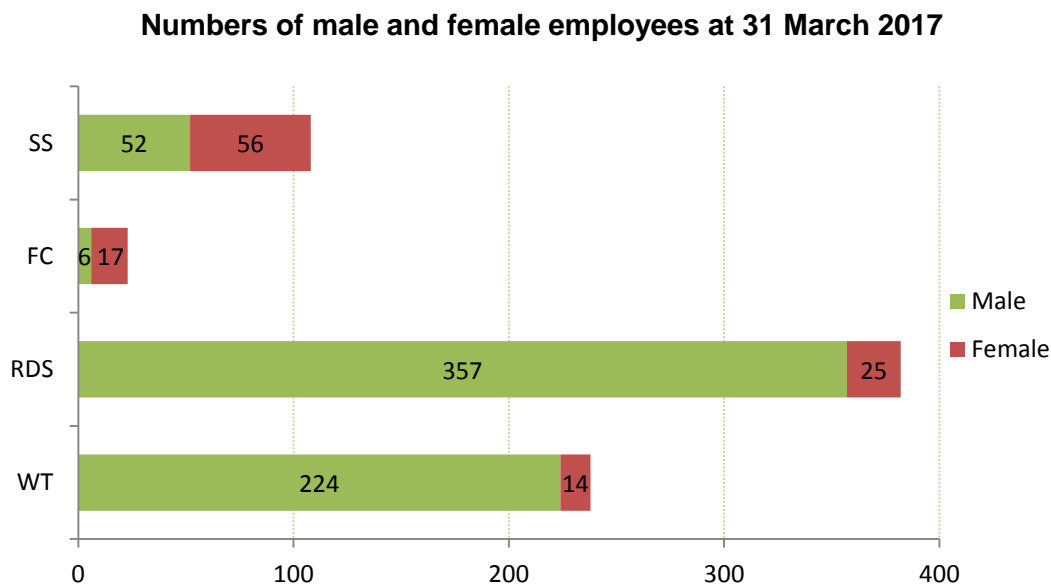


Annex

1. Hereford & Worcester Fire and Rescue Service Workforce Profile

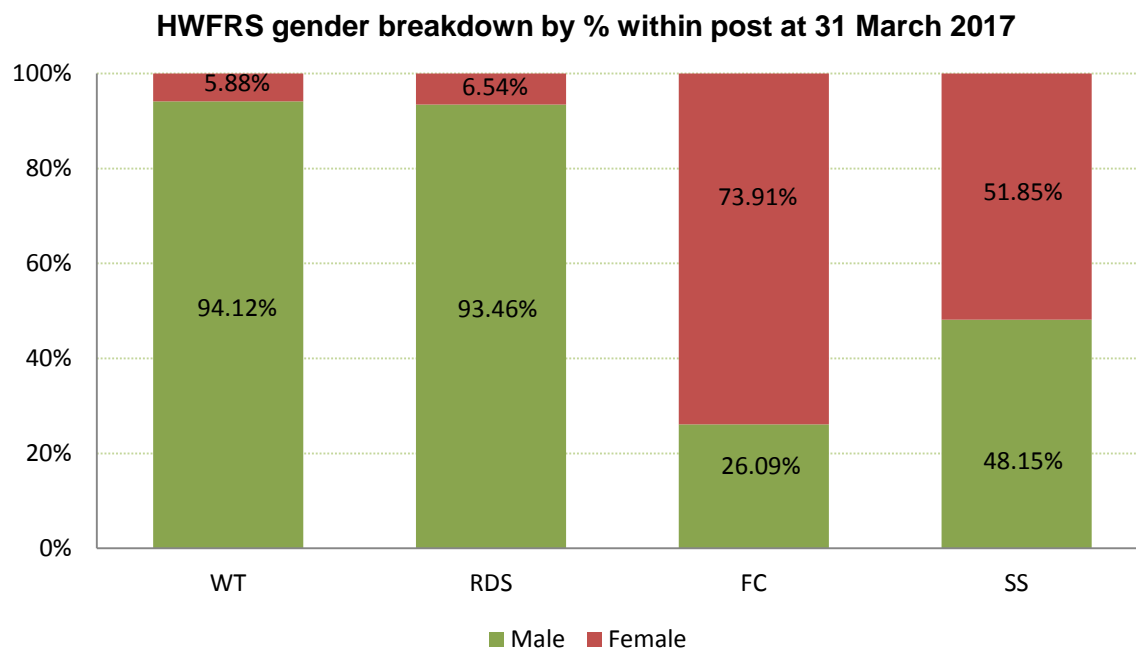
- 1.1. The Hereford & Worcester Fire and Rescue Service (HWFRS) workforce can be split into four broad staffing groups; Wholetime Firefighters (WT), Retained Duty System/On Call Firefighters (RDS), Fire Control (FC) and Support Staff (SS). At the end of March 2017, the Service employed 751 people across 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

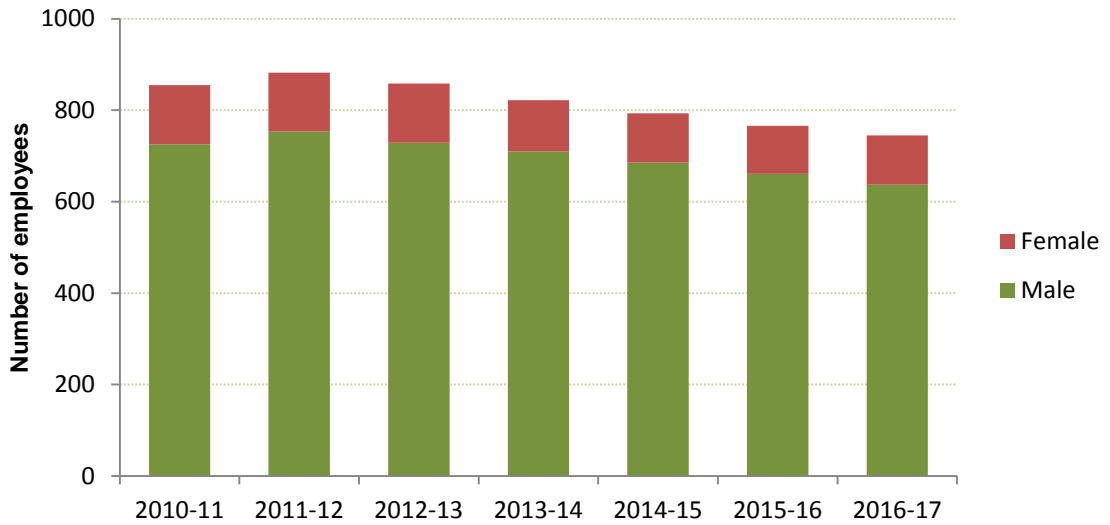
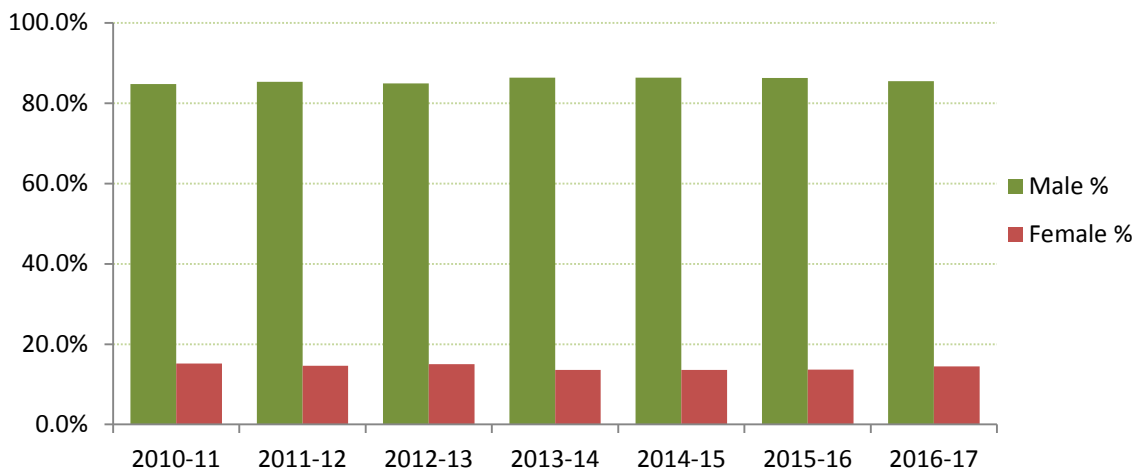
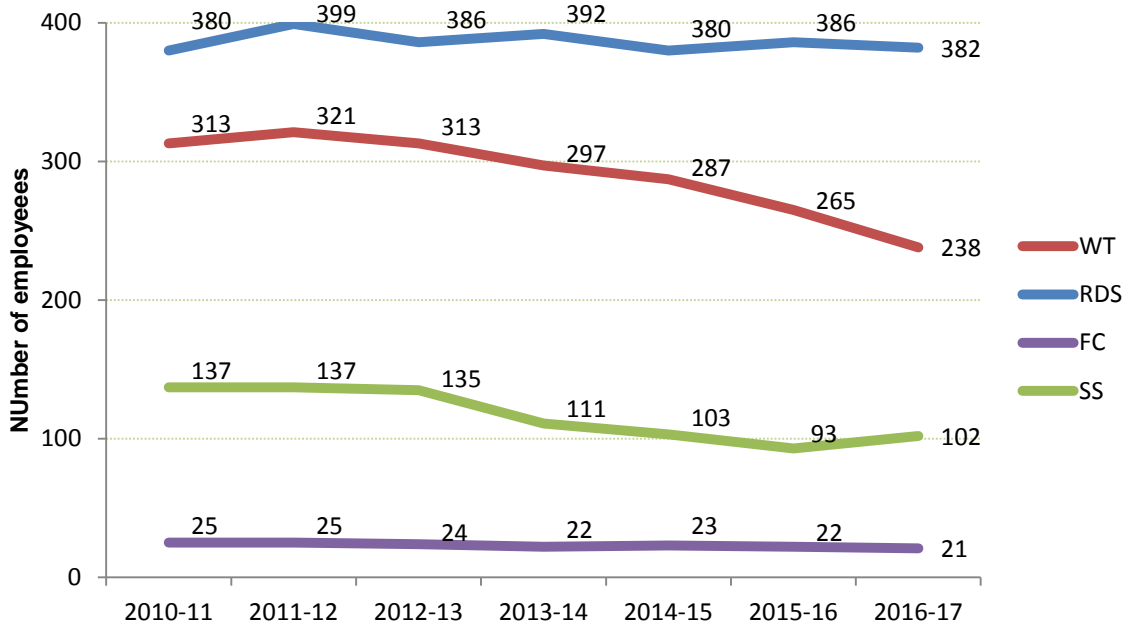


Figure 10: HWFRS workforce by gender percentage breakdown, 2010-11 – 2016-17



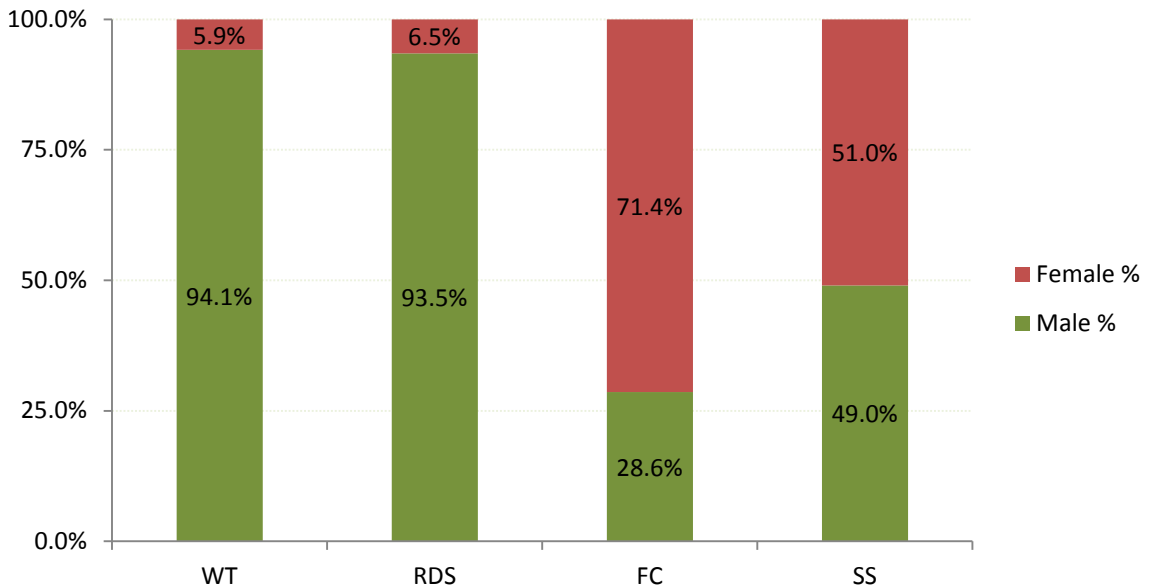
1.7. All four staffing groups have seen reductions in numbers over the years, with both Wholtime Firefighters and Support Staff numbers each falling by over 25 per cent since 2011-12. Over this period Fire Control numbers fell by 16 per cent, while On Call Firefighter numbers fell by 4.3 per cent. This 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
Principal Officer	3	-	-	-	-	-
Area Commander	4	-	-	-	-	-
Group Commander	10	-	-	-	-	-
Station Commander	18	-	-	-	-	1
Watch Commander	53	3	26	-	-	2
Crew Commander	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
Principal Officer*	1	-
Area Commander*	1	1
Spot Salary**	1	-
PO7	1	1
PO1 to PO6	9	11
SO1 to SO2	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
Wholetime	228	6	1	-	-	3
On Call (RDS)	357	8	8	1	2	6
Fire Control	23	-	-	-	-	-
Support Staff	97	1	1	1	-	2
Total	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
Principal Officer	3	-	-	-	-	-
Area Commander	4	-	-	-	-	-
Group Commander	10	-	-	-	-	-
Station Commander	18	1	-	-	-	-
Watch Commander	83	-	1	-	-	-
Crew Commander	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
Principal Officer*	1	-	-	-	-	-
Area Commander*	2	-	-	-	-	-
Spot Salary**	1	-	-	-	-	-
PO7	2	-	-	-	-	-
PO1 to PO6	19	-	-	1	-	-
SO1 to SO2	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).