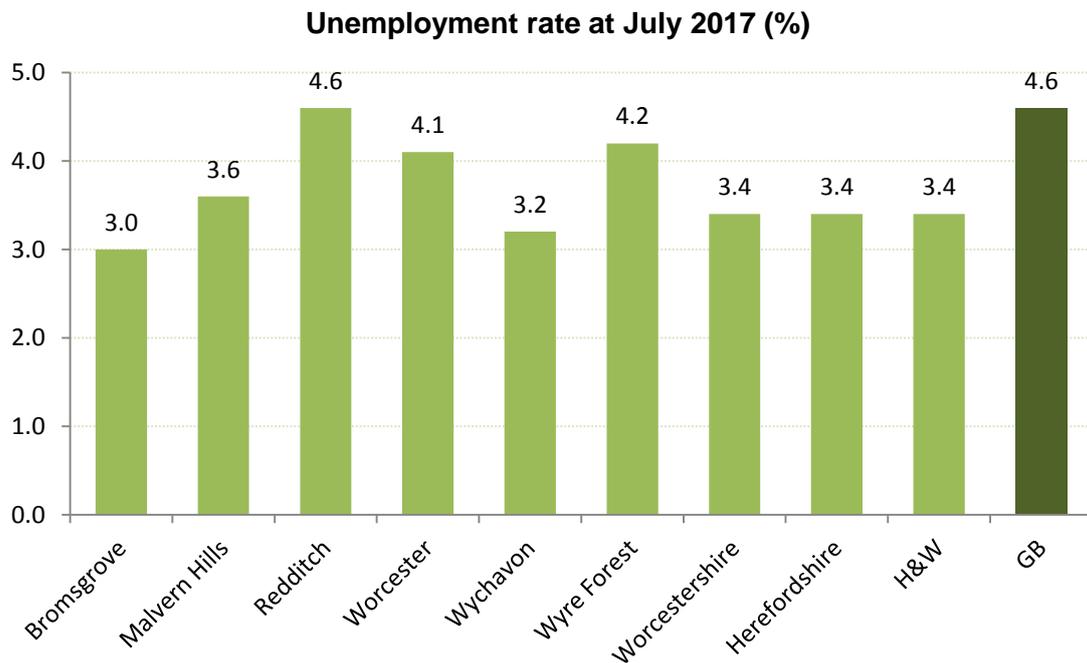
**Table 12: Estimated housing development 2017 - 2030**

Local Authority area	Estimated rate of housing development per annum	Estimated total housing development between 2017 and 2030
Bromsgrove	175	2,300
Redditch	300	3,900
South Worcestershire (Malvern Hills, City of Worcester, Wychavon)	1,300	16,900
Wyre Forest	250	3,300
Herefordshire	900	11,700
<b>Total</b>	<b>2,925</b>	<b>38,000</b>

## 7. Economic Activity

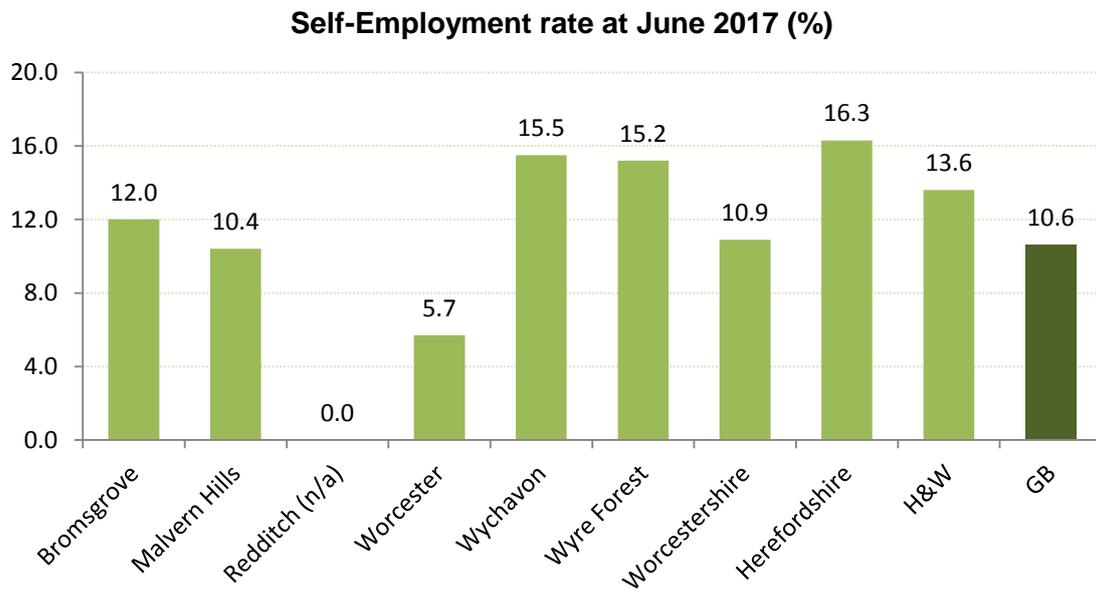
7.1. Across the two counties in June 2017, 387,200 people were economically active; representing 80.1 per cent of all people aged 16-64. Of these, 13,200 or 3.4 per cent were unemployed. This compares favourably with the GB unemployment rate of 4.6 per cent at June 2017. The following chart (Figure 5) shows the small variations in the unemployment rate across the local authority districts in Herefordshire and Worcestershire.

**Figure 5: Herefordshire and Worcestershire unemployment rate by local authority area 2017**



7.2. The majority of people in employment in Herefordshire and Worcestershire were employees. In June 2017, 304,800 people were employees (63.2 per cent of those economically active) and 67, 200 were self-employed (13.6 per cent of those economically active). Across the local authority districts, Worcester had just 4,700 people self-employed (5.7 per cent of those economically active), while in Herefordshire there were 22,200 people self-employed (16.3 per cent of those economically active). The following chart (Figure 6) shows that the more rural areas tend to have greater numbers of people self-employed than the urban areas. (Note: figures for Redditch are not available as the sample size is too small for a reliable estimate)

**Figure 6: Herefordshire and Worcestershire self-employment rate by local authority area, 2017**



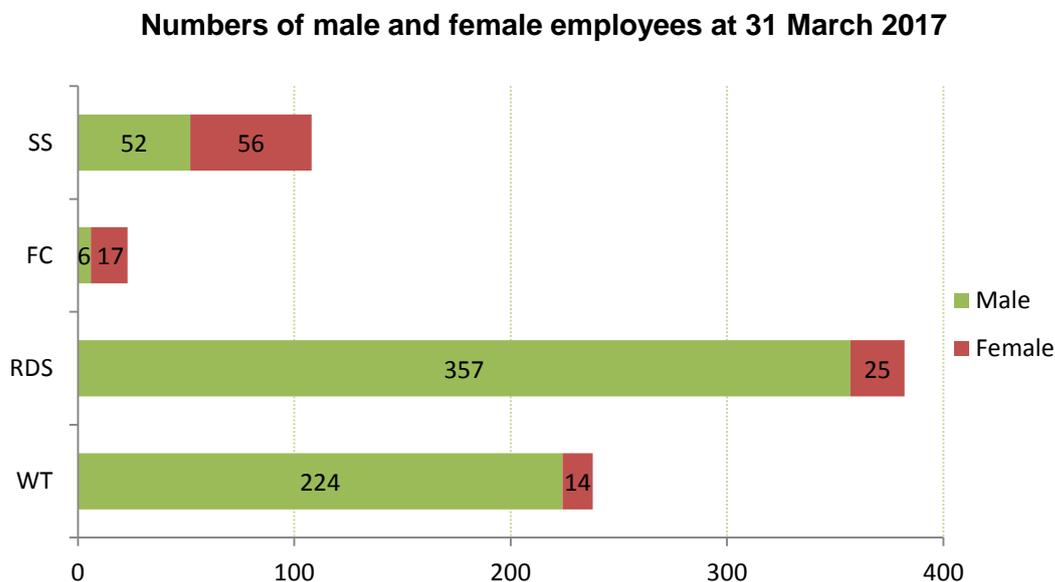
7.3. Unemployment and relatively high levels of deprivation in local neighbourhoods are known to be particular factors involved in increasing the risk of fire.

## Annex

### 1. Hereford & Worcester Fire and Rescue Service Workforce Profile

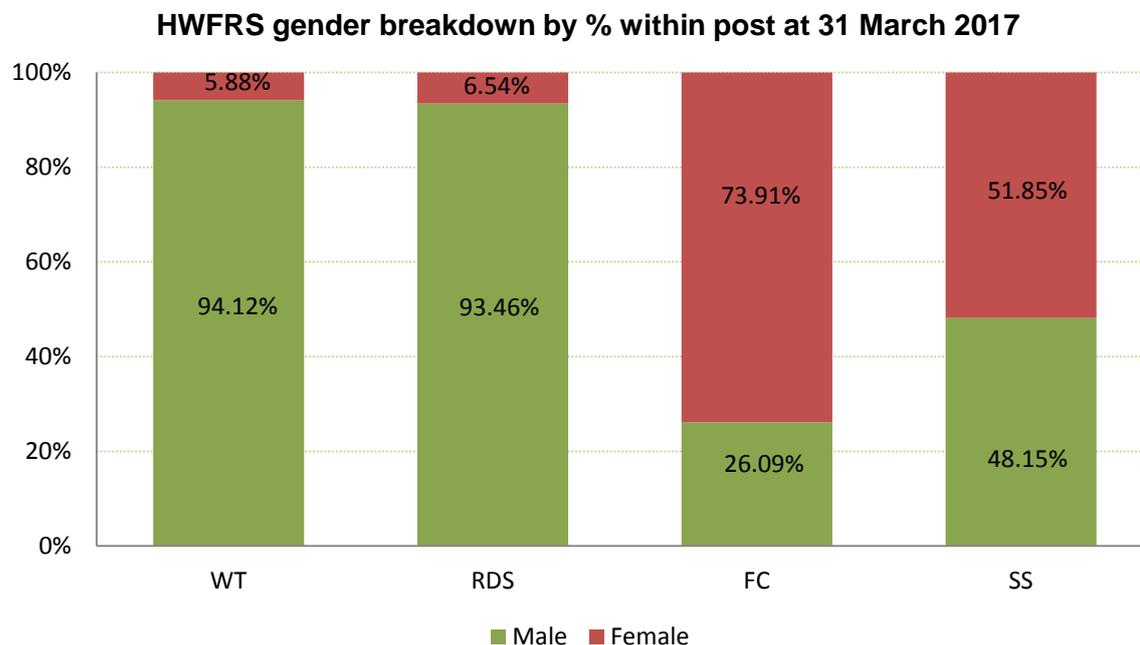
- 1.1. The Hereford & Worcester Fire and Rescue Service (HWFRS) workforce can be split into four broad staffing groups; Wholetime Firefighters (WT), Retained Duty System/On Call Firefighters (RDS), Fire Control (FC) and Support Staff (SS). At the end of March 2017, the Service employed 751 people across these four groups. The majority (620 employees or 82.5 per cent of the total) were employed as firefighters. Of these, 238 were Wholetime firefighters and 382 were On Call firefighters. There were 108 Support staff and 23 Fire Control staff.
- 1.2. Of the 751 members of staff, 639 were male (85 per cent) and 112 were female (15 per cent). The breakdown of male and female staff across the four staffing groups can be seen in the following chart (Figure 7). It shows that 94 per cent of Firefighter roles (WT and RDS) are occupied by male employees. There are higher proportions of female employees in both Fire Control and Support services, though these two staffing groups only make up 17 per cent of the total.

Figure 7: HWFRS workforce by staffing group, March 2017



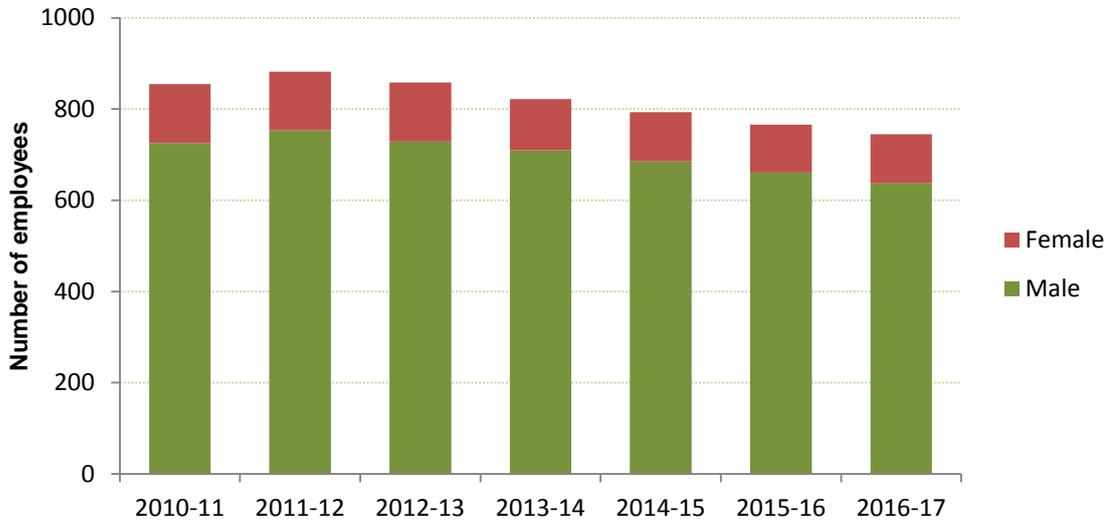
1.3. Figure 8 below shows the male/female breakdown in percentage terms.

**Figure 8: HWFRS workforce by percentage staffing group, March 2017**

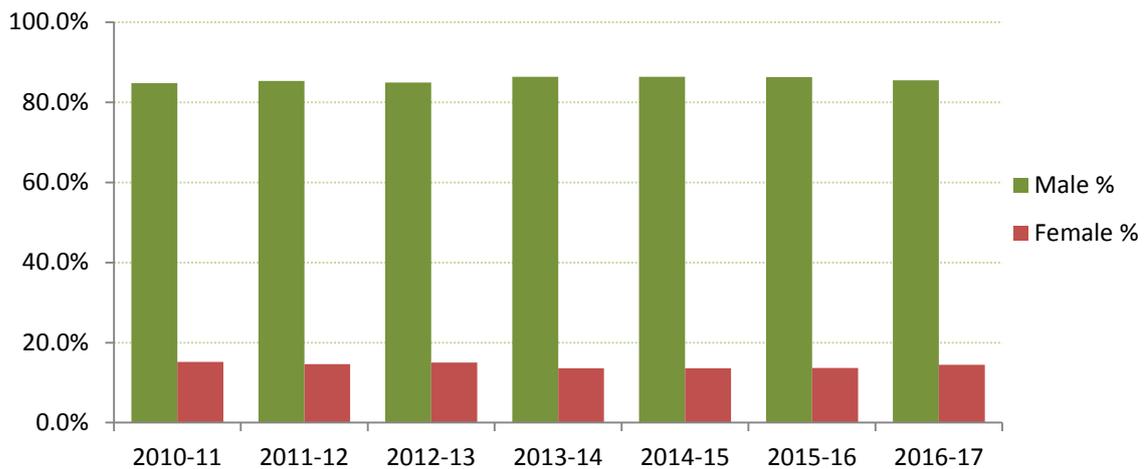


- 1.4. An important emphasis in the Service’s People Strategy is to work towards shaping our workforce to become more representative of our communities. Like most fire and rescue services across the country, our workforce is underrepresented in both women and minority ethnic groups at all levels of the organisation, particularly in senior and management roles, relative to their numbers across the two counties.
- 1.5. As the population pyramid for Herefordshire and Worcestershire in 2016 (Figure 2 above) shows, the male/female split was fairly even at 49.2 per cent male and 50.8 per cent female across the whole population. This was the same for the male/female split at the usual working age, (i.e. aged 16-64 years).
- 1.6. The current male/female staff breakdown at HWFRS is 85 per cent male and 15 per cent female. While the overall size of the workforce has reduced by over 12 per cent since 2010-11, the proportions of male and female employees has remained fairly consistent as shown in the following charts (Figures 9 and 10).

**Figure 9: HWFRS workforce by gender, 2010-11 to 2016-17**

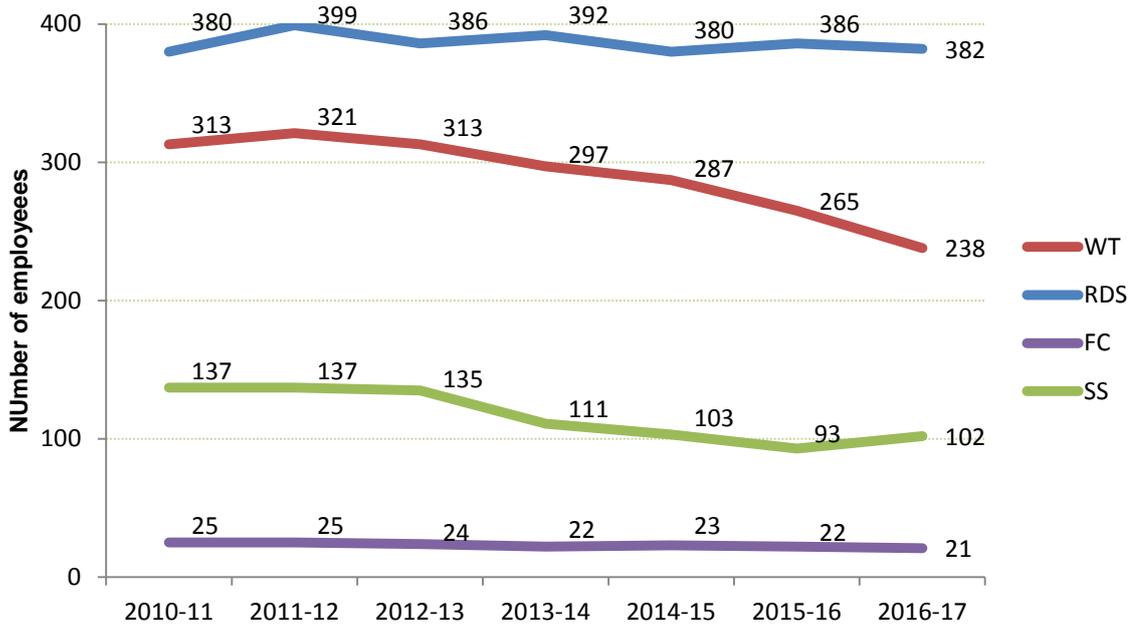


**Figure 10: HWFRS workforce by gender percentage breakdown, 2010-11 – 2016-17**



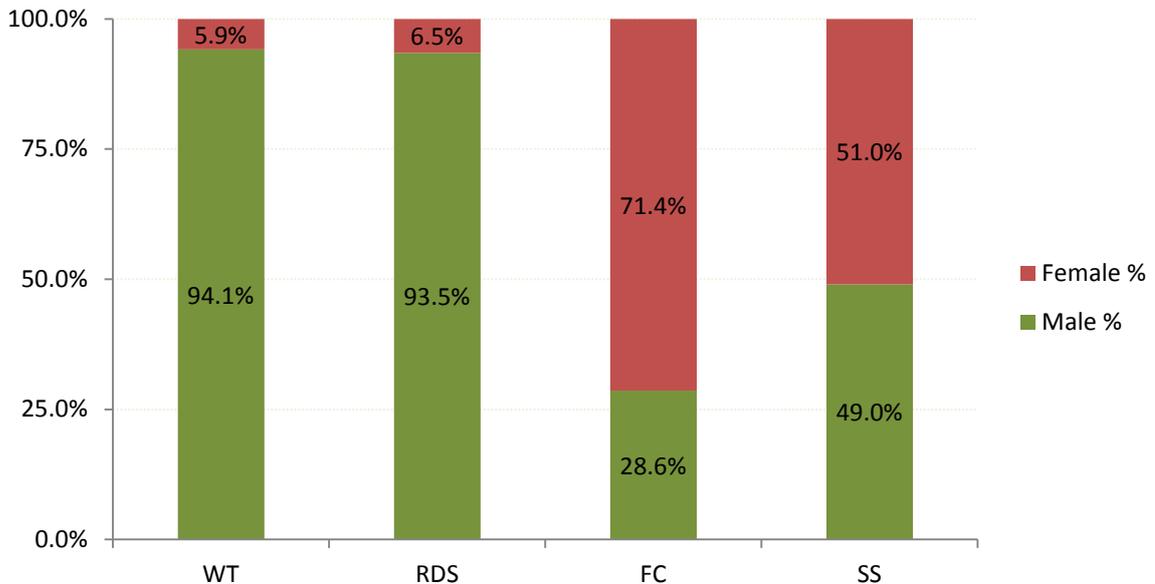
1.7. All four staffing groups have seen reductions in numbers over the years, with both Wholtime Firefighters and Support Staff numbers each falling by over 25 per cent since 2011-12. Over this period Fire Control numbers fell by 16 per cent, while On Call Firefighter numbers fell by 4.3 per cent. This can be seen in Figure 11 below.

**Figure 11: HWFRS workforce by staffing group 2010-11 to 2016-17**



1.8. The male/female breakdown within each of the four staffing groups can be seen in Figure 12. It shows that the majority of Wholetime and On Call Firefighters are male, representing 93.7 per cent of all Firefighters (581 men compared to 39 women). The balance is more even within the Support Staff, while Fire Control has more women than men (15 women and 6 men).

**Figure 12: HWFRS staffing groups by gender (%), 31 March 2017**



1.9. In terms of the gender breakdown by rank, there are different management structures for uniformed and non-uniformed staff, which makes it difficult to make direct comparisons. Table 13 below shows the gender breakdown within uniformed

management roles and Table 14 shows the non-uniformed senior officer staffing structure.

**Table 13: HWFRS Uniformed management roles by gender at 31 March 2017**

Management Ranks (at 31 March 2017)	Uniformed					
	Wholetime		On Call		Fire Control	
	Male	Female	Male	Female	Male	Female
<b>Principal Officer</b>	3	-	-	-	-	-
<b>Area Commander</b>	4	-	-	-	-	-
<b>Group Commander</b>	10	-	-	-	-	-
<b>Station Commander</b>	18	-	-	-	-	1
<b>Watch Commander</b>	53	3	26	-	-	2
<b>Crew Commander</b>	32	1	68	4	1	5

1.10. Table 13 shows that within the uniformed workforce there were 35 men and one woman at higher than Watch Commander level. Of the 231 personnel ranked at Crew Commander and above, 16 were women (6.7 per cent of the total).

1.11. Table 14 below shows that there were 44 non-uniformed employees at SO grades and above. Of the 26 employees at PO grades and above, 13 were female (50 per cent of the total).

**Table 14: HWFRS Non-Uniformed senior grades by gender at 31 March 2017**

Pay Scale (at 31 March 2017)	Non-Uniformed	
	Male	Female
<b>Principal Officer*</b>	1	-
<b>Area Commander*</b>	1	1
<b>Spot Salary**</b>	1	-
<b>PO7</b>	1	1
<b>PO1 to PO6</b>	9	11
<b>SO1 to SO2</b>	12	6

\* these are the equivalent grades for those non-uniformed managers who are members of the Service's Senior Management Board.

\*\* a spot salary is one that does not conform with the pay scale structure.

1.12. There were very few Black and Minority Ethnic (BaME) members of staff at 31 March 2017. Of the total 734 employees who stated an ethnic origin, 14 were BaME

employees. This represents 1.9 per cent of the workforce, which is less than the 3.8 per cent proportion of BaME residents in the two counties recorded at the 2011 Census. Employee figures are shown in Table 15 below.

**Table 15: HWFRS workforce ethnicity by staffing group at 31 March 2017**

	White British	Other White	Mixed	Black/ Black British	Asian/ Asian British	Ethnic Origin Not Stated
<b>Wholetime</b>	228	6	1	-	-	3
<b>On Call (RDS)</b>	357	8	8	1	2	6
<b>Fire Control</b>	23	-	-	-	-	-
<b>Support Staff</b>	97	1	1	1	-	2
<b>Total</b>	705	15	10	2	2	11

1.13. In terms of BaME employees in uniformed management roles, there are no BaME employees above the Watch Commander level. Table 16 below shows that at 31 March 2017 BaME employees in management roles at Crew Commander and above represented 1.3 per cent of the total.

**Table 16: HWFRS Uniformed workforce management by ethnicity at 31 March 2017**

Ethnicity of Uniformed Management Ranks	White British	Other White	Mixed	Black/ Black British	Asian/ Asian British	Ethnic Origin Not Stated
<b>Principal Officer</b>	3	-	-	-	-	-
<b>Area Commander</b>	4	-	-	-	-	-
<b>Group Commander</b>	10	-	-	-	-	-
<b>Station Commander</b>	18	1	-	-	-	-
<b>Watch Commander</b>	83	-	1	-	-	-
<b>Crew Commander</b>	108	-	2	-	-	1

1.14. Table 17 below shows the non-uniformed BaME employees at pay scale grades at SO level and above.

**Table 17: HWFRS Non-Uniformed senior grades by ethnicity at 31 March 2017**

Ethnicity of Non-Uniformed Senior Grades (at 31 March 2017)	White British	Other White	Mixed	Black/Black British	Asian/Asian British	Ethnic Origin Not Stated
<b>Principal Officer*</b>	1	-	-	-	-	-
<b>Area Commander*</b>	2	-	-	-	-	-
<b>Spot Salary**</b>	1	-	-	-	-	-
<b>PO7</b>	2	-	-	-	-	-
<b>PO1 to PO6</b>	19	-	-	1	-	-
<b>SO1 to SO2</b>	17	1	-	-	-	-

\* these are the equivalent grades for those non-uniformed managers who are members of the Service's Senior Management Board.

\*\* a spot salary is one that does not conform with the pay scale structure.

1.15. Table 17 shows that of the 44 non-uniformed employees at SO grades and above, two were BaME employees. Of the 26 employees at PO grades and above, 1 was a BaME employee (3.8 per cent of the total).

## **Data Sources**

All national demographic data and trends are from the Office for National Statistics (ONS) website – <https://www.ons.gov.uk/> National trends noted in the report are taken from the ONS article [Overview of the UK population: July 2017](#).

Unless otherwise stated, local statistics are from the ONS Official Labour Market Statistics (known as 'Nomis') website - <https://www.nomisweb.co.uk/>

For both national and local population totals, the figures are estimates for 2016. Local population and housing estimates are rounded to the nearest 100, where appropriate.

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Housing projections are taken from the following local authority plans:

- [Bromsgrove District Plan 2011-2030](#)
- [Borough of Redditch Local Plan No. 4 2011-2030](#)
- [South Worcestershire Development Plan 2006-2030](#)
- [Wyre Forest Local Plan Review 2016-2034](#)
- [Herefordshire Local Plan Core Strategy 2011-2031](#)

Hereford & Worcester Fire and Rescue Service workforce statistics are collected by the Home Office and are available at <https://www.gov.uk/government/collections/fire-statistics>. Workforce data is also held by the Human Resources team at HWFRS.